

VET student outcomes 2020: impact of COVID-19 on domestic students

Ian White

National Centre for Vocational Education Research



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NCVER, ABN 87 007 967 311

Level 5, 60 Light Square, Adelaide SA 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>> <<http://www.lsay.edu.au>>

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Summary of key findings

Australia's response to the COVID-19 pandemic has been successful relative to comparable countries around the world. However, this success has still come at a cost, with the restrictions put in place to stop the spread of the virus causing widespread economic disruption and significantly impacting the labour market. At the end of May 2020 (the reference period for the 2020 National Student Outcomes Survey), the number of employed persons decreased by 5.4% from the same period in 2019 (ABS 2020). The number of unemployed increased by 30.9% and the labour force participation rate declined by 3.2 percentage points to 62.9%.

The proportion of vocational education and training (VET) students who completed a qualification in 2019 and were employed at the end of May 2020 was 71.6%, this represented a decrease of 5.0 percentage points from the corresponding period in the previous year. The decrease in the proportion of males employed full time was particularly large (-9.1 percentage points), with the decline in full-time employment smaller for females (-5.6% percentage points). The decline in the proportion of qualification completers employed after training from 2019 to 2020 did not translate into a similar increase in the proportion of unemployed, this is due to an increase in the proportion who were not participating in the labour force which was larger for females (4.6 percentage points) than for males (3.4 percentage points).

Despite the introduction of the federal government's JobKeeper payment scheme, there were a proportion of VET students who completed a qualification during 2019, and who had a job after finishing their training, which they lost by the end of May 2020 due to the impact of the COVID-19 pandemic. Younger cohorts had higher proportions that lost their job due to COVID-19 than their older counterparts. Females aged between 20-24 years old were particularly hard hit, with 8.3% of those who completed their qualification during 2019, not in employment at the end of May 2020, having lost their job due to the COVID-19 pandemic.

VET qualification completers from 2019 who had a job at the end of May 2020 experienced considerable disruption to their employment circumstances. Of those employed, 6.7% were temporarily stood down due to COVID-19, and 34.4% had their work hours reduced since the start of the pandemic. These impacts on employment circumstances varied widely by industry. Qualification completers employed in industries more exposed to the impacts of the COVID-19 pandemic restrictions such as Arts and Recreation Services; and Accommodation and Food Services, had the highest proportions of those temporarily stood down or working reduced hours. Qualification completers employed in industries such as Financial and Insurance Services; and Mining, fared much better with far lower proportions reporting they were temporarily stood down or working reduced hours.

In terms of age and gender, young females aged 18-19 and 20-24 years had the highest proportions of those employed and temporarily stood down at 11.2% and 10.5% respectively. These cohorts also had the highest proportions that experienced a decrease in hours worked since the COVID-19 pandemic hit Australia. A potential contributor for the greater impact on employment circumstances for female qualification completers (particularly younger ones) than males is that they are overrepresented in industries hardest hit by the restrictions implemented to stop the spread of the virus.

Looking around Australia, all jurisdictions saw a decrease in the proportion of qualification completers employed full-time at the end of May 2020 compared with May 2019, with the largest declines in the Northern Territory, South Australia, Tasmania, and Queensland. Over the same period, all jurisdictions except the Australian Capital Territory saw a decrease in the proportion of qualification completers participating in the labour market, with the largest decline in Victoria. Of qualification completers that were employed at the end of May 2020, Victoria had the highest proportion temporarily stood down due

to COVID-19 (8.2%) and that had their working hours reduced since the start of the pandemic (41.1%). There were also regional differences, with higher proportions of qualification completers located in major cities reporting they were temporarily stood down or working less hours than those in non-metropolitan areas.

Unsurprisingly, qualification completers whose employment circumstances were most negatively affected were from fields of education that include nationally recognised training for industries heavily impacted by COVID-19 restrictions. Qualification completers from the broad fields of education of Food, Hospitality and Personal Services; and Creative Arts, had the highest proportions of those employed at the end of May 2020 who were temporarily stood down due to COVID-19 at 16.0% and 14.8% respectively. Qualification completers from these fields of education also had the highest proportion of students who experienced a decrease in working hours since the start of the COVID-19 pandemic.

While the findings of this report paint a fairly bleak picture in terms of employment outcomes for the VET qualification completers of 2019 compared with previous years, the information presented is for a snapshot in time at the end of May 2020, when national restrictions imposed to control the initial wave of COVID-19 infections were only just beginning to be eased.

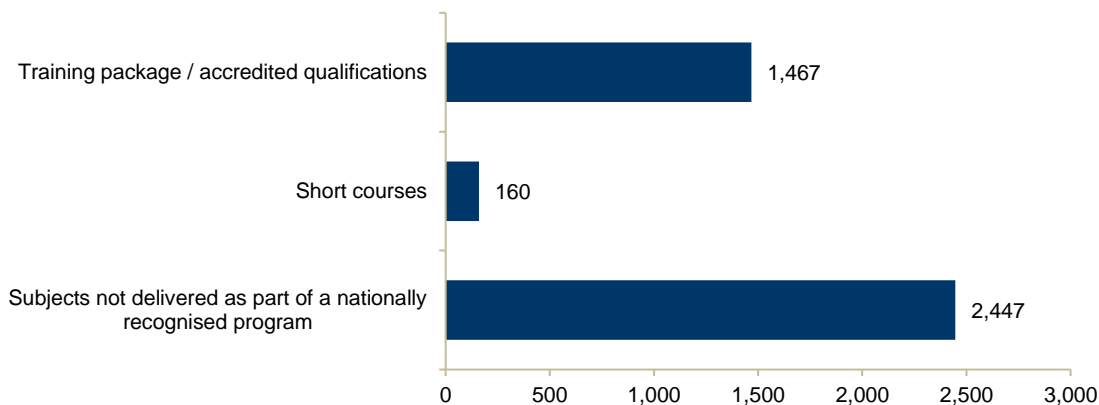
Seasonally adjusted Labour Force estimates from the ABS (2021) for February 2021, revealed the number employed hit 13 million, which is only slightly lower than the same period in 2020 before any COVID-19 restrictions were implemented (ABS 2020). This is good news for qualification completers from 2019 who lost their job or had their employment circumstances negatively impacted by the COVID-19 pandemic, and for those that completed a VET qualification during 2020. Although the withdrawal of the Federal government's JobKeeper program at the end of March 2021, when eligible businesses will no longer receive wage support for employees impacted by COVID-19, may have a negative effect on the labour market over the coming months.

Introduction

The COVID-19 pandemic has created uncertain economic conditions due to restrictions put in place to control the spread of the virus. These restrictions have significantly impacted the economic activities of businesses and industries, and in turn the demand for labour. As the recovery from the COVID-19 pandemic in Australia continues, it is important for the vocational education and training (VET) sector to understand how VET students who have recently completed their training are faring in terms of their outcomes. This includes which industries, occupations, demographic groups and regions have been and might continue to be affected by the economic circumstances created by the COVID-19 pandemic.

The VET sector in Australia covers a broad range of skilling needs from qualification-based training that leads to vocational careers, to shorter courses or subjects often undertaken for regulatory or licencing purposes. An estimated 23.4% of the Australian resident population participated in nationally recognised VET during 2019, encompassing a wide range of industries and occupations (NCVER, 2020). Some students enrolled in one or more programs, others in subjects that were not part of a nationally recognised program, and many in a combination of both (figure 1).

Figure 1 Domestic students aged 18 years and over enrolled in nationally recognised VET, 2019 ('000)



Note: Short courses include training package skill sets and accredited courses.

Source: Total VET students and courses 2019 (NCVER 2020)

Using data from the National Student Outcomes Survey, this report examines how domestic students who finished a VET qualification in 2019 fared in terms of their employment outcomes at the end of May 2020; amid the first wave of the COVID-19 pandemic. To enable comparisons with previous years, results are presented for students aged 18 years or over at the last Friday in May of the survey year. An overview of the survey is provided in appendix A. Tables summarising the impacts of the pandemic on other student groups are provided in appendix B.



Australia's COVID-19 response

Australia's response to the COVID-19 pandemic has been extremely successful relative to comparable countries where many lives have been lost, health systems threatened to be overwhelmed, and economies for the large part have been partially or fully shut down for long periods. Despite this relative success, the restrictions imposed to control the spread of the virus have caused widespread economic disruption in Australia, and significantly impacted the labour market. Amid the first wave of the COVID-19 pandemic at the end of May 2020, the number of employed persons decreased by 5.4% from the same period in 2019 (ABS 2020, table 1). The number of unemployed persons increased by 30.9% and labour force participation declined by 3.2 percentage points to 62.9%.

Table 1 Seasonally adjusted labour force estimates, May 2019 and May 2020

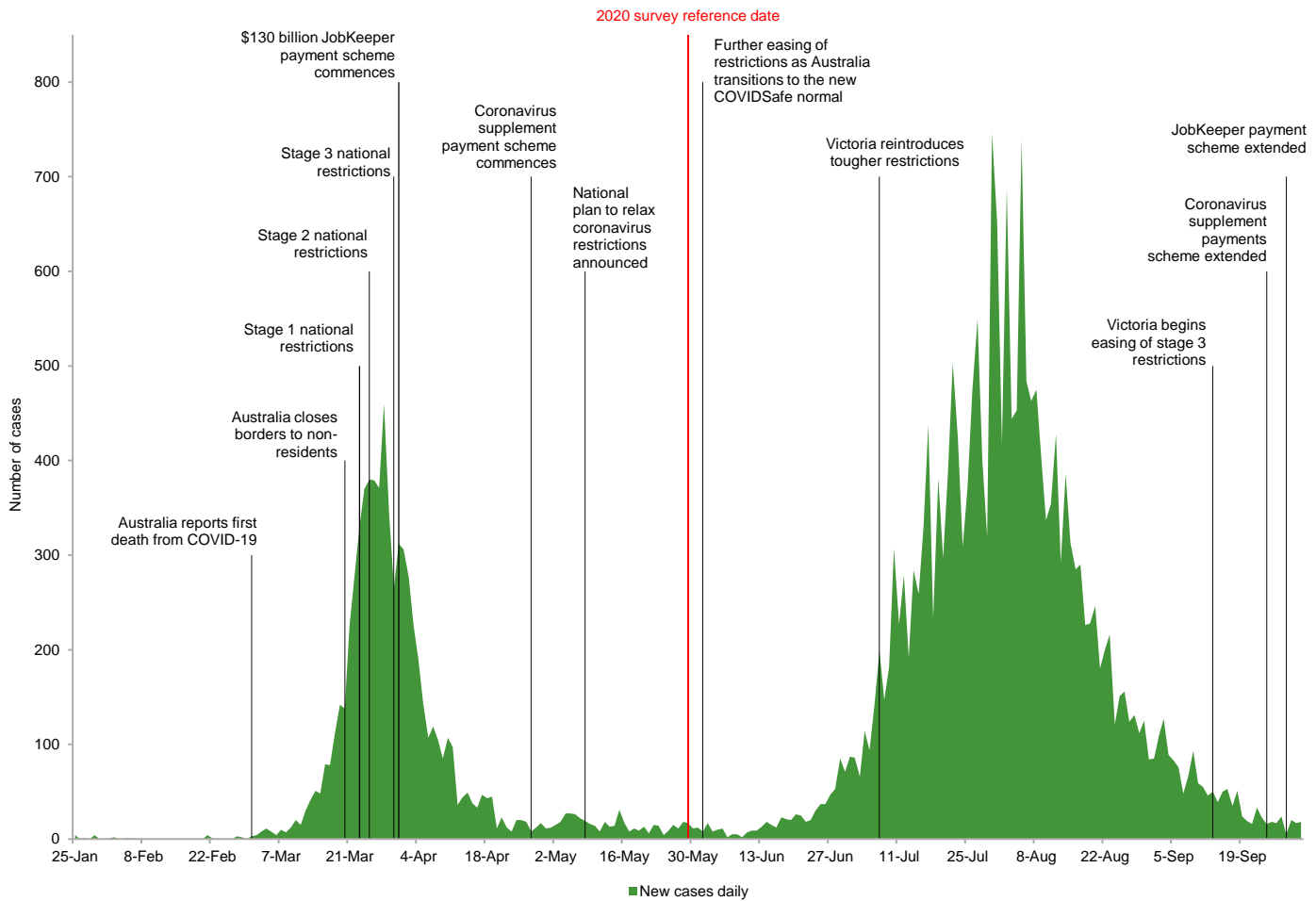
	May 2019	May 2020	Yearly change
Employed ('000)	12 849.7	12 154.1	-695.6 (-5.4%)
Full time ('000)	8 777.9	8 540.0	-237.9 (-2.7%)
Part time ('000)	4 071.8	3 614.1	-457.7 (-11.2%)
Unemployed ('000)	708.4	927.6	219.2 (30.9%)
Unemployment rate (%)	5.2	7.1	1.9 pts
Participation rate (%)	66.0	62.9	-3.2 pts

Source: Labour Force, Australia, May 2019, May 2020 seasonally adjusted data (ABS)

Note: Yearly change in rates may not sum due to rounding.

The National Student Outcomes Survey asks respondents about their employment status after training, set at the last Friday in May each year. In 2020, this occurred against the backdrop of easing COVID-19 restrictions as part of the federal government's three step plan and transition to the new COVID safe normal. This included the gradual re-opening of the economy after the first wave of shutdowns with the speed determined at a state and territory level. Figure 2 shows the timing of the 2020 survey reference date against the number of new daily COVID-19 cases nationally and a timeline of key Australian Government responses to the COVID-19 pandemic. The vast majority of the second wave of infections in July and August were in Victoria, although other states and territories did also experience a small number of new daily cases during this period.

Figure 2 Timeline of Australia’s COVID-19 response and the 2020 survey reference date



Sources: New cases daily covid19data.com.au
<https://www.australia.gov.au/news-and-updates> (Australian Federal Government)
 National Student Outcomes Survey (NCVER 2020)

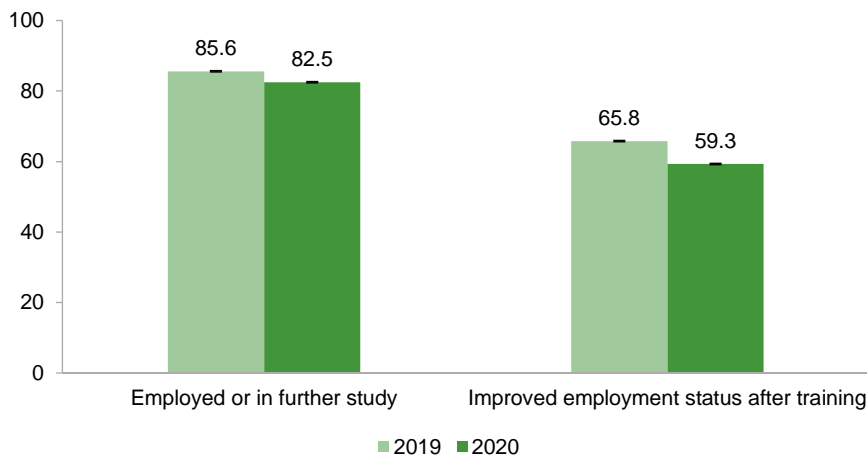
Two significant economic packages impacted the labour market prior to the survey reference date at the end of May. At the end of March 2020, the \$130 billion JobKeeper payment scheme commenced to keep more Australians in jobs and support businesses affected by the significant economic impact of the COVID-19 pandemic. This was paid to eligible employees at a rate of \$1500 per fortnight until 27 September 2020. Then at a reduced (two tiered) payment rate from 28 September 2020 to 28 March 2021. Secondly at the end of April 2020, the Coronavirus Supplement payment scheme commenced, paid to eligible income support recipients (including those on JobSeeker) along with their usual payments, at a rate of \$550 per fortnight until 24 September 2020, and then at a reduced rate of \$250 per fortnight from 25 September 2020 to 31 December 2020. State and Territory governments also implemented their own support packages for their local economies and industries, including grants, loans, and tax deferrals. These announcements amounted to billions of dollars of spending nationally.



COVID-19 impact on employment outcomes

In terms of key outcome measures, qualification completers did not fare as well in 2020 as their 2019 counterparts. A lower proportion of qualification completers were employed or in further study after training in 2020 than in 2019 (figure 3). The proportion with an improved employment status after training was also lower.

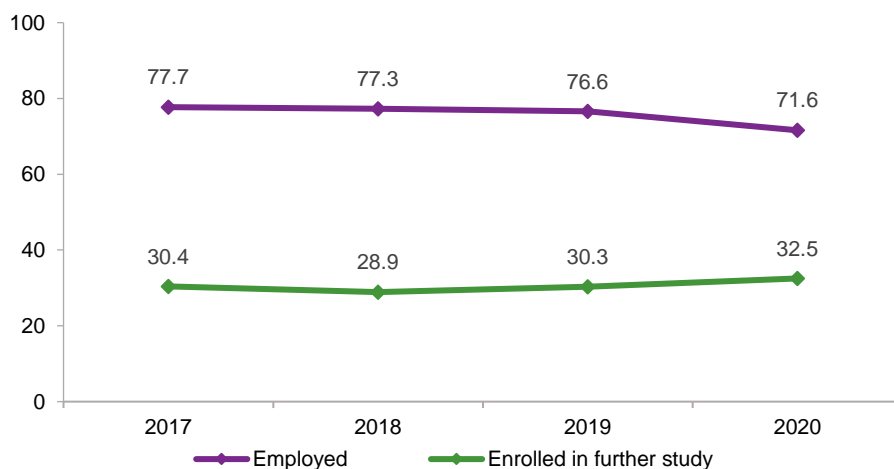
Figure 3 Key outcomes for domestic qualification completers aged 18 and over, 2019 and 2020 (%)



Source: National Student Outcomes Survey (NCVER 2020)

The proportion of qualification completers employed after training in 2020 was significantly lower than in 2019 (figure 4). It is likely this decline would have been greater were it not for the introduction of the JobKeeper payment scheme to support businesses and employees affected by the COVID-19 pandemic. The proportion of qualification completers enrolled in further study after training in 2020 was at its highest point in the past three years.

Figure 4 Employment and further study outcomes after training for domestic qualification completers aged 18 and over, 2017-2020 (%)

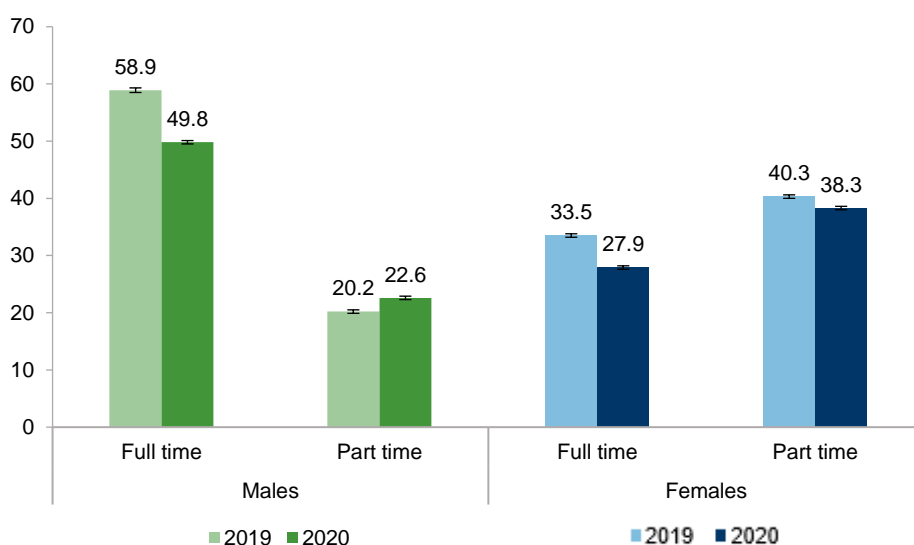


Source: National Student Outcomes Survey (NCVER 2017-2020)

Full-time and part-time employment

Between March and May 2020, the number of monthly hours worked in all jobs fell by 10.2% (National Skills Commission 2020). This decline is reflected in results from the National Student Outcomes Survey, which shows the proportion of qualification completers in full-time employment after training was significantly lower at the end of May 2020 than May 2019. This is not surprising considering at the end of May 2020 the economy was emerging from the national shutdown of non-essential services and trading restrictions. The decline in the proportion employed full-time was greater for males (-9.1 percentage points) than females (-5.6 percentage points), see figure 5. The proportion of qualification completers in part-time employment was less affected, with a slight rise (2.4 percentage points) for males and small decline of 2.0 percentage points for females between May 2019 and May 2020.

Figure 5 Employment status after training for domestic qualification completers aged 18 and over by gender, 2019 and 2020 (%)



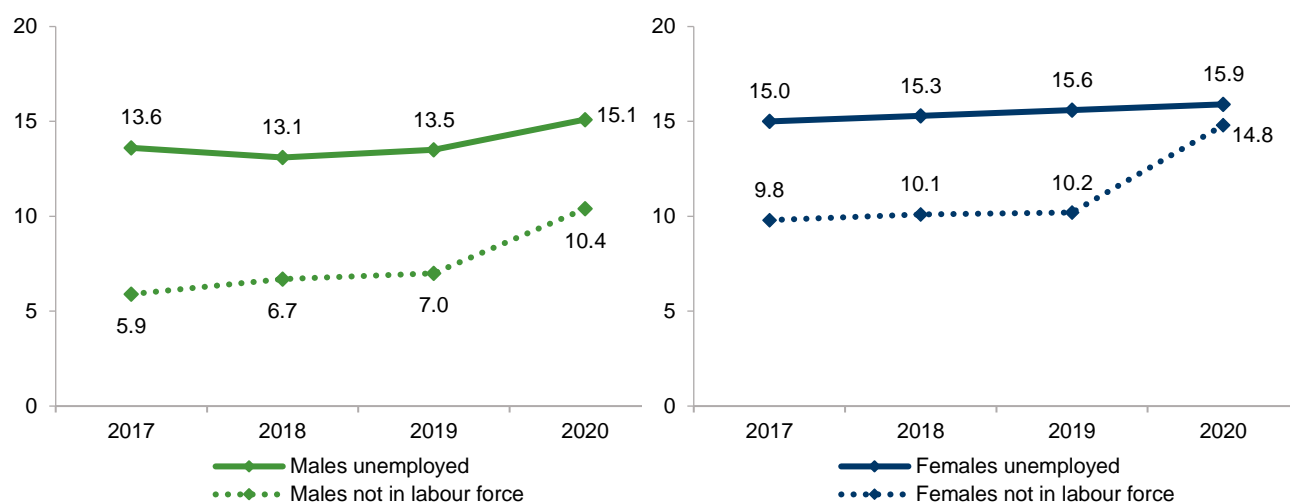
Note: A person was employed full-time if they usually worked 35 hours or more per week in their main job during the reference period (last Friday of May each year). A person was employed part-time if they usually worked less than 35 hours per week in their main job during the reference period.

Source: National Student Outcomes Survey (NCVER, 2019, 2020)

Not in employment

The decline in the proportion of qualification completers employed after training from 2019 to 2020 did not translate into a similar increase in the proportion unemployed. This is due to an increase in the proportion who were not participating in the labour force (see figure 6). The increase was larger for females (4.6 percentage points) than for males (3.4 percentage points).

Figure 6 Labour force status for domestic qualification completers aged 18 and over who were not employed after training by gender, 2017-2020 (%)



Note: People who receive the JobSeeker or other similar government payments are not necessarily classified as unemployed, how they are categorised depends on responses to questions around labour market activity in the survey.

Source: National Student Outcomes Survey (NCVER 2017-2020)

There are a number of potential contributing factors to the decrease in labour market participation of qualification completers at the end of May 2020 compared with previous years. These include:

- temporary changes to the JobSeeker program related to COVID-19, which meant that recipients did not have to meet the usual mutual obligation requirements¹ at the end of May 2020 such as looking for work. To be classified as participating in the labour force in the 2020 National Student Outcomes Survey, a person must have either been employed or actively looking for work at 29 May 2020
- the implementation of the Coronavirus supplement payment scheme, which was paid to eligible income support recipients (including JobSeeker) along with their usual payments at a rate of \$550 per fortnight from 27 April 2020 until 24 September 2020 (and at a decreased rate thereafter)
- decreased participation in the labour market of persons with higher vulnerability to COVID-19 due to age or pre-existing health conditions
- parents who were looking after their children due to school closures which meant they were not able to look for work at the end of May 2020.

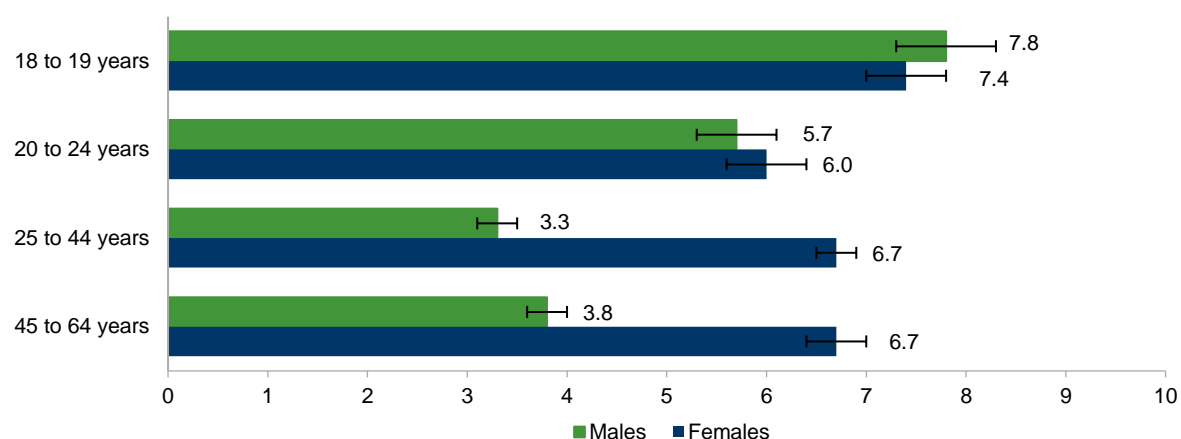
Figure 7 shows qualification completers aged 18-19 of both genders had the highest proportions of any age group not participating in the labour force at the end of May 2020 due to COVID-19. For the older age groups of 25-44 and 45-64 years, there is a marked gender difference with a higher proportion of females not participating in the labour force due to COVID-19 than males.

¹ Mutual obligation requirements are tasks and activities that JobSeeker recipients agree to do, to help them find a job, these may include one or more of the following:

- attending appointments with an employment services provider or Services Australia
- job searches, including looking for work and applying for jobs
- doing Work for the Dole
- other approved activities such as study, training, paid or voluntary work.

If JobSeeker recipients do not meet their mutual obligation requirements, suspensions, demerits or financial penalties may be applied.

Figure 7 Domestic qualification completers aged 18 and over not in the labour force after training due to COVID-19 by age and gender, 2020 (%)



Source: National Student Outcomes Survey (NCVER, 2019, 2020)

Location

Looking at key labour market indicators by state and territory in table 2, all jurisdictions saw a decrease in the proportion of qualification completers employed full-time at the end of May 2020 compared with May 2019, with the largest declines in the Northern Territory, South Australia, Tasmania, and Queensland. The Northern Territory experienced the largest increase in the proportion of unemployed qualification completers. All jurisdictions apart from the Australian Capital Territory (difference not statistically significant) saw an increase in the proportion of qualification completers not participating in the labour force. In 2020, respondents were also able to indicate they were employed but worked zero hours (this response option was not available in 2019).

Table 2 Labour force status after training for domestic qualification completers aged 18 and over by state/territory of student residence, 2019 and 2020 (%)

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	All
2020 (%)									
Employed full-time	39.5	34.7	41.3	36.6	35.4	41.3	60.6	55.0	38.7
Employed part-time	28.4	33.5	30.4	35.0	31.3	31.0	18.6	26.7	30.7
Employed 0 hours	2.1	2.4	2.0	1.9	1.9	2.1	1.2	2.0	2.1
Unemployed	15.4	14.9	15.9	15.1	19.0	13.6	11.0	8.2	15.5
Not in labour force	14.3	14.2	10.1	11.1	12.2	11.9	8.3	7.6	12.7
2019 (%)									
Employed full-time	44.4	41.3	50.3	46.1	42.3	50.7	72.5	57.2	45.6
Employed part-time	29.1	34.9	28.8	33.7	31.9	29.9	15.8	28.0	30.8
Employed 0 hours*	na	na	na	na	na	na	na	na	na
Unemployed	15.3	14.2	14.6	13.1	17.4	10.8	6.0	7.7	14.6
Not in labour force	10.9	9.4	6.0	7.0	8.2	8.3	5.2	6.8	8.7
Difference 2019-2020 (% point change)									
Employed full-time	-4.9	-6.6	-9.0	-9.5	-6.9	-9.4	-11.9	-2.2	-6.9
Employed part-time	-0.7	-1.4	1.6	1.3	-0.6	1.1	2.8	-1.3	-0.1
Employed 0 hours	na	na	na	na	na	na	na	na	na
Unemployed	0.1	0.7	1.3	2.0	1.6	2.8	5.0	0.5	0.9
Not in labour force	3.4	4.8	4.1	4.1	4.0	3.6	3.1	0.8	4.0

Notes: * This response option was not offered to respondents in 2019; percentages do not sum to 100 due to not stated responses.

Source: National Student Outcomes Survey (NCVER, 2019, 2020)

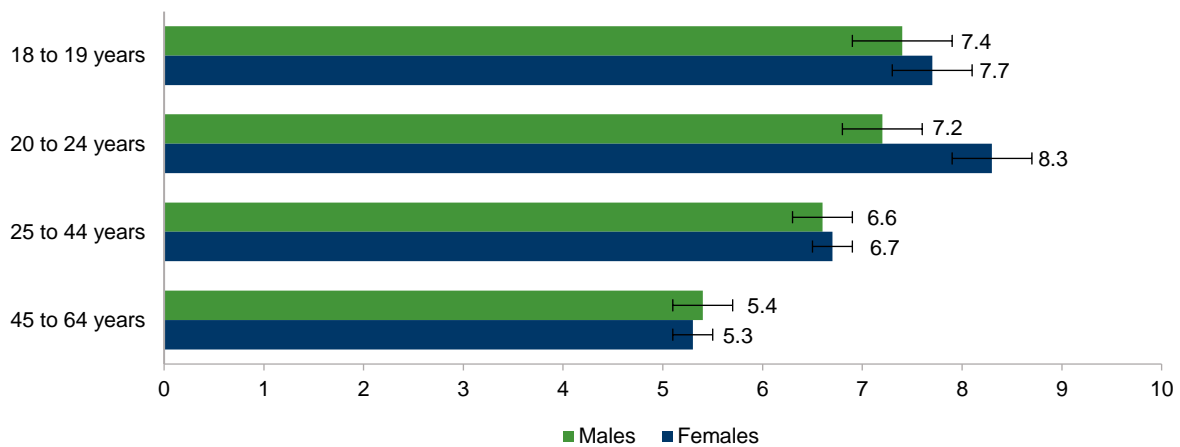


Loss of employment due to COVID-19

Despite the introduction of the JobKeeper payment scheme, 6.7% of qualification completers were not employed in May 2020 having lost their job due to COVID-19 (see appendix B table B1). Generally, young people fare worse during economic downturns as they tend to have fewer skills and less experience than their older counterparts (e.g. Junankar 2015 and Vu, Gorgens & Bray 2012). Figure 8 shows that for both male and female qualification completers, higher proportions of younger people (i.e., those aged 18-19 and 20-24 years) were not employed having lost their jobs due to COVID-19 than those aged 45-64 years. Females aged 20-24 years were particularly hard hit.

“It was such a great course. It enabled me to get a job which I really enjoyed, but I was laid off due to COVID-19” – Qualification completer: Certificate III in Food Processing

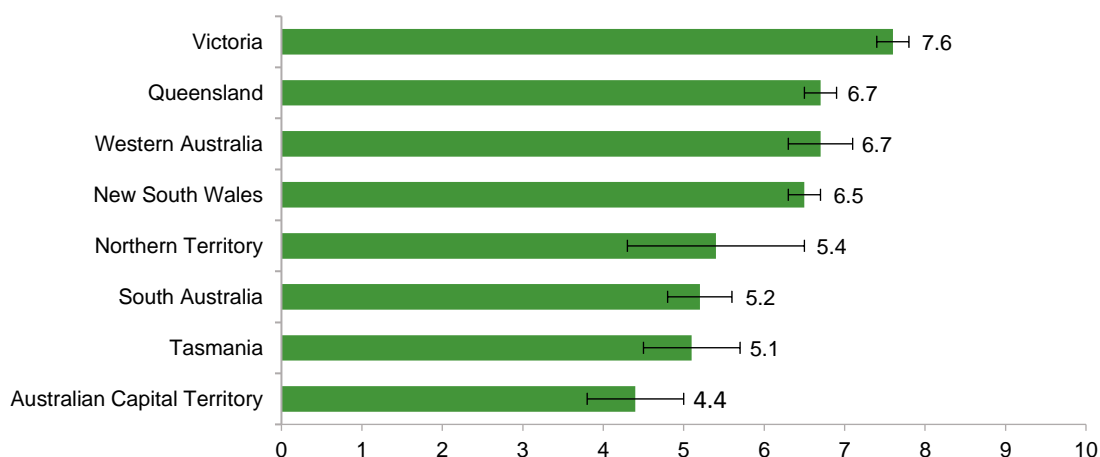
Figure 8 Domestic qualification completers aged 18 and over who were not employed at the end of May 2020 and had lost their job due to COVID-19 by age and gender (% of all)



Source: National Student Outcomes Survey (NCVER 2020)

Looking across Australia, higher proportions of qualification completers in the eastern states of New South Wales, Victoria and Queensland as well as in Western Australia were not employed having lost their jobs due to COVID-19 than in South Australia, Tasmania and the Australian Capital Territory (figure 9). This is probably due to a range of factors, including the number of COVID-19 cases over the period of February - May 2020, each jurisdiction’s industry composition, and its demographics. It is also worth noting that qualification completers from major cities fared worse than their non-metropolitan counterparts in terms of having a job previously that they lost due to COVID-19. For those in major cities, 7.3% reported not being employed having lost their job due to COVID-19 compared with 5.3% of those in inner and outer regional areas, and 4.9% in remote and very remote areas (see appendix B table B1).

Figure 9 Domestic qualification completers aged 18 and over who were not employed at the end of May 2020 and had lost their job due to COVID-19 by state/territory of student residence (% of all)

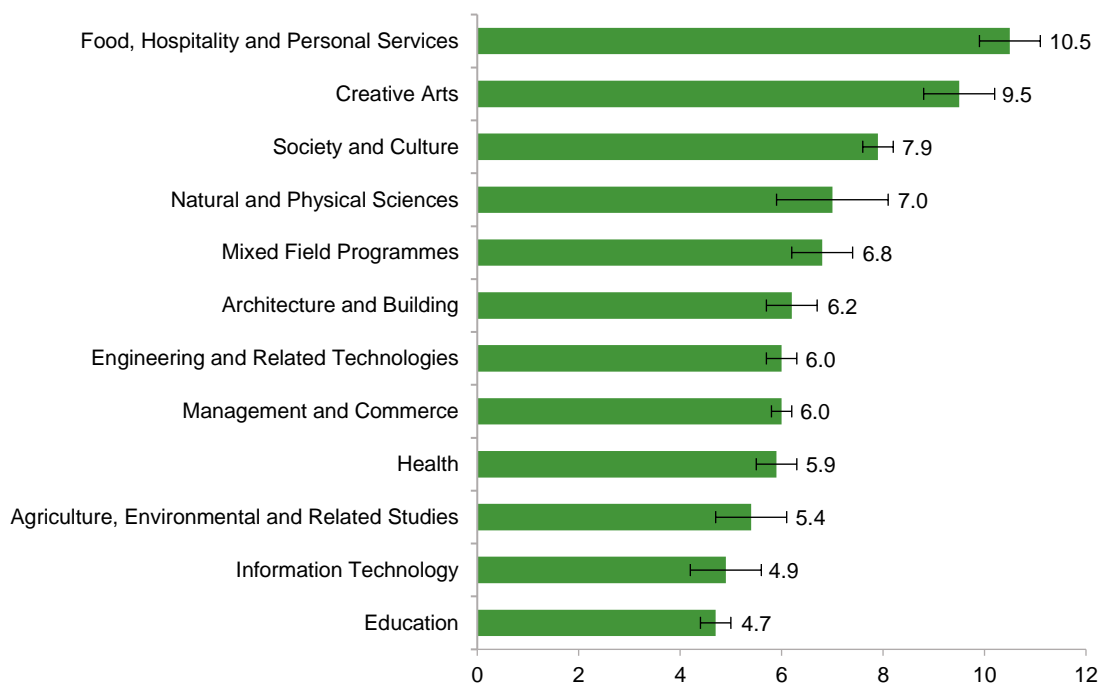


Source: National Student Outcomes Survey (NCVER 2020)

Students who completed qualifications in the fields of education of Food Hospitality and Personal Services; and Creative Arts had the highest proportions of those who were not employed having lost their jobs due to COVID-19 (figure 10). This is hardly surprising, given the impact of national lockdowns and associated travel restrictions in place during March and April 2020. These findings are also consistent with analysis by the National Skills Commission (2020), which revealed that the Accommodation and Food Services; and the Arts and Recreation industries recorded the largest percentage falls across all industries in employee jobs between 14 March 2020 and 30 May 2020, down 29.1% and 26.3% respectively.

“I thought that hospitality would provide very useful skills before COVID-19...now lots of hospitality workers are losing their jobs” – Qualification completer: Certificate II in Hospitality

Figure 10 Domestic qualification completers aged 18 and over who were not employed at the end of May 2020 and had lost their job due to COVID-19 by broad field of education (% of all)



Source: National Student Outcomes Survey (NCVER, 2020)



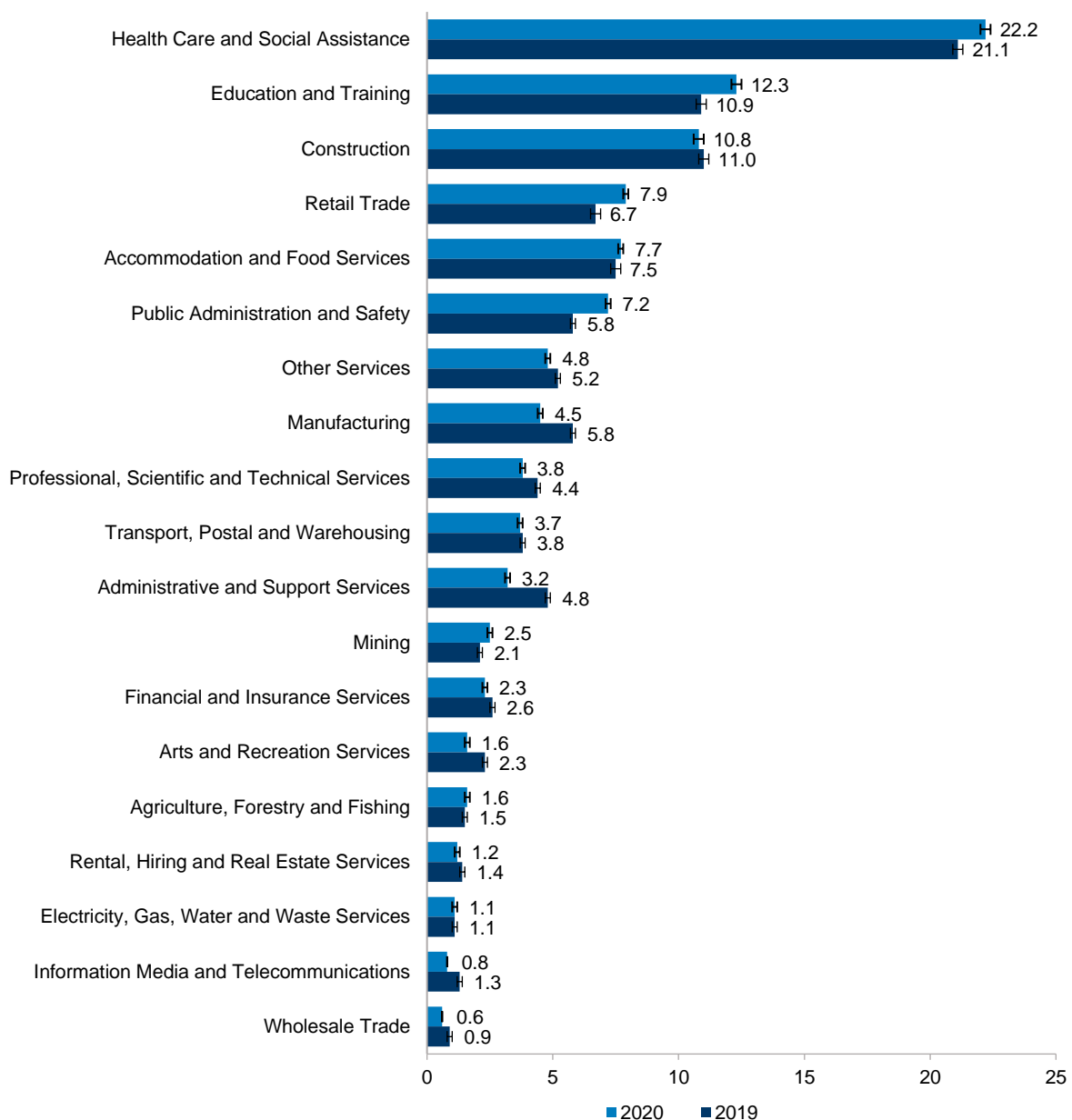
Impact of COVID-19 on those employed after training

The labour market underwent some significant structural shifts due to the economic impact of restrictions associated with the COVID-19 pandemic (National Skills Commission 2020).

Industry insights

Figure 11 shows the industries in which qualification completers were employed after training in both 2019 and 2020. For example, of qualification completers employed at the end of May 2020, 22.2% had a job in the Healthcare and Social Assistance industry.

Figure 11 Industry of main job after training for domestic qualification completers aged 18 and over, 2019 and 2020 (% of those employed after training)



Note: Excludes data for Certificate I qualification completers as industry of main job after training was not collected in the 2020 survey.
Source: National Student Outcomes Survey (NCVER, 2019, 2020)

The industries with the largest increase in share of qualification completers employed after training from 2019 to 2020 are Public Administration and Safety (1.4 percentage points), Education and training (1.4 percentage points), Retail Trade (1.2 percentage points) and Healthcare and Social Assistance (1.1 percentage points). In contrast, those industries with the largest decline in share of qualification completers employed after training are Administrative and Support Services (-1.6 percentage points), Manufacturing (-1.3 percentage points) and Arts and Recreation Services (-0.7 percentage points).

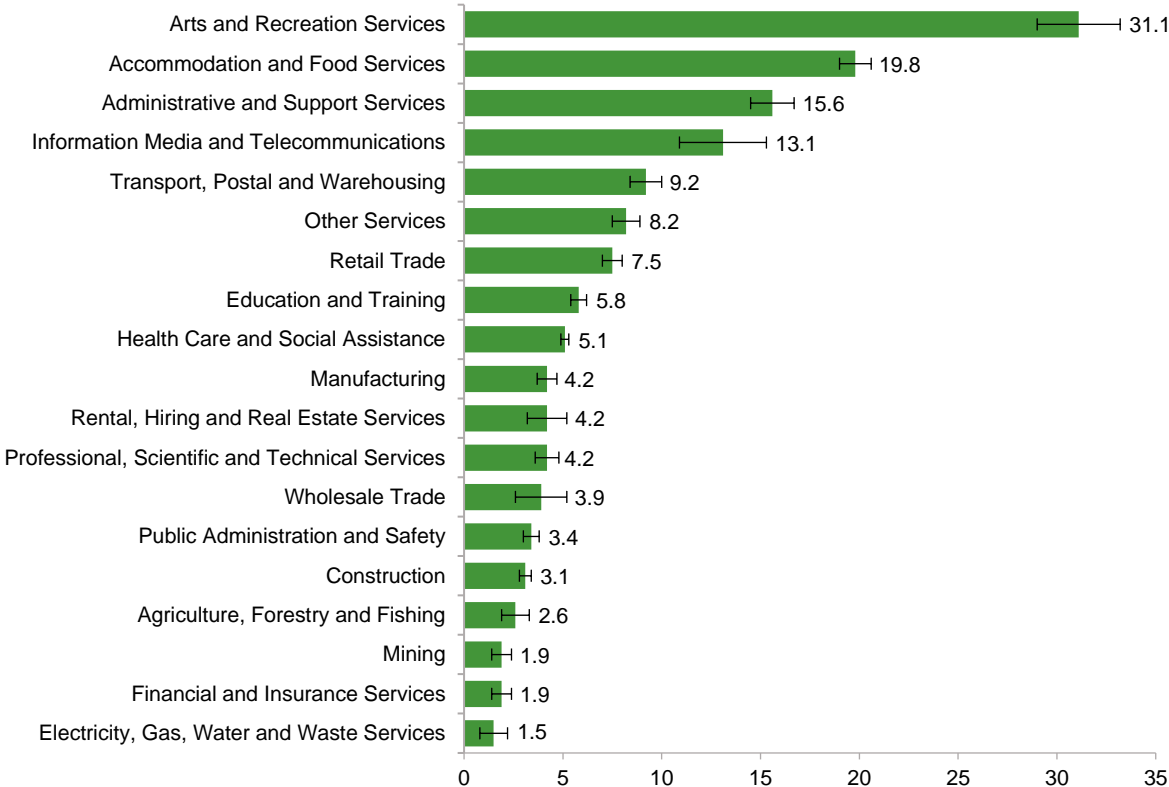
Somewhat surprisingly, the estimated share of qualification completers employed in the Accommodation and Food Services industry remained similar from 2019 (7.5%) to 2020 (7.7%). This may reflect high uptake of the JobKeeper payment in this industry (ABS, 2020) whereby those that would have otherwise lost their jobs remained employed.

The impact of the COVID-19 pandemic and associated restrictions has not been felt evenly across all industries, with those associated with activities such as travel and tourism, entertainment, events and hospitality faring the worst.

In the 2020 survey, respondents who reported they were employed on the reference date (29 May) were asked if they had been temporarily stood down due to COVID-19, and also if the hours they usually worked each week in their main job had changed since the COVID-19 pandemic.

Industries with the highest proportions of qualification completers that had been temporarily stood down due to COVID-19 were Arts and Recreation Services (31.1%) and Accommodation and Food Services (19.8%) (figure 12). Qualification completers employed in Mining (1.9%), Financial and Insurance Services (1.9%), and Electricity, Gas, Water and Waste Services (1.5%) were some of the least affected.

Figure 12 Domestic qualification completers aged 18 and over who were temporarily stood down due to COVID-19 by industry, 2020 (% of those employed after training)



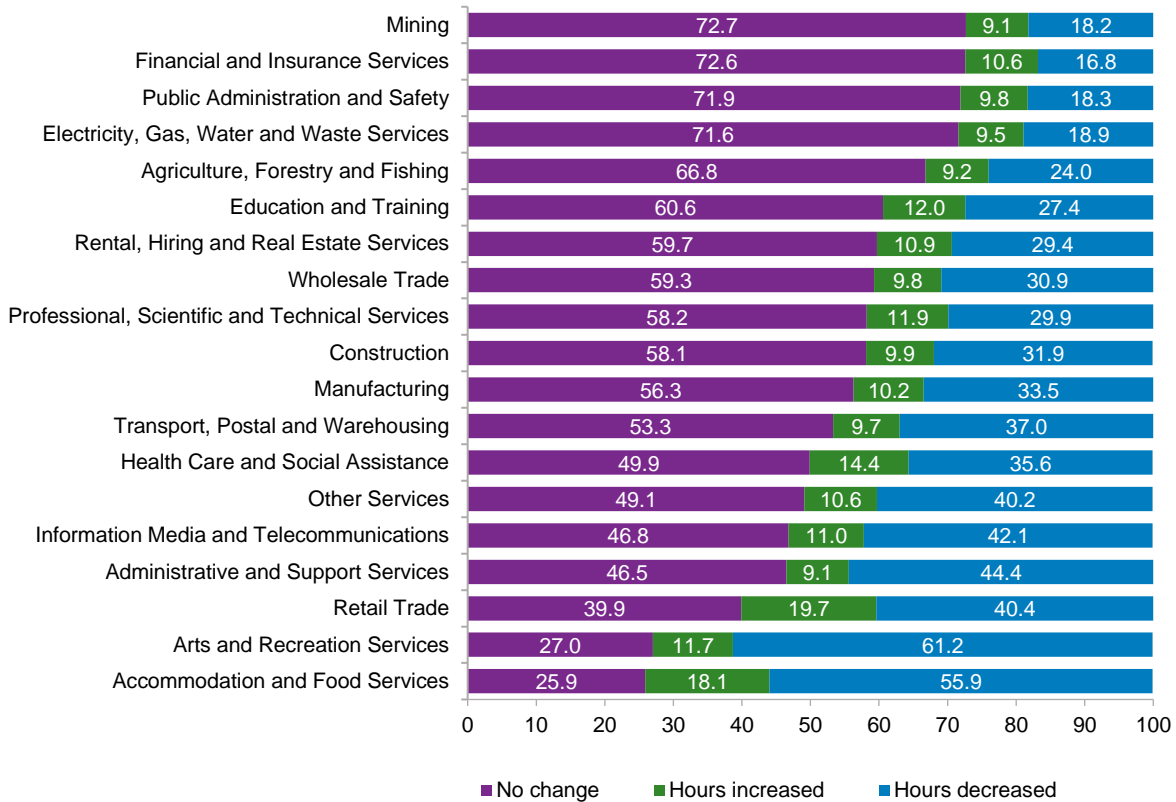
Note: Excludes data for Certificate I qualification completers as industry of main job after training was not collected for this group in the 2020 survey

Source: National Student Outcomes Survey (NCVER, 2020)

In terms of a change in hours since COVID-19, qualification completers employed in the Arts and Recreation Services and Accommodation and Food Services industries again were the most impacted, with 61.2% and 55.9% respectively reporting a decrease in hours since the COVID-19 pandemic hit (figure 13).

**“I was on 7 days a fortnight, now with COVID-19 I’m not working at all” –
Qualification completer:
Certificate IV in Education
Support**

Figure 13 Change in hours in main job for domestic qualification completers aged 18 and over since COVID-19 by industry, 2020 (% of those employed after training)

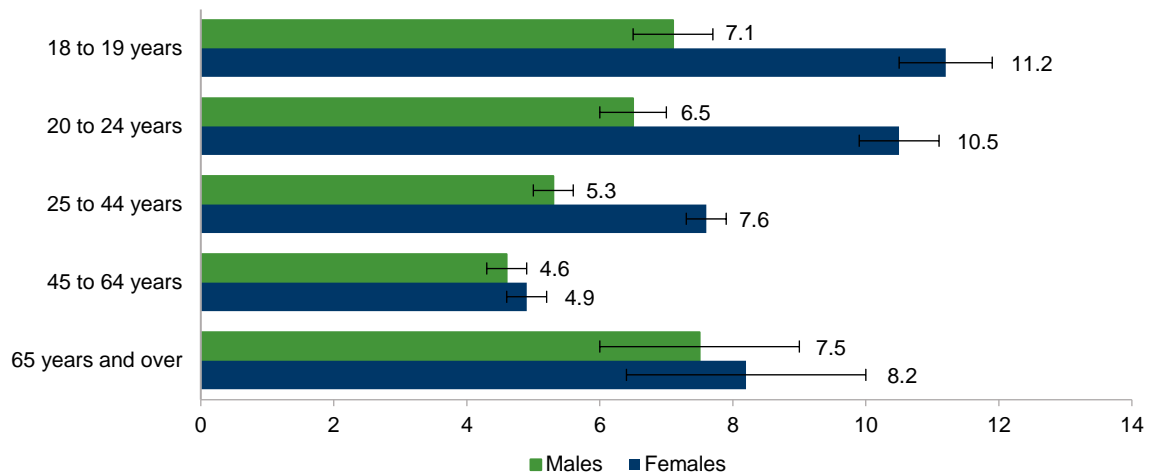


Note: Excludes students who completed a Certificate I as industry of main job after training was not collected in the 2020 survey.
Source: National Student Outcomes Survey (NCVER 2020)

Age and gender

As with those who were not employed having lost their job due to COVID-19, young female qualification completers were the hardest hit in terms of having the highest proportion temporarily stood down at the end of May 2020 due to the COVID-19 pandemic. As figure 14 shows, females in the age groups of 18-19, 20-24 and 25-44 years had higher proportions temporarily stood down due to COVID-19 than males of the corresponding age groups. This gender difference was not evident in the 45-64 years age group or in those aged 65 years and over.

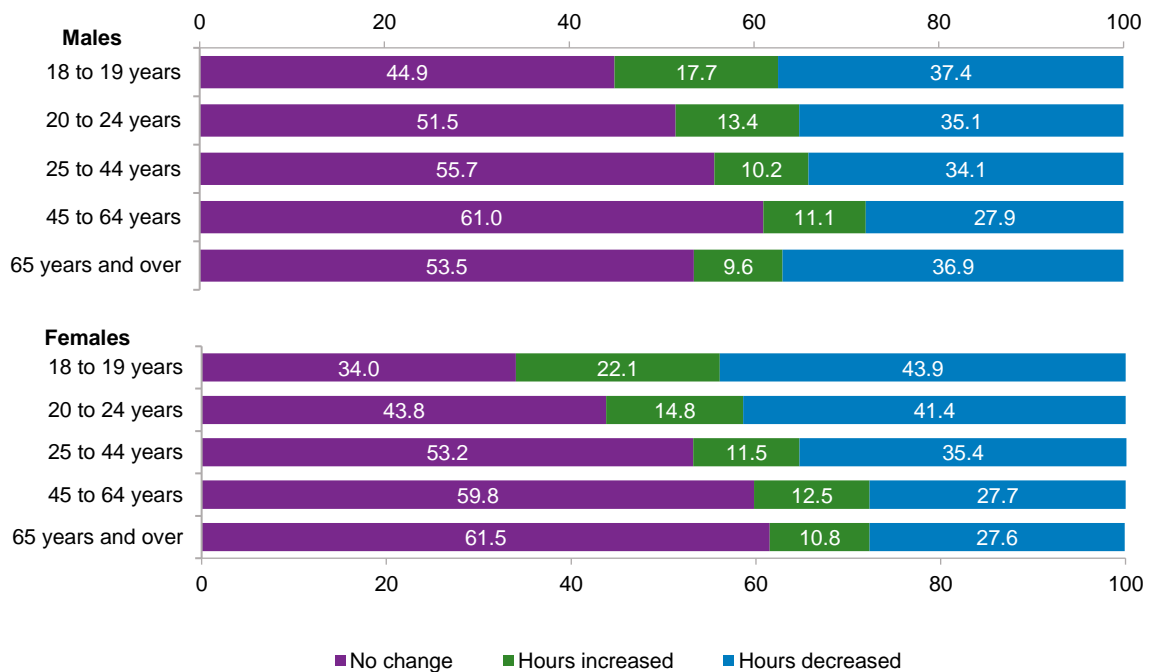
Figure 14 Domestic qualification completers aged 18 and over who were temporarily stood down due to COVID-19 by age and gender, 2020 (% of those employed after training)



Source: National Student Outcomes Survey, (NCVER, 2020)

Turning to changes in hours worked since COVID-19 by gender and age, figure 15 shows that for both male and female qualification completers, the proportion that experienced a change in hours since COVID-19 decreased by age, up to the 65 years and over age group. Females in the age groups of 18-19 and 20-24 years were again the most impacted in terms of having the highest proportions that had experienced a decrease in hours worked since COVID-19. It is also worth noting that, females aged 18-19 had the largest proportion (22.1%) that experienced an increase in hours since COVID-19.

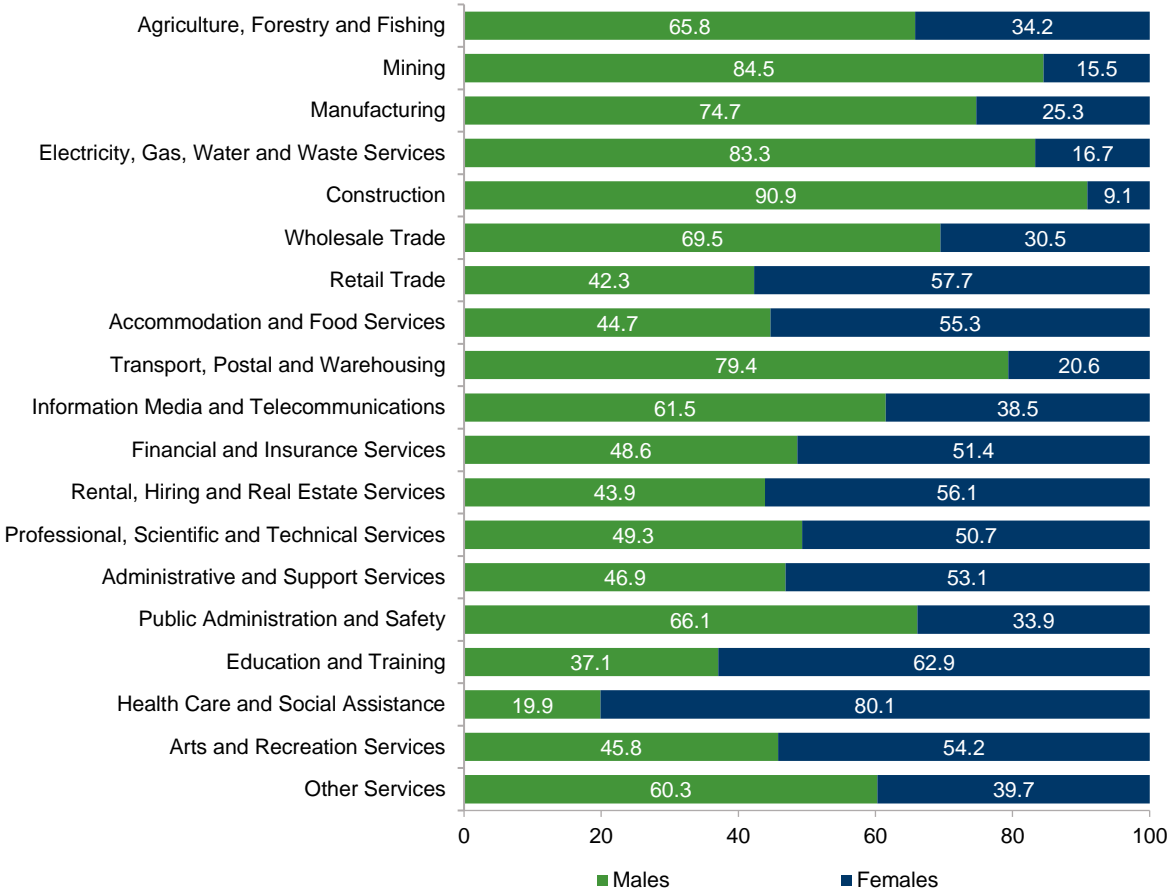
Figure 15 Change in hours in main job for domestic qualification completers aged 18 and over since COVID-19 by age and gender, 2020 (% of those employed after training)



Source: National Student Outcomes Survey (NCVER, 2020)

A potential contributor for the greater impact on female qualification completers (particularly younger ones) than males in terms of their employment circumstances, is that they are overrepresented in industries hardest hit by the restrictions brought about by the COVID-19 pandemic. Figure 16 shows the gender distribution by industry of employment at the end of May 2020 for students who completed a qualification in 2019. For example, of qualification completers employed in Agriculture, Forestry and Fishing, 65.8% were male and 34.2% were female. The most impacted industries for qualification completers in terms of being temporarily stood down or having their hours reduced since COVID-19 were Arts and Recreation Services and Accommodation and Food Services, both of which are overrepresented by qualification completers that are female. Industries that are heavily overrepresented by qualification completers that are male, such as Construction; Mining; and Electricity, Gas, Water and Waste Services have been impacted far less in terms of those temporarily stood down or working decreased hours.

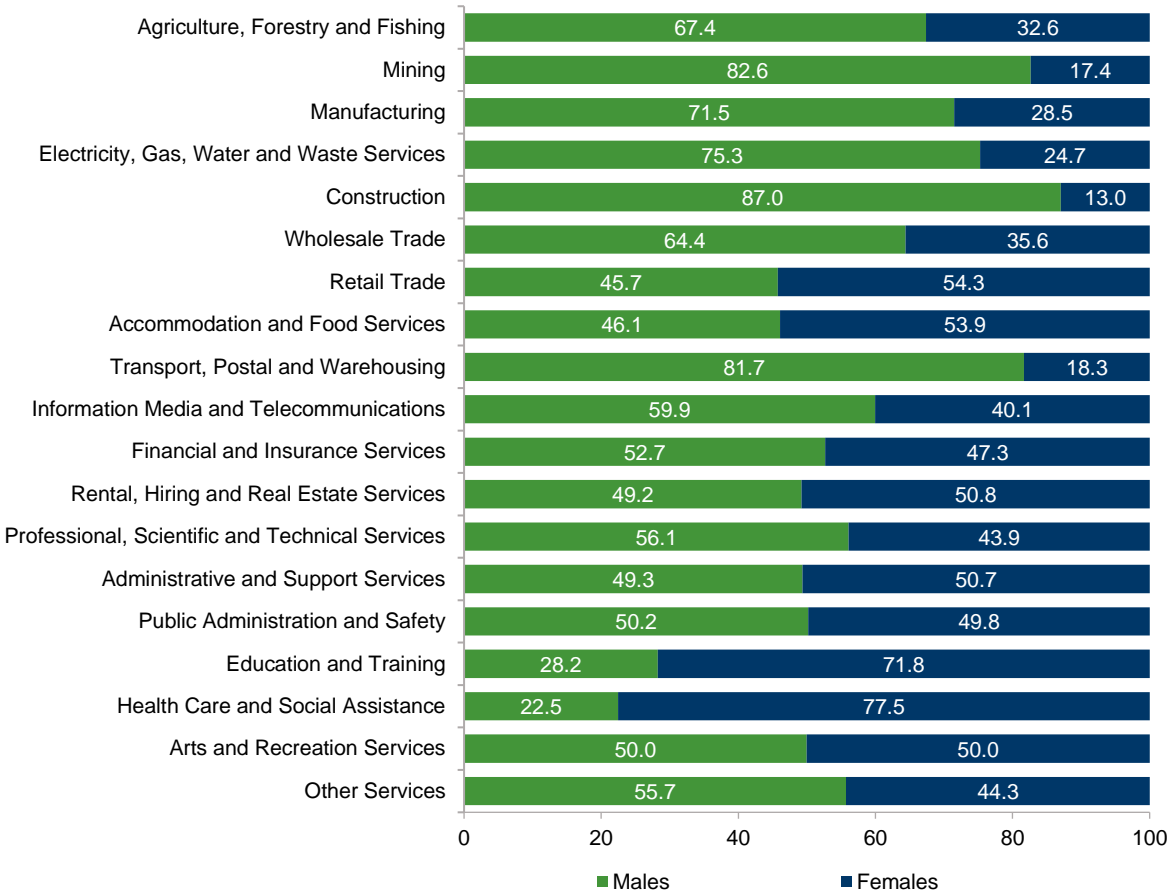
Figure 16 Industry of main job after training for domestic qualification completers aged 18 and over by gender, 2020 (% of those employed after training)



Source: National Student Outcomes Survey (NCVER, 2020)

The disproportionate impact of COVID-19 on females’ employment circumstances compared with males is not just confined to those who completed a VET qualification but has also been observed across the labour market in general (National Skills Commission, 2020). Figure 17 shows the gender distribution of employed persons by industry of main job in May 2020. The gender distribution of qualification completers by industry largely follows a similar pattern to that of employed persons. There are some exceptions, for example Public Administration and Safety has a fairly equal share of each gender (50.2% males and 49.8% females) employed across the whole industry, however for VET qualification completers employed at the end of May 2020, males made up 66.1% and females 33.9%. The Arts and Recreation Services industry, which had the highest proportion of qualification completers temporarily stood down due to COVID-19, is also more evenly gender balanced across all employed persons.

Figure 17 Industry of main job for employed persons by gender, May 2020 (%)

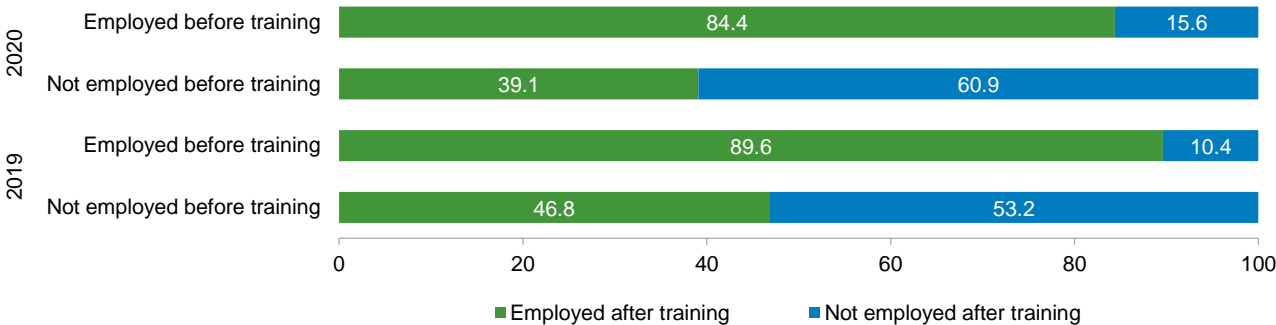


Source Labour Force, Australia, Detailed, (ABS 2021)

Employment status before training

A VET student’s employment status before training is a key indicator of their employment outcome after training (figure 18). With a higher proportion of those employed before training employed after. The decrease in proportion of those employed after training from 2019 to 2020 was larger for those not employed before training (down 7.7 percentage points) than for those in employment before their training (down 5.2 percentage points).

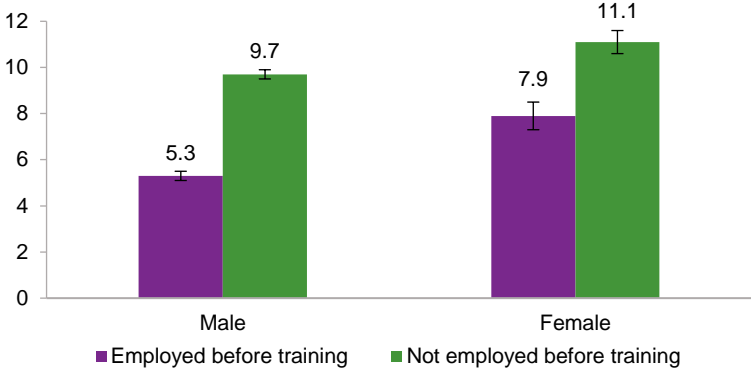
Figure 18 Domestic qualification completers aged 18 and over employed after training by employment status before training, 2020 (%)



Source: National Student Outcomes Survey (NCVER 2020)

Looking at those employed at the end of May 2020, a lower proportion of qualification completers who were employed before training were temporarily stood down due to COVID-19 than their counterparts who were not employed before training (figure 19). This was the same for both males and females.

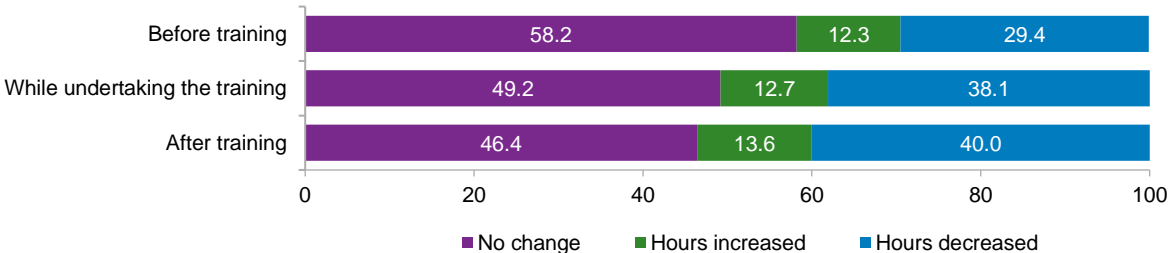
Figure 19 Domestic qualification completers aged 18 and over who were temporarily stood down due to COVID-19 by gender and employment status before training, 2020 (% of those employed after training)



Source: National Student Outcomes Survey (NCVER 2020)

Similarly, a lower proportion of qualification completers who started their main job before training were working decreased hours since COVID-19 than those who started their main job during or after their training (figure 20).

Figure 20 Change in hours in main job for domestic qualification completers aged 18 and over since COVID-19 by when they started their main job, 2020 (% of those employed after training)



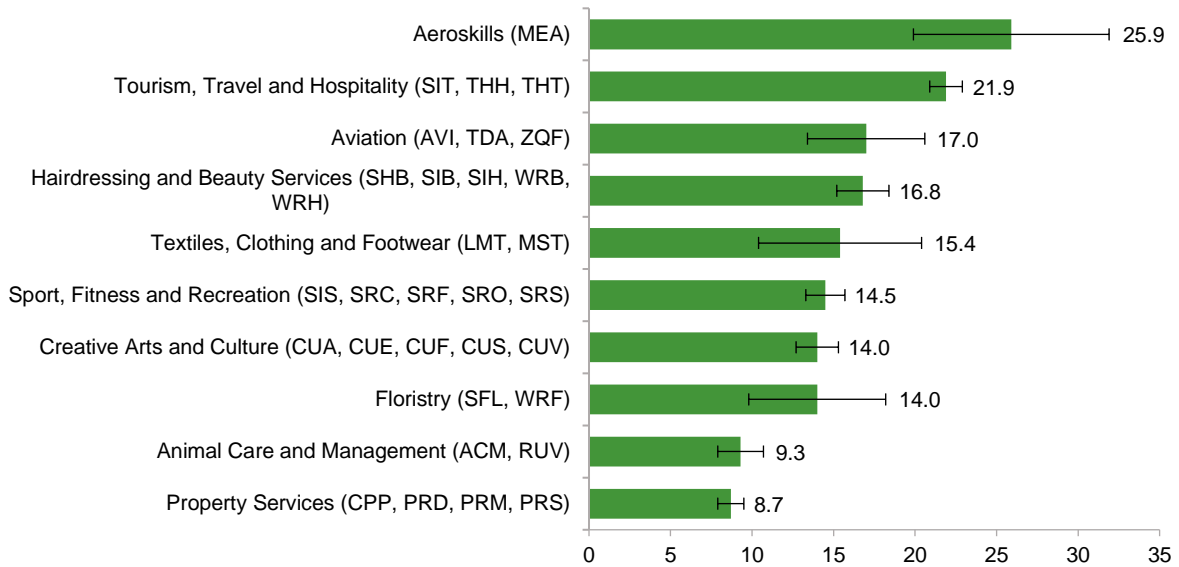
Source: National Student Outcomes Survey (NCVER 2020)

Training characteristics

Qualification completers from the broad fields of Food, Hospitality and Personal Services; and Creative Arts had the highest proportions of those employed at the end of May 2020 that were temporarily stood down due to COVID-19 (at 16.0% and 14.8% respectively) (see appendix B table B3). Qualification completers from these fields also had the highest proportions whose hours were reduced since COVID-19 (see appendix B table B4). This is not surprising since some of the industries most impacted by COVID-19 restrictions sit within these broad fields of education, for example, the Arts and Recreation Services and Accommodation and Food Services industries.

Figure 21 shows the ten training packages with the highest proportion of qualification completers employed at the end of May 2020 that were temporarily stood down due to COVID-19. Qualification completers from the Aeroskills training package, which provides nationally recognised training to the Aerospace Industry, have not surprisingly been impacted due to fewer aircraft flying less hours that has meant decreased demand for maintenance, repair and overhaul. As have those with a qualification from the Aviation training package, which provides training for the Aviation industry where COVID-19 restrictions have reduced air travel.

Figure 21 Domestic qualification completers aged 18 and over who were temporarily stood down due to COVID-19 by training package of qualification, 2020 (% of those employed after training)

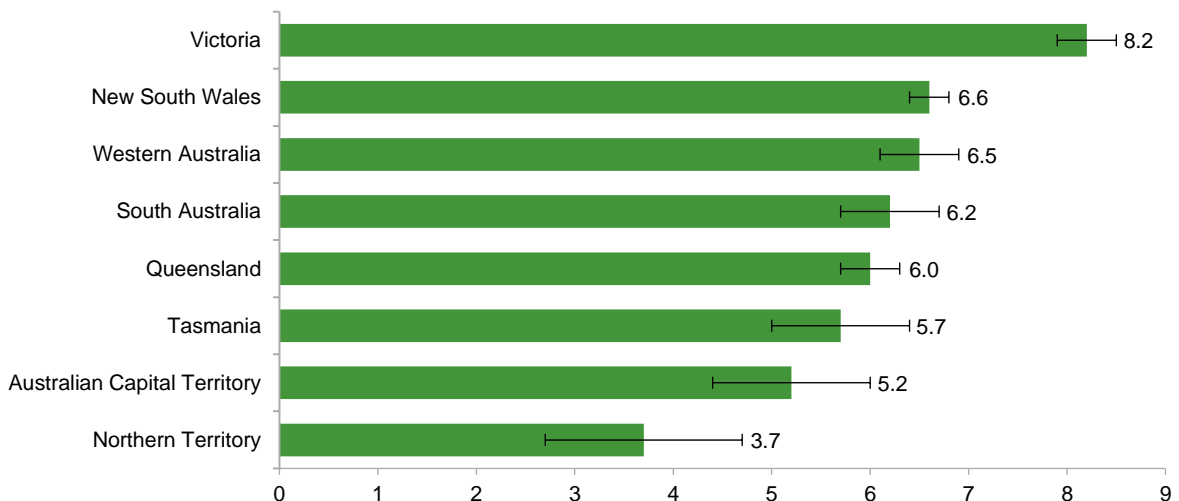


Source: National Student Outcomes Survey (NCVER 2020)

Regional impact

Looking around Australia, figure 22 shows Victoria had the highest proportion of qualification completers employed at the end of May 2020 that were temporarily stood down due to COVID-19. Qualification completers from Victoria also had the highest proportion whose hours had decreased since COVID-19 (appendix B table 4B).

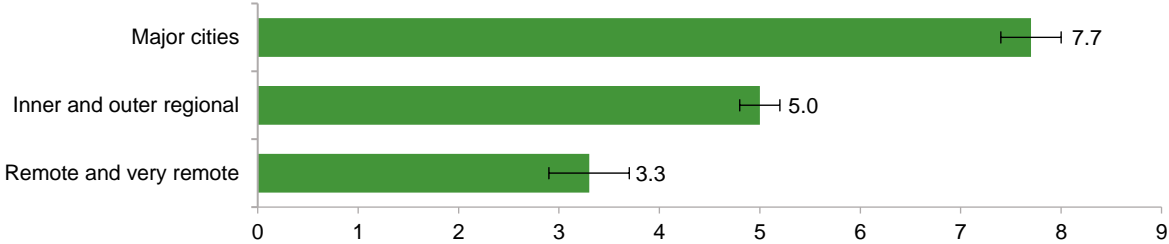
Figure 22 Domestic qualification completers aged 18 and over who were temporarily stood down due to COVID-19 by state/territory of student residence, 2020 (% of those employed after training)



Source: National Student Outcomes Survey (NCVER 2020)

There were also regional differences across Australia, with a higher proportion of qualification completers located in major cities temporarily stood down due to COVID-19 than their non-metropolitan counterparts (figure 23). This pattern was repeated in terms of qualification completers experiencing a reduction in hours worked since the COVID-19 pandemic hit (see appendix B table B4). These regional differences for qualification completers align with labour market analysis performed by the National Skills Commission (2020), which identified that labour market conditions in the Capital Cities appear to have been more adversely affected, due to COVID-19, than their Rest of State counterparts.

Figure 23 Domestic qualification completers aged 18 and over who were temporarily stood down due to COVID-19 by student remoteness (ARIA+), 2020 (% of those employed after training)



Source: National Student Outcomes Survey (NCVER 2020)



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Appendix A

The National Student Outcomes Survey

The National Student Outcomes Survey is an annual survey of students who completed VET in Australia during the previous calendar year. The survey collects information on VET students' reasons for training, their employment outcomes, satisfaction with training, and further study outcomes. The 2020 survey included questions on how the COVID-19 pandemic had impacted the employment and further study outcomes of VET students who finished their training in 2019.

Historically the National Student Outcomes Survey segmented VET students into two groups, graduates (students who completed a qualification) and subject completers (students who completed at least one subject and left the VET system without obtaining a qualification).

To better reflect the different types of training undertaken in the contemporary VET system, the number of student groups surveyed in 2020 was expanded to five distinct groups:

- qualification completers - students who completed a training package qualification or an accredited qualification (previously known as graduates)
- qualification part-completers - students who enrolled in but only completed part of a training package qualification or an accredited qualification (and are no longer undertaking that training)
- short course completers - students who completed a training package skill set or an accredited course
- short course part-completers - students who enrolled in but only completed part of a training package skill set or accredited course (and are no longer undertaking that training)
- subject(s) only completers - students who completed one or more subjects not delivered as part of a nationally recognised program and who are no longer undertaking training in the VET sector.

Scope of this report

This report focuses on the employment outcomes of the qualification completer group. This is to allow comparison with data from previous years which is not available for short course completers, short course part-completers or subject only completers and only available for 2019 for qualification part-completers. Where differences in survey estimates between years or groups are highlighted in the text of the report the differences are statistically significant. Summary tables containing data collected on the impacts of COVID-19 for each student group are provided in appendix B.

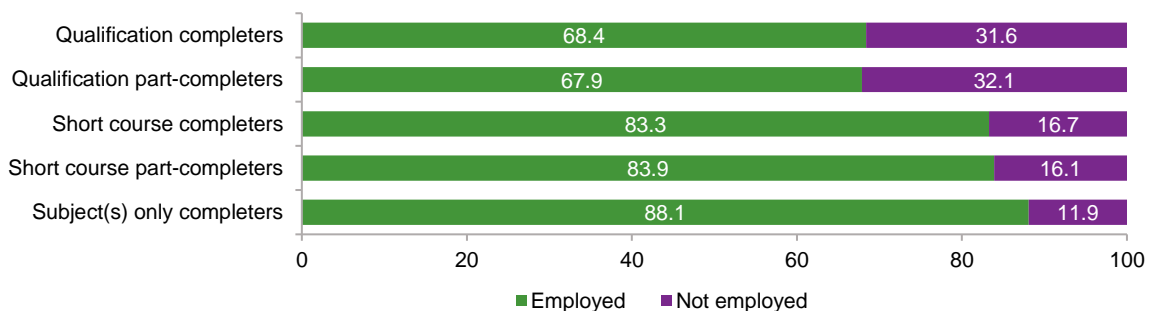
Students aged 15-17 years were in scope of the 2020 survey having been out of scope since 2016. However, to enable comparisons with recent years in this publication students aged 15-17 were excluded from the scope of this report.

Appendix B

Effect of COVID-19 on student groups

Students' employment status prior to undertaking training varies by student group. As figure B1 illustrates, for students that left the VET sector in 2019, lower proportions of those who undertook a qualification were employed before training than those who undertook a short course or subject only. This is partly due to the role of traditional qualification-based training as a pathway for young people from full time education into vocational careers, versus the function of short courses and subjects that may be undertaken as licencing or skilling requirements for those already employed.

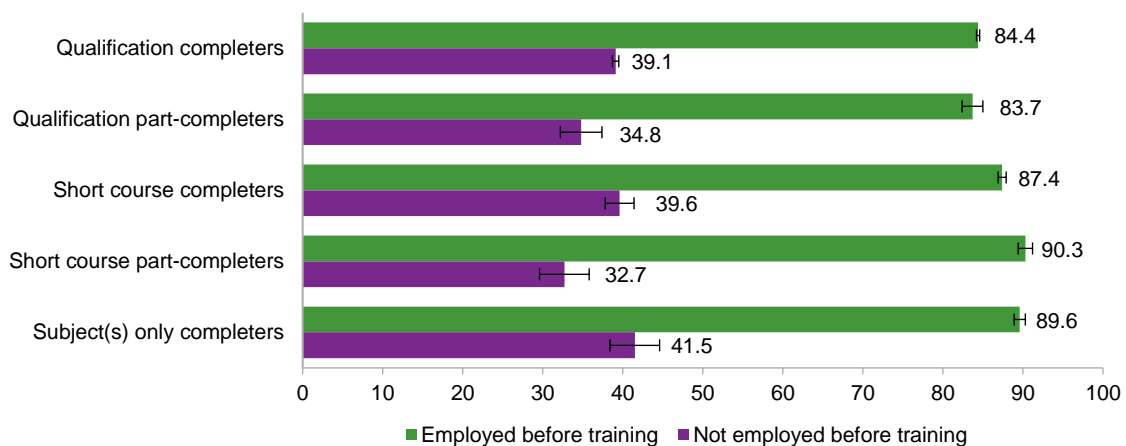
Figure B1 Employment status before training² of domestic students aged 18 years and over by group, 2020 (%)



Source: National Student Outcomes Survey (NCVER 2020)

A VET student's employment status before training is also a key indicator in determining their employment outcomes post training. As figure B2 shows, a higher proportion of those employed prior to their training, were employed after, than those not employed before. This is the case for all student groups.

Figure B2 Employment status after training for domestic students aged 18 years and over by employment status before training and group, 2020 (%)



Source: National Student Outcomes Survey (NCVER 2020)

Data summarising the impacts of the COVID-19 pandemic on each of the student groups surveyed in 2020 are provided in tables B1 - B5.

² Defined as having a job of any kind during the six months before undertaking the training.

Table B1 Domestic students aged 18 years and over who were not employed at the end of May 2020 and had lost their job due to COVID-19 by group (% all)

	Qualification completers	Qualification part-completers	Short course completers	Short course part-completers	Subject(s) only completers
Gender					
Males	6.6	6.0	6.2	4.8	5.8
Females	6.8	7.5	7.3	4.3	4.6
Age group					
18 to 19 years	7.5	5.0	9.6	6.2	9.2
20 to 24 years	7.7	8.5	9.9	6.0	6.8
25 to 44 years	6.7	6.8	6.6	4.4	5.2
45 to 64 years	5.3	6.1	4.7	4.3	4.8
65 years and over	6.3	6.5	4.1	4.9	5.5
Student remoteness (ARIA+) region					
Major cities	7.3	7.1	8.0	4.6	5.8
Inner and outer regional	5.3	5.6	4.4	4.1	4.3
Remote and very remote	4.9	6.5	4.5	6.8	4.5
State or Territory of student					
New South Wales	6.5	7.1	7.9	5.2	5.0
Victoria	7.6	6.8	7.6	4.0	6.5
Queensland	6.7	6.8	3.5	5.1	4.6
South Australia	5.2	6.1	4.9	3.3	4.8
Western Australia	6.7	5.5	8.3	5.2	6.1
Tasmania	5.1	5.5	5.5	6.0	3.9
Northern Territory	5.4	8.3	5.2	2.1	5.1
Australian Capital Territory	4.4	4.6	6.8	3.0	5.1
Indigenous status					
Indigenous	7.0	9.4	5.4	0.8	6.5
Non-Indigenous	6.7	6.5	6.6	4.5	5.2
Disability status					
With a disability	7.2	6.4	6.7	4.1	6.1
Without a disability	6.7	6.4	6.4	4.5	5.4
Speak a language other than English at home					
Other language	9.9	8.1	8.8	6.3	7.5
English	5.8	6.1	6.1	4.1	5.1
SEIFA (IRSD)					
Quintile 1 – most disadvantaged	6.8	6.0	6.4	4.4	5.2
Quintile 2	6.4	6.2	6.1	6.1	5.8
Quintile 3	6.7	6.9	7.2	4.2	5.2
Quintile 4	6.8	6.1	6.5	4.6	5.5
Quintile 5 – least disadvantaged	6.7	8.4	6.5	3.6	4.6
Employment status before training					
Employed	6.7	7.0	6.4	4.4	5.1
Not employed	7.7	6.5	8.9	6.5	8.6
Program level of education					
Diploma or higher	6.7	8.4	na	na	na
Certificate IV	5.4	5.6	na	na	na
Certificate III	6.9	6.1	na	na	na
Certificate II	8.4	7.9	na	na	na
Certificate I	6.7	9.1	na	na	na
Program field of education					
Natural and physical sciences	7.0	0.0	na	na	na
Information technology	4.9	5.3	na	na	na
Engineering and related technologies	6.0	6.8	1.5	5.1	na
Architecture and building	6.2	8.2	6.6	4.1	na
Agriculture, environmental and related studies	5.4	9.8	0.0	0.0*	na
Health	5.9	8.5	4.4	3.4	na
Education	4.7	4.2	na	1.8	na
Management and commerce	6.0	5.9	0.0*	3.0	na
Society and culture	7.9	5.7	4.4	2.6	na
Creative arts	9.5	11.2	na	na	na
Food, hospitality and personal services	10.5	8.1	11.9	na	na
Mixed field programs	6.8	6.7	3.4	6.1	na
Training was part of an apprenticeship or traineeship					
Yes	5.4	6.0	na	na	na
No	6.9	6.8	na	na	na
All	6.7	6.7	6.6	4.6	5.3

* The estimate has a margin of error greater than or equal to 10% and therefore should be used with caution

Table B2 Domestic students aged 18 years and over who were not participating in the labour force due to COVID-19 by group, 2020 (% of all)

	Qualification completers	Qualification part-completers	Short course completers	Short course part-completers	Subject(s) only completers
Gender					
Males	4.6	4.9	2.7	2.8	2.3
Females	6.7	7.1	5.0	4.9	2.6
Age group					
18 to 19 years	7.6	7.7	7.1	6.8	4.1
20 to 24 years	5.9	6.7	5.0	3.7	3.8
25 to 44 years	5.1	5.1	2.8	3.3	1.9
45 to 64 years	5.3	5.7	3.4	3.9	2.3
65 years and over	8.1	4.6	3.9	5.9	5.1
Student remoteness (ARIA+) region					
Major cities	6.2	6.6	4.2	4.4	2.7
Inner and outer regional	4.5	4.5	3.0	2.8	2.3
Remote and very remote	3.8	2.5	1.9	2.5	0.7
State or Territory of student					
New South Wales	6.3	6.3	4.3	3.8	2.5
Victoria	7.2	7.1	4.7	4.1	3.6
Queensland	4.5	4.5	2.1	3.8	1.8
South Australia	4.6	5.9	4.5	2.3	2.4
Western Australia	5.0	4.6	2.1	4.7	2.1
Tasmania	4.9	7.0	4.3	3.4	1.9
Northern Territory	2.3	3.7	1.3	0.0	0.2
Australian Capital Territory	2.8	5.4	3.2	2.7	1.1
Indigenous status					
Indigenous	6.7	8.4	3.5	1.4	1.8
Non-Indigenous	5.7	5.7	3.7	3.6	2.4
Disability status					
With a disability	11.2	11.2	8.7	5.8	5.4
Without a disability	5.2	5.4	3.5	3.6	2.4
Speak a language other than English at home					
Other language	9.1	9.2	6.0	11.1	3.5
English	4.7	5.1	3.3	2.6	2.3
SEIFA (IRSD)					
Quintile 1 – most disadvantaged	7.3	6.8	3.9	5.4	2.5
Quintile 2	5.6	6.1	3.4	3.8	2.8
Quintile 3	5.2	5.4	3.5	3.7	2.9
Quintile 4	5.2	5.5	3.8	3.5	2.2
Quintile 5 – least disadvantaged	4.9	5.3	3.9	3.0	2.0
Employment status before training					
Employed	3.0	3.0	2.5	2.2	1.9
Not employed	12.5	12.5	10.2	12.7	6.8
Program level of education					
Diploma or higher	5.0	6.5	na	na	na
Certificate IV	3.6	3.6	na	na	na
Certificate III	6.0	5.8	na	na	na
Certificate II	8.3	6.9	na	na	na
Certificate I	11.9	14.8	na	na	na
Program field of education					
Natural and physical sciences	6.3	0.8	na	na	na
Information technology	10.0	6.9	na	na	na
Engineering and related technologies	3.5	3.2	0.0	2.1	na
Architecture and building	3.3	3.8	2.2	1.6	na
Agriculture, environmental and related studies	4.3	6.0	0.0	0.0*	na
Health	4.3	4.1	3.2	2.3	na
Education	3.0	3.5	na	0.5	na
Management and commerce	5.4	5.4	0.0*	1.2	na
Society and culture	6.2	6.9	2.7	2.7	na
Creative arts	12.0	11.0	na	na	na
Food, hospitality and personal services	8.0	9.6	2.7	na	na
Mixed field programs	16.3	15.0	8.1	15.3	na
Training was part of an apprenticeship or traineeship					
Yes	2.6	3.6	na	na	na
No	6.2	6.2	na	na	na
All	5.7	5.9	3.7	3.8	2.4

* The estimate has a margin of error greater than or equal to 10% and therefore should be used with caution

Table B3 Domestic students aged 18 years and over who were temporarily stood down due to COVID-19 by group, 2020 (% of those employed after training)

	Qualification completers	Qualification part-completers	Short course completers	Short course part-completers	Subject(s) only completers
Gender					
Males	5.6	6.0	5.6	4.3	5.1
Females	7.9	9.6	8.2	4.5	5.8
Age group					
18 to 19 years	9.1	10.4	17.7	10.4	17.6
20 to 24 years	8.3	11.3	13.1	8.9	12.3
25 to 44 years	6.4	7.1	5.3	4.3	4.8
45 to 64 years	4.7	3.6	3.7	3.1	3.8
65 years and over	7.7	4.9	8.7	3.4	4.8
Student remoteness (ARIA+) region					
Major cities	7.7	7.9	7.8	4.7	6.2
Inner and outer regional	5.0	7.0	5.1	3.7	4.0
Remote and very remote	3.3	0.7	3.1	6.2	3.2
State or Territory of student					
New South Wales	6.6	6.2	7.3	4.0	4.8
Victoria	8.2	10.6	9.4	3.7	7.2
Queensland	6.0	5.3	3.9	3.9	4.6
South Australia	6.2	8.3	3.6	7.5	4.0
Western Australia	6.5	6.0	6.4	8.2	6.3
Tasmania	5.7	6.4	4.2	9.0	7.3
Northern Territory	3.7	5.6	3.0	1.8	3.6
Australian Capital Territory	5.2	4.3	6.2	1.5	6.2
Indigenous status					
Indigenous	5.2	14.1	5.9	6.2	7.7
Non-Indigenous	6.8	7.2	7.1	4.5	5.2
Disability status					
With a disability	9.4	12.6	11.2	7.6	9.8
Without a disability	6.6	7.3	6.8	4.1	5.3
Speak a language other than English at home					
Other language	9.1	8.4	9.1	5.9	7.3
English	6.2	7.0	6.6	4.0	5.3
SEIFA (IRSD)					
Quintile 1 – most disadvantaged	6.5	6.1	6.8	5.1	4.4
Quintile 2	5.8	8.6	5.6	3.6	5.5
Quintile 3	6.7	6.4	6.0	5.6	5.0
Quintile 4	7.4	8.2	7.1	3.8	6.0
Quintile 5 – least disadvantaged	7.4	7.8	8.0	4.2	5.8
Employment status before training					
Employed	6.5	6.7	6.1	4.3	5.3
Not employed	10.5	11.5	15.4	7.1	10.8
ANZSCO Major Group of occupation after training					
Managers	4.7	7.4	4.1	3.1	4.3
Professionals	4.6	3.0	2.7	2.3	2.1
Technicians and Trades Workers	5.0	4.2	4.4	4.1	4.0
Community and Personal Service Workers	10.5	17.1	17.6	7.8	11.0
Clerical and Administrative Workers	4.1	3.5	2.8	3.5	4.2
Sales Workers	8.6	8.3	10.1	9.7	7.5
Machinery Operators and Drivers	5.0	6.1	6.0	2.5	5.0
Labourers	8.3	8.8	7.6	7.2	9.0
Program level of education					
Diploma or higher	7.0	8.1	na	na	na
Certificate IV	5.8	5.7	na	na	na
Certificate III	7.0	6.8	na	na	na
Certificate II	7.6	10.4	na	na	na
Certificate I	7.1	11.5	na	na	na
Program field of education					
Natural and physical sciences	6.5	4.6	na	na	na
Information technology	6.6	5.7	na	na	na
Engineering and related technologies	4.3	3.8	0.0	0.7	na
Architecture and building	3.7	5.6	4.9	3.0	na
Agriculture, environmental and related studies	3.6	6.9	0.0	0.0*	na
Health	6.7	10.5	4.5	3.3	na
Education	4.7	4.3	na	0.0	na
Management and commerce	7.1	9.4	0.0*	2.2	na
Society and culture	7.2	8.7	4.4	4.8	na
Creative arts	14.8	13.5	na	na	na
Food, hospitality and personal services	16.0	13.5	9.4	na	na
Mixed field programs	9.3	15.6	3.6	8.4	na
Training was part of an apprenticeship or traineeship					
Yes	5.9	4.9	na	na	na
No	6.9	7.7	na	na	na
All	6.7	7.3	6.7	4.4	5.4

* The estimate has a margin of error greater than or equal to 10% and therefore should be used with caution

Table B4 Domestic students aged 18 years and over whose hours in their main job decreased since COVID-19 by group (% of those employed after training)

	Qualification completers	Qualification part-completers	Short course completers	Short course part-completers	Subject(s) only completers
Gender					
Males	33.4	30.5	30.0	25.8	29.2
Females	35.6	35.1	32.5	25.8	26.5
Age group					
18 to 19 years	40.6	41.2	51.4	52.8	48.2
20 to 24 years	38.0	40.1	42.8	42.5	45.1
25 to 44 years	34.6	31.5	29.7	24.0	28.0
45 to 64 years	27.8	24.1	23.9	22.6	22.6
65 years and over	33.5	33.7*	28.2	27.0	26.6
Student remoteness (ARIA+) region					
Major cities	37.3	34.6	34.9	27.4	30.3
Inner and outer regional	29.0	29.9	25.7	23.8	24.4
Remote and very remote	23.3	12.2	21.1	22.1	19.1
State or Territory of student					
New South Wales	33.3	29.6	33.2	24.6	25.4
Victoria	41.1	40.8	36.7	22.1	34.3
Queensland	33.3	29.6	22.7	31.6	28.1
South Australia	30.1	30.0	30.3	18.7	25.3
Western Australia	31.7	26.7	34.3	33.9	27.6
Tasmania	29.0	23.2	29.5	42.9*	25.6
Northern Territory	24.7	22.1	23.0*	20.6*	29.0
Australian Capital Territory	23.1	20.9	28.2	15.9	21.2
Indigenous status					
Indigenous	30.7	29.0	30.9	29.4	27.9
Non-Indigenous	34.5	33.0	31.9	25.7	27.9
Disability status					
With a disability	39.3	38.8	37.4	26.9	29.0
Without a disability	34.1	32.2	31.3	26.2	28.5
Speak a language other than English at home					
Other language	45.8	44.4	42.5	38.5	39.9
English	31.8	30.3	30.2	24.3	27.0
SEIFA (IRSD)					
Quintile 1 – most disadvantaged	35.1	33.8	29.1	25.7	28.9
Quintile 2	32.3	33.2	28.1	27.8	25.1
Quintile 3	34.6	32.4	32.3	28.8	28.4
Quintile 4	34.9	29.8	32.8	23.2	29.9
Quintile 5 – least disadvantaged	35.3	33.1	32.9	24.5	28.6
Employment status before training					
Employed	32.2	31.1	29.0	24.5	27.2
Not employed	42.8	39.8	49.1	41.9	40.6
ANZSCO Major Group of occupation after training					
Managers	25.4	19.3	25.7	17.6	22.5
Professionals	26.1	20.7	17.6	16.9	15.6
Technicians and Trades Workers	32.2	31.2	26.0	27.3	30.5
Community and Personal Service Workers	41.8	40.9	47.9	36.2	37.5
Clerical and Administrative Workers	23.6	22.1	22.3	18.9	22.1
Sales Workers	43.6	48.1	44.1	41.2	43.8
Machinery Operators and Drivers	35.4	34.5	32.8	32.9	35.2
Labourers	42.2	43.5	44.5	38.5	42.2
Program level of education					
Diploma or higher	34.5	31.8	na	na	na
Certificate IV	29.2	27.6	na	na	na
Certificate III	37.2	34.6	na	na	na
Certificate II	38.2	33.6	na	na	na
Certificate I	34.9	36.7*	na	na	na
Program field of education					
Natural and physical sciences	38.0	34.0*	na	na	na
Information technology	30.5	30.5*	na	na	na
Engineering and related technologies	30.8	28.5	34.6*	24.2	na
Architecture and building	34.0	32.4	29.6	23.0	na
Agriculture, environmental and related studies	25.9	30.5	11.1*	22.2*	na
Health	35.1	40.7	22.0	20.5	na
Education	27.8	25.2	na	5.8	na
Management and commerce	30.5	32.8	8.6*	5.3	na
Society and culture	38.7	33.1	28.3	22.9	na
Creative arts	54.9	40.8*	na	na	na
Food, hospitality and personal services	49.8	43.5	44.8	na	na
Mixed field programs	41.7	43.3	20.9	41.9	na
Training was part of an apprenticeship or traineeship					
Yes	32.0	33.4	na	na	na
No	34.9	32.1	na	na	na
All	34.4	32.3	30.9	25.8	28.1

* The estimate has a margin of error greater than or equal to 10% and therefore should be used with caution

Table B5 Domestic students aged 18 years and over whose hours in their main job increased since COVID-19 by group, 2020 (% of those employed after training)

	Qualification completers	Qualification part-completers	Short course completers	Short course part-completers	Subject(s) only completers
Gender					
Males	12.0	11.5	9.4	9.8	9.0
Females	13.6	13.7	11.1	12.4	10.9
Age group					
18 to 19 years	19.9	20.4	15.1	15.8	15.5
20 to 24 years	14.1	13.4	12.2	14.2	11.7
25 to 44 years	10.8	10.6	9.3	10.2	9.5
45 to 64 years	11.8	11.2	9.9	11.0	9.4
65 years and over	10.1	4.0	6.3	11.2	8.4
Student remoteness (ARIA+) region					
Major cities	12.7	12.4	10.7	11.2	10.4
Inner and outer regional	13.2	12.8	10.1	11.3	8.8
Remote and very remote	11.9	5.8	5.7	4.5	8.9
State or Territory of student					
New South Wales	13.0	12.6	9.9	10.6	10.5
Victoria	11.4	11.8	13.0	12.3	9.0
Queensland	13.0	11.4	8.3	9.4	9.1
South Australia	12.9	13.0	7.9	9.0	12.8
Western Australia	14.7	13.6	10.3	11.2	9.0
Tasmania	13.2	17.4	9.7	15.4	6.5
Northern Territory	12.1	10.9	11.7	17.5	7.0
Australian Capital Territory	12.3	15.5	9.0	13.2	12.9
Indigenous status					
Indigenous	13.7	14.4	13.6	10.9	12.4
Non-Indigenous	12.7	12.3	10.4	11.2	9.9
Disability status					
With a disability	15.8	15.4	12.0	13.0	8.3
Without a disability	12.5	12.4	10.4	11.2	9.8
Speak a language other than English at home					
Other language	11.0	9.8	8.7	13.1	8.8
English	13.2	12.8	10.6	11.4	10.0
SEIFA (IRSD)					
Quintile 1 – most disadvantaged	12.9	13.2	10.2	13.6	8.4
Quintile 2	13.0	11.3	10.3	8.8	11.1
Quintile 3	12.8	12.4	8.6	8.7	9.3
Quintile 4	12.5	13.3	11.0	12.9	10.3
Quintile 5 – least disadvantaged	12.9	11.6	11.6	11.5	9.8
Employment status before training					
Employed	12.6	11.9	10.1	11.2	9.7
Not employed	12.9	12.8	10.4	9.9	9.3
ANZSCO Major Group of occupation after training					
Managers	14.2	11.1	12.6	11.0	10.5
Professionals	11.4	11.8	12.0	13.4	12.0
Technicians and Trades Workers	10.5	10.0	7.1	9.5	7.0
Community and Personal Service Workers	13.9	17.5	9.9	10.9	9.8
Clerical and Administrative Workers	9.5	9.2	6.7	8.2	8.4
Sales Workers	19.4	14.2	17.7	14.1	12.0
Machinery Operators and Drivers	10.7	9.4	8.8	8.6	7.7
Labourers	14.0	13.6	10.9	9.5	9.1
Program level of education					
Diploma or higher	12.5	12.5	na	na	na
Certificate IV	11.8	11.1	na	na	na
Certificate III	13.2	12.0	na	na	na
Certificate II	14.3	14.2	na	na	na
Certificate I	11.9	16.7*	na	na	na
Program field of education					
Natural and physical sciences	12.6	10.6*	na	na	na
Information technology	12.3	13.0	na	na	na
Engineering and related technologies	9.6	9.3	11.5	3.8	na
Architecture and building	11.1	10.5	9.4	8.6	na
Agriculture, environmental and related studies	10.3	9.3	18.7*	0.0*	na
Health	14.9	16.5	11.6	12.0	na
Education	11.7	11.5	na	10.2	na
Management and commerce	12.3	10.1	6.2*	10.3	na
Society and culture	14.5	16.0	9.7	14.3	na
Creative arts	15.9	23.2	na	na	na
Food, hospitality and personal services	17.2	19.0	10.9	na	na
Mixed field programs	14.1	11.7	9.4	12.6	na
Training was part of an apprenticeship or traineeship					
Yes	10.9	11.6	na	na	na
No	13.1	12.4	na	na	na
All	12.8	12.3	10.2	11.0	9.8

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National Centre for Vocational Education Research

Level 5, 60 Light Square, Adelaide, SA 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>](https://www.ncver.edu.au) [<https://www.isay.edu.au>](https://www.isay.edu.au)

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