

2013

Graduate Student Tracer Survey Report



APTC 
AUSTRALIA-PACIFIC
TECHNICAL COLLEGE

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1. Introduction and Methods

The APTC Graduate Tracer Survey report summarises feedback received from former students of APTC who have graduated from their respective programs six months to a year prior to the commencement of the survey. Data for the survey was collected through administration of the “APTC Past Student Tracer Questionnaire” (see Annex B). The last tracer report was produced in November of 2012 and covered students who had graduated by December 2011.

Students were identified for this survey based on their graduation dates. Methods of data gathering included:

- ▶ E-mail
- ▶ Postal services
- ▶ Personal interviews by visit
- ▶ Personal interviews by phone
- ▶ Online completion
- ▶ Survey Monkey

The questionnaire used for data gathering was divided into three parts and designed to collect information in the following areas:

- ▶ Current employment situation, including changes since graduating.
- ▶ Opinions on students’ APTC experiences.
- ▶ Impact of APTC on professional development, personal development and levels of income and employment.
- ▶ Opinions of APTC courses and comments on their suitability for their respective employment situations and industry in general.

Detailed “Free Text” comments from the survey participants are presented in Annex A of the report.

2. Survey Administration and Feedback

The 2013 survey was administered between 4 February and 10 July, 2013. The survey population consisted of 692 students who graduated in the 2012 calendar year (continuing from the cohort encompassed by the 2012 Graduate Student Tracer Survey).

The quantum of survey returns was diminished by the changed residential circumstances of many students. This was compounded by difficulties incurred in accessing students in remote locations.

The table below shows the survey population by country of citizenship and the returns received from each country. It also shows the rate of return in terms of the whole survey population as well as in terms of those graduates who could be contacted.

The 2013 Graduate Tracer Survey recorded a 50% return on the overall survey population.

Survey Returns by Country:

Survey Country	Survey Population	No. Returned	% Returns on Survey Population
Fiji	212	127	59.91
Kiribati	10	8	80.00
Marshall Islands	2	2	100.00
Nauru	6	1	16.66
Niue	2	0	0
PNG	122	59	48.36
Samoa	49	22	44.89
Solomon Islands	136	26	19.12
Tonga	9	1	11.11
Tuvalu	4	1	25.00
Vanuatu	140	99	70.71
Total	692	346	50.00

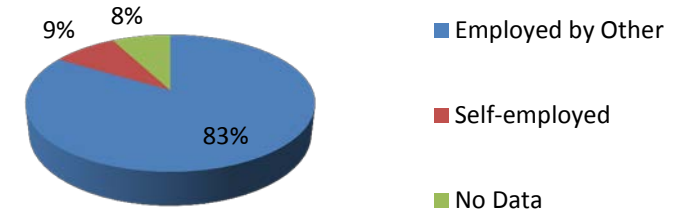
General Graduate Information

3.1 Employed By

Table 2 below indicates the respondent's employment status.

Table 2:

Employed by	Frequency
Employed by Other	289
Self-employed	30
No Data	27
Grand Total	346



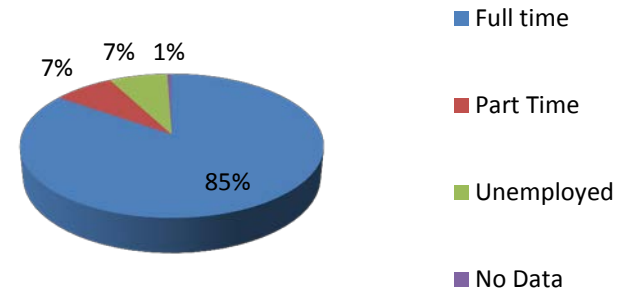
83% of the graduates in employment were engaged by either a company, organization or another person; 9% were self-employed and 8% did not respond to the question.

3.2 Employment Type

Table 3 shows whether the graduates were employed full time, part time or on a casual basis.

Table 3:

Employment Type	Frequency
Full time	293
Part Time	26
Unemployed	25
No Data	2
Grand Total	346



85% of the graduates who were employed, were employed full time, 7% were employed part time and 7% were employed on a casual basis; 1% did not respond to the question.

3.3 Profession/Trade

Table 4 summarises the profession/trade of the graduates that took part in the survey.

Table 4:

Professional/ Trade	Frequency
Accounts / Finance	3
Actor	1
Administration	19
Airline	1
Automotive Mechanic / Mechanic	5
Carpenter / Builder / Contractor	40
Catering / Food and Beverage	2
Chef / Head Chef / Cook / Pastry	47
Civil Servant	1
Customer Services	1
Electrician	13
Engineer: Electrical	1
Engineer: Marine	1
Fitting and machining / Heavy equipment / Mechanical	1
Hair stylist	14
Hospitality / Accommodation / Restaurant / Tourism	31

Professional/ Trade	Frequency
Hostess / Waiter / Food and Beverage Attendant	1
Hotel Manager	1
Hotel Worker	23
Marketing / Information Officer / Sales	7
Painter	5
Police Officer	1
Program Manager / Manager / Coordinator	2
Refrigeration and Air-conditioning	8
Reservation Clerk	1
Support Services	1
Teacher / Lecturer	42
Trainer / Instructor	6
Training Assistant	1
Welding and Fabrication	13
No Data	28

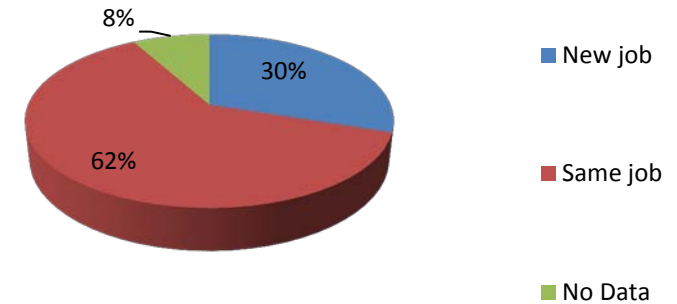
More than 32.36% of the graduates taking part in the survey were involved in trade and technology activities. Approximately 52.02% of respondents were employed in the hospitality industry.

3.4 Same job/Same Employer?

Graduates were asked if they were in the same job and with the same employer after graduating from APTC, as they had been prior to undertaking training with APTC. Table 5 below shows the results.

Table 5:

Same Job/ Same Employer	Frequency
New job	104
Same job	214
No Data	28
Grand Total	346



30% of the graduates that took part in the survey gained new jobs after graduating from APTC; 62% were in the same job that they had before undertaking training with APTC; 8% did not respond to this question.

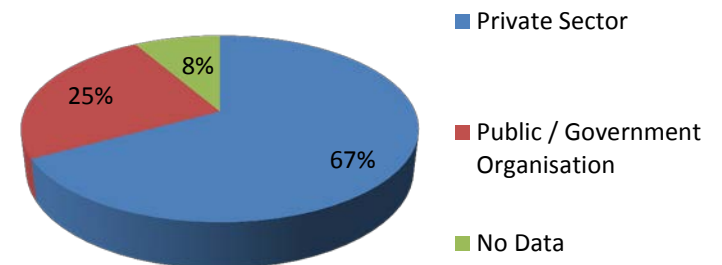
4. General Employer Information

4.1 Type of Company/Organization

The respondents who were employed at the time of the survey were asked to indicate the type of company/organization they worked for; private, public/government organization. Table 6 below shows the results.

Table 6:

Type of Company	Frequency
Private Sector	232
Public / Government Organisation	85
No Data	29
Grand Total	346



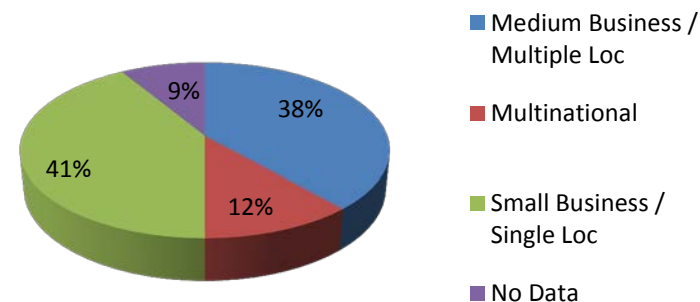
67% of the graduates were working in the private sector; 25% in the public/government sector whilst 8% did not respond to this question.

4.2 Employer Size

Graduates who were employed at the time of the survey were asked to indicate the size of their company in terms of their business models and locations. The results are shown in table 7 below.

Table 7:

Size of the Company	Frequency
Medium Business / Multiple Location	133
Multinational	40
Small Business / Single Location	143
No Data	30
Grand Total	346



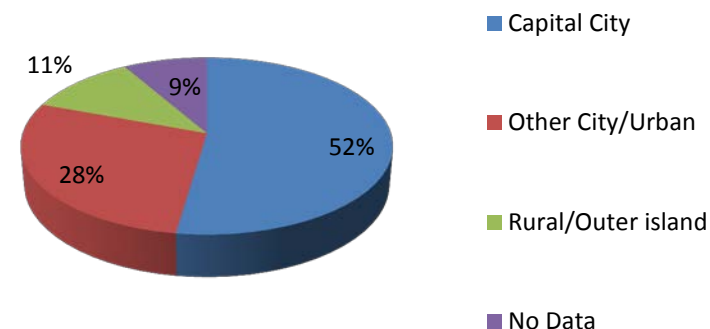
Most of the graduates (41%) worked for small businesses that have a single establishment; 38% work for medium sized businesses with multiple locations whilst 12% worked for multinationals.

4.3 Geographic Location of Company

The graduates who were in employment at the time of the survey were asked to indicate the geographical location of the organizations; city, town or rural. The results are shown in table 8 below.

Table 8:

Company Located	Frequency
Capital City	181
Other City/Urban	98
Rural/Outer island	38
No Data	29
Grand Total	346



52% of the employers of the APTC graduates were based in the capital cities of the respective countries, 28% in other urban centres and 11% in rural areas or outer islands.

5. General Information on Graduate APTC Experience

5.1 Course Attended

Table 9 lists the APTC courses successfully completed by the graduates that took part in this survey.

Table 9:

APTC Course	Frequency
Automotive Mechanical	7
Carpentry	42
Children's Services CIII	36
Commercial Cookery	40
Diesel Fitting	25
Diploma in Management	13
Disability	7
Fabrication welding	14
Hairdressing	15
Hospitality Operations	41

APTC Course	Frequency
Hospitality Supervision	28
Fitting and Machining	1
Painting & Decorating	9
Patisserie	9
Refrigeration / Air-conditioning	12
Systems Electrician	14
TAE Training & Assessment CIV	1
Tourism Operations	26
Wall & Floor Tiling	4
No Data	2

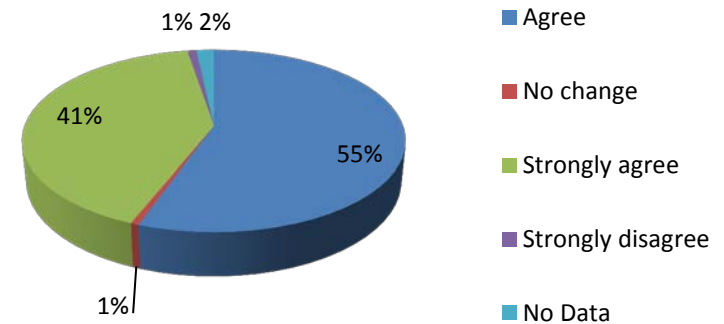
6. Impact of APTC

6.1 Professional Development

Graduates were asked to provide their assessment of their professional development as a result of undergoing training with APTC. Graduates were given a scale: Strongly Disagree, Disagree, No Change, Agree and Strongly Agree, and asked to choose the option that best described their opinions on the 8 statements that were listed for this section. The summary of the responses received for each statement and the respective graphical representations is provided below.

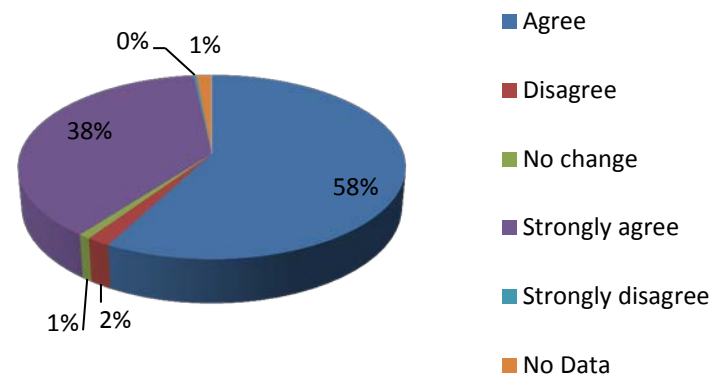
6.1.1 Graduates have full understanding of requirements as an employee in terms of industry standards after studying with APTC.

Response	Frequency
Agree	192
No change	2
Strongly agree	143
Strongly disagree	3
No Data	6
Grand Total	346



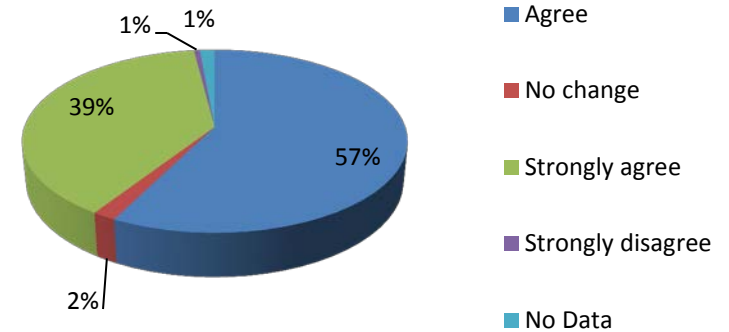
6.1.2 Graduates able to use current technology in workplace tasks after APTC training.

Response	Frequency
Agree	200
Disagree	6
No change	3
Strongly agree	131
Strongly disagree	1
No Data	5
Grand Total	346



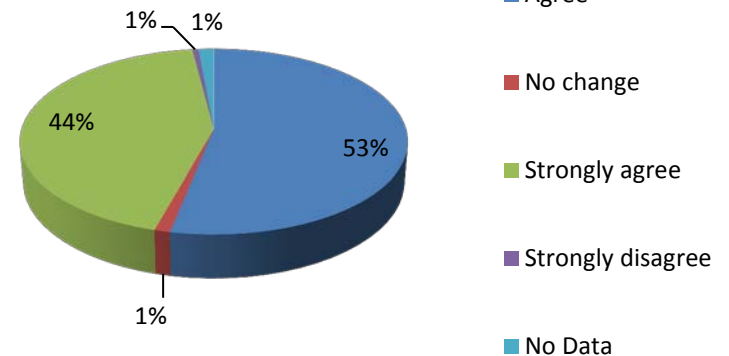
6.1.3 Graduates fluent in relevant technical vocabulary after APTC training

Response	Frequency
Agree	199
No change	6
Strongly agree	134
Strongly disagree	2
No Data	5
Grand Total	346



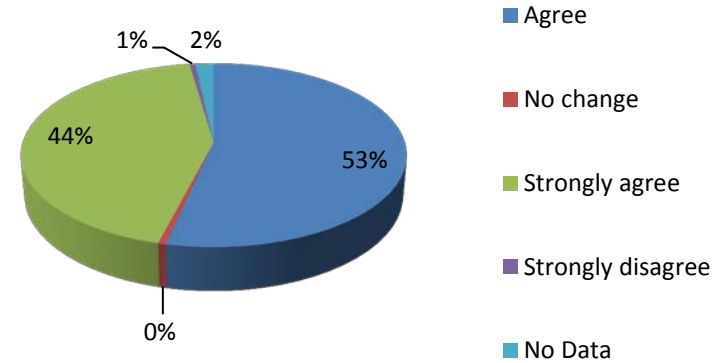
6.1.4 Graduates are able to complete all tasks required of them after APTC training.

Response	Frequency
Agree	184
No change	4
Strongly agree	151
Strongly disagree	2
No Data	5
Grand Total	346



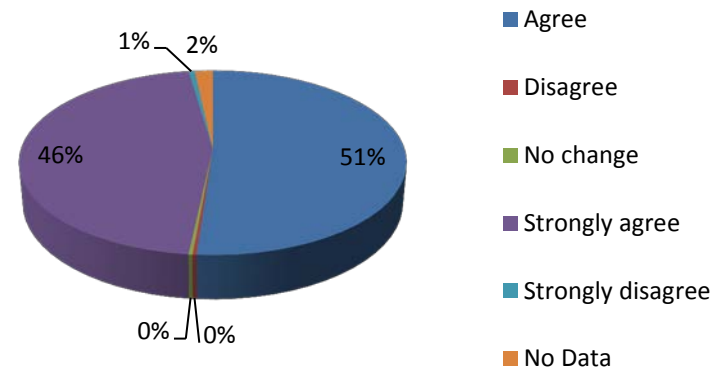
6.1.5 Graduates are able to take increased responsibility after APTC training.

Response	Frequency
Agree	185
No change	2
Strongly agree	151
Strongly disagree	2
No Data	6
Grand Total	346



6.1.6 Graduates are able to communicate effectively with colleagues after APTC training.

Response	Frequency
Agree	177
Disagree	1
No change	1
Strongly agree	159
Strongly disagree	2
No Data	6
Grand Total	346

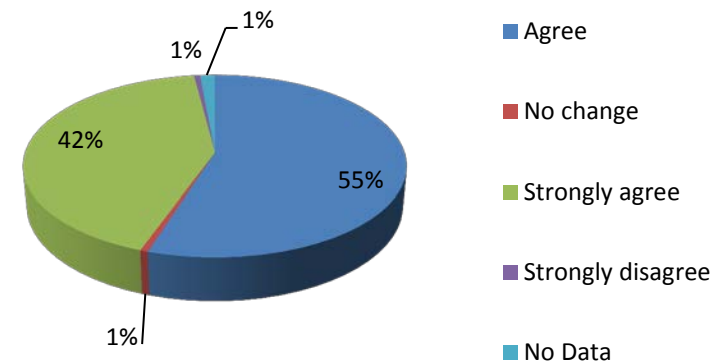


6.2 Personal Development

Graduates were asked to assess the degree of change in workplace attitude and work ethics since the completion of their courses. Strongly Disagree, Disagree, No Change, Agree and Strongly Agree, and asked to choose the option that best described their opinions. The summary of the responses received for each statement and the respective graphical representations are provided below.

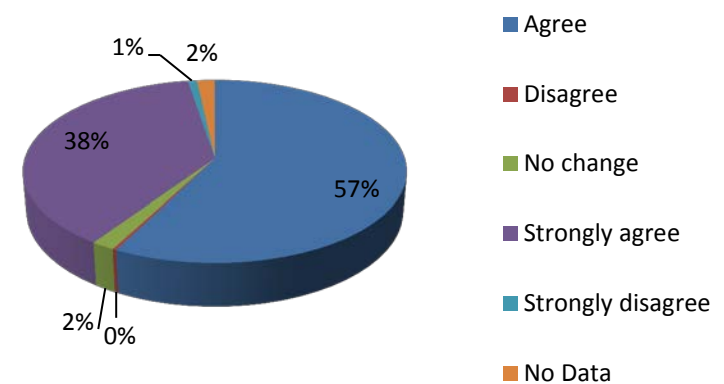
6.2.1 Motivation and Self-initiative

Response	Frequency
Agree	190
No change	2
Strongly agree	147
Strongly disagree	2
No Data	5
Grand Total	346



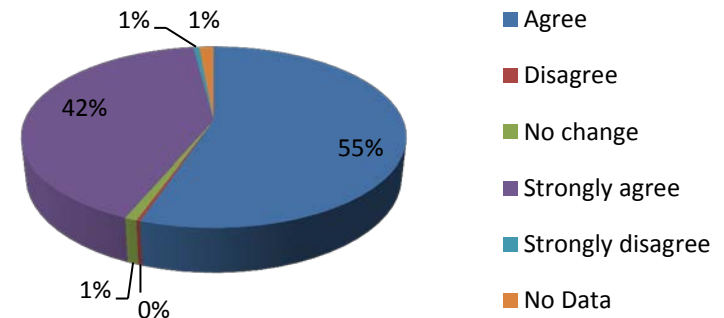
6.2.2 Punctuality

Response	Frequency
Agree	199
Disagree	1
No change	6
Strongly agree	131
Strongly disagree	3
No Data	6
Grand Total	346



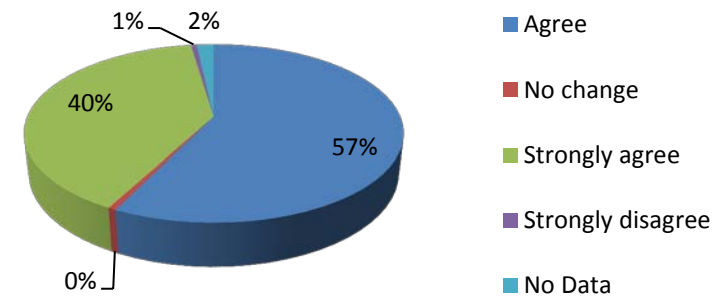
6.2.3 Self Responsibility

Response	Frequency
Agree	191
Disagree	1
No change	3
Strongly agree	144
Strongly disagree	2
No Data	5
Grand Total	346



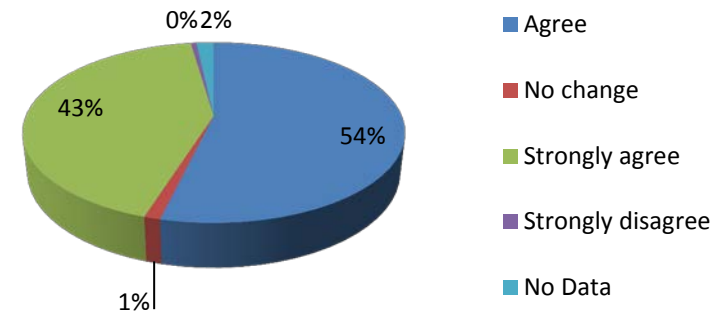
6.2.4 Reliability

Response	Frequency
Agree	198
No change	2
Strongly agree	138
Strongly disagree	2
No Data	6
Grand Total	346



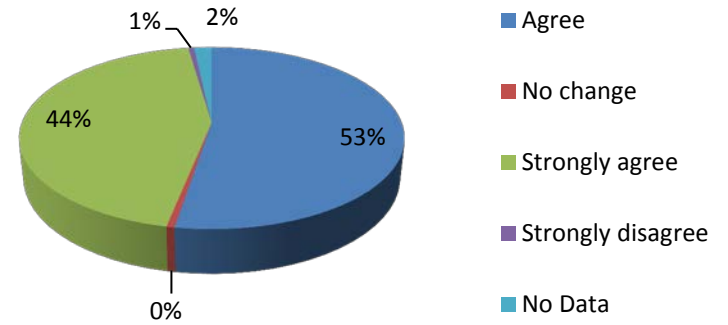
6.2.5 Professional Appearance (Dress & Hygiene)

Response	Frequency
Agree	186
No change	4
Strongly agree	148
Strongly disagree	2
No Data	6
Grand Total	346



6.2.6 Level of Self-confidence

Response	Frequency
Agree	182
No change	2
Strongly agree	154
Strongly disagree	2
No Data	6
Grand Total	346

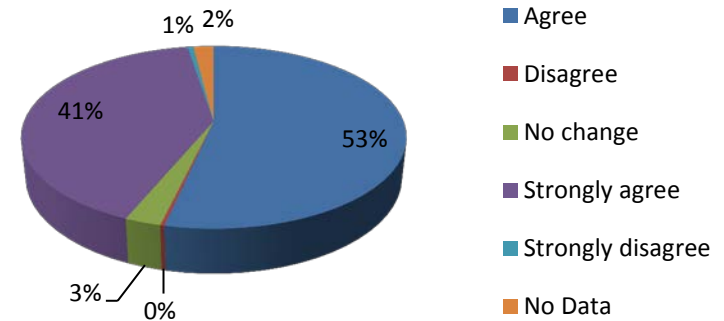


6.3 Income and Employment

Graduates were asked to assess the degree of change in their income and employment conditions since the completion of their courses. They were provided with the options of Strongly Disagree, Disagree, No Change, Agree and Strongly Agree, and asked to choose the option that best described their opinions. The summary of the responses received for each statement and the respective graphical representations are provided below.

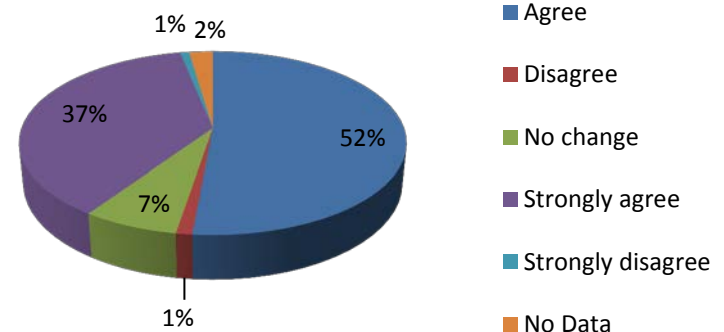
6.3.1 Employment Prospects

Response	Frequency
Agree	185
Disagree	1
No change	9
Strongly agree	142
Strongly disagree	2
No Data	7
Grand Total	346



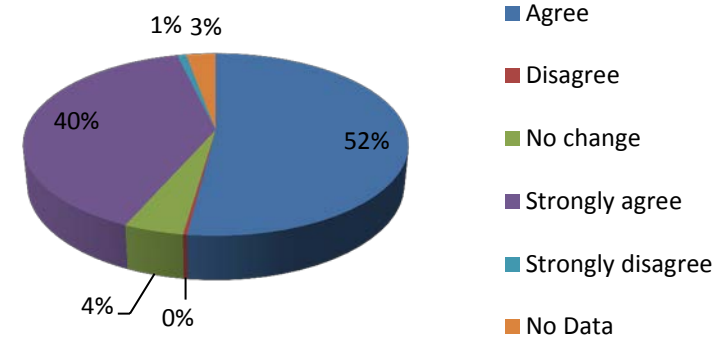
6.3.2 Current Employment Position

Response	Frequency
Agree	178
Disagree	4
No change	24
Strongly agree	129
Strongly disagree	3
No Data	8
Grand Total	346



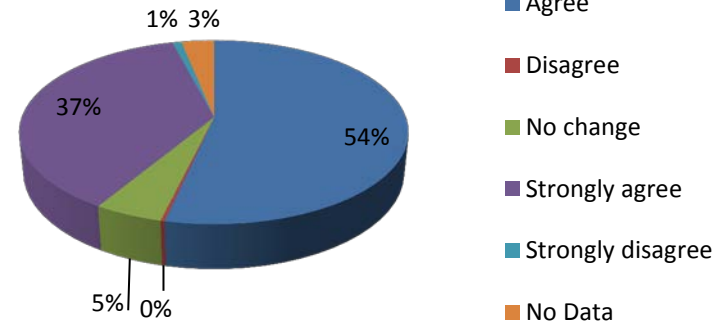
6.3.3 Job Ease and Satisfaction

Response	Frequency
Agree	180
Disagree	1
No change	15
Strongly agree	137
Strongly disagree	3
No Data	10
Grand Total	346



6.3.4 Current Sense of Job Security

Response	Frequency
Agree	185
Disagree	1
No change	17
Strongly agree	129
Strongly disagree	3
No Data	11
Grand Total	346

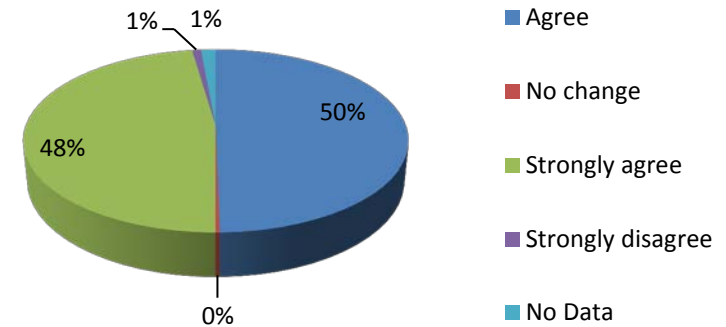


7. Comments and Suggestions

Graduates were asked to comment on various questions regarding the course they undertook, their satisfaction with APTC training, etc. The results are summarized below; free text comments can be viewed in Annex A.

7.1 Did APTC course provide essential skills & knowledge required by employers & industry?

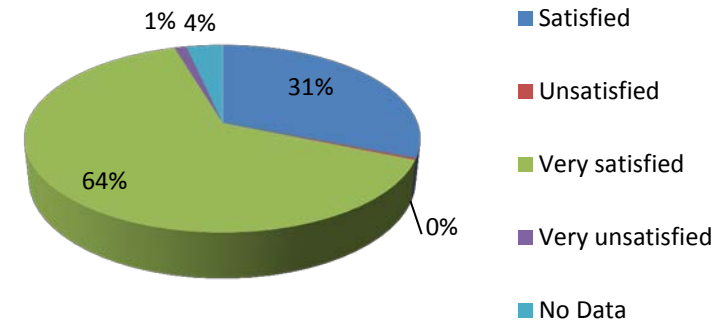
Response	Frequency
Agree	172
No change	1
Strongly agree	165
Strongly disagree	3
No Data	5
Grand Total	346



97% of the graduates that took part in the survey felt that the APTC course that they attended had provided the necessary knowledge and skills required by their employers and the industry (see Annex A for free text comments on this question).

7.2 Overall satisfaction with APTC course completed.

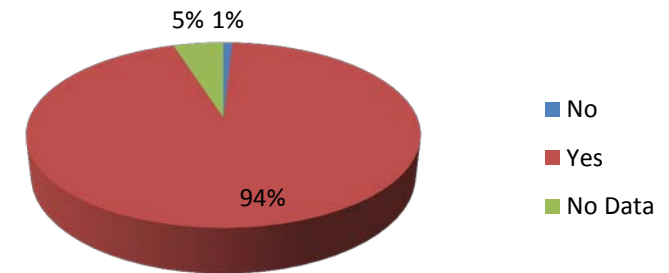
Response	Frequency
Satisfied	107
Unsatisfied	1
Very satisfied	222
Very unsatisfied	4
No Data	12
Grand Total	346



95% of the APTC graduates have rated their overall satisfaction level with their respective APTC courses as either very satisfied (64%) or Satisfied (31%).

7.3 Would you undertake another APTC course in future?

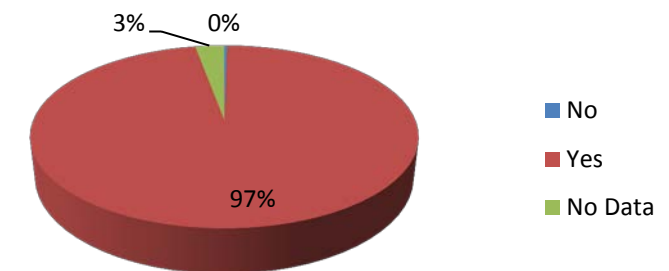
Response	Frequency
No	3
Yes	326
No Data	17
Grand Total	346



94% of the graduates feel that they will undertake another APTC course in future. See Annex A for free text comments on the reasons why they would like to undertake other APTC courses in future.

7.4 Would you recommend APTC courses to other people?

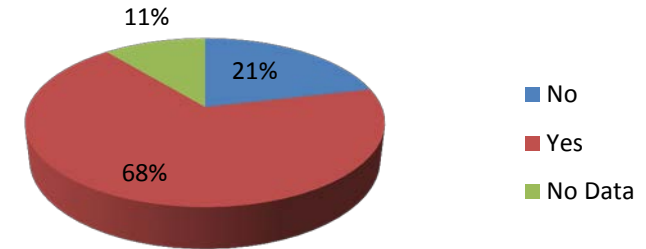
Response	Frequency
No	1
Yes	335
No Data	10
Grand Total	346



97% of the graduates indicated that they would indeed recommend APTC courses to other people. See Annex A for free text comments on this question.

7.5 Contribution to formal/informal training of colleagues and co-workers at work

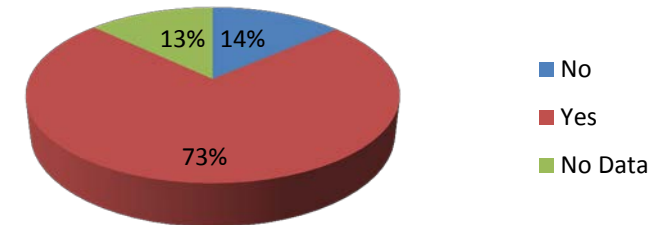
Response	Frequency
No	74
Yes	234
No Data	38
Grand Total	346



68% of the graduates had contributed in some capacity to the training of their colleagues and co-workers after graduating from APTC. See Annex A for free text comments on this question.

7.6 Introduction of new, more efficient workplace practices to replace traditional methods.

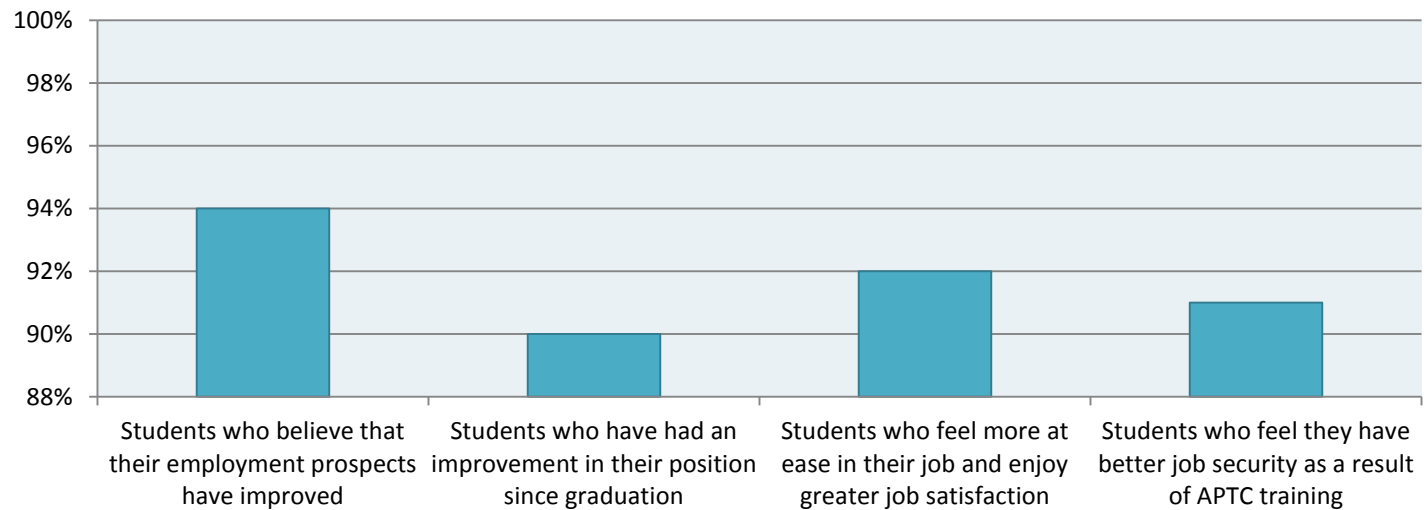
Response	Frequency
No	47
Yes	254
No Data	45
Grand Total	346



73% of the graduates have had an opportunity to introduce new and more efficient workplace practices to replace traditional practices in their respective organizations. See Annex A for explanations of the new practices that were introduced and other comments.

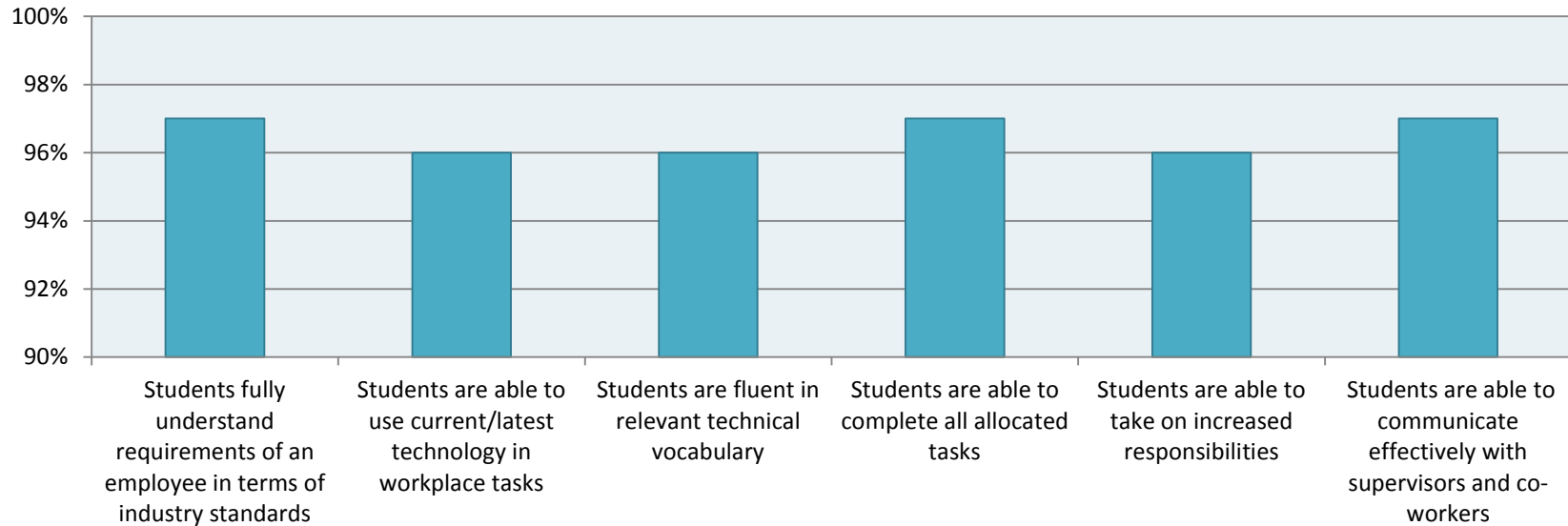
8. Conclusions

Income and Employment Results



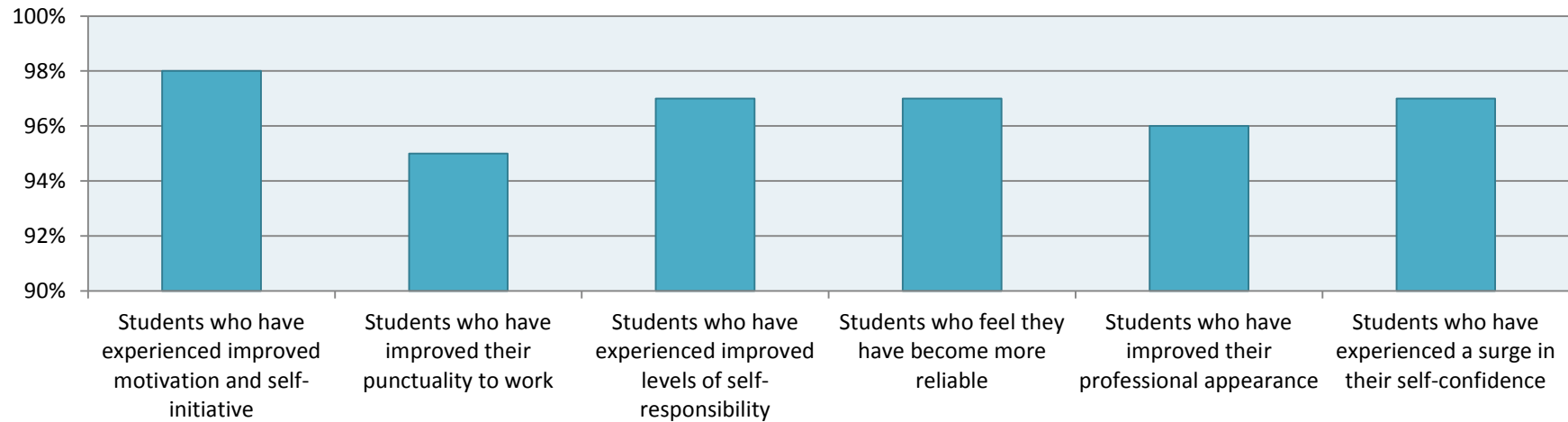
APTC graduates continue to have high employability as evidenced by 93% of the graduates being in some form of employment at the time of the survey. Finding new employment has also been made easier through APTC certification; 92% of the graduates surveyed had found new employment within a year of graduating from APTC. Furthermore, APTC has significantly enhanced its students' employment prospects resulting in promotions, better job security and job satisfaction after graduation.

Professional Development Results



APTC training has enhanced graduates' professional development, evidenced by their confidence in the ability to meet industry standards, use latest technologies and employ relevant technical vocabularies. The capacity to operate effectively under minimal supervision and take on additional responsibilities was also enhanced, along with communication skills in the workplace.

Personal Development Results



APTC training reflects in students' personal development with regard to levels of motivation, self-initiative, punctuality, self-responsibility, reliability, appearance, hygiene and self-confidence.

Overall, the consistent quality of APTC delivery across all courses is evidenced by the excellent 95% overall satisfaction rating given by its graduates.

ANNEX A – APTC Past Student Tracer Questionnaire



PAST STUDENT TRACER QUESTIONNAIRE

For APTC Graduates 1 year following their graduation

Dear Madam / Sir:

Part of APTC's commitment to the quality of its services includes conducting a survey of past students 6-12 months after graduation. This survey is used to determine the effectiveness of APTC programs and gives us the opportunity to improve our training and support services. Thank you very much for taking the time to complete this form. Your identity will be kept strictly confidential. Please feel free to be straightforward and honest in answering these questions. Please also complete all parts of this form.

Part 1: General Information			Today's date:		
1. Your Name:					
2. Contact Email:					
3. Street Address / PO Box:					
City / Town:		Country:			
4. Is your employment:	<input type="checkbox"/> Full time	<input type="checkbox"/> Part time/Casual	<input type="checkbox"/> Volunteer	<input type="checkbox"/> Unemployed	
5. How are you employed?	<input type="checkbox"/> Self employed		<input type="checkbox"/> By a company, organization or other person		
6. What is your profession / trade?					
7. What is your current position in your current job? (e.g. job title or position):					
8. Are you holding the <u>same job</u> with the <u>same employer</u> as before you attended training with APTC?	<input type="checkbox"/> Yes		<input type="checkbox"/> No		
9. Name of Employer (Company / Organisation):					
10. Main type of work undertaken by your company:					
11. Type of Company:	<input type="checkbox"/> Private company		<input type="checkbox"/> Public / Government organisation		
12. Number of employees in your Company (in country):	<input type="checkbox"/> 1-10	<input type="checkbox"/> 11-50		<input type="checkbox"/> 51-100	
	<input type="checkbox"/> 101-500	<input type="checkbox"/> 501-1000		<input type="checkbox"/> Over 1000	
13. Where is your Company located?:	<input type="checkbox"/> Capital City	<input type="checkbox"/> Other Urban (Village / town)		<input type="checkbox"/> Rural / Outer island	
14. Size of the Company (overall including branches):	<input type="checkbox"/> Small business / Single location	<input type="checkbox"/> Medium business / several branches		<input type="checkbox"/> Multinational (in more than 1 country)	
Part 2: General Information about your APTC experience					

15. Name of APTC course you attended:		
16. Approximate course dates	From: []	To: []
17. How did you hear about APTC?	<input type="checkbox"/> APTC staff <input type="checkbox"/> Business associate <input type="checkbox"/> Employee <input type="checkbox"/> Newspaper <input type="checkbox"/> Radio <input type="checkbox"/> Industry association <input type="checkbox"/> Training institution <input type="checkbox"/> Other (please name):	

Part 3: Impact of APTC

A. Professional Development as a result of APTC studies

<i>Please tick the box that best describes your workplace experience <u>since completing your APTC studies.</u></i>	Strongly Agree	Agree	No Change	Disagree	Strongly Disagree
18. I now know what is required of me as an employee and can work to industry standards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. I am now able to use current technology (up to date equipment) in workplace tasks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. I can understand the technical terms used in my trade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. I am now able to complete all tasks required of me in the workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. I am now able to take on increased responsibility in the workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. I am now able to communicate effectively with my supervisor and co-workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. My APTC course provided me with the essential skills and knowledge required by employers in my industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B. Personal Development

<i>Please tick the box that best describes the degree of change in your workplace attitudes and work ethics <u>since completing APTC training (compared with before the course):</u></i>	Strongly Agree	Agree	No Change	Disagree	Strongly Disagree
25. My motivation and self-initiative is significantly improved:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. My punctuality is significantly improved:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. My level of self-responsibility is significantly improved:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. My reliability is significantly improved:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29. My professional appearance (dress and hygiene) is significantly improved:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30. My level of self-confidence is significantly improved:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C. Income and Employment						
Please tick the box that best describes the degree of change in your circumstances <u>since completing APTC training</u> (compared with before the course)		Strongly Agree	Agree	No Change	Disagree	Strongly Disagree
31. I feel that my employment prospects / ability to apply for a job are significantly improved:		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. My current employment position is significantly improved:		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33. I feel that my job ease and satisfaction is significantly improved:		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34. My current sense of job / employment security is significantly improved:		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35. Were you promoted at any time during or since completing your APTC studies?		<input type="checkbox"/> Yes		<input type="checkbox"/> No		
36. Please provide details here of all promotions including approximate timing and changes in your job position:						
37. My average weekly wage before studying was:						
38. My average weekly wage one year after studying with APTC is:						
D. Comments and Suggestions						
Please tick either the appropriate box and provide more details where requested						
39. Now that you have had a chance to use your new skills and training, what is your overall satisfaction with the APTC course you completed?						
<input type="checkbox"/> Very Satisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Unsatisfied <input type="checkbox"/> Very unsatisfied						
40. Would you undertake another APTC course in the future?						
<input type="checkbox"/> Yes <input type="checkbox"/> No Please provide details of the courses you would use and the reason for choosing this course						
41. Would you recommend APTC courses to other people?						
<input type="checkbox"/> Yes <input type="checkbox"/> No Please explain the reasons for your response:						
42. Since completing your APTC course have you been responsible for, or contributed to any formal or informal training for colleagues and co-workers in your current organization? Please explain.						

43. Since completing your APTC course have you been able to introduce any new and more efficient workplace practices to replace traditional practices used in your organization? Please explain

44. Any other comments?

Thank you for taking the time to complete this questionnaire.

Your co-operation and feedback is greatly appreciated

Please send completed forms to the APTC Corporate & Student Services Office in Fiji OR Email to surveys@aptc.edu.au OR return to the APTC Office in your country in a sealed envelope marked "Student Tracer Questionnaire: Confidential" which will be forwarded directly to the Corporate & Student Services Office for analysis

We respect your privacy. We will never identify you or your company in relation to any of the information you give in this questionnaire. All results will be used to generate statistics on the impacts of APTC courses and to improve APTC services.

APTC CONTACT INFORMATION

APTC Corporate & Student Services Office PO Box 10885 Nadi Airport FIJI ISLANDS Tel: (679) 6728 777 Fax: (679) 6727 981	APTC PNG PO Box 1043 Port Moresby, NCD PAPUA NEW GUINEA Tel: (675) 321 4720 Fax: (675) 321 4668	APTC Samoa PO Box 2474 Apia SAMOA Tel: (685) 26 844 Fax: (685) 26 871	APTC Vanuatu PO Box 3390 Port Vila VANUATU Tel: (678) 24 066 or 24 023 Fax: (678) 23 985
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