

2008 ANNUAL

APPRENTICES & TRAINEES

Australian vocational
education & training statistics



Australian Government
Department of Education, Employment
and Workplace Relations

Australian vocational education and training statistics

Apprentices and trainees

Annual 2008

Highlights

- 3.8% of Australian workers were employed as an apprentice or trainee as at December 2008, compared with 2.5% in 1998.
- Within the trades, the rate of training (apprentices and trainees as a proportion of the number of individuals employed) as at December 2008 was 12.0%, compared with 9.2% in 1998.
- The completion rate for contracts of training commenced in 2003 for apprentices and trainees was 48.5%.
- The completion rate for contracts of training commenced in 2003 for trade apprentices and trainees was 44.2%.
- Attrition rates from contracts within the first 12 months for trade apprentices and trainees have been steady at around 28%, for the cohorts commencing between 2003 and 2007.
- 25.8% of all trade apprentices and trainees completing higher-level qualifications (certificate III and above) in 2008 completed their training in two years or less, compared with 16.4% in 1998.



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Introduction

This annual publication provides a summary of training activity in apprenticeships and traineeships in Australia, including information on training rates, attrition rates, completion rates, training within the trades and duration of training. The figures in this publication are derived from the National Apprentice and Trainee Collection no.59 (March 2009 estimates), which is compiled under the Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS) for Apprentice and Trainee Collection Specifications, Release 6.0, March 2008.

Scope

An apprentice or trainee is a person who undertakes a contract of training with an employer and a training provider. This publication presents an analysis of training activity undertaken by apprentices and trainees in Australia in the period from 1998 to 2008.

More information

For additional information on apprentices and trainees please refer to <<http://www.ncver.edu.au/publications/2166.html>>. This site includes data tables in this publication by state and territory, and additional seasonally adjusted data tables. Supporting documentation, including links to data cubes and the estimation methodology, are also available via this link.

Australia in summary

The number of apprentices and trainees in-training as at 31 December 2008 was 415 500, an increase of 2.6% from one year earlier. *Table 1*

In the 12 months to 31 December 2008, compared with the previous year:

- commencements increased by 4.6%, to 288 400 *Table 1*
- completions increased by 4.2%, to 152 300 *Table 1*
- cancellations and withdrawals increased by 2.1%, to 135 200. *Table 1*

Trade and non-trade occupations

For the 12 months ending 31 December 2008, compared with the previous year, commencements increased by:

- 2.3% for trades *Table 4*
- 5.6% for non-trades. *Table 5*

Training rates

Training rates present apprentices and trainees as a proportion of individuals employed.

As of December 2008:

- 3.8% of Australian workers were employed as an apprentice or trainee *Table 6*
- 12.0% of trade employment were apprentices or trainees *Table 7*
- 16.9% of employed teenagers (aged 15 to 19 years) worked as an apprentice or trainee *Table 7*
- around two-thirds (69.8%) of teenagers employed in trade occupations worked as an apprentice or trainee. *Table 8*

Completion and attrition rates

This publication presents completion rates for apprentices and trainees who started their training during 2002 and 2003. Those who commenced after 2003 have not been included because a substantial proportion would not have had time to complete their training.

The overall contract completion rate for apprentices and trainees who commenced their training during 2003 was 48.5%, compared with 44.2% for trade apprentices and trainees. *Table 10*

Attrition rates are calculated on the withdrawal or cancellation from contracts. *Table 12*

Attrition rates within the first 12 months for apprentice and trainee cohorts commencing 2001 to 2007 have been consistent, averaging 31%. *Table 12*

For trades occupations, attrition within the first 12 months is slightly lower, averaging 28%. *Table 12*

Training within the trades

Trade apprentices and trainees refer to those employed in trade occupations under a contract of training.

In the 12 months to December 2008:

- trade occupations accounted for 29.8% of all apprentice and trainee commencements *Table 16*
- 63.3% of apprentices and trainees who commenced in trades occupations were aged 19 years and younger, compared with 30.9% in non-trade occupations *Table 16*
- commencements in trade apprenticeships and traineeships were almost exclusively at certificate III (95.1%). *Table 17*

Duration of training

Duration of training refers to the period of time apprentices and trainees take to complete a contract of training.

For apprentices and trainees completing training at certificate III and above in the 12 months to December 2008:

- more than one-quarter (25.8%) completed their training for trades occupations in two years or less, compared with 16.4% in 1998 *Table 21*
- 91.8% completed their training for non-trade occupations in two years or less, compared with 91.7% in 1998. *Table 22*

For more information on concepts and definitions used in this publication, see **Terms** listed on page 20

Technical notes

Estimation procedure

Figures on apprentice and trainee activity (such as commencements, completions and in-training) are based on the date of effect rather than the date of processing. Due to lags in processing, the most recent figures are estimated (for training activity from the June quarter 2007 to the December quarter 2008). The estimation method involves weighting recently processed numbers based on average reporting lags. As estimates are revised for up to seven quarters, figures for the last two years may differ from those published in earlier or in subsequent reports. Figures in bold are actual numbers. Further details on the estimation methodology can be found at <http://www.ncver.edu.au/publications/1543.html>.

Seasonal adjustments

Seasonally adjusted data are also presented in this publication. This involves the use of a mathematical model to smooth out fluctuations due to seasonal influences. Seasonally adjusted data are useful to illustrate trends from one quarter to the next, but cannot be further disaggregated. Seasonally adjusted data in this publication were derived from the apprentices and trainees December 2008 quarterly publication, using the Apprentice and Trainee Collection, no.59, March 2009 estimates. These data were adjusted using X-11-ARIMA methodology and were then 7-point Henderson smoothed. The seasonally adjusted data used in figures 1 and 2 in this publication are available at <http://www.ncver.edu.au/publications/2166.html>

Completion rates

Completion rates are derived for contracts of training for apprentices and trainees. If an individual commenced two or more contracts in the same year, each is counted separately. Completion rates do not take into account contracts which have expired with no assigned outcome as at December 2008 (7.6% of contracts from the 2003 commencing cohort); therefore the completion rates are underestimated. From previous work undertaken on the outcome of expired contracts, approximately 45% of expired contracts were, in fact, completions. Applying this to our contract completion rate, the estimated completion rate for the 2003 commencing cohort would be 51.9%, compared to 48.5% as reported in Table 10.

Attrition rates

Attrition rates are derived for contracts of training for apprentices and trainees. If an individual commenced two or more contracts in the same year, each is counted separately. Attrition rates are comparable to the contract completion rate calculations. Attrition rates do not take into account contracts which have expired with no assigned outcome as at December 2008 (7.6% of contracts from the 2003 commencing cohort). Therefore the attrition rates are underestimated. From previous work undertaken on the outcome of expired contracts, approximately 55% of expired contracts were, in fact, contract attrition, including contract failure. Applying this to our contract attrition rate, the estimated attrition rate for the 2003 commencing cohort would be 48.1%, compared to 43.9% as reported in Table 11.

Occupation (ANZSCO) group

This publication uses Australian and New Zealand Standard Classification of Occupations (ANZSCO) for reporting, a change from the Australian Standard Classification of Occupations (ASCO) used in previous publications. As a consequence, figures previously reported for trade and non-trade occupations by ASCO will vary from data in this publication.

Occupation (ANZSCO) group data has only been collected in the AVETMIS Standard from the September quarter, 2000. For reporting purposes, historical data dating back to the September quarter, 1994 has been back-cast based on current ANZSCO usage, training package and ASCO data previously collected. Further detail regarding the methodology can be found at <http://www.ncver.edu.au/publications/2166.html>.

Tables and figures

Table 1 Apprentices and trainees by training contract status,¹ 1998–2008 ('000)

Training contract status	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Commencements	155.0	198.7	210.2	224.0	264.6	278.3	257.2	262.0	266.4	275.6	288.4
Completions	60.6	75.2	85.8	94.9	115.1	128.0	137.6	136.9	141.9	146.2	152.3
In-training	216.7	252.3	284.6	319.2	363.0	390.2	387.2	391.1	396.7	405.0	415.5
Cancellations/withdrawals	55.4	76.1	85.0	94.0	106.9	126.2	126.4	125.8	125.7	132.4	135.2

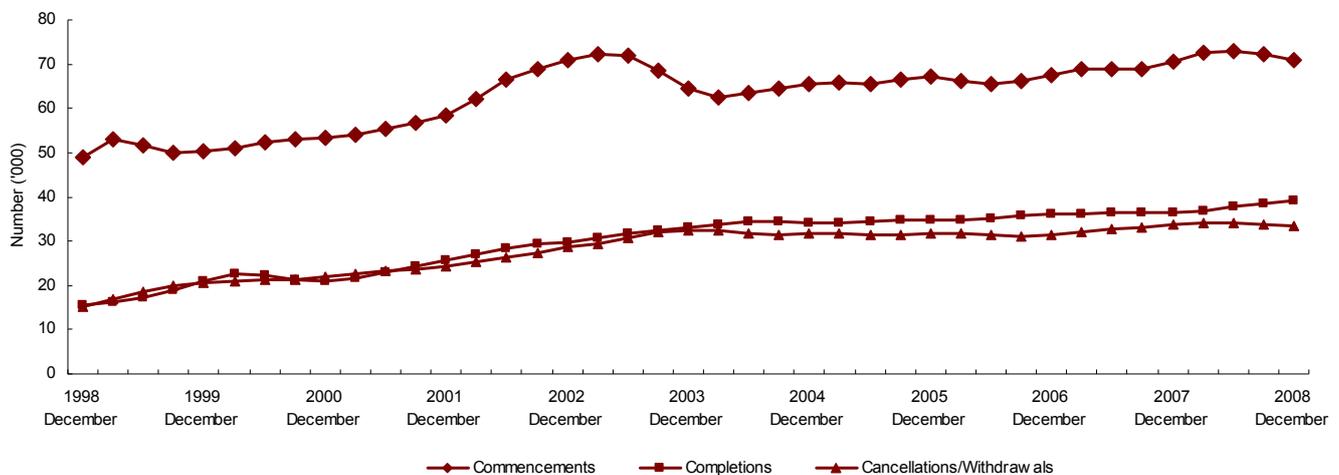
For notes on tables and figures, see page 21.

Table 2 Apprentice and trainee commencements¹ by state/territory, 1998–2008 ('000)

State/territory	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
New South Wales	28.9	52.1	59.0	65.3	74.1	79.0	70.0	72.7	76.5	82.0	89.3
Victoria	39.6	57.6	65.2	74.3	92.3	95.5	79.3	79.9	74.9	71.6	75.2
Queensland	45.8	39.4	36.2	41.5	47.2	51.0	51.3	52.7	57.5	63.0	61.4
South Australia	18.7	21.1	24.3	18.0	20.1	20.9	21.5	21.3	20.3	20.7	22.0
Western Australia	11.4	12.3	12.1	11.2	16.4	16.2	19.2	20.5	22.0	23.1	25.0
Tasmania	6.8	9.1	8.0	8.7	8.9	8.6	8.7	7.7	7.6	8.0	8.4
Northern Territory	1.6	1.8	2.0	1.8	2.0	1.9	2.3	2.4	2.3	2.5	2.5
Australian Capital Territory	2.1	5.3	3.4	3.3	3.5	5.2	4.9	4.8	5.3	4.7	4.7
Australia	155.0	198.7	210.2	224.0	264.6	278.3	257.2	262.0	266.4	275.6	288.4

For notes on tables and figures, see page 21.

Figure 1 Quarterly commencements, completions and cancellations/withdrawals, seasonally adjusted,² 1998–2008 ('000)



For notes on tables and figures, see page 21.

Table 3 Apprentice and trainee commencements by selected training characteristics,³ 2002–2008 ('000)

		2002	2003	2004	2005	2006	2007	2008
Age	19 years and under	99.4	104.4	106.4	108.3	109.6	114.5	116.9
	20 to 24 years	49.2	48.5	45.0	45.6	46.3	48.2	48.6
	25 to 44 years	85.4	90.4	76.3	77.1	78.1	80.3	86.1
	45 years and over	30.6	35.0	29.5	31.0	32.4	32.7	36.7
Sex	Male	149.6	156.2	152.2	154.4	156.5	161.9	166.0
	Female	114.9	122.0	104.9	107.5	109.9	113.7	122.4
AQF qualification level	Certificate I or II	73.5	64.5	51.4	48.1	44.5	42.4	42.6
	Certificate III	170.1	188.5	177.9	185.1	187.4	195.7	199.0
	Certificate IV	20.4	24.3	27.1	27.9	33.4	35.0	42.9
	Diploma/advanced diploma	0.6	0.9	0.7	0.9	1.1	2.6	3.8
Full-time status	Full-time	190.6	200.8	190.8	193.7	197.0	202.9	204.9
	Part-time	73.8	77.4	66.4	68.3	69.4	72.8	83.5
Existing worker	Existing worker	71.1	80.2	66.0	67.2	69.1	70.9	77.8
	Newly commencing worker	193.2	197.9	191.1	194.8	197.2	204.7	210.6
School-based status	School-based	6.1	9.5	13.1	15.9	17.1	19.4	21.2
	Not school-based	258.5	268.8	244.1	246.2	249.3	256.3	267.2
Training package coverage	Training package	250.4	266.1	248.3	255.7	261.3	270.6	283.1
	Non-training package	14.2	12.2	8.9	6.4	5.1	5.1	5.2
Total⁴		264.6	278.3	257.2	262.0	266.4	275.6	288.4

For notes on tables and figures, see page 21.

Table 4 Apprentice and trainee commencements in trade occupations,⁵ 1998–2008 ('000)

Occupation (ANZSCO) group	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
31 Engineering, ICT and science technicians	2.2	2.3	2.2	2.5	6.9	5.7	2.3	2.5	2.6	2.9	3.4
32 Automotive and engineering trades workers	13.5	14.9	14.0	13.4	14.7	16.5	19.1	20.6	21.1	22.4	22.2
33 Construction trades workers	10.5	12.6	11.5	9.6	12.9	15.2	17.9	18.3	19.3	22.1	21.8
34 Electrotechnology and telecommunications trades workers	5.1	6.1	5.4	5.2	5.9	6.8	8.8	9.8	11.0	11.8	12.0
35 Food trades workers	6.9	7.7	7.8	8.1	8.3	8.7	9.1	8.7	9.4	10.1	10.0
36 Skilled animal and horticultural workers	2.0	2.4	2.9	3.3	3.4	3.4	3.7	4.0	3.7	3.8	4.7
39 Other technicians and trades workers	7.7	8.9	8.2	7.9	8.3	9.1	9.8	9.9	9.6	10.9	11.8
391 Hairdressers	4.1	4.5	4.1	4.0	4.0	4.5	5.2	5.5	5.4	6.0	5.7
392 Printing trades workers	0.7	0.8	0.9	0.7	0.7	0.8	0.7	0.7	0.7	0.6	0.7
393 Textile, clothing and footwear trades workers	0.4	0.7	0.4	0.4	0.5	0.4	0.3	0.3	0.3	0.2	0.2
394 Wood trades workers	1.8	2.1	1.8	1.6	2.0	2.1	2.0	2.0	2.0	2.2	2.1
399 Miscellaneous technicians and trades workers	0.7	0.9	1.0	1.2	1.1	1.3	1.5	1.4	1.3	1.8	3.1
Total⁴	48.0	54.9	52.1	50.1	60.3	65.5	70.8	73.7	76.7	84.0	85.9

For notes on tables and figures, see page 21.

Table 5 Apprentices and trainee commencements in non-trade occupations,⁶ 1998–2008 ('000)

Occupation (ANZSCO) group	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Managers	2.6	2.5	2.1	1.9	2.2	2.3	2.3	2.6	2.9	4.5	6.1
11 Chief executives, general managers and legislators	.	0.1	0.1	0.1	0.1	0.0	.	.	.	.	.
12 Farmers and farm managers	1.2	1.1	0.8	0.9	0.9	0.9	1.1	1.2	0.9	0.9	1.0
13 Specialist managers	1.2	1.0	0.9	0.6	0.3	0.6	1.1	1.3	1.6	3.2	4.2
14 Hospitality, retail and service managers	0.2	0.2	0.3	0.4	0.9	0.7	0.1	0.1	0.3	0.4	0.9
Professionals	1.6	1.7	1.6	1.7	1.5	1.2	1.2	1.5	4.4	5.2	5.3
21 Arts and media professionals	0.0	0.0	0.0	0.0	0.0	0.0	.	0.0	0.0	0.0	0.0
22 Business, human resource and marketing professionals	0.1	0.3	0.1	0.1	0.2	0.4	0.2	0.7	3.4	4.2	4.4
23 Design, engineering, science and transport professionals	0.4	0.2	0.3	0.2	0.2	0.2	0.3	0.3	0.2	0.2	0.4
24 Education professionals	0.4	0.3	0.3	0.3	0.3	0.2	0.3	0.3	0.4	0.4	0.5
25 Health professionals	0.6	0.7	0.8	1.0	0.8	0.4	0.4	0.2	0.3	0.3	0.0
26 ICT professionals	0.2	0.2	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0
27 Legal, social and welfare professionals	.	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Community and personal service workers	21.9	30.0	30.9	31.7	37.1	38.9	38.1	38.5	38.7	41.1	44.3
41 Health and welfare support workers	0.4	0.3	0.2	0.4	0.8	1.4	2.5	2.4	3.1	3.2	4.4
42 Carers and aides	8.7	8.2	9.1	10.3	12.9	14.1	14.0	13.9	13.9	14.0	12.9
43 Hospitality workers	8.8	13.1	13.7	14.3	15.9	15.7	14.5	14.6	14.6	16.7	19.2
44 Protective service workers	2.9	7.6	6.5	5.3	5.4	5.0	3.8	3.9	3.0	2.8	3.0
45 Sports and personal service workers	1.0	0.9	1.4	1.3	2.2	2.7	3.3	3.7	4.2	4.4	4.9
Clerical and administrative workers	27.3	28.6	35.7	39.7	49.0	58.1	45.2	47.0	48.7	49.2	54.3
51 Office managers and program administrators	2.4	2.9	4.8	2.9	8.8	12.5	14.6	15.1	15.8	16.3	19.8
52 Personal assistants and secretaries	.	.	.	.	.	.	.	.	.	.	.
53 General clerical workers	20.8	22.2	19.6	21.8	24.1	29.5	16.8	16.0	15.4	15.0	14.6
54 Inquiry clerks and receptionists	1.1	1.4	7.7	9.7	9.6	9.5	7.5	7.9	8.7	9.3	10.5
55 Numerical clerks	0.2	0.3	2.0	3.4	4.7	4.1	3.0	4.1	3.9	3.6	4.6
56 Clerical and office support workers	1.6	1.1	0.8	0.5	0.1	.	.	.	.	.	.
59 Other clerical and administrative workers	1.1	0.7	0.8	1.4	1.7	2.5	3.2	3.8	4.9	4.9	4.8
Sales workers	26.9	38.0	37.3	43.8	50.4	48.3	39.7	39.9	40.1	38.8	41.5
61 Sales representatives and agents	7.5	6.2	3.8	3.0	2.5	2.2	2.1	2.4	2.3	1.7	1.7
62 Sales assistants and salespersons	19.4	30.2	33.0	40.8	47.8	46.0	37.6	37.5	37.8	37.0	39.8
63 Sales support workers	0.0	1.6	0.5	0.1	0.1	0.1	0.0	.	0.0	.	.
Machinery operators and drivers	3.7	15.7	23.6	26.0	32.4	30.6	31.2	30.0	28.1	27.4	25.7
71 Machine and stationary plant operators	0.5	1.5	2.7	3.6	4.5	6.4	11.3	9.6	7.3	7.2	6.5
72 Mobile plant operators	0.2	1.0	1.9	2.6	2.8	1.4	1.3	1.8	1.9	2.2	2.4
73 Road and rail drivers	1.1	8.1	10.4	9.0	13.3	9.8	8.8	8.3	8.4	7.7	8.5
74 Storepersons	1.8	5.1	8.5	10.8	11.8	13.0	9.9	10.4	10.4	10.3	8.4
Labourers	23.0	27.2	26.9	29.0	31.6	33.4	28.7	28.8	26.9	25.5	25.3
81 Cleaners and laundry workers	2.9	6.9	5.2	7.2	6.9	7.2	5.7	6.3	6.1	5.6	5.0
82 Construction and mining labourers	0.9	0.9	0.9	1.0	1.2	2.3	1.1	1.1	1.2	1.5	1.7
83 Factory process workers	11.6	12.2	14.1	12.9	14.8	15.4	13.7	13.2	12.6	10.9	10.7
84 Farm, forestry and garden workers	3.7	3.3	3.6	4.2	4.6	4.3	3.9	3.7	3.1	3.1	3.1
85 Food preparation assistants	0.9	0.8	0.7	0.6	0.6	0.7	0.7	1.0	0.5	0.5	0.4
89 Other labourers	3.0	3.1	2.4	3.1	3.5	3.2	3.2	3.1	3.0	3.6	4.1
Total⁴	107.0	143.8	158.1	173.9	204.2	212.8	186.4	188.3	189.7	191.7	202.5

Dots (.) represent a true zero figure, with no contracts reported in these categories.

For notes on tables and figures, see page 21.

Training rates

Table 6 Apprentice and trainee training rates,⁷ 1998–2008

Year	Apprentices and trainees in-training ⁸ (^{'000})	Employed persons (^{'000})	Apprentice and trainee training rate (%)
1998	216.6	8 808.1	2.5
1999	252.3	8 992.7	2.8
2000	284.5	9 167.2	3.1
2001	318.9	9 253.7	3.4
2002	362.7	9 527.7	3.8
2003	389.8	9 669.8	4.0
2004	386.8	9 916.6	3.9
2005	390.6	10 200.6	3.8
2006	396.2	10 532.8	3.8
2007	404.6	10 797.2	3.7
2008	415.1	10 933.9	3.8

For notes on tables and figures, see page 21.

Source for employed persons: ABS, *Labour force, Australia, Detailed*, electronic delivery, March 2009, cat.no.6291.0.55.001.

Table 7 Apprentice and trainee training rates, selected characteristics, 1998–2008 (%)

Year	Total apprentices and trainees as a proportion of total employment ⁷	Full-time apprentices and trainees as a proportion of full-time employment ⁷	Trade apprentices and trainees as a proportion of trade employment ^{9,10}	15 to 19-year-old apprentices and trainees as a proportion of employment for 15 to 19-year-olds ⁸
1998	2.5	3.0	9.2	12.2
1999	2.8	3.3	9.2	13.0
2000	3.1	3.5	9.5	13.4
2001	3.4	3.8	9.5	14.1
2002	3.8	4.1	10.1	14.7
2003	4.0	4.3	10.0	15.2
2004	3.9	4.2	10.7	15.8
2005	3.8	4.2	11.3	16.6
2006	3.8	4.2	11.6	16.4
2007	3.7	4.2	11.9	16.4
2008	3.8	4.1	12.0	16.9

For notes on tables and figures, see page 21.

Sources for employed persons: ABS, *Labour force, Australia, Detailed*, electronic delivery, March 2009, cat.no.6291.0.55.001; ABS, *Labour force, Australia, Detailed, Quarterly, February 2009*, cat.no.6291.0.55.003.

Table 8 Apprentice and trainee training rates,¹⁰ occupation group by sex and age group,¹¹ 2008 (%)

Occupation (ANZSCO) group	Male				Female				Total			
	15–19	20–24	25–44	45+	15–19	20–24	25–44	45+	15–19	20–24	25–44	45+
Managers	14.3	1.6	0.3	0.1	10.2	5.4	1.0	0.4	10.4	3.6	0.6	0.2
Professionals	2.4	0.7	0.5	0.4	1.4	0.3	0.2	0.2	1.8	0.5	0.3	0.3
Technicians and trades workers	69.8	34.7	4.5	0.7	69.4	20.8	4.2	2.5	69.8	32.7	4.5	1.0
Community and personal service workers	11.8	6.1	3.6	2.2	12.9	5.5	4.3	3.5	12.6	5.7	4.0	3.1
Clerical and administrative workers	15.4	7.4	6.3	3.0	18.4	5.0	2.4	1.4	17.7	5.7	3.4	1.8
Sales workers	9.7	5.9	3.0	1.1	7.1	5.3	3.0	1.5	7.8	5.5	3.0	1.4
Machinery operators and drivers	8.8	7.0	5.3	3.1	.	7.0	6.8	3.9	9.8	6.9	5.5	3.2
Labourers	3.7	2.7	2.1	1.2	1.6	2.1	2.0	1.8	3.1	2.5	2.1	1.4
All occupations	25.5	14.2	2.9	1.1	11.4	5.3	2.0	1.4	18.4	10.0	2.5	1.2

Dots (.) represent a true zero figure, with no contracts reported in these categories.

For notes on tables and figures, see page 21.

Source for employed persons: ABS, *Labour force, Australia, Detailed, Quarterly, February 2009*, cat.no.6291.0.55.003.

Table 9 Training rates of trade apprentices and trainees¹⁰ by selected occupations, 1998–2008

Year	Occupation (ANZSCO) group										
	Engineering, ICT and science technicians	Automotive and engineering	Construction trades workers	Electro-technology and telecommunications trades workers	Food trades workers	Skilled animal and horticultural workers	Hair-dressers	Printing trades workers	Textile, clothing and footwear trades workers	Wood trades workers	Total trades ⁵
Apprentices and trainees in-training⁸ ('000)											
1998	3.3	40.7	24.7	14.8	16.0	4.0	9.3	2.5	0.7	4.3	121.7
1999	3.3	40.9	27.6	15.8	16.2	4.8	9.8	2.2	0.9	4.5	127.6
2000	3.2	39.9	29.2	15.9	16.4	5.4	10.0	2.2	0.9	4.5	129.5
2001	3.5	38.8	29.1	16.0	16.8	6.0	10.1	2.1	0.7	4.4	129.6
2002	6.9	39.6	31.6	16.7	17.3	6.2	10.4	2.1	0.8	4.6	138.6
2003	4.1	41.9	35.2	18.0	17.8	6.1	10.9	1.9	0.8	4.6	143.8
2004	3.5	45.8	40.5	21.3	18.1	6.1	11.8	1.8	0.6	4.7	157.2
2005	3.3	50.5	45.6	25.4	18.5	6.4	12.4	1.8	0.6	4.9	172.3
2006	3.6	52.9	49.5	29.8	18.9	6.3	12.8	1.8	0.5	4.9	183.6
2007	3.9	55.0	52.7	32.9	19.3	6.7	13.2	1.7	0.4	5.0	193.9
2008	4.7	54.7	53.3	33.8	19.4	7.4	12.5	1.6	0.3	4.8	196.6
Employed persons ('000)											
1998	136.2	337.6	281.4	180.2	118.3	92.4	43.9	34.7	25.9	36.7	1 328.0
1999	166.2	325.4	290.1	185.4	130.1	93.6	52.9	37.1	22.1	39.3	1 393.9
2000	155.5	333.4	289.7	170.7	131.1	83.6	44.0	42.0	26.4	35.6	1 364.7
2001	166.3	345.3	289.3	159.9	132.6	87.3	47.5	25.8	21.3	37.9	1 364.2
2002	169.1	328.4	291.5	187.3	116.9	91.4	48.0	35.3	22.5	37.8	1 376.5
2003	175.7	352.1	303.5	183.8	134.3	99.2	45.9	33.4	18.9	34.4	1 431.6
2004	189.1	333.1	331.2	192.1	131.9	98.1	50.1	28.2	19.4	35.2	1 474.5
2005	195.7	342.0	345.5	192.2	132.8	113.9	53.6	26.5	20.1	38.9	1 523.4
2006	216.7	345.0	357.1	208.6	135.7	113.0	56.9	27.3	22.4	29.3	1 582.5
2007	225.7	360.4	350.6	212.1	152.1	114.4	63.8	28.6	17.8	33.7	1 623.1
2008	220.9	368.3	375.0	216.5	149.1	108.2	60.1	26.3	18.6	33.2	1 642.5
Training rates (%)											
1998	2.4	12.1	8.8	8.2	13.5	4.3	21.3	7.3	2.5	11.7	9.2
1999	2.0	12.6	9.5	8.5	12.5	5.1	18.5	6.0	4.1	11.5	9.2
2000	2.1	12.0	10.1	9.3	12.5	6.5	22.8	5.3	3.2	12.7	9.5
2001	2.1	11.2	10.1	10.0	12.7	6.9	21.3	8.2	3.4	11.5	9.5
2002	4.1	12.1	10.8	8.9	14.8	6.8	21.7	5.8	3.6	12.1	10.1
2003	2.3	11.9	11.6	9.8	13.2	6.2	23.6	5.8	4.0	13.3	10.0
2004	1.8	13.7	12.2	11.1	13.8	6.2	23.6	6.4	3.0	13.4	10.7
2005	1.7	14.8	13.2	13.2	13.9	5.6	23.1	6.9	2.7	12.7	11.3
2006	1.7	15.3	13.8	14.3	13.9	5.6	22.5	6.5	2.3	16.8	11.6
2007	1.7	15.3	15.0	15.5	12.7	5.8	20.6	5.9	2.5	14.9	11.9
2008	2.1	14.8	14.2	15.6	13.0	6.8	20.8	6.1	1.8	14.5	12.0

For notes on tables and figures, see page 21.

Source for employed persons: ABS, *Labour force, Australia, Detailed, Quarterly*, February 2009, cat.no.6291.0.55.003.

Completion and attrition rates

Table 10 Apprentice and trainee completion rates by occupation (sub-major groups) for contracts,¹² 2002 and 2003 commencing cohorts

Occupation (ANZSCO) group	2002 commencing cohort		2003 commencing cohort	
	Contract completion rates	Number of contracts	Contract completion rates	Number of contracts
	%	'000	%	'000
Managers	44.5	2.5	45.7	2.4
11 Chief executives, general managers and legislators	33.8	0.1	100.0	0.0
12 Farmers and farm managers	54.3	1.0	59.0	1.0
13 Specialist managers	43.0	0.4	39.3	0.7
14 Hospitality, retail and service managers	35.4	1.0	33.2	0.7
Professionals	53.6	1.6	55.7	1.3
21 Arts and media professionals	60.0	0.0	42.9	0.0
22 Business, human resource and marketing professionals	55.4	0.2	60.5	0.4
23 Design, engineering, science and transport professionals	41.6	0.2	61.8	0.2
24 Education professionals	79.1	0.3	73.0	0.2
25 Health professionals	48.0	0.9	47.5	0.4
26 ICT professionals	52.5	0.1	32.1	0.0
27 Legal, social and welfare professionals	14.3	0.0	14.8	0.1
Technicians and trades workers¹³	45.6	72.5	44.2	78.4
31 Engineering, ICT and science technicians	37.4	7.0	31.9	5.8
32 Automotive and engineering trades workers	54.7	17.2	51.8	19.3
33 Construction trades workers	46.6	15.7	44.7	18.4
34 Electrotechnology and telecommunications trades workers	56.2	6.8	55.1	7.9
35 Food trades workers	27.8	11.4	28.0	11.7
36 Skilled animal and horticultural workers	52.2	3.6	53.1	3.6
39 Other technicians and trades workers	45.1	10.8	43.3	11.7
391 Hairdressers	39.7	5.9	38.3	6.5
392 Printing trades workers	59.0	0.8	56.5	0.8
393 Textile, clothing and footwear trades workers	47.3	0.5	46.6	0.5
394 Wood trades workers	49.5	2.3	47.8	2.5
399 Miscellaneous technicians and trades workers	52.8	1.2	49.3	1.4
Community and personal service workers	50.0	39.0	52.7	40.7
41 Health and welfare support workers	48.8	0.8	55.4	1.4
42 Carers and aides	61.2	13.3	63.7	14.8
43 Hospitality workers	42.1	16.6	43.6	16.3
44 Protective service workers	47.0	5.9	51.9	5.3
45 Sports and personal service workers	49.8	2.3	48.2	2.9
Clerical and administrative workers	54.0	50.4	55.5	59.4
51 Office managers and program administrators	46.5	9.0	49.8	12.7
52 Personal assistants and secretaries	.	.	.	.
53 General clerical workers	60.2	25.0	59.7	30.3
54 Inquiry clerks and receptionists	47.9	9.9	50.9	9.7
55 Numerical clerks	43.9	4.7	49.0	4.2
56 Clerical and office support workers	52.6	0.0	.	.
59 Other clerical and administrative workers	66.5	1.7	62.9	2.5
Sales workers	41.2	52.6	41.1	50.9
61 Sales representatives and agents	44.9	2.5	48.5	2.3
62 Sales assistants and salespersons	41.0	50.0	40.8	48.5
63 Sales support workers	55.9	0.1	46.1	0.1
Machinery operators and drivers	55.7	33.6	54.2	31.9
71 Machine and stationary plant operators	54.0	4.6	52.0	6.5
72 Mobile plant operators	59.1	2.9	51.9	1.5
73 Road and rail drivers	56.1	14.0	53.5	10.7
74 Storepersons	55.1	12.0	56.0	13.3
Labourers	48.3	32.7	46.3	34.8
81 Cleaners and laundry workers	50.8	7.5	54.0	7.9
82 Construction and mining labourers	44.2	1.2	25.8	2.4
83 Factory process workers	45.1	15.1	44.4	15.8
84 Farm, forestry and garden workers	52.0	4.7	49.9	4.4
85 Food preparation assistants	30.8	0.6	34.4	0.7
89 Other labourers	55.9	3.5	50.5	3.2
All occupations	48.4	284.7	48.5	299.8

Dots (.) represent a true zero figure, with no contracts reported in these categories.

For notes on tables and figures, see page 21.

Table 11 Apprentice and trainee attrition rates from contracts¹⁴ by occupation (sub-major groups) and time of withdrawal, 2003 commencing cohort

Occupation (ANZSCO) group	Contract attrition rates (%), withdrawing within:						
	1 month	3 months	6 months	1 year	2 years	3 years	More than 3 years
Managers	3.0	6.6	13.7	26.0	37.4	43.9	44.5
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	3.6	7.0	14.8	25.7	31.2	33.0	33.5
13 Specialist managers	3.5	8.0	15.9	28.9	44.3	46.7	47.5
14 Hospitality, retail and service managers	1.7	5.0	10.4	23.8	39.9	56.5	57.2
Professionals	3.5	9.0	15.5	24.3	32.1	34.4	34.7
21 Arts and media professionals	0.0	14.3	42.9	42.9	42.9	42.9	42.9
22 Business, human resource and marketing professionals	1.8	5.1	11.8	20.6	26.7	27.5	28.3
23 Design, engineering, science and transport professionals	1.8	8.4	13.3	20.5	25.3	31.3	32.5
24 Education professionals	1.9	6.6	11.4	19.0	22.3	23.7	23.7
25 Health professionals	6.5	13.2	20.5	27.9	39.5	42.0	42.0
26 ICT professionals	3.8	15.4	23.1	30.8	50.0	53.8	53.8
27 Legal, social and welfare professionals	3.7	9.3	16.7	48.1	57.4	61.1	61.1
Technicians and trades workers¹³	3.1	9.0	16.5	29.4	42.4	48.1	50.0
31 Engineering, ICT and science technicians	4.9	9.8	22.8	55.4	60.0	60.8	61.0
32 Automotive and engineering	2.5	7.7	13.6	23.4	35.5	41.8	44.1
33 Construction trades workers	3.0	8.7	15.1	25.4	39.7	46.9	49.2
34 Electrotechnology and telecommunications trades workers	1.4	4.5	8.4	17.1	28.8	35.2	38.4
35 Food trades workers	4.1	12.5	23.9	41.0	58.7	63.8	65.2
36 Skilled animal and horticultural workers	3.1	8.4	15.2	25.8	34.9	38.1	39.0
39 Other technicians and trades workers	3.3	10.9	18.8	30.6	44.3	50.0	51.6
391 Hairdressers	3.8	12.7	21.4	34.9	51.2	56.8	58.2
392 Printing trades workers	2.0	5.6	12.1	19.9	27.0	31.8	32.8
393 Textile, clothing and footwear trades workers	4.2	12.0	19.3	30.2	39.5	45.5	46.6
394 Wood trades workers	3.2	10.9	18.7	29.4	38.9	45.2	46.9
399 Miscellaneous	1.9	5.7	10.5	19.3	34.5	39.7	42.6
Community and personal service workers	5.4	12.4	22.0	32.5	38.9	40.1	40.2
41 Health and welfare support workers	3.6	7.6	16.2	24.6	33.2	36.5	37.2
42 Carers and aides	4.2	9.4	16.7	24.8	30.0	31.0	31.2
43 Hospitality workers	6.2	15.0	27.2	39.7	47.1	48.3	48.4
44 Protective service workers	7.9	14.9	23.7	32.9	37.9	38.7	38.8
45 Sports and personal service workers	3.7	10.2	20.2	33.8	42.6	44.2	44.4
Clerical and administrative workers	3.7	9.1	16.6	27.4	35.3	36.4	36.5
51 Office managers and program administrators	3.2	7.9	15.6	26.6	36.5	37.6	37.9
52 Personal assistants and secretaries	.	.	.	.	.	.	.
53 General clerical workers	3.3	8.3	15.6	25.8	32.6	33.5	33.6
54 Inquiry clerks and receptionists	6.2	14.1	23.1	35.1	41.6	42.0	42.0
55 Numerical clerks	3.1	8.0	15.2	27.9	41.6	44.4	45.0
56 Clerical and office support workers	.	.	.	.	.	.	.
59 Other clerical and administrative workers	2.3	6.2	11.2	19.5	27.2	28.9	29.0
Sales workers	4.8	12.2	23.1	37.1	47.5	49.2	49.4
61 Sales representatives and agents	4.7	12.1	22.8	34.9	38.8	39.1	39.1
62 Sales assistants and salespersons	4.8	12.3	23.2	37.2	47.9	49.7	49.8
63 Sales support workers	0.9	6.1	9.6	29.6	39.1	50.4	51.3
Machinery operators and drivers	3.8	9.5	16.3	26.6	36.3	38.1	38.3
71 Machine and stationary plant operators	2.7	7.5	13.5	22.0	31.6	36.7	37.1
72 Mobile plant operators	2.4	7.1	10.8	20.2	33.6	37.4	37.7
73 Road and rail drivers	5.2	11.8	19.6	30.1	39.6	40.3	40.3
74 Storepersons	3.4	8.9	15.8	26.6	36.1	37.2	37.3
Labourers	6.4	14.7	25.5	36.6	42.3	43.8	44.2
81 Cleaners and laundry workers	5.9	14.6	24.2	33.5	37.9	38.7	38.9
82 Construction and mining labourers	3.2	8.6	31.6	38.6	42.5	42.7	42.8
83 Factory process workers	7.9	16.9	26.7	37.6	44.3	46.9	47.8
84 Farm, forestry and garden workers	4.8	12.3	22.1	35.9	40.9	41.5	41.6
85 Food preparation assistants	7.0	18.4	32.8	48.8	55.4	55.5	55.5
89 Other labourers	4.5	10.2	19.1	34.0	40.8	41.3	41.6
All occupations	4.3	10.7	19.4	31.2	40.6	43.2	43.9

Dots (.) represent a true zero figure, with no contracts reported in these categories.

For notes on tables and figures, see page 21.

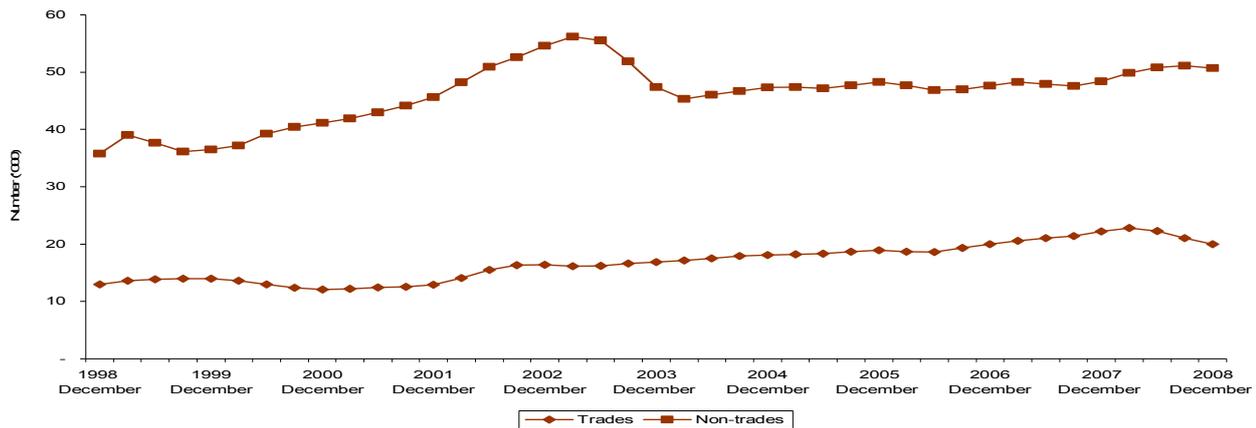
Table 12 Apprentice and trainee attrition rates from contracts¹⁴ within 12 months of commencement¹⁵ by commencing cohort and occupation (sub-major groups), 2001–2007

Occupation (ANZSCO) group	Contract attrition rates within 12 months (%), by commencing cohort						
	2001	2002	2003	2004	2005	2006	2007 ¹⁵
Managers	27.1	26.0	26.0	27.9	27.8	26.7	24.2
11 Chief executives, general managers and legislators	41.3	37.7	0.0	.	.	.	.
12 Farmers and farm managers	29.0	29.0	25.7	27.9	31.4	30.5	25.8
13 Specialist managers	25.0	30.2	28.9	28.2	25.3	26.6	24.5
14 Hospitality, retail and service managers	21.8	20.3	23.8	25.0	19.5	13.8	18.4
Professionals	27.9	26.5	24.3	22.0	21.6	20.3	18.0
21 Arts and media professionals	0.0	26.7	42.9	.	0.0	40.0	12.5
22 Business, human resource and marketing professionals	28.0	20.9	20.6	22.6	17.5	18.4	17.6
23 Design, engineering, science and transport professionals	28.4	35.8	20.5	18.9	31.5	23.5	20.8
24 Education professionals	24.3	14.4	19.0	17.0	16.7	23.5	16.0
25 Health professionals	29.1	29.0	27.9	27.4	26.7	30.9	26.0
26 ICT professionals	23.5	32.2	30.8	20.7	24.0	18.2	0.0
27 Legal, social and welfare professionals	33.3	50.0	48.1	20.0	0.0	50.0	0.0
Technicians and trades workers¹³	26.3	26.9	29.4	28.0	28.0	28.4	29.0
31 Engineering, ICT and science technicians	28.6	33.5	55.4	25.1	23.6	23.2	22.6
32 Automotive and engineering	20.2	20.4	23.4	23.4	23.6	24.1	25.2
33 Construction trades workers	23.8	24.3	25.4	27.5	27.5	27.5	28.8
34 Electrotechnology and telecommunications trades workers	16.0	16.4	17.1	17.1	17.0	17.2	18.1
35 Food trades workers	39.2	40.2	41.0	42.1	42.6	44.2	43.4
36 Skilled animal and horticultural workers	24.3	25.7	25.8	27.8	29.5	30.6	30.5
39 Other technicians and trades workers	30.7	29.8	30.6	32.5	33.4	33.7	34.0
391 Hairdressers	35.5	33.8	34.9	37.2	38.4	37.7	38.0
392 Printing trades workers	22.4	20.3	19.9	22.2	21.1	23.5	19.1
393 Textile, clothing and footwear trades workers	27.2	29.4	30.2	30.9	26.6	33.8	31.4
394 Wood trades workers	26.2	27.7	29.4	27.5	27.9	30.6	33.2
399 Miscellaneous	22.3	21.0	19.3	22.9	23.8	21.6	23.1
Community and personal service workers	32.9	33.5	32.5	32.0	31.5	32.3	31.0
41 Health and welfare support workers	29.7	26.2	24.6	19.4	22.0	21.3	18.3
42 Carers and aides	25.7	25.9	24.8	24.1	24.6	26.7	26.5
43 Hospitality workers	38.6	39.9	39.7	42.2	41.0	40.5	39.6
44 Protective service workers	31.8	34.5	32.9	27.8	25.7	27.0	16.8
45 Sports and personal service workers	31.1	32.4	33.8	34.6	32.4	33.6	30.5
Clerical and administrative workers	28.5	29.0	27.4	28.8	29.0	29.4	28.9
51 Office managers and program administrators	20.8	27.8	26.6	24.7	25.0	23.7	21.5
52 Personal assistants and secretaries	.	.	.	.	.	.	.
53 General clerical workers	27.7	27.4	25.8	30.2	30.2	31.4	31.0
54 Inquiry clerks and receptionists	36.1	38.4	35.1	36.3	39.0	41.0	41.9
55 Numerical clerks	21.8	24.0	27.9	29.2	23.0	25.0	26.9
56 Clerical and office support workers	38.0	22.3	.	.	.	.	.
59 Other clerical and administrative workers	17.2	18.2	19.5	22.7	25.9	24.3	23.9
Sales workers	38.4	37.9	37.1	38.7	37.7	36.9	36.2
61 Sales representatives and agents	42.2	38.1	34.9	32.3	30.8	33.3	38.3
62 Sales assistants and salespersons	38.2	37.9	37.2	39.0	38.1	37.1	36.1
63 Sales support workers	31.0	30.6	29.6	45.8	.	57.7	.
Machinery operators and drivers	24.5	24.2	26.6	27.2	28.5	27.4	25.7
71 Machine and stationary plant operators	28.4	23.9	22.0	26.6	30.1	25.7	23.5
72 Mobile plant operators	17.6	14.9	20.2	20.8	21.2	27.4	24.4
73 Road and rail drivers	24.1	24.5	30.1	27.1	27.9	27.5	27.7
74 Storepersons	25.2	26.1	26.6	28.9	28.7	28.5	26.0
Labourers	36.5	36.6	36.6	39.4	39.9	38.7	37.7
81 Cleaners and laundry workers	36.4	33.4	33.5	30.6	30.7	27.8	28.6
82 Construction and mining labourers	41.0	40.9	38.6	39.1	33.4	39.3	35.8
83 Factory process workers	39.0	39.4	37.6	43.3	46.4	43.4	44.1
84 Farm, forestry and garden workers	32.9	35.5	35.9	37.8	36.5	35.4	33.2
85 Food preparation assistants	49.0	48.7	48.8	52.3	39.3	49.7	46.7
89 Other labourers	26.7	29.2	34.0	37.1	36.0	39.4	34.2
All occupations	31.0	31.0	31.2	31.4	31.3	31.1	30.4

Dots (.) represent a true zero figure, with no contracts reported in these categories.
For notes on tables and figures, see page 21.

Training within the trades

Figure 2 Quarterly apprentice and trainee commencements by occupation (trades and non-trades),^{5,6} seasonally adjusted,² 1998–2008



For notes on tables and figures, see page 21.

Table 13 Trade apprentice and trainee commencements,⁵ state/territory, by most popular training packages, 2008 ('000)

Training package	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
General Construction (BCG)	3.1	4.2	4.1	1.0	0.6	0.2	0.1	0.3	13.5
Metal and Engineering (MEM)	2.2	2.3	3.6	0.8	2.1	0.4	0.1	0.0	11.6
Automotive Industry Retail, Service and Repair (AUR)	3.2	2.4	2.2	0.9	1.3	0.3	0.2	0.2	10.7
Electrotechnology (UEE, UTE, UTL)	3.1	2.5	2.3	0.9	1.2	0.3	0.2	0.2	10.5
Tourism, Hospitality and Events (SIT, THH, THT)	1.7	1.5	1.3	0.4	0.4	0.3	0.0	0.1	5.8
Hairdressing (WRH)	1.5	1.3	1.5	0.5	0.6	0.1	0.1	0.1	5.7
Plumbing and Services (BCP)	1.3	2.0	1.1	0.4	0.1	0.1	0.1	0.1	5.2
Amenity Horticulture (RTF, RUH)	0.9	1.0	0.6	0.2	0.1	0.1	0.0	0.1	3.0
Furnishing (LMF)	0.4	0.8	0.8	0.2	0.4	0.1	0.0	0.0	2.9
Australian Meat Industry (MTM)	0.6	0.4	0.6	0.2	0.2	0.1	0.0	0.0	2.2
Food Processing Industry (FDF)	0.6	0.6	0.4	0.2	0.2	0.1	0.0	0.0	2.0
Other training packages	3.9	2.6	2.1	0.7	1.0	0.3	0.1	0.2	11.0
Training package	22.4	21.6	20.7	6.3	8.4	2.2	0.9	1.3	83.8
Non-training package	0.2	0.2	0.1	0.0	1.1	0.3	.	0.1	2.0
Total	22.6	21.8	20.8	6.3	9.5	2.5	0.9	1.4	85.9

Dots (.) represent a true zero figure, with no contracts reported in these categories.

For notes on tables and figures, see page 21.

Table 14 Commencements of apprentices and trainees in non-trade occupations,⁶ state/territory, by most popular training packages, 2008 ('000)

Training package	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
Retail Services (SIR, WRR, WRP, WRW)	11.5	14.2	7.0	3.3	2.3	1.1	0.3	0.2	39.8
Business Services (BSB, BSA)	12.4	4.9	8.7	4.2	1.6	1.2	0.3	0.3	33.5
Transport and Logistics (TLI, TDT)	6.8	5.2	4.3	1.4	2.2	0.4	0.1	0.2	20.6
Tourism, Hospitality and Events (SIT, THH, THT)	6.7	6.7	3.1	0.6	1.0	0.5	0.1	0.4	19.1
Community Services (CHC)	6.1	4.2	3.3	0.9	2.2	0.6	0.3	0.6	18.1
Telecommunications (ICT)	4.8	3.1	0.9	0.4	0.4	0.2	0.0	0.0	9.8
Australian Meat Industry (MTM)	1.2	1.7	2.0	0.5	0.5	0.1	.	.	5.9
Asset Maintenance (PRM)	1.9	1.0	1.1	0.3	0.2	0.2	0.0	0.2	5.0
Financial Services (FNS, FNB, FNA)	1.8	0.8	1.1	0.3	0.4	0.1	0.1	0.0	4.6
Manufacturing (MSA, MCM)	2.5	1.0	0.7	0.1	0.1	0.0	.	0.0	4.5
Food Processing Industry (FDF)	0.9	1.1	0.7	0.7	0.3	0.1	.	.	3.8
Other training packages	9.7	8.5	7.5	2.9	3.4	1.3	0.5	0.7	34.7
Training package	66.2	52.4	40.3	15.6	14.6	5.8	1.6	2.7	199.3
Non-training package	0.5	1.0	0.3	0.0	0.8	0.0	0.0	0.5	3.2
Total	66.7	53.4	40.6	15.6	15.5	5.8	1.6	3.3	202.5

Dots (.) represent a true zero figure, with no contracts reported in these categories.

For notes on tables and figures, see page 21.

Table 15 Apprentice and trainee commencements, trade and non-trade occupations,^{5,6} by industry skills councils¹⁶ and selected training characteristics, 2008 ('000)

	Trades		Non-trades					
	Technicians and trades workers	Managers	Professionals	Community and personal service workers	Clerical and administrative workers	Sales workers	Machinery operators and drivers	Labourers
Existing worker								
Existing worker	11.0	2.8	4.1	9.2	22.3	10.4	12.6	5.5
Newly commencing worker	74.9	3.3	1.2	35.1	32.1	31.1	13.1	19.8
School-based status								
School-based	5.2	0.1	0.1	4.1	2.3	6.7	0.4	2.3
Not school-based	80.7	6.0	5.2	40.2	52.1	34.8	25.3	23.0
Industry skills councils								
Agri-Food	8.6	1.0	0.1	0.0	.	0.1	0.2	12.2
Community Services and Health	1.8	3.1	0.0	16.8	1.0	0.1	.	.
Construction and Property Services	20.0	0.0	.	1.6	0.0	1.1	0.0	5.7
Electrocomms and Energy Utilities	11.2	.	.	.	.	.	.	0.2
ForestWorks	0.1	.	0.0	.	.	0.0	0.4	0.4
Government	.	0.1	0.0	0.8	2.4	.	0.6	0.0
Innovation and Business	2.9	0.8	0.5	.	46.3	0.5	.	0.3
Manufacturing	16.2	0.1	4.1	.	.	.	3.5	1.6
Services	11.8	0.8	.	23.4	1.8	37.9	0.1	0.8
SkillsDMC	0.3	.	.	0.0	.	.	4.0	0.8
Transport and Logistics	0.0	0.1	0.1	0.1	2.1	.	17.0	1.4
No industry skills council ¹⁶	10.9	0.0	.	.	0.1	1.5	.	1.7
Training package	83.8	5.9	4.8	42.8	53.8	41.2	25.7	25.1
Non-training package	2.0	0.2	0.5	1.5	0.5	0.3	0.0	0.2
Total	85.9	6.1	5.3	44.3	54.3	41.5	25.7	25.3

Dots ('.') represent a true zero figure, with no contracts reported in these categories.

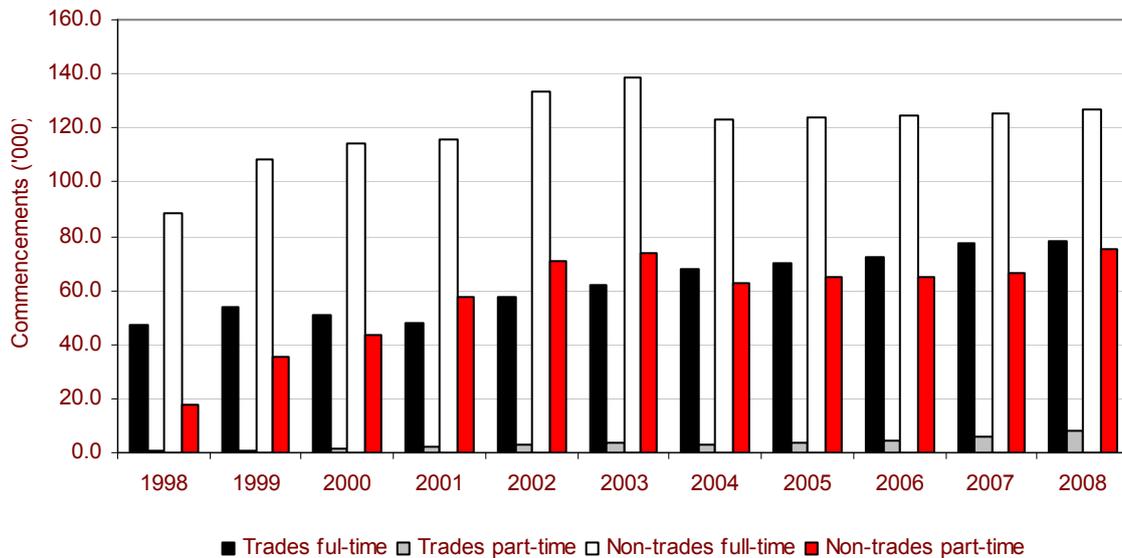
For notes on tables and figures, see page 21.

Table 16 Apprentice and trainee commencements, trade and non-trade occupations,^{5,6} by age and sex, 2008

	Trades		Non-trades		Total ⁴	
	'000	%	'000	%	'000	%
Male						
19 years and under	47.0	64.5	23.5	25.2	70.4	42.4
20 to 24 years	12.3	16.9	15.5	16.7	27.8	16.8
25 to 29 years	5.0	6.9	11.9	12.8	16.9	10.2
30 to 44 years	6.9	9.5	26.2	28.2	33.1	20.0
45 years and over	1.6	2.3	16.0	17.2	17.7	10.6
<i>Total</i>	72.8	100.0	93.2	100.0	166.0	100.0
Female						
19 years and under	7.4	56.7	39.0	35.7	46.5	38.0
20 to 24 years	1.9	14.3	18.9	17.3	20.8	17.0
25 to 29 years	0.8	5.8	9.4	8.6	10.2	8.3
30 to 44 years	1.7	13.1	24.2	22.1	25.9	21.2
45 years and over	1.3	10.1	17.7	16.2	19.1	15.6
<i>Total</i>	13.1	100.0	109.3	100.0	122.4	100.0
All						
19 years and under	54.4	63.3	62.5	30.9	116.9	40.5
20 to 24 years	14.1	16.5	34.5	17.0	48.6	16.9
25 to 29 years	5.8	6.7	21.3	10.5	27.1	9.4
30 to 44 years	8.6	10.0	50.4	24.9	59.0	20.5
45 years and over	3.0	3.5	33.8	16.7	36.7	12.7
Total	85.9	100.0	202.5	100.0	288.4	100.0

For notes on tables and figures, see page 21.

Figure 3 Apprenticeship and trainee commencements, trade and non-trade occupations,^{5,6} by full-time status, 1998–2008



For notes on tables and figures, see page 21.

Table 17 Trade apprenticeship and trainee commencements by AQF qualification level, 1998–2008

Year	Certificate I and II		Certificate III		Certificate IV and above		Total trades ^{4,5}
	'000	%	'000	%	'000	%	
1998	3.1	6.5	43.7	91.1	1.1	2.4	48.0
1999	3.0	5.5	50.5	91.9	1.4	2.5	54.9
2000	2.1	4.0	48.3	92.6	1.8	3.4	52.1
2001	1.4	2.7	47.2	94.2	1.6	3.1	50.1
2002	1.2	2.0	57.2	94.9	1.9	3.1	60.3
2003	1.1	1.7	62.6	95.7	1.7	2.6	65.5
2004	0.7	1.0	68.1	96.2	2.0	2.8	70.8
2005	0.7	0.9	71.3	96.6	1.8	2.4	73.7
2006	0.6	0.8	74.0	96.5	2.1	2.7	76.7
2007	0.9	1.1	80.7	96.1	2.4	2.8	84.0
2008	0.8	1.0	81.6	95.1	3.4	4.0	85.9

For notes on tables and figures, see page 21.

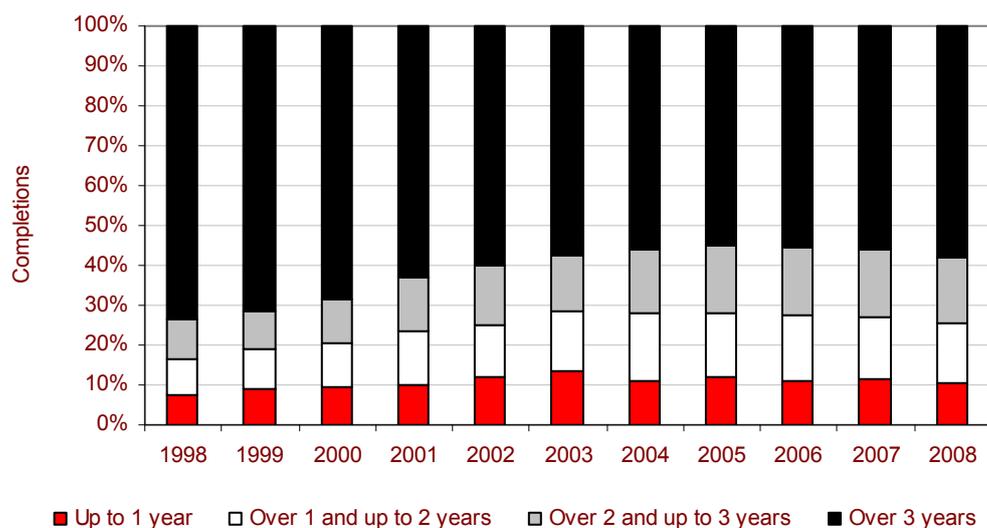
Table 18 Apprenticeship and trainee commencements in non-trade occupations by AQF qualification level, 1998–2008

Year	Certificate I and II		Certificate III		Certificate IV and above		Total non-trades ^{4,6}
	'000	%	'000	%	'000	%	
1998	58.6	54.8	42.3	39.5	6.1	5.7	107.0
1999	61.9	43.1	75.6	52.6	6.3	4.4	143.8
2000	62.8	39.7	83.4	52.8	11.9	7.5	158.1
2001	65.9	37.9	92.8	53.4	15.1	8.7	173.9
2002	72.3	35.4	112.8	55.3	19.1	9.4	204.2
2003	63.4	29.8	125.9	59.2	23.5	11.0	212.8
2004	50.6	27.2	109.8	58.9	25.9	13.9	186.4
2005	47.5	25.2	113.8	60.5	27.0	14.3	188.3
2006	43.9	23.1	113.4	59.8	32.4	17.1	189.7
2007	41.5	21.6	115.0	60.0	35.2	18.4	191.7
2008	41.8	20.6	117.4	58.0	43.3	21.4	202.5

For notes on tables and figures, see page 21.

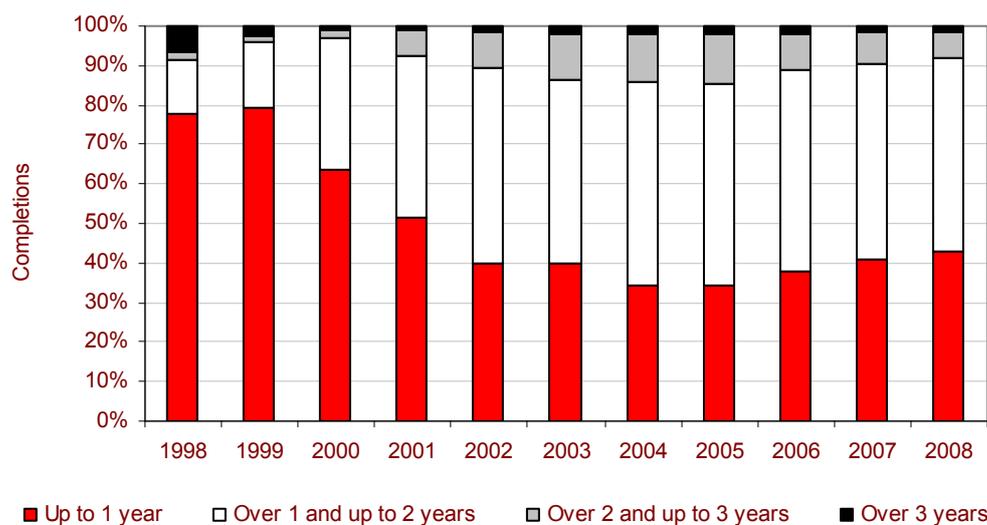
Duration of training

Figure 4 Trade⁵ apprentice and trainee completions by duration of training, certificate III and above, 1998–2008



For notes on tables and figures, see page 21.

Figure 5 Apprentice and trainee completions in non-trade⁶ occupations by duration of training, certificate III and above, 1998–2008



For notes on tables and figures, see page 21.

Table 19 Trade apprentice and trainee completions, certificate III and above, by duration of training, 1998–2008

Year	Up to 1 year		Over 1 and up to 2 years		Over 2 and up to 3 years		Over 3 and up to 4 years		Over 4 years		Total trades ^{5,17}
	'000	%	'000	%	'000	%	'000	%	'000	%	
1998	2.0	7.7	2.2	8.7	2.6	10.0	17.7	68.7	1.3	4.9	25.7
1999	2.2	9.0	2.4	9.7	2.4	9.8	16.3	66.1	1.3	5.3	24.7
2000	2.3	9.6	2.7	11.0	2.7	11.1	15.4	63.5	1.2	4.8	24.3
2001	2.5	10.1	3.4	13.5	3.3	13.3	14.6	58.2	1.2	4.9	25.0
2002	3.3	11.9	3.7	13.2	4.2	15.1	15.2	54.1	1.6	5.8	28.0
2003	4.1	13.3	4.8	15.4	4.2	13.7	15.9	51.5	1.9	6.1	30.9
2004	3.3	11.2	5.1	17.0	4.7	15.8	14.9	49.6	1.9	6.4	30.0
2005	3.5	11.8	4.8	16.0	5.1	17.0	14.9	49.5	1.7	5.7	30.0
2006	3.8	11.1	5.7	16.5	5.9	17.0	17.3	49.9	1.9	5.5	34.7
2007	4.4	11.4	6.0	15.5	6.7	17.2	19.7	50.5	2.1	5.5	39.0
2008	4.6	10.7	6.5	15.0	7.1	16.3	22.7	52.5	2.3	5.4	43.2

For notes on tables and figures, see page 21.

Table 20 Apprentice and trainee completions in non-trade occupations, certificate III and above, by duration of training, 1998–2008

Year	Up to 1 year		Over 1 and up to 2 years		Over 2 and up to 3 years		Over 3 and up to 4 years		Over 4 years		Total non-trades ^{6,17}
	'000	%	'000	%	'000	%	'000	%	'000	%	
1998	8.3	77.9	1.5	13.7	0.2	1.8	0.6	5.9	0.1	0.6	10.6
1999	18.9	79.3	4.0	16.7	0.4	1.6	0.5	2.1	0.1	0.3	23.8
2000	21.4	63.8	11.1	33.2	0.7	1.9	0.3	0.9	0.0	0.1	33.5
2001	20.0	51.7	15.7	40.6	2.5	6.5	0.4	1.0	0.1	0.2	38.8
2002	22.0	40.1	27.0	49.2	5.2	9.5	0.7	1.2	0.0	0.1	55.0
2003	25.2	39.8	29.6	46.7	7.2	11.3	1.3	2.1	0.1	0.1	63.4
2004	27.2	34.6	40.2	51.2	9.7	12.3	1.4	1.7	0.2	0.2	78.7
2005	28.0	34.3	41.8	51.2	10.4	12.7	1.4	1.7	0.1	0.2	81.6
2006	31.9	37.8	43.0	50.9	8.0	9.4	1.5	1.7	0.1	0.1	84.4
2007	34.8	40.7	42.4	49.6	6.9	8.0	1.3	1.5	0.2	0.2	85.4
2008	37.8	43.1	42.6	48.6	6.1	6.9	1.0	1.2	0.1	0.1	87.6

For notes on tables and figures, see page 21.

Table 21 Proportion of trade apprentice and trainee completions with a duration of training of two years and under, certificate III and above, by selected occupation, 1998–2008 (%)

Year	Occupation (ANZSCO) group										
	Engineering, ICT and science technicians	Automotive and engineering	Construction trades workers	Electro-technology and telecommunications trades workers	Food trades workers	Skilled animal and horticultural workers	Hair-dressers	Printing trades workers	Textile, clothing and footwear trades workers	Wood trades workers	Total trades ^{5,17}
1998	21.6	11.3	14.9	11.2	30.7	11.9	31.7	11.2	15.3	14.3	16.4
1999	50.9	12.6	16.4	12.2	29.5	25.1	33.2	9.9	18.4	15.1	18.8
2000	72.3	13.0	15.8	11.9	31.7	39.6	33.1	11.7	29.5	15.6	20.6
2001	70.9	15.8	17.7	14.7	37.4	35.9	32.9	10.9	74.2	14.2	23.6
2002	70.3	14.7	18.0	14.3	38.7	44.6	31.7	12.5	44.0	13.3	25.1
2003	88.3	17.0	17.8	13.5	40.2	51.4	33.8	10.3	56.5	14.4	28.7
2004	89.8	17.0	18.4	14.3	39.7	53.5	33.7	14.9	51.0	18.1	28.2
2005	83.1	17.7	18.7	17.2	40.4	55.2	33.5	7.5	40.6	16.5	27.8
2006	82.1	20.2	18.5	16.0	39.8	56.6	35.0	5.6	54.3	14.2	27.6
2007	78.8	17.7	20.3	18.9	38.0	53.6	35.5	11.1	58.0	14.4	26.9
2008	82.4	16.6	19.9	16.2	43.5	49.0	35.9	12.5	52.8	16.4	25.8

For notes on tables and figures, see page 21.

Table 22 Proportion of apprentice and trainee completions in non-trade occupations with a duration of training of two years and under, certificate III and above, by occupation, 1998–2008 (%)

Year	Occupation (ANZSCO) group							Total non-trades ^{6,17}
	Managers	Professionals	Community and personal service workers	Clerical and administrative workers	Sales workers	Machinery operators and drivers	Labourers	
1998	71.6	99.2	95.9	99.8	89.8	89.7	44.9	91.7
1999	64.9	95.2	96.0	99.7	97.9	97.7	83.3	96.0
2000	77.0	90.8	95.4	99.4	98.8	98.8	93.8	97.1
2001	73.7	79.9	91.4	98.1	96.1	91.7	79.2	92.3
2002	72.5	81.9	91.1	97.2	94.1	78.0	78.7	89.3
2003	80.1	82.7	88.3	95.0	91.4	73.6	76.9	86.5
2004	74.2	80.4	89.1	93.6	89.5	73.7	76.9	85.9
2005	71.4	78.8	88.5	88.7	87.6	80.2	77.9	85.5
2006	78.3	79.9	89.4	92.5	89.3	85.7	82.2	88.7
2007	84.0	85.7	89.9	94.6	90.0	87.2	87.5	90.4
2008	85.8	90.9	92.1	95.0	92.1	87.1	89.4	91.8

For notes on tables and figures, see page 21.

Terms

Australian Qualifications Framework (AQF) is a national framework of credentials that covers qualifications from certificate I through to a doctoral degree. For more details on the AQF, go to <http://www.aqf.edu.au>.

Attrition rates refer 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.

Australian and New Zealand Standard Classification of Occupations (ANZSCO) is a classification of the occupation of individuals. The classification is based on the Australian Bureau of Statistics (ABS), Australian and New Zealand Standard Classification of Occupations (1st edition, ABS cat.no.1220.0).

Commencements refer to apprentices and trainees starting a program of training. The date of commencement is the date that an apprentice or trainee's contract of training is registered or approved under the provisions of the relevant state/territory legislation.

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

Completion rates refer 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 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'.

Existing workers refer to those apprentices and trainees who were employed by their current employer for more than three months full-time (or 12 months part-time/casual) prior to commencing their training contract.

Expired contracts refer to contracts for which the anticipated completion date has passed without the apprentice or trainee attaining the required competency standard, or for where the outcome of the contract is unknown.

Full-time apprentices or trainees are those whose ordinary hours of employment, including the training component, are at least the usual hours of employment for a full-time employee in that occupation.

Industry skills councils are organisations representing particular industries. For more information on industry skills councils, go to <http://www.isc.org.au>. For more information on training packages developed by industry skills councils, go to <http://www.ntis.gov.au>.

In-training refers to apprentices and trainees who are actively training under the terms of their training contract and who have not completed, cancelled, withdrawn or suspended their training, nor had their training contract expire without meeting all of the prescribed requirements of their program.

Newly commencing workers are those who are not existing workers (i.e. apprentices and trainees who are not employed by their current employer prior to commencing their training contract).

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

Part-time apprentices or trainees are defined as those whose ordinary hours of employment, including the training component, are less than full-time. Part-time provisions vary across Australia and across occupations, with 'part-time' defined by each state and territory.

School-based refers to those who commence an approved school-based apprenticeship or traineeship.

Seasonal adjustment refers to a mathematical model used in time series data to smooth out fluctuations attributable to seasonal influences.

Trades refer to those apprentices and trainees employed in trades occupations under major group 3 (Technicians and trades workers) of the Australian and New Zealand Standard Classification of Occupations (ANZSCO 1st edition).

Training duration indicates the amount of time that an apprentice or trainee takes to complete their contract of training from time of commencement.

Training packages are a set of nationally endorsed standards, guidelines and qualifications for training and for recognising and assessing skills. For more details on training packages, go to <http://www.ntis.gov.au>.

Training rates are the number of apprentices and trainees in-training as a proportion of the number of individuals employed. In calculating training rates, both in-training and employment figures exclude those below 15 years of age. Employment data are collected by the Australian Bureau of Statistics. For more details on labour force statistics, go to <http://www.abs.gov.au>.

Notes on tables and figures

- 1 The number of apprentices and trainees in-training is shown as at 31 December, while the number of commencements, completions, cancellations and withdrawals is provided for the year ending 31 December.
- 2 The data presented in figures 1 and 2 have been seasonally adjusted and smoothed. For further information please refer to the technical notes on page 6.
- 3 Due to the introduction of existing worker flag and full-time identifier into the collection from 2002, this table is provided for 2002 to 2008 only.
- 4 Unknown data have not been reported, whereas the total includes all contracts, including those with unknown status. Hence, some figures may not sum to the total.
- 5 Trade occupations are defined as all major occupation group 3 – Technicians and trades workers (ANZSCO 1st edition). In previous annual publications, the Australian Standard Classification of Occupations (ASCO) was reported; therefore data in this annual will vary from data published in previous reports.
- 6 Non-trade occupations are defined as all ANZSCO 1st edition occupations with the exception of Technicians and trades workers (i.e. major groups 1–2 and 4–8). In previous annual publications, the Australian Standard Classification of Occupations (ASCO) was reported; therefore data in this annual will vary from data published in previous reports.
- 7 Derived by calculating the number of apprentices and trainees (aged 15 years and over) in-training as at 31 December (NCVER data) as a percentage of employed persons (aged 15 years and over) as at December (ABS data). See ABS, *Labour force, Australia, Detailed*, electronic delivery, March 2009, cat.no.6291.0.55.001; and ABS, *Labour force, Australia, Detailed, Quarterly, February 2009*, cat.no.6291.0.55.003.
- 8 The number of apprentices and trainees in-training are those aged 15 years and over, whereas all ages are represented in table 1. Consequently, totals of in-training numbers may differ from table 1.
- 9 Trade employment refers to those persons aged 15 years or over employed in a Technicians and trades workers occupation (ANZSCO 1st edition) group.
- 10 Derived by calculating the number of trade apprentices (aged 15 years and over) in-training as at 31 December (NCVER data) as a percentage of employed persons (aged 15 years and over) as at November (ABS data). The ABS does not produce monthly estimates of employment by occupation, with data available on a quarterly basis only (i.e. February, May, August and November).
- 11 The number of employed persons by occupation is reported on a quarterly basis only. This may differ to the total training rate for 15 to 19-year-olds in table 7, which is reported on a monthly basis.
- 12 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 are counted separately. Completion rates do not take into account expired contracts. For further details see technical notes on page 6.
- 13 Aggregate completion and attrition rates may include some apprentices and trainees where disaggregation by specific occupation (i.e. to the 2-digit level) is not available.
- 14 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 are counted separately. Attrition rates do not take into account expired contracts. For further details see technical notes on page 6.
- 15 2001 is the earliest year available using the current data collection. Caution is recommended when comparing percentages from more recent years with those from earlier years. No allowance has been made for under-reporting of cancellations and withdrawals in contracts that expire and the outcome is unknown.
- 16 Industry skills councils represent particular industries and groups of training packages. For more information on how training packages are grouped by industry skills council, go to <http://www.ncver.edu.au/publications/2166.html>.
- 17 Completions where duration of training is unknown are excluded from the calculation of proportions.



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