

Apprentices and trainees 2016

Annual

National Centre for Vocational Education Research



Highlights

Commencements

- Overall commencements decreased by 2.9% in 2016 compared with the previous year, with trade commencements down 12.4% and non-trade commencements up 5.9%.

Training rates

- 2.2% of Australian workers were employed as an apprentice or trainee as at December 2016, compared with 2.3% in 2015.
- Within the trade occupations, 9.9% of workers were employed as an apprentice or trainee as at December 2016, compared with 10.1% in 2015.

Duration of training

- 37.6% of trade apprentices and trainees completing at certificate III or above in 2016 finished their training in two years or less, compared with 40.8% in 2015.
- 90.2% of non-trade apprentices and trainees completing a certificate III or above in 2016 finished their training in two years or less, compared with 89.3% in 2015.

© Commonwealth of Australia, 2017



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

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

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

This document should be attributed as NCVER 2017, *Australian vocational education and training statistics: apprentices and trainees 2016 – annual*, NCVER, Adelaide.

This work has been produced by NCVER on behalf of the Australian Government and state and territory governments, with funding provided through the Department of Education and Training.

The views and opinions expressed in this document are those of NCVER and do not necessarily reflect the views of the Australian Government or state and territory governments.

ISSN 1440-0359
TD/TNC 128.05

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

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

Follow us:  <http://twitter.com/ncver>  <https://www.linkedin.com/company/ncver>

Contents

Introduction	4
Scope	4
More information	4
Australia in summary	5
Tables and figures	6
Terms	16
Explanatory notes	17

Tables

1	Apprentices and trainees by training contract status, 2006–16 ('000)	6
2	Apprentice and trainee commencements by state/territory, 2006–16 ('000)	6
3	Apprentice and trainee commencements by selected training characteristics, 2006–16 ('000)	7
4	Apprentice and trainee commencements in trade occupations, 2006–16 ('000)	7
5	Apprentice and trainee commencements in non-trade occupations, 2006–16 ('000)	8
6	Apprentice and trainee commencements, trade and non-trade occupations, by sex, age group and other selected training characteristics, 2016 ('000)	9
7	Apprentice and trainee commencements in trade occupations, by state/territory and ten most popular training packages, 2016 ('000)	11
8	Apprentice and trainee commencements in non-trade occupations, by state/territory and ten most popular training packages, 2016 ('000)	11
9	Apprentice and trainee training rates, 2006–16	12
10	Apprentice and trainee training rates by selected characteristics, 2006–16 (%)	12
11	Apprentice and trainee training rates, by occupation, by sex and age group, 2016 (%)	12
12	Apprentice and trainee training rates in selected trade occupations, 2006–16	13
13	Apprentice and trainee completions in trade occupations, certificate III or above, by duration of training, 2006–16	14
14	Apprentice and trainee completions in non-trade occupations, certificate III or above, by duration of training, 2006–16	14
15	Apprentice and trainee completions in selected trade occupations, certificate III or above with a duration of training of two years and under, 2006–16 (%)	15
16	Apprentice and trainee completions in non-trade occupations, certificate III or above with a duration of training of two years and under, 2006–16 (%)	15

Figures

1	Quarterly commencements, completions and cancellations/withdrawals, seasonally adjusted, 2006–16 ('000)	6
2	Quarterly commencements for trade and non-trade occupations, seasonally adjusted, 2006–16 ('000)	6
3	Apprentice and trainee commencements, trade occupations, by AQF qualification level, 2006–16 (%)	10
4	Apprentice and trainee commencements, non-trade occupations, by AQF qualification level, 2006–16 (%)	10

Introduction

This annual publication provides a summary of training activity in apprenticeships and traineeships in Australia, including information on training rates and duration of training. The figures in this publication are derived from the National Apprentice and Trainee Collection no.91 (March 2017 estimates), which is compiled under the Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS) for Apprentice and Trainee Collection Specifications, Release 7.0, October 2015.

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 2006 to 2016.

More information

For additional information on apprentices and trainees, please refer to <https://www.ncver.edu.au/publications/publications/all-publications/apprentices-and-trainees-2016-annual>. This includes state and territory breakdowns of the data presented in this publication, including seasonally adjusted data. Related documentation, including links to infographics and the estimation methodology, is also available via this link.

In addition, a separate publication has been produced that presents completion and attrition rates for apprentices and trainees using three different methodologies:

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

Further details on these methodologies and the resultant data tables can be found at <https://www.ncver.edu.au/publications/publications/all-publications/completion-and-attrition-rates-for-apprentices-and-trainees-2016>.

Data represented in this publication are consistent with the *Australian vocational education and training statistics: apprentices and trainees 2016 – December quarter* publication, which was released on 8 June 2017. Please refer to <https://www.ncver.edu.au/publications/publications/all-publications/apprentices-and-trainees-2016-december-quarter>.

Australia in summary

The number of apprentices and trainees in-training as at 31 December 2016 was 265 000, a decrease of 4.5% from the previous year.

Table 1

In 2016, compared with 2015:

- Commencements decreased by 2.9% to 167 100.
 - trade commencements decreased by 12.4%.
 - non-trade commencements increased by 5.9%.
- Completions decreased by 16.1% to 99 000.
 - trade completions decreased by 13.6%.
 - non-trade completions decreased by 18.0%.
- Cancellations and withdrawals decreased by 2.6% to 93 700.
 - trade cancellations and withdrawals decreased by 3.9%.
 - non-trade cancellations and withdrawals decreased by 1.1%.

Table 1

Table 1

Table 1

In 2016:

- Trade occupations accounted for 43.5% of all apprentice and trainee commencements.
- 53.4% of apprentices and trainees who commenced in trade occupations were aged 19 years and under, compared with 40.2% in non-trade occupations.
- Commencements in trade apprenticeships and traineeships were almost exclusively at the certificate III qualification level (95.8%).
- 67.6% of non-trade apprentices and trainees commenced their training in a qualification at certificate III level in 2016.

Table 6

Table 6

Figure 3

Figure 4

Training rates

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

As at 31 December 2016:

- 2.2% of Australian workers were employed as an apprentice or trainee.
- 9.9% of workers in trade occupations were employed as an apprentice or trainee.
- 12.2% of teenage workers (aged 15 to 19 years) were employed as an apprentice or trainee.
- 63.8% of teenagers working in trade occupations were employed as an apprentice or trainee.

Table 9

Table 10

Table 10

Table 11

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 2016:

- 37.6% of trade apprentices and trainees completed their training in two years or less, compared with 40.8% in 2015.
- 90.2% of non-trade apprentices and trainees completed their training in two years or less, compared with 89.3% in 2015.

Table 15

Table 16

For more information on concepts and definitions used in this publication, see **Terms** listed on page 16, and **Explanatory notes** on page 17.

Tables and figures

Table 1 Apprentices and trainees by training contract status, 2006–16 ('000)

Training contract status	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Commencements	266.4	275.8	288.8	271.8	315.0	320.7	330.6	245.9	190.3	172.1	167.1
Completions	141.6	146.7	154.8	160.6	169.7	182.1	194.3	192.7	156.9	118.0	99.0
In-training (as at 31 December)	395.7	404.3	414.9	410.3	434.9	442.2	443.9	381.5	311.8	277.4	265.0
Cancellations/withdrawals	126.8	132.2	134.9	124.0	132.9	143.6	147.0	123.8	109.7	96.2	93.7

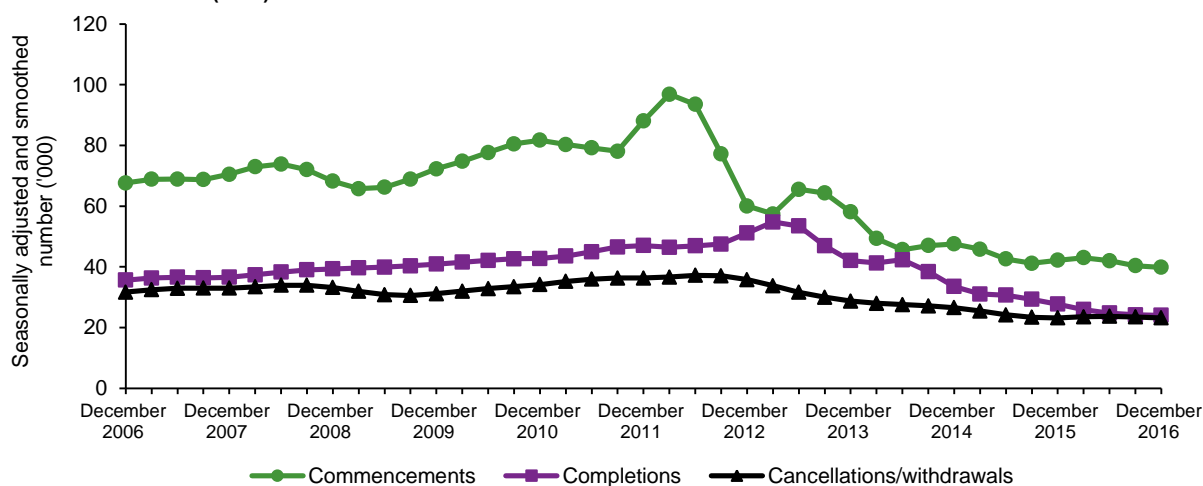
For explanatory notes, see page 18.

Table 2 Apprentice and trainee commencements by state/territory, 2006–16 ('000)

State/territory	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
New South Wales	76.5	82.0	90.2	85.7	97.7	92.0	93.0	69.2	50.4	45.1	46.0
Victoria	74.9	71.6	75.1	72.6	85.6	96.5	92.2	64.6	48.3	44.0	43.9
Queensland	57.5	63.0	61.0	55.9	64.5	64.8	70.0	53.2	40.5	37.8	36.7
South Australia	20.3	20.8	22.0	20.1	23.8	24.2	25.7	17.4	11.7	9.8	9.3
Western Australia	22.0	23.1	24.9	23.0	27.4	27.4	33.5	29.2	27.2	25.3	19.7
Tasmania	7.6	8.0	8.3	7.0	8.4	7.9	7.8	5.6	5.9	4.7	4.9
Northern Territory	2.3	2.5	2.5	2.7	2.7	2.7	2.7	2.3	2.6	1.9	2.1
Australian Capital Territory	5.4	4.9	4.7	5.0	5.0	5.1	5.9	4.5	3.7	3.5	4.5
Australia	266.4	275.8	288.8	271.8	315.0	320.7	330.6	245.9	190.3	172.1	167.1

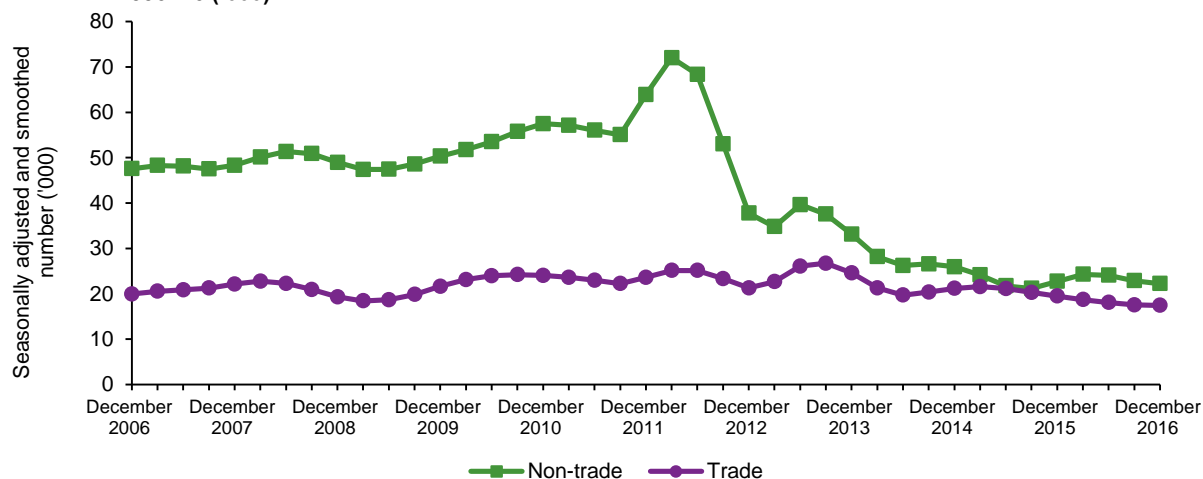
For explanatory notes, see page 18.

Figure 1 Quarterly commencements, completions and cancellations/withdrawals, seasonally adjusted and smoothed, 2006–16 ('000)



For explanatory notes, see page 18.

Figure 2 Quarterly commencements for trade and non-trade occupations, seasonally adjusted and smoothed, 2006–16 ('000)



For explanatory notes, see page 18.

Table 3 Apprentice and trainee commencements by selected training characteristics, 2006–16 ('000)

		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Age	19 years and under	109.6	114.5	117.4	101.1	115.8	111.5	107.3	85.5	79.0	75.1	76.8
	20 to 24 years	46.3	48.2	48.6	45.6	54.4	56.6	57.1	45.0	39.5	36.5	35.5
	25 to 44 years	78.1	80.4	86.1	85.8	100.2	105.7	114.2	81.1	54.4	46.4	43.2
	45 years and over	32.4	32.7	36.6	39.3	44.7	46.9	52.0	34.1	17.3	14.1	11.5
Sex	Male	156.5	162.1	166.4	152.9	180.4	180.2	187.8	151.6	118.4	113.6	107.4
	Female	109.9	113.8	122.3	118.9	134.6	140.5	142.8	94.3	71.8	58.5	59.6
AQF qualification level	Certificate I or II	44.5	42.1	42.3	36.0	35.5	26.1	19.7	15.0	14.6	12.6	14.6
	Certificate III	187.4	196.0	199.4	177.0	204.3	207.9	212.0	173.5	144.2	137.0	133.5
	Certificate IV	33.4	35.1	43.2	54.6	59.4	57.0	62.6	50.9	24.4	18.0	14.3
	Diploma/advanced diploma	1.1	2.6	3.8	4.2	15.9	29.9	36.2	6.4	7.2	4.5	4.7
Full-time status	Full-time	197.2	203.8	207.4	189.6	224.1	223.5	232.8	184.8	136.3	126.4	118.6
	Part-time	69.2	72.0	81.3	82.3	90.9	97.2	97.8	61.1	53.9	45.7	48.4
Existing worker	Existing worker	69.1	71.0	78.0	88.4	103.9	113.7	129.4	80.1	35.3	27.9	20.9
	Newly commencing worker	197.3	204.9	210.7	183.4	211.1	207.1	201.2	165.7	155.0	144.2	146.2
School-based status	School-based	17.0	19.0	20.5	16.2	18.1	18.5	20.4	18.1	18.3	17.1	17.3
	Not school-based	249.4	256.8	268.3	255.6	297.0	302.2	310.2	227.7	171.9	155.0	149.8
Training package coverage	Training package	261.3	270.8	284.3	269.8	314.5	320.5	330.1	245.7	190.1	172.0	167.0
	Non-training package	5.1	5.0	4.4	2.0	0.5	0.3	0.5	0.1	0.2	0.1	0.1
Total		266.4	275.8	288.8	271.8	315.0	320.7	330.6	245.9	190.3	172.1	167.1

For explanatory notes, see page 18.

Table 4 Apprentice and trainee commencements in trade occupations, 2006–16 ('000)

Occupation (ANZSCO) group	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
31 Engineering, ICT and science technicians	2.6	3.0	3.4	3.8	5.2	7.6	8.4	7.3	4.2	3.4	2.3
32 Automotive and engineering trades workers	21.1	22.4	22.4	17.0	20.7	21.3	21.4	18.7	16.7	15.7	15.6
33 Construction trades workers	19.4	22.5	22.3	17.3	24.4	18.9	16.8	17.8	20.0	24.2	22.0
34 Electrotechnology and telecommunications trades workers	11.0	11.7	11.9	9.6	12.2	12.4	12.9	17.1	14.1	14.6	12.6
35 Food trades workers	9.3	9.8	9.7	9.8	10.6	9.5	9.7	10.9	10.2	8.9	7.7
36 Skilled animal and horticultural workers	3.7	3.8	4.7	3.9	5.3	5.2	5.6	5.4	4.3	3.8	3.6
39 Other technicians and trades workers	9.6	10.9	12.1	16.9	18.0	16.7	20.8	21.9	12.5	12.3	8.9
391 Hairdressers	5.4	6.0	5.7	5.4	6.1	5.1	4.9	4.9	4.2	3.9	3.7
392 Printing trades workers	0.7	0.6	0.7	0.6	0.8	0.8	1.2	0.8	0.8	0.5	0.4
393 Textile, clothing and footwear trades workers	0.3	0.2	0.2	0.1	0.2	0.1	0.1	0.1	0.1	0.1	0.1
394 Wood trades workers	2.0	2.2	2.1	1.5	2.0	1.7	1.5	1.5	1.8	2.1	1.9
399 Miscellaneous technicians and trades workers	1.3	1.9	3.4	9.2	8.9	9.0	13.0	14.6	5.7	5.7	2.7
Total	76.7	84.1	86.6	78.3	96.4	91.6	95.6	99.0	82.0	83.0	72.7

For explanatory notes, see page 18.

Table 5 Apprentice and trainee commencements in non-trade occupations, 2006–16 ('000)

Occupation (ANZSCO) group	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Managers	2.9	4.5	5.6	5.6	15.6	27.4	32.0	6.8	3.8	3.1	4.1
11 Chief executives, general managers and legislators	-	-	-	-	-	0.0	0.0	0.0	0.1	0.6	1.5
12 Farmers and farm managers	0.9	0.9	1.0	1.1	1.3	1.7	1.9	2.1	1.5	1.2	1.0
13 Specialist managers	1.7	3.2	4.1	3.9	13.2	24.5	28.9	4.2	1.5	0.6	0.6
14 Hospitality, retail and service managers	0.3	0.4	0.5	0.6	1.0	1.2	1.2	0.4	0.7	0.7	1.0
Professionals	4.4	5.2	5.0	2.0	2.0	2.9	3.0	1.0	0.6	0.5	0.5
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	0.0
22 Business, human resource and marketing professionals	3.4	4.2	4.1	1.2	1.0	1.8	1.6	0.5	0.3	0.2	0.2
23 Design, engineering, science and transport professionals	0.2	0.2	0.3	0.4	0.5	0.5	0.5	0.3	0.3	0.2	0.2
24 Education professionals	0.4	0.4	0.5	0.4	0.4	0.6	0.7	0.2	0.0	0.0	0.0
25 Health professionals	0.3	0.3	0.0	0.0	0.0	0.0	-	-	-	-	-
26 ICT professionals	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.1
27 Legal, social and welfare professionals	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.0	0.0	0.0	0.1
Community and personal service workers	38.7	41.1	43.1	43.3	44.0	47.8	48.8	38.4	37.5	28.8	29.8
41 Health and welfare support workers	3.1	3.2	4.4	4.6	4.8	5.8	5.3	3.5	4.2	2.6	1.9
42 Carers and aides	13.9	14.0	12.8	12.1	12.5	13.1	14.1	14.1	15.1	10.3	11.2
43 Hospitality workers	14.6	16.7	18.0	19.7	18.4	20.5	20.3	13.9	11.5	10.1	10.6
44 Protective service workers	3.0	2.9	3.0	1.0	1.1	0.9	1.3	0.8	0.6	0.5	0.6
45 Sports and personal service workers	4.2	4.4	4.8	5.8	7.1	7.5	7.9	6.1	6.1	5.3	5.5
Clerical and administrative workers	48.7	49.2	54.3	56.3	61.1	56.9	57.2	38.2	22.9	17.9	18.5
51 Office managers and program administrators	15.8	16.4	19.8	25.0	26.4	23.6	23.6	12.4	4.0	2.8	3.6
52 Personal assistants and secretaries	-	-	-	-	0.0	0.0	0.1	0.1	0.2	0.2	0.1
53 General clerical workers	15.4	15.0	14.5	11.6	12.1	11.5	10.9	8.3	7.9	6.9	7.9
54 Inquiry clerks and receptionists	8.7	9.3	10.5	9.5	11.1	11.8	12.8	8.3	5.7	3.1	2.9
55 Numerical clerks	3.9	3.6	4.6	5.3	6.5	5.3	5.1	5.3	3.3	3.0	2.6
56 Clerical and office support workers	-	-	-	-	-	-	-	-	-	-	-
59 Other clerical and administrative workers	4.8	4.9	5.0	4.9	4.9	4.6	4.7	3.8	1.8	1.9	1.3
Sales workers	40.2	38.8	43.4	40.2	47.8	45.9	47.1	27.0	19.0	16.2	17.6
61 Sales representatives and agents	2.3	1.7	1.7	3.2	5.0	4.4	5.0	3.9	1.4	1.2	1.2
62 Sales assistants and salespersons	37.8	37.1	41.7	37.0	42.7	41.5	42.0	23.1	17.5	15.0	16.3
63 Sales support workers	0.0	-	-	0.0	-	0.0	0.0	0.0	0.1	0.0	0.0
Machinery operators and drivers	28.1	27.4	25.9	22.6	22.4	21.1	21.5	16.8	12.1	11.5	12.2
71 Machine and stationary plant operators	7.3	7.1	6.0	4.2	3.6	2.9	2.9	3.7	2.7	2.6	2.7
72 Mobile plant operators	1.9	2.2	2.4	1.9	2.2	1.6	2.1	0.9	2.1	3.0	3.2
73 Road and rail drivers	8.4	7.7	8.7	8.0	8.7	7.4	6.1	4.8	2.5	2.7	2.6
74 Storepersons	10.4	10.3	8.8	8.4	7.9	9.1	10.4	7.5	4.9	3.2	3.7
Labourers	26.9	25.6	24.9	23.6	25.8	27.2	25.4	18.6	12.4	11.0	11.6
81 Cleaners and laundry workers	6.1	5.6	5.0	5.1	4.6	3.8	3.3	1.8	1.4	0.8	1.0
82 Construction and mining labourers	1.2	1.5	1.8	1.4	1.7	1.7	1.7	1.1	1.5	1.0	2.1
83 Factory process workers	12.6	11.0	11.2	11.3	13.5	16.5	15.0	11.0	6.2	6.0	5.3
84 Farm, forestry and garden workers	3.1	3.1	3.0	3.0	3.1	2.2	2.0	1.5	1.4	1.2	1.2
85 Food preparation assistants	0.5	0.5	0.4	0.4	0.4	0.5	1.3	1.5	0.8	0.9	0.9
89 Other labourers	3.0	3.6	3.4	2.4	2.4	2.5	2.1	1.7	1.2	1.1	1.1
Total	189.8	191.8	202.2	193.6	218.6	229.1	235.0	146.8	108.3	89.1	94.4

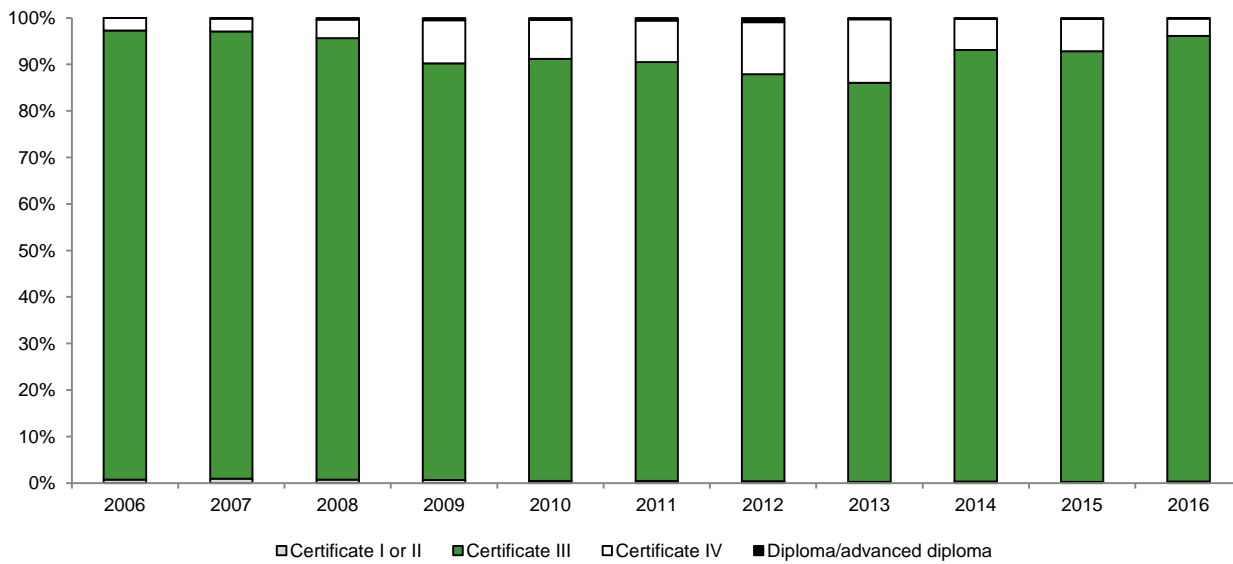
For explanatory notes, see page 18.

Table 6 Apprentice and trainee commencements, trade and non-trade occupations, by sex, age group and other selected training characteristics, 2016

	Trades		Non-trades		Total	
	'000	%	'000	%	'000	%
Male	63.6	87.5	43.8	46.4	107.4	64.3
19 years and under	34.1	47.0	14.7	15.5	48.8	29.2
20 to 24 years	14.2	19.5	8.5	9.0	22.7	13.6
25 to 29 years	6.2	8.6	5.7	6.0	11.9	7.1
30 to 44 years	7.1	9.7	10.0	10.6	17.1	10.2
45 years and over	2.0	2.8	4.9	5.2	6.9	4.2
Female	9.1	12.5	50.6	53.6	59.6	35.7
19 years and under	4.7	6.5	23.3	24.7	28.0	16.8
20 to 24 years	1.9	2.6	10.9	11.6	12.8	7.7
25 to 29 years	0.8	1.1	5.0	5.3	5.8	3.5
30 to 44 years	1.1	1.6	7.3	7.7	8.4	5.0
45 years and over	0.5	0.7	4.1	4.3	4.6	2.8
All						
19 years and under	38.8	53.4	37.9	40.2	76.8	46.0
20 to 24 years	16.0	22.1	19.5	20.6	35.5	21.3
25 to 29 years	7.0	9.7	10.7	11.4	17.7	10.6
30 to 44 years	8.2	11.3	17.3	18.3	25.5	15.3
45 years and over	2.6	3.5	9.0	9.5	11.5	6.9
Full-time status						
Full-time	65.1	89.5	53.5	56.7	118.6	71.0
Part-time	7.6	10.5	40.8	43.3	48.4	29.0
Existing worker						
Existing worker	8.1	11.1	12.8	13.6	20.9	12.5
Newly commencing worker	64.6	88.9	81.5	86.4	146.2	87.5
School-based status						
School-based	3.8	5.2	13.5	14.3	17.3	10.4
Not school-based	68.9	94.8	80.8	85.7	149.8	89.6
Total	72.7	100.0	94.4	100.0	167.1	100.0

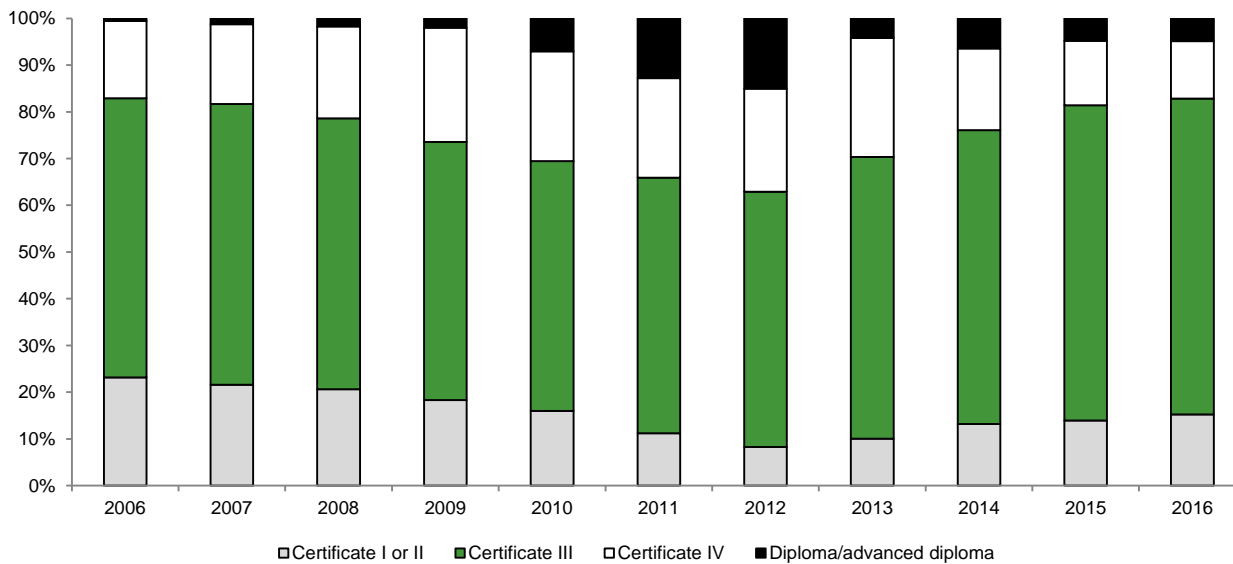
For explanatory notes, see page 18.

Figure 3 Apprentices and trainee commencements, trade occupations, by AQF level, 2006–16



For explanatory notes, see page 18.

Figure 4 Apprentices and trainee commencements, non-trade occupations, by AQF level, 2006–16



For explanatory notes, see page 18.

Table 7 Apprentice and trainee commencements in trade occupations, by state/territory and ten most popular training packages, 2016 ('000)

Training package	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
Construction, Plumbing & Services Integrated Framework (includes BCF, BCG, BCP, CPC)	7.1	6.7	4.3	1.0	1.2	0.5	0.1	0.5	21.4
Electrotechnology Industry (includes UEE, UTE, UTL)	3.6	2.4	2.3	0.6	0.9	0.2	0.2	0.3	10.4
Automotive Industry Retail, Service and Repair (AUR)	2.8	2.8	2.0	0.6	0.9	0.2	0.1	0.2	9.6
Metal and Engineering Industry (MEM)	1.5	1.1	1.6	0.3	0.9	0.1	0.1	0.0	5.6
Tourism, Hospitality and Events (includes SIT, THH, THT)	1.3	1.7	1.0	0.3	0.4	0.2	0.0	0.2	5.2
Hairdressing and Beauty Services (includes SHB, SIH, WRH)	1.0	0.9	1.0	0.3	0.4	0.1	0.0	0.2	3.7
Agriculture, Horticulture and Conservation and Land Management (includes AGF, AGR, AHC, RTD, RTE, RTF, RUA, RUH)	1.0	1.1	0.6	0.2	0.2	0.0	0.0	0.0	3.1
Integrated Telecommunications (includes ICA, ICT)	0.9	0.7	0.8	0.1	0.3	0.1	0.0	0.1	3.0
Furnishing (includes LMF, MSF)	0.9	0.8	0.6	0.1	0.2	0.1	0.0	0.1	2.7
Australian Meat Processing (includes AMP, MTM)	0.6	0.7	0.3	0.1	0.1	0.0	0.0	0.0	1.9
Other training packages	1.1	2.0	1.3	0.1	1.2	0.2	0.1	0.0	5.9
All training packages	21.6	20.8	15.9	3.7	6.6	1.6	0.7	1.7	72.7
Non-training package	-	-	-	-	0.0	-	-	-	0.0
Total	21.6	20.8	15.9	3.7	6.6	1.6	0.7	1.7	72.7

For explanatory notes, see page 18.

Table 8 Apprentice and trainee commencements in non-trade occupations, by state/territory and ten most popular training packages, 2016 ('000)

Training package	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
Business Services (includes BSA, BSB)	4.0	4.6	3.4	0.8	3.0	0.7	0.2	0.8	17.3
Retail Services (includes SIR, WRP, WRR, WRW)	3.3	4.1	3.0	2.5	1.3	0.9	0.2	0.2	15.4
Tourism, Hospitality and Events (includes SIT, THH, THT)	3.4	3.6	3.7	0.4	2.5	0.2	0.2	0.4	14.5
Community Services (CHC)	4.4	2.3	1.8	0.2	1.2	0.4	0.2	0.6	11.1
Transport and Logistics (includes TDT, TLI)	3.2	1.5	1.1	0.2	1.3	0.2	0.1	0.1	7.7
Resources and Infrastructure (includes BCC, DRT, MNC, MNM, MNQ, RII)	0.7	0.3	2.5	0.1	1.3	0.1	0.1	0.2	5.2
Financial Services (includes FNA, FNB, FNS)	1.1	0.5	0.7	0.2	0.3	0.0	0.0	0.0	2.9
Food Processing Industry (FDF)	0.6	1.5	0.2	0.2	0.1	0.0	-	0.0	2.7
Australian Meat Processing (includes AMP, MTM)	0.4	0.9	0.9	0.4	0.1	0.1	0.0	-	2.7
Agriculture, Horticulture and Conservation and Land Management (includes AGF, AGR, AHC, RTD, RTE, RTF, RUA, RUH)	0.3	0.6	0.9	0.2	0.3	0.1	0.2	0.0	2.6
Other training packages	2.9	3.1	2.7	0.5	1.6	0.6	0.2	0.5	12.1
All training packages	24.4	23.1	20.8	5.5	13.1	3.3	1.3	2.8	94.3
Non-training package	-	0.0	0.0	0.0	0.0	-	0.0	-	0.1
Total	24.4	23.1	20.8	5.5	13.1	3.3	1.3	2.8	94.4

For explanatory notes, see page 18.

Training rates

Table 9 Apprentice and trainee training rates, 2006–16

Year	Apprentices and trainees in-training (‘000)	Employed persons (‘000)	Apprentice and trainee training rate (%)
2006	395.2	10404.3	3.8
2007	403.9	10710.1	3.8
2008	414.4	10915.6	3.8
2009	409.9	11010.9	3.7
2010	434.6	11295.0	3.8
2011	442.0	11354.4	3.9
2012	443.7	11516.4	3.9
2013	381.3	11531.2	3.3
2014	311.6	11703.9	2.7
2015	277.2	12005.2	2.3
2016	264.9	12102.2	2.2

For explanatory notes, see page 18.

Source for employed persons: Australian Bureau of Statistics (ABS), *Labour force, Australia, detailed*, electronic delivery, April 2017, cat.no.6291.0.55.001.

Table 10 Apprentice and trainee training rates by selected characteristics, 2006–16 (%)

Year	Total apprentices and trainees as a proportion of total employment	Full-time apprentices and trainees as a proportion of full-time employment	Trade apprentices and trainees as a proportion of trade employment	15 to 19-year-old apprentices and trainees as a proportion of employment for 15 to 19-year-olds
2006	3.8	4.3	11.7	16.7
2007	3.8	4.2	12.1	16.7
2008	3.8	4.2	12.2	17.3
2009	3.7	4.1	12.7	16.8
2010	3.9	4.2	12.6	17.3
2011	3.9	4.3	12.2	17.1
2012	3.9	4.3	12.3	15.7
2013	3.3	3.8	12.2	14.2
2014	2.7	3.0	10.7	13.0
2015	2.3	2.7	10.1	11.9
2016	2.2	2.5	9.9	12.2

For explanatory notes, see page 18.

Sources for employed persons: ABS, *Labour force, Australia, detailed*, electronic delivery, April 2017, cat.no.6291.0.55.001; ABS, *Labour force, Australia, detailed, quarterly, February 2017*, cat.no.6291.0.55.003.

Table 11 Apprentice and trainee training rates by occupation, by sex and age group, 2016 (%)

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	17.5	1.4	0.3	0.1	7.3	1.7	0.5	0.2	12.6	1.6	0.4	0.1
Professionals	0.9	0.2	0.0	0.0	0.4	0.1	0.0	0.0	0.7	0.1	0.0	0.0
Technicians and trades workers	68.3	37.0	4.7	1.2	42.7	15.4	3.6	1.6	63.8	33.0	4.6	1.3
Community and personal service workers	11.6	4.2	1.4	0.6	9.8	5.5	1.9	0.9	10.1	5.1	1.8	0.8
Clerical and administrative workers	16.4	3.0	1.6	0.5	16.6	3.2	0.6	0.2	16.6	3.1	0.8	0.2
Sales workers	4.1	1.8	0.9	0.2	3.5	1.7	1.0	0.4	3.7	1.7	0.9	0.3
Machinery operators and drivers	6.9	4.2	2.4	1.0	3.8	8.0	2.4	0.9	6.4	4.5	2.4	1.0
Labourers	2.2	1.8	1.0	0.3	1.0	1.5	0.7	0.3	1.8	1.7	0.9	0.3
All occupations	19.0	11.7	1.8	0.5	7.3	3.5	0.8	0.3	12.9	7.8	1.3	0.4

For explanatory notes, see page 18.

Source for employed persons: ABS, *Labour force, Australia, detailed, quarterly, February 2017*, cat.no.6291.0.55.003.

Table 12 Apprentice and trainee training rates in selected trade occupations, 2006–16

Year	Occupation (ANZSCO) group										Total trades
	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	
Apprentices and trainees in-training ('000)											
2006	3.6	52.8	49.5	29.7	18.7	6.3	12.8	1.8	0.5	4.9	183.3
2007	3.9	55.3	53.3	33.0	18.8	6.7	13.2	1.7	0.4	5.0	194.4
2008	4.7	56.1	55.0	34.8	18.6	7.5	12.7	1.7	0.3	4.9	200.9
2009	5.0	52.4	52.0	33.6	18.6	7.3	12.3	1.6	0.3	4.4	198.0
2010	6.5	51.4	55.2	34.7	18.8	8.3	11.7	1.7	0.3	4.4	206.2
2011	9.1	51.7	50.9	35.4	17.5	8.9	10.6	1.8	0.3	4.1	202.8
2012	10.2	52.4	46.6	36.3	17.4	9.1	9.7	2.1	0.2	3.8	204.1
2013	9.6	50.5	44.5	40.8	17.4	9.3	9.5	2.1	0.2	3.7	204.7
2014	6.2	45.7	43.8	37.4	16.2	7.8	8.8	1.8	0.2	3.7	183.1
2015	4.6	42.0	48.0	36.8	15.2	7.1	8.4	1.2	0.2	4.0	175.7
2016	3.4	38.6	50.6	34.7	14.3	6.7	7.9	1.0	0.1	4.1	166.9
Employed persons ('000)											
2006	214.0	342.6	353.0	204.7	134.2	111.2	56.0	27.4	21.8	29.1	1563.6
2007	224.3	356.8	349.2	211.2	149.5	113.4	62.6	28.1	17.6	33.1	1609.2
2008	221.1	369.8	376.0	216.4	149.6	107.9	59.7	26.6	18.1	33.1	1644.6
2009	217.3	345.0	345.1	206.4	143.3	107.1	56.5	26.5	15.6	30.2	1560.5
2010	219.2	358.5	372.1	235.1	157.2	106.4	57.3	26.5	13.1	32.9	1640.6
2011	230.0	354.4	375.5	219.6	167.1	121.1	58.0	21.7	16.1	32.6	1657.1
2012	236.2	358.8	341.7	228.6	163.6	128.0	67.9	22.0	16.2	30.0	1662.6
2013	250.4	371.3	356.5	236.3	159.1	122.7	51.1	25.1	16.4	30.3	1672.9
2014	220.1	375.2	362.2	236.4	175.2	132.2	62.5	24.0	13.0	35.5	1703.9
2015	234.5	361.0	389.5	257.0	179.1	123.8	61.7	17.2	9.3	31.8	1742.1
2016	263.6	325.7	356.9	240.1	163.0	126.7	64.2	23.7	14.2	31.9	1690.4
Training rates (%)											
2006	1.7	15.4	14.0	14.5	13.9	5.7	22.8	6.4	2.3	16.9	11.7
2007	1.8	15.5	15.3	15.6	12.6	5.9	21.1	6.0	2.5	15.2	12.1
2008	2.1	15.2	14.6	16.1	12.4	7.0	21.3	6.3	1.8	14.7	12.2
2009	2.3	15.2	15.1	16.3	13.0	6.8	21.7	6.0	1.9	14.6	12.7
2010	3.0	14.3	14.8	14.8	11.9	7.8	20.5	6.3	2.0	13.4	12.6
2011	4.0	14.6	13.6	16.1	10.5	7.3	18.3	8.1	1.6	12.5	12.2
2012	4.3	14.6	13.6	15.9	10.6	7.1	14.3	9.4	1.5	12.8	12.3
2013	3.8	13.6	12.5	17.3	10.9	7.5	18.5	8.2	1.4	12.3	12.2
2014	2.8	12.2	12.1	15.8	9.3	5.9	14.1	7.7	1.5	10.4	10.7
2015	2.0	11.6	12.3	14.3	8.5	5.7	13.6	7.2	1.8	12.5	10.1
2016	1.3	11.9	14.2	14.5	8.8	5.3	12.3	4.1	1.0	13.0	9.9

For explanatory notes, see page 18.

Source for employed persons: ABS, *Labour force, Australia, detailed, quarterly, February 2017*, cat.no.6291.0.55.003.

Duration of training

Table 13 Apprenticeship and trainee completions in trade occupations, certificate III or above, by duration of training, 2006–16

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 '000
	'000	%	'000	%	'000	%	'000	%	'000	%	
2006	4.0	11.5	5.7	16.4	6.0	17.2	17.1	49.3	1.9	5.6	34.7
2007	4.6	11.8	6.0	15.4	6.8	17.4	19.5	49.8	2.2	5.6	39.1
2008	4.9	11.2	6.6	15.3	7.2	16.7	22.3	51.3	2.4	5.5	43.4
2009	5.5	11.8	7.7	16.7	8.3	17.9	22.2	48.0	2.6	5.6	46.3
2010	6.8	13.1	9.1	17.4	9.5	18.3	23.9	45.9	2.8	5.3	52.1
2011	8.0	14.4	12.3	22.2	9.1	16.4	23.4	42.1	2.8	5.0	55.5
2012	9.1	16.5	12.0	21.7	10.1	18.2	21.1	38.1	3.1	5.5	55.4
2013	10.6	18.0	15.6	26.5	10.8	18.3	19.3	32.7	2.6	4.4	58.8
2014	12.5	19.8	16.3	25.7	10.6	16.7	21.0	33.2	2.8	4.5	63.1
2015	8.0	15.6	12.9	25.2	9.5	18.5	18.0	35.1	2.8	5.6	51.2
2016	6.3	14.3	10.3	23.3	8.6	19.4	16.3	37.0	2.7	6.0	44.2

For explanatory notes, see page 18.

Table 14 Apprenticeship and trainee completions in non-trade occupations, certificate III or above, by duration of training, 2006–16

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 '000
	'000	%	'000	%	'000	%	'000	%	'000	%	
2006	34.0	40.3	41.2	48.9	7.6	9.0	1.4	1.6	0.1	0.1	84.3
2007	36.9	43.1	41.0	47.8	6.5	7.6	1.2	1.4	0.2	0.2	85.8
2008	40.7	45.3	41.9	46.6	6.1	6.8	1.0	1.1	0.1	0.1	89.8
2009	43.1	46.7	42.2	45.7	5.8	6.3	1.1	1.1	0.1	0.1	92.3
2010	44.1	45.7	45.3	46.9	6.0	6.2	1.1	1.1	0.1	0.1	96.7
2011	55.0	51.3	45.4	42.3	5.6	5.2	1.1	1.0	0.1	0.1	107.2
2012	67.3	54.1	49.5	39.7	6.3	5.1	1.2	1.0	0.1	0.1	124.5
2013	58.5	47.4	56.4	45.7	7.1	5.7	1.2	1.0	0.1	0.1	123.4
2014	35.1	41.4	41.3	48.7	7.3	8.6	1.0	1.2	0.2	0.2	85.0
2015	26.3	44.9	26.1	44.4	5.5	9.4	0.7	1.1	0.1	0.2	58.7
2016	22.5	48.5	19.3	41.7	3.8	8.1	0.6	1.4	0.2	0.3	46.4

For explanatory notes, see page 18.

Table 15 Apprentice and trainee completions in selected trade occupations, certificate III or above with a duration of training of two years and under, 2006–16 (%)

Year	Occupation (ANZSCO) group										Total trades
	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	
2006	82.8	20.4	18.8	16.1	40.4	57.3	35.6	5.6	54.3	14.9	27.9
2007	79.5	18.0	20.6	19.1	38.5	54.5	35.9	11.7	58.0	14.5	27.2
2008	82.4	17.0	20.5	16.6	44.5	50.4	36.7	13.0	51.9	16.6	26.5
2009	82.5	17.9	20.6	16.4	44.0	53.8	34.6	16.1	62.0	15.8	28.5
2010	79.9	16.5	20.4	16.5	43.8	50.0	32.6	27.6	41.2	16.3	30.5
2011	84.6	18.9	23.0	17.6	48.8	51.7	36.0	27.1	48.7	18.1	36.6
2012	88.1	21.9	24.7	19.6	45.1	57.1	36.3	31.4	59.0	18.1	38.1
2013	84.1	22.6	25.3	27.3	54.9	54.0	37.9	46.6	46.2	17.8	44.5
2014	83.4	22.7	27.1	45.7	59.5	58.5	41.1	37.5	63.4	20.0	45.6
2015	80.3	21.3	31.0	33.5	62.5	49.8	38.5	37.1	57.1	23.6	40.8
2016	83.3	24.4	32.3	33.0	56.8	39.7	36.7	35.0	58.3	34.0	37.6

For explanatory notes, see page 18.

Table 16 Apprentice and trainee completions in non-trade occupations, certificate III or above with a duration of training of two years and under, 2006–16 (%)

Year	Occupation (ANZSCO) group							Total non-trades
	Managers	Professionals	Community and personal service workers	Clerical and administrative workers	Sales workers	Machinery operators and drivers	Labourers	
2006	79.1	81.6	89.8	92.7	89.6	86.9	82.6	89.2
2007	85.1	86.4	90.4	94.8	90.4	87.9	87.8	90.8
2008	86.6	90.5	92.5	95.2	92.0	87.3	89.3	92.0
2009	83.7	84.4	92.6	95.6	90.7	90.8	92.6	92.5
2010	83.1	77.9	92.2	95.4	93.0	90.4	93.9	92.5
2011	91.1	84.8	93.0	95.6	94.8	90.0	94.2	93.6
2012	93.3	92.7	93.4	94.4	96.7	88.5	93.2	93.8
2013	91.5	92.0	92.5	94.6	96.0	88.9	93.7	93.2
2014	74.6	81.6	91.2	93.7	94.5	87.4	85.6	90.0
2015	70.5	72.9	91.1	93.1	92.2	85.7	79.1	89.3
2016	82.2	80.8	89.9	94.7	91.6	88.2	80.8	90.2

For explanatory notes, see page 18.

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>>.

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, Australian and New Zealand Standard Classification of Occupations (ANZSCO) First edition, revision 2, ABS cat.no.1220.0.

Cancellations and withdrawals refers to apprentices and trainees whose contract of training has been terminated prior to a successful completion. Cancellation and withdrawal figures may also include contracts which have been transferred due to a change in employer.

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

Contract status indicates the status of apprentice and trainee contracts of training, including the commencement, completion, cancellation/withdrawal of contracts, and apprentices and trainees 'in-training'.

Existing workers refers 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.

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.

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 (that is, apprentices and trainees who were not employed by their current employer prior to commencing their training contract).

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

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

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.training.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>>.

Explanatory notes

Data source

- 1 Information included in this publication is, unless stated otherwise, derived from the National Apprentice and Trainee Collection no.91, March 2017 estimates, which is compiled under the Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS) for Apprentice and Trainee Collection Specifications, Release 7.0, October 2015.

Estimation procedure

- 2 Figures on apprentice and trainee activity (such as commencements, completions and in-training) are based on the date of effect rather than the date of processing. Due to lags in processing, the most recent figures are estimated (for training activity from the June quarter 2015 to the December quarter 2016). The estimation method involves weighting recently processed numbers, based on average reporting lags. As estimates are revised for up to seven quarters, figures for the last two years may differ from those published in earlier or subsequent reports. Figures in bold are actual numbers. Further details on the estimation methodology can be found at <<https://www.ncver.edu.au/publications/publications/all-publications/estimation-of-apprentice-and-trainee-statistics>>, while further information on the adjustment notes for recent collections can be found in the supporting documents at <<https://www.ncver.edu.au/publications/publications/all-publications/apprentices-and-trainees-2016-december-quarter>>.

Occupation (ANZSCO) group

- 3 This publication uses the Australian and New Zealand Standard Classification of Occupations (ANZSCO First edition, revision 2) for reporting. Occupation (ANZSCO First edition, revision 2) group data have only been collected in the AVETMIS Standard from the September quarter 2000. For reporting purposes, historical data dating back to the September quarter 1994 have been back-cast, based on current ANZSCO First edition, revision 2 usage, training package and Australian Standard Classification of Occupations (ASCO) data previously collected. Further detail regarding the methodology can be found at <<https://www.ncver.edu.au/publications/publications/all-publications/anzsco-imputation-in-the-national-apprentice-and-trainee-collection>>.

Seasonal adjustments

- 4 Smoothed 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 and smoothed data are useful to illustrate trends from one quarter to the next, but cannot be further disaggregated. Seasonally adjusted and smoothed data in this publication were derived using the Apprentice and Trainee Collection, no.91, March 2017 estimates. These data were adjusted using X-11-ARIMA methodology and were then 7-point Henderson-smoothed. The seasonally adjusted and smoothed data used in figures 1 and 2 are available in the data section at <<https://www.ncver.edu.au/publications/publications/all-publications/anzsco-imputation-in-the-national-apprentice-and-trainee-collection>>. Further details on seasonally adjusted and smoothed figures can be found at <<https://www.ncver.edu.au/data/data/all-data/apprentices-and-trainees-2016-annual-state-and-territory-data-tables>>.

Training rates

- 5 Trade employment (table 10) refers to those persons aged 15 years or over employed in a Technicians and trades workers occupation (ANZSCO First Edition, revision 2) group.
- 6 The total training rate for 15 to 19-year-olds in table 11 may differ from that presented in table 10 due to the employment data being sourced from the quarterly ABS publication rather than the monthly one. This is due to the fact that the number of employed persons by occupation is reported on a quarterly basis only.
- 7 Training rates are 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, April 2017*,

cat.no.6291.0.55.001; and ABS, *Labour force, Australia, detailed, quarterly, February 2017*, cat.no.6291.0.55.003. The ABS does not produce monthly estimates of employment by occupation, with data available on a quarterly basis only (that is, February, May, August and November).

Definitions and derivations

- 8 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.
- 9 A dash (-) represents a true zero figure, with no contracts reported in these categories.
- 10 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 calendar year.

Additional information

- 11 In September 2016, NCVER implemented a number of collection and system changes and as such some activity may differ to that reported in previous publications. These included implementation of release 7.0 of the AVETMIS Standard for apprentices and trainees, and migration of the historical data collections to a new database.
- 12 From 1 July 2012 the Australian Government discontinued the \$1500 standard employer commencement incentive payment and increased the standard completion incentive by \$500 to \$3000 for existing worker apprentices and trainees in non-National Skills Needs List occupations. The observed changes to commencements and completion levels need to be seen in the context of this policy change. Further details on incentive changes may be found in the 2012–13 Budget
<http://www.budget.gov.au/2012-13/content/bp2/html/bp2_expense-15.htm>.
- 13 In April 2012, the Victorian Department of Education and Early Childhood Development announced, through *Refocusing Vocational Training in Victoria*
<<http://www.education.vic.gov.au/about/departments/pages/refocusvet.aspx>>, that it would refocus subsidy rates for VET courses to better target areas of greatest public benefit and future jobs growth. New fee and funding rates were effective from 1 July 2012 for all new course commencements. It is likely that changes in subsidy rates for some courses may have influenced employer decisions on whether to commence trainees in the first or second half of the year.



National Centre for Vocational Education Research Ltd

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

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

Follow us:  <<https://twitter.com/ncver>>  <<https://www.linkedin.com/company/ncver>>

المنارة للاستشارات