



AUSTRALIA PACIFIC
TRAINING COALITION

Creating Skills For Life

GRADUATE TRACER SURVEY REPORT

2019

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1. EXECUTIVE SUMMARY

The Graduate Tracer Survey, conducted annually, provides insight on the workplace and personal experiences of APTC graduates six months to one year after completing their courses. It draws insights on graduate experiences in the workplace (if employed), personal and professional development, job and overall satisfaction. From 2015 to 2019, the Graduate Tracer Survey response rates were at an average of 59%. In the 2019 survey, 1603 graduates were approached to complete the survey and 895 responses were received, returning a 56% response rate.

The survey is divided into three sections, comprising graduate demographics, employment details and the impact of their APTC training on their work. The latter includes the graduate personal and professional development as a result of studying with APTC, income and job satisfaction, general information about their APTC experience and productivity in the workplace.

For the period 2015 to 2019, the graduate employment rate, on average, was at 88%, indicating high employability of graduates since completing training at APTC. In 2019, 84% reported they were employed at the time of the survey and this was the same figure reported in the 2018 survey. Of the 16% who were unemployed at the time of the survey, 10% had recently resigned, while 8% were pursuing further studies. 27% indicated a lack of job opportunities as a reason for unemployment. Based on expert opinion, there is a need to refine our questions on employment to ensure we truly capture graduates who are unemployed – defined as those who are actively looking for a job and are unable to secure one.

Of the employed graduates, 91% worked full time jobs in medium businesses having several branches located in capital cities. Most of the graduates were employed in these top three sectors – Education and Training, Tourism and Hospitality and Government and Civil Service. 89% reported it was either very easy or easy to find work after completing their studies and slightly more than half agreed that APTC training helped them secure their current jobs.

As a result of APTC studies, high satisfaction rates of 98% and 95% were reported on the significant improvements of graduate professional and personal development respectively. Professional development describes graduate experience at the workplace such as, communicating effectively with other employees, completing all tasks required, taking on increased responsibility, using up-to-date technology and working to industry standards. Personal development describes the degree of change in workplace attitudes and work ethics which includes improvements to motivation, self-initiative, punctuality, self-confidence and reliability, better understanding of good physical health and gender equality, impact of poverty on society, effects of climate change, to name a few. It is rewarding to note how APTC has contributed significantly to improving graduates in both areas of personal and professional growth.

On income and employment, 95% of the graduates were highly satisfied noting improvements in the following: employment prospects, current employment position, job ease and satisfaction and sense of job security. Slightly less than half stated they were promoted after completing APTC training. The average weekly wage of graduates after studying with APTC were reported to be either more or the same. In their current jobs, graduates applied leadership and communication skills either daily or weekly and were in regular contact with former APTC trainers, tutors and colleagues indicating that graduates did maintain regular contact while expanding their professional network after training with APTC.

Since completing studies at APTC, 3% have migrated overseas and majority are from Fiji and Samoa, with Australia and New Zealand as the main destination countries. A low migration rate could mean most graduates were applying their knowledge and skills in their home countries or around the Pacific region, or may not have enough information on how to access employment opportunities overseas, or simply prefer to work locally.

Around 20% were enrolled in other study at the time of the survey while 99% reported to be applying what they learnt at APTC to teach and help others. It is therefore well noted that majority of graduates are practising what they have been taught at APTC.

Overall, 99% indicated the graduates were satisfied with the APTC training. This was the same rating for the 2018 survey, as well as the average rate reported for the period 2015 to 2019. While there are areas to improve on for APTC, the high satisfaction ratings reported throughout the survey are indications of the

quality of training delivery at the campuses and the constructive feedback from graduates will contribute immensely to the continuous improvement of the organisation as a whole.

2. INTRODUCTION

2.1 SURVEY OVERVIEW

The APTC Graduate Tracer Survey report summarizes feedback received from former students of APTC who have graduated from their respective programs six months to one year prior to the commencement of the survey. The survey data was collected through the administration of the APTC Graduate Tracer Questionnaire. The 2019 Graduate Tracer Survey Report included students who had graduated between September 2016 and July 2018.

Graduates were identified for this survey based on their course completion dates. Methods of gathering data included:

- E-mail
- Postal services
- Personal interviews by visit or phone
- Online survey tool

The questionnaire used to gather data was divided into sections designed to collect information in the following areas:

- Current employment situation, including changes since graduating
- Students' APTC experiences
- Impact of APTC training on professional development, personal development and levels of income and employment
- Suitability of APTC courses for their respective employment situations and industry in general

The tables contained in this report reflect responses from graduates who chose to provide feedback. Not every respondent answered every question in the survey.

2.2 SURVEY ADMINISTRATION

The 2019 survey was administered between 04 March and 17 May 2019. The survey population consisted of 1603 students who graduated between September 2016 and July 2018 (continuing from the cohort covered by the Graduate Tracer Survey 2018).

Difficulties encountered in the administration of the survey throughout the Pacific were a result of changing residential circumstances of many students, and the inability to contact graduates residing in remote locations.

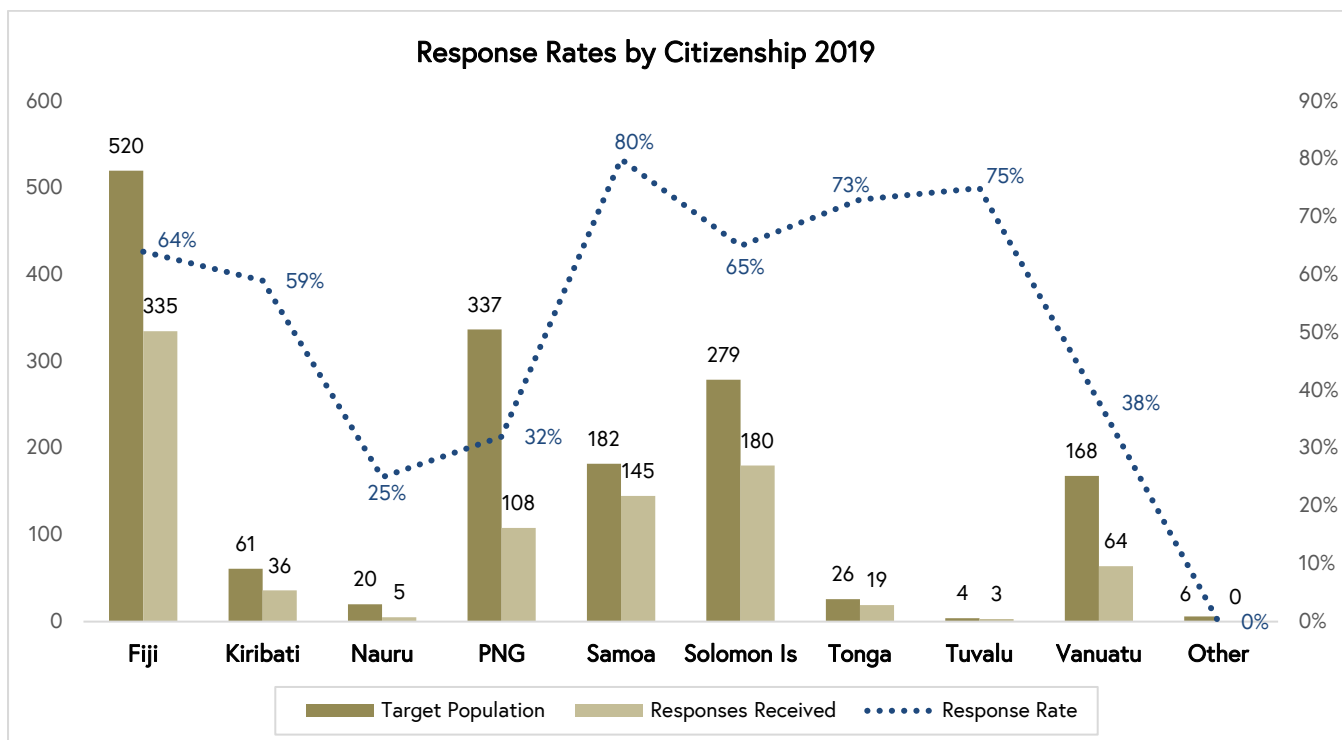
The Graduate Tracer Survey 2019 recorded a 56% return on the overall survey population.

Figure 1. Survey responses received



The chart below shows the survey population by citizenship, the number of responses received and the response rate as a percentage of the total surveyed.

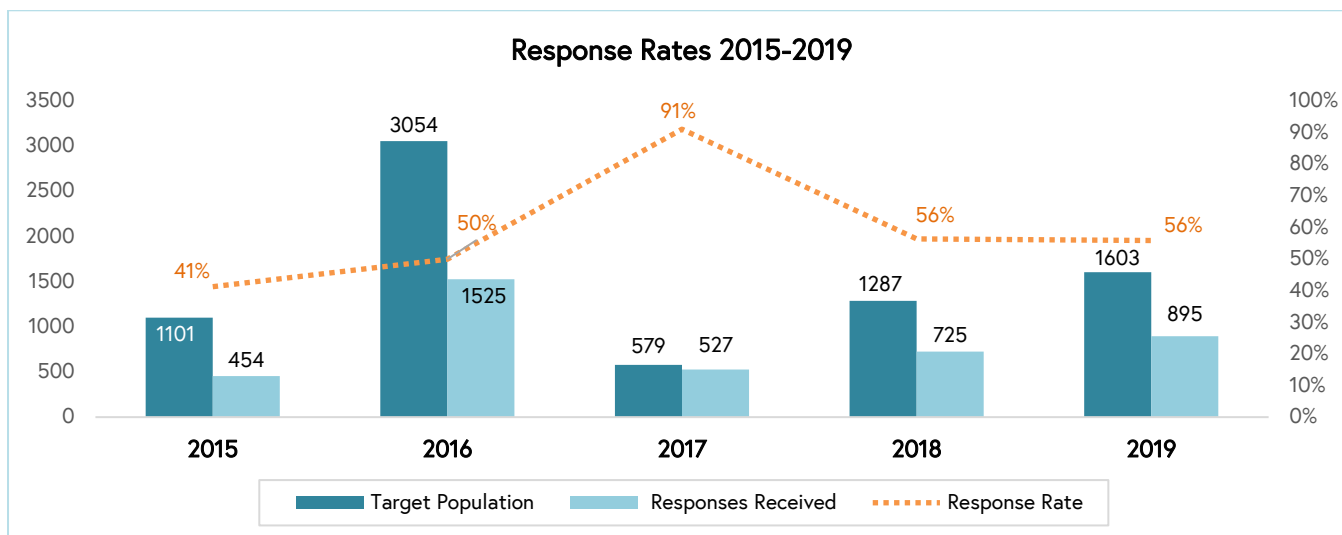
Figure 2. Response rates by citizenship



2.3 SURVEY TRENDS 2015-2019

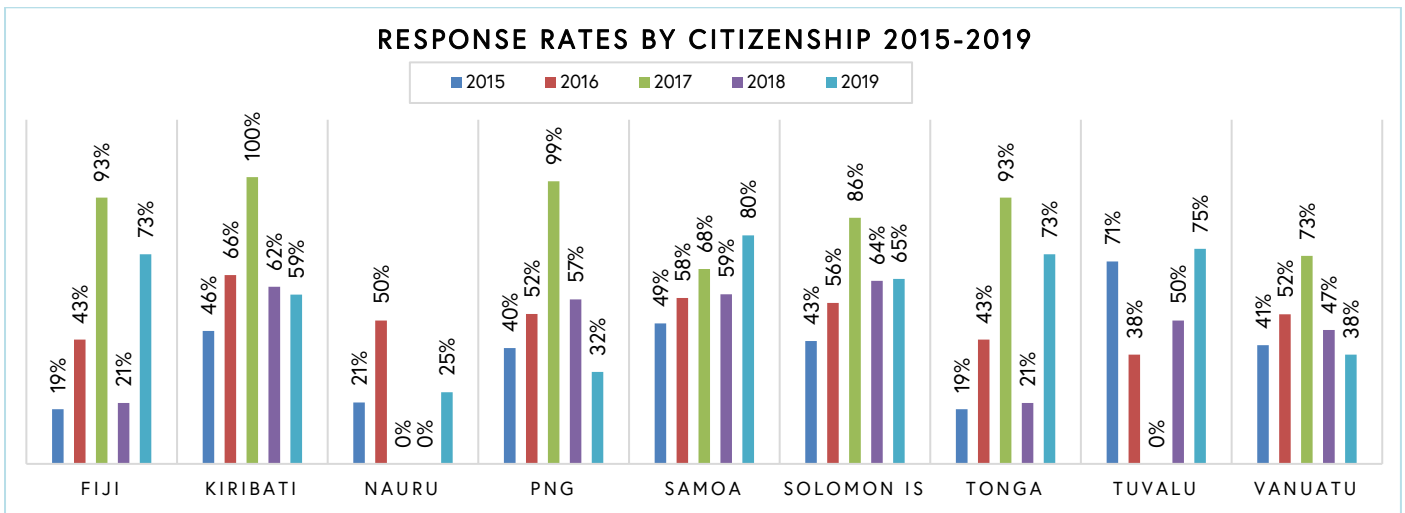
Illustrated below are the response rates for the period 2015 to 2019 and further below, by citizenship. Between 2015 and 2019, response rates on average were at 59%. The highest response rate received was 91% in 2017.

Figure 3. Response rates for the years 2015 to 2019



For the same period, the average response rate for the 9 Pacific Island countries was 52%. Fiji, PNG, Tonga and Vanuatu managed average response rates of 50% or slightly above, while Kiribati, Samoa and Solomon Islands scored rates above 60% of the responses.

Figure 4. Response rates by citizenship for the years 2015 to 2019

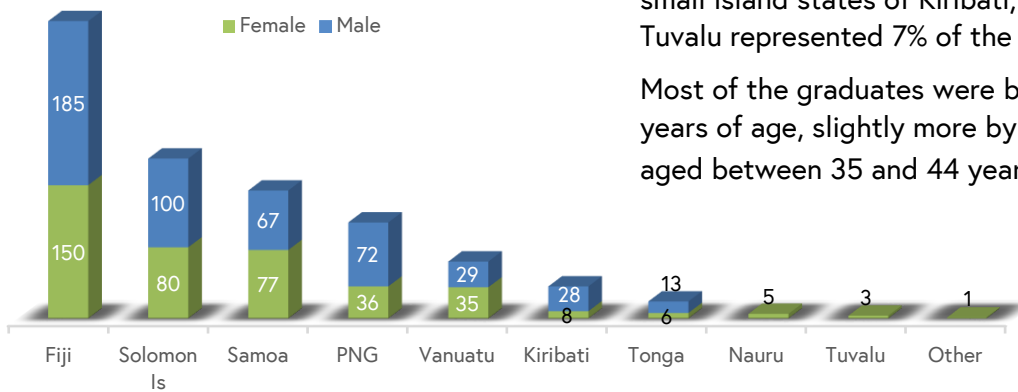


3. GRADUATE DISTRIBUTION

This section shows demographics of the graduates, segregated by gender, citizenship and age groups, as illustrated in the graphs below.

3.1 Citizenship by Gender

Figure 5. Citizenship by gender

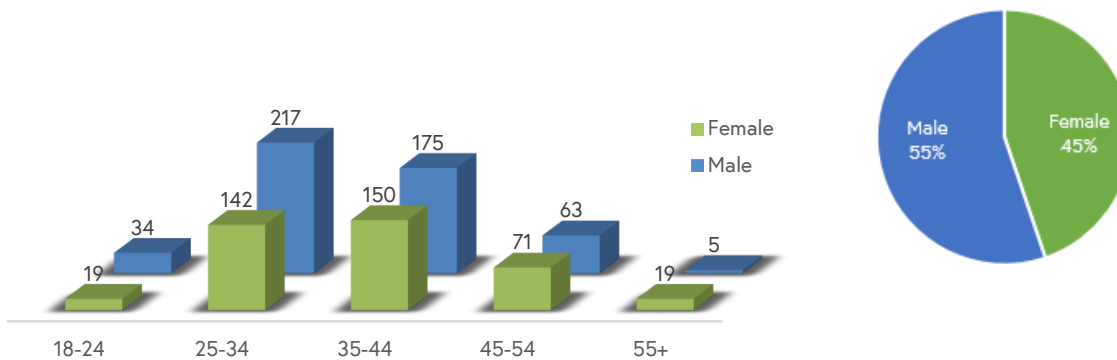


Majority of the respondents were Fiji citizens. There were also more males than females. The small island states of Kiribati, Tonga, Nauru and Tuvalu represented 7% of the respondents.

Most of the graduates were between 25 to 34 years of age, slightly more by 4% than those aged between 35 and 44 years.

3.2 Age Distribution

Figure 6. Age groups by gender



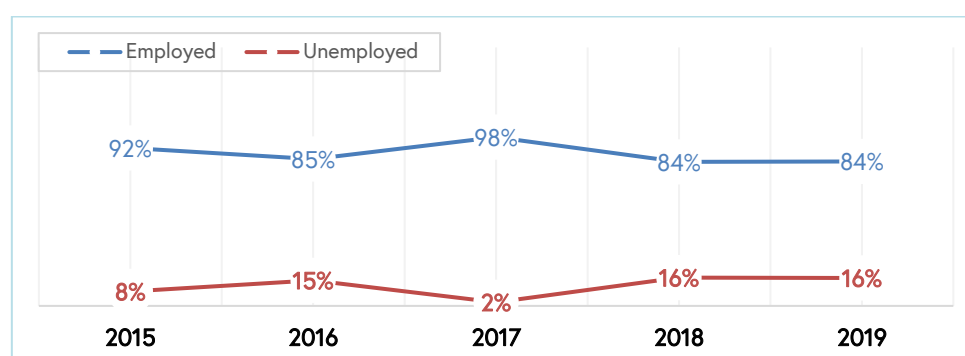
4. EMPLOYMENT

4.1 Employment Status

750 respondents (84%) were employed at the time of the survey, of which majority were males. 91% of these 750 were in full time employment, working mostly for public or government organisations and in private companies. 9% were in part time or full and part time work and less than 1% were engaged in unpaid work.

For the period 2015 to 2019, the average employment and unemployment rates were 88% and 12% respectively. 2017 recorded the highest employment rate for the surveyed graduates and it is evident that a high number of graduates were able to find work after training with APTC.

Figure 7. Employment and unemployment rates for the years 2015 to 2019



Prior to commencing training with APTC, 89% were employed, 3% were in unpaid work and 8% reported they were unemployed.

Recent expert opinion has indicated the need to nuance our questions on employment. To qualify as unemployed, a graduate needs to be actively looking for a job. The current design of the questions does not truly reflect this and rather uses a binary response on whether one is employed or not to draw its inferences. Subsequent surveys to the 2020 survey will employ the improvements in this question.

4.2 Employment Type

Majority of the graduates worked in public or government organisations, and 314 employed in private companies. 9% were working for non-government organisations with females as majority. 6% worked in their own businesses while less than 1% were engaged in either unpaid community or voluntary work or looking for work.

Table 1. Employment types and intended occupation

Employment Type	Intended Occupation			Total	%
	Community & Personal Services	Management	Technical & Trades		
Doing unpaid community or voluntary work	1		1	2	0.3%
Looking for work or more work			2	2	0.3%
Working for NGO	19	25	20	64	9%
Working for private company	28	34	252	314	42%
Working in your own business	4	10	30	44	6%
Working for public/govt org	64	152	108	324	43%
Total	116	221	413	750	100%
% of Total	15%	29%	55%	100%	

Based on the courses studied, expected job roles after training were common in the technical and trades industry making up more than half of the respondents. 25% intend to be in management roles with Certificate IV in Leadership and Management being a popular course. 18% trained to work in community and personal services industry.

4.3 Employment status after graduating from APTC

Almost a third of graduates were employed in higher positions after training with APTC and the majority were males. Almost two-thirds reported to be working for the same company, of which 43% returned to the same job and 19% started on a higher position. 32% were employed in different companies or industry than where they were employed prior to studying with APTC. 5% reported they were self-employed.

Table 2. Current job status and intended occupation

Current Job Status	Intended Occupation			Total	%
	Community & Personal Services	Management	Technical & Trades		
Different Company in a similar industry to the one I was employed by when I studied at APTC - Higher Position	9	6	48	63	8%
Different Company in a similar industry to the one I was employed by when I studied at APTC - Similar Job	19	6	85	110	15%
Different Industry to the one I was employed by when I studied at APTC - Higher Position	4	7	17	28	4%
Different Industry to the one I was employed by when I studied at APTC - Similar Job	7	2	32	41	5%
Same Company I was employed by when I studied with APTC - Higher Position	14	58	73	145	19%
Same Company I was employed by when I studied with APTC - Same Job	60	138	128	326	43%
Self Employed - Different Industry	1	1	2	4	1%
Self Employed - Same Industry	2	3	28	33	4%
Total	116	221	413	750	100%

Staying on the job or changing jobs can depend on changing circumstances faced by graduates after training. Majority (27%) reported that the "job was reserved for me after training" as the reason for staying on the job. Other reasons stated were "related to the program of study" (24%), "salaries and benefits" (22%), "career challenge" (17%) and other (11%).

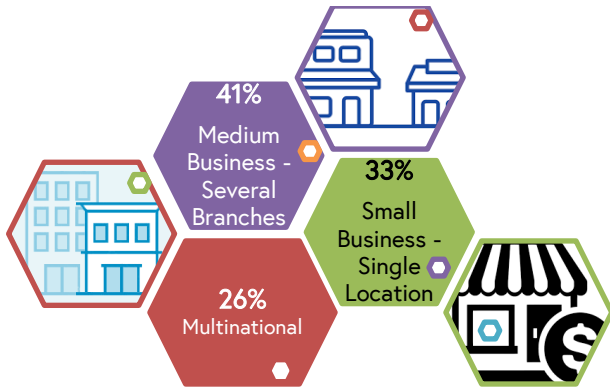
On reasons for changing jobs, slightly less than half mentioned Other (47%), followed by those who stated "lack of career progression" (24%) and "poor wages" (18%). The remaining 11% reported "lack of job satisfaction" and "poor working conditions".

5. EMPLOYER

5.1 Employer Size

Graduates employed at the time of the survey were asked to indicate the size of their company and locations.

Figure 8. Size of the Organisation (overall including branches)

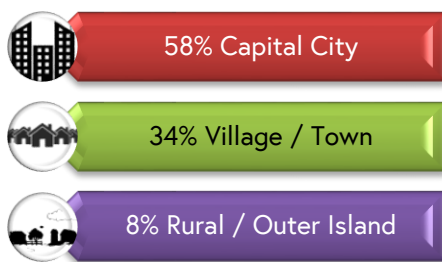


Majority of the graduates (41%) worked in medium-sized business with several branches. A third were employed in small businesses and 26% worked in multinational organisations.

5.2 Location of Organisation

The graduates who were in employment at the time of the survey were asked to indicate the geographical location of the organisations they worked for - city, town or rural.

Figure 9. Location of Organisation



58% of the respondents indicated working for employers in the capital cities. 34% responded they worked in villages or towns and 8% worked in rural or outer islands.

Similar trends were evident for both gender, where majority worked in the cities, followed by villages/towns and a smaller percentage worked in the rural areas.

5.3 Type of Organisation

Of the 84% graduates currently employed at the time of the survey, majority (24%) worked in the Education and Training sector, 15% in Tourism and Hospitality, and 12% in Government and Civil Service. These industries make up half of the areas where the surveyed graduates worked. 10% were employed in Other Business Services and 10% in Construction. Less than 10% worked in Health Services, Manufacturing, Transport and Communications, Mining and Quarrying, Retail and Wholesale, Finance and Banking, to name a few.

5% of those currently employed were self-employed and the majority reported their significant job areas were in Construction, Other Business Services and Manufacturing. Other areas of interest in self-employment were in Transport and Communications and Tourism and Hospitality.

Table 3. Self-employed graduates and employment type

Industry	Doing unpaid community or voluntary work	Working for NGO	Working for private company	Working in your own business	Working for public/govt org	Total	%
Agriculture, Fisheries & Forestry				1		1	3%
Construction	1		2	9		12	32%
Construction, Manufacturing				1		1	3%
Education & Training		1				1	3%
Government & Civil Service					1	1	3%
Manufacturing			1	3		4	11%
Other Business Services		1	2	9		12	32%
Tourism & Hospitality			1	1		2	5%
Transport & Communications				3		3	8%
Total	1	2	6	27	1	37	100%

6. IMPACT OF APTC TRAINING

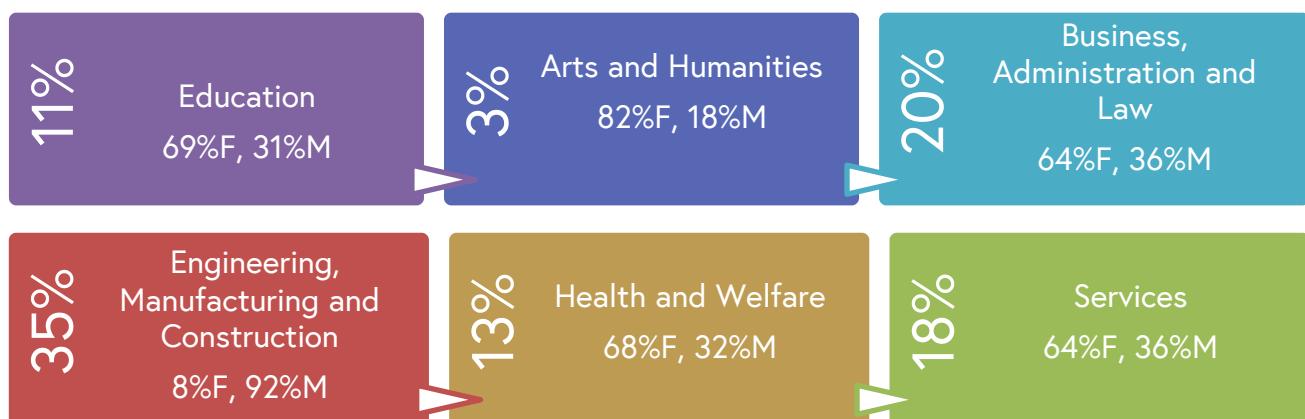
This section seeks to find out the effect of training on the individual graduate's employment prospects.

6.1 Course Attended

Certificate IV in Leadership and Management graduates recorded the highest number of respondents with 140 in total (16%), of which 56% were female respondents. Overall, males represented 55% of the respondents and females making up the remaining 45%.

The breakdown by broad field of study area is displayed below. From the illustration, it is evident that more females were involved in courses in education, arts, business, health and service industries, while males were dominant in engineering and construction fields. A small number of females in these male-dominated fields indicate that women were also involved outside their traditional areas of study at APTC, likewise for their male counterparts.

Figure 10. Broad field of study and gender



A detailed list of the courses attended is available in the Appendix section of this report.

6.2 Ability to secure employment

89% of the graduates mentioned it was easy (*Very easy and Easy*) to find work. Majority of these respondents were males (49%) with 40% females. 8% responded that it was difficult to find work while 3% could not find employment in the same field of their APTC studies.

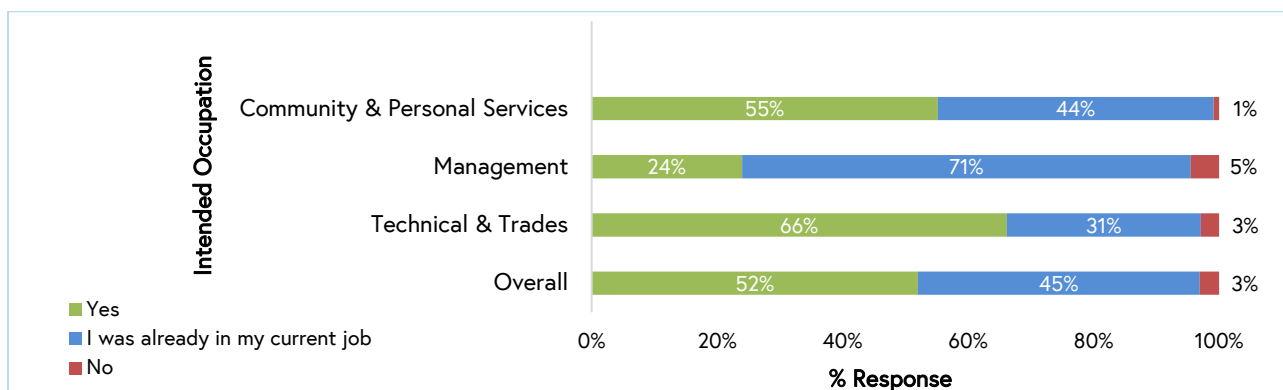
Table 4. Ease/Difficulty finding work

Response	Intended Occupation			Total	%
	Community & Personal Services	Management	Technical & Trades		
Very Easy	73	72	249	394	53%
Easy	32	124	115	271	36%
Difficult	3	10	34	47	6%
I could not find a job in the same field as my APTC studies	4	15	7	26	3%
Very Difficult	4		7	11	2%
Total	116	221	412	749	100%
% of Total	15%	30%	55%	100%	

6.3 APTC training helped secure current job

Slightly more than half of the respondents (52%), majority of whom are males, agreed to this question, while 3% responded negatively. 45% indicated that they were already in their current employment, with slightly more females agreeing to this than males. According to the responses given, graduates studying in Technical & Trade as well as Community Services related jobs benefitted more from the training, with 66% and 55% responding positively to this question.

Figure 11. APTC training helped secure current job



7. PROFESSIONAL DEVELOPMENT

This section records graduates' evaluation of the effect of APTC training on their own performance in the workplace in technical and practical task competence, as well as their ability to communicate with co-workers. The average satisfaction rate (strongly agree and agree) for professional development is 98%, indicating the high rating given by graduates on their ability to carry out the following tasks:

Table 5. Professional development attributed to completing APTC studies

Professional Development Area	Satisfaction Rate
1. Fully understand the requirements as an employee in terms of industry standards	99%
2. Able to use current technology in workplace tasks	96%
3. Fluent in relevant technical vocabulary used in their trade	97%
4. Can complete all tasks required in the workplace	98%
5. Able to take on increased responsibility in the workplace	98%
6. Can communicate effectively with co-workers	99%
Average Rate	98%

8. PERSONAL DEVELOPMENT

Training has benefits other than technical competence, including improvements in work ready skills such as workplace attitude, work ethics and social responsibilities. The response summary received for each statement is provided below. The average satisfaction rate (strongly agree and agree) for personal development is 95%, a high rating indicating that graduates were happy with the APTC training as reflected in their personal development with regard to levels of motivation, self-initiative, punctuality, self-responsibility, reliability, appearance, hygiene and self-confidence.

Table 6. Personal development attributed to completing APTC studies

Personal Development Area	Satisfaction Rate
1. Improved motivation and self-initiative	99%
2. Improved punctuality	97%
3. Improved level of self-responsibility	99%
4. Improved reliability	99%
5. Improved level of self-confidence	99%
6. Better understanding of the importance of good physical health	96%
7. Better understanding of the risks of smoking, alcohol and taking drugs	93%
8. Better understanding of issues such as depression and suicide	92%
9. Better understanding of the impact of poverty on society	91%
10. Better understanding of the importance of gender equality	95%
11. Better understanding of the effects of climate change	90%
12. Better understanding of child protection rights	91%
13. Better understanding of the effects of domestic violence	91%
14. Better understanding of the issue(s) above led to changes in my life	95%
Average Rate	95%

9. INCOME AND EMPLOYMENT

To assess the impact of training on remuneration and job satisfaction, graduates were asked to evaluate change in their income and employment conditions since the completion of their course.

9.1 Employment

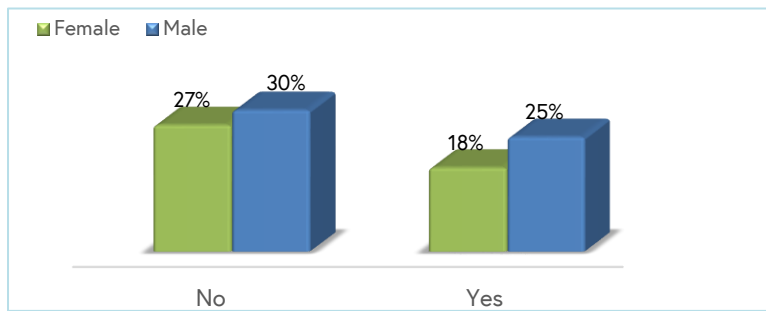
APTC graduates continue to enjoy high employability and APTC certification has aided in finding new employment. Survey respondents also reported a higher level of job security and job satisfaction after training, as evident in the 95% satisfaction rate (strongly agree and agree) for income and employment, detailed in the table below:

Table 7. Impact of APTC training on employment

Income and Job Satisfaction	Intended Occupation			Total	Satisfaction Rate
	Community & Personal Services	Management	Technical & Trades		
1. Improved employment prospects	112	206	396	714	96%
2. Improved current employment position	108	190	381	679	91%
3. Increased job ease and satisfaction	113	209	394	716	96%
4. Improved sense of job security	112	201	389	702	95%
Average Rate				95%	

9.2 Promotion

Figure 12. Promotion after training with APTC

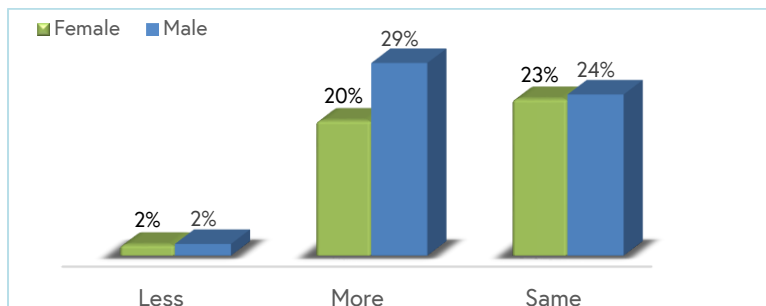


Of the 745 respondents to this question, 317 (43%) reported that they gained a promotion after completing APTC studies.

More than half of the respondents (57%) mentioned not receiving promotion after studying.

9.3 Remuneration

Figure 13. Average weekly wage after training with APTC



364 (49%) of the 742 of the respondents reported they were earning more after completing training with APTC, with 48% saying their average earning remained the same.

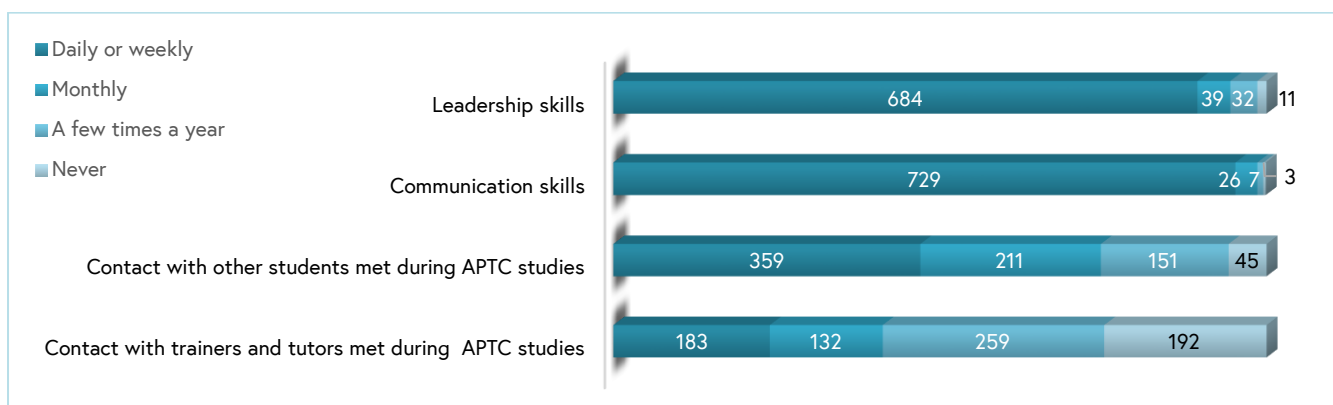
Majority of these respondents were males, while 3% stated their average wage was less.

9.4 Applying relevant skills and maintaining contact

On average, 89% of the respondents applied leadership skills daily or weekly. 95% used their communication skills on a similar basis. 47% of the graduates were in frequent contact with students they met during their studies on a daily or weekly basis, with 28% on a monthly basis and 20% a few times.

34% of the graduates were in contact with their APTC trainers and tutors a few times, more than the 25% who never maintained contact after studying. 24% remained in touch on a daily or weekly basis while the remaining 17% did so on a monthly basis.

Figure 14. Frequency of applying relevant skills after training with APTC



The high scores indicate that graduates applied leadership and communication skills either daily or weekly, and were in regular contact with former APTC trainers, tutors and colleagues. This also signifies that graduates did maintain regular contact while expanding their professional network after completing their training with APTC.

10. OVERALL LEVEL OF TRAINING SATISFACTION

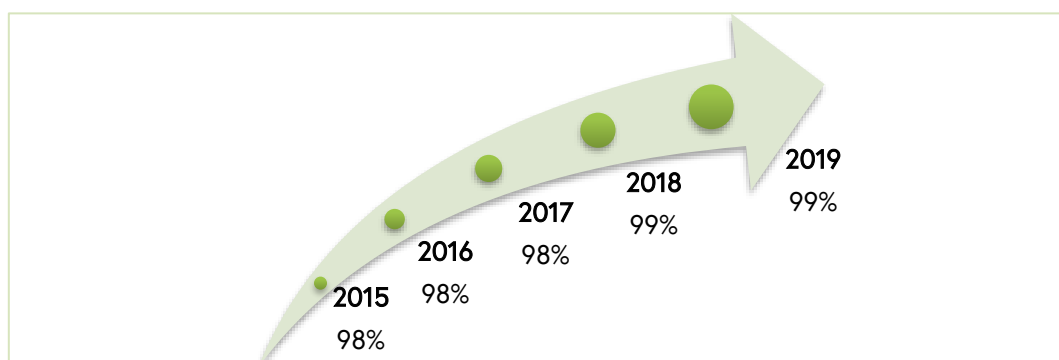
Graduates were surveyed on their overall satisfaction with APTC training. The survey outcome substantially exceeds the satisfaction benchmark of 80% (*the sum of Very Satisfied and Satisfied responses*) that APTC has set for itself.

Overall, 99% of the graduates were satisfied with the training they attended at APTC. Majority of those satisfied were males at 55%, with females making up the remaining 45%.

1% represented those who were not satisfied with the training, however, the survey did not investigate further on the reason(s) for their dissatisfaction.

In the years 2015 to 2019, the average satisfaction rate is at 99%, indicating that APTC graduates were more than happy with the training received and that APTC training is highly regarded by former students.

Figure 15. Overall satisfaction rates 2015-2019

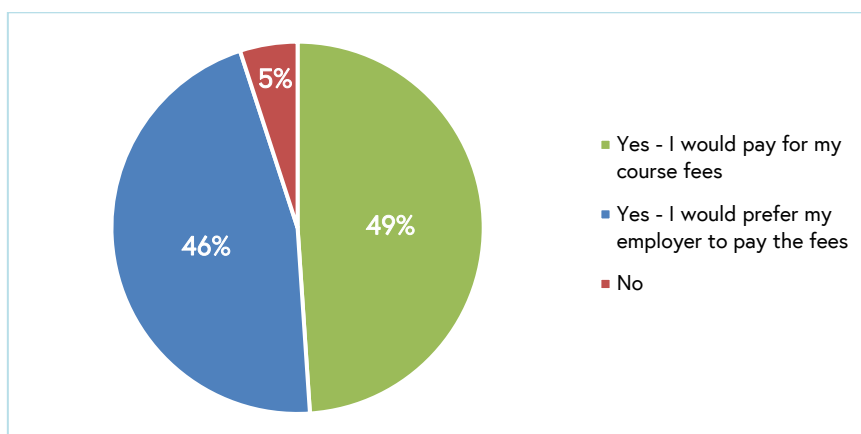


10.1 Further TVET Skill course in the future

Majority of the graduates were interested to study another TVET course in future, either opting for the employer to fund their study (46%) or self-funded (49%). The latter is a good demonstration of willingness to invest in own training – a measure of co-investment.

5% represented those who were not interested to pursue further TVET studies.

Figure 16. Pursue another TVET skills course in future



10.2 APTC course recommendation

99% of the respondents would recommend APTC courses or similar to others. Slightly more than half (55%) were males graduates. Some of the reasons for recommendation include quality training, improve and broaden knowledge and skills needed in the workforce, enhance learning and empowering workers to be more competent in the field.

Table 8. Recommending APTC courses to others

Response	Female	Male	Total
Yes	396	488	884
No	4	4	8
Total	400	492	892

Of the 892 respondents to this question, only 8 graduates (1%) would not recommend APTC courses to others, with no relevant reasons provided.

10.3 Enrolment in further study

Majority (80%) of the respondents were not involved in any other study after training with APTC. Of the 893 respondents to this question, 176 graduates (20%) were involved in further study after training. Of the 16% of those unemployed at the time of the survey, 8% were engaged in advanced or further study.

Table 9. Engaged in further study after APTC training

Response	Female	Male	Total
Yes	70	106	176
No	330	387	717
Total	400	493	893

47% of these were enrolled in universities, indicating interest in attaining higher education qualifications.

32% were enrolled in other training, 16% in another TVET provider and 5% in community groups.

11. PRODUCTIVITY

This section focuses on responses to two questions probing what knowledge and skills graduates have learnt and applied in their workplaces:

- (i) whether graduates have applied their learning to teach and help others in the workplace, and
- (ii) if graduates had applied new or more efficient workplace practices to replace traditional practices in the organisation.

Findings from these questions are briefly discussed below.

11.1 Applying knowledge gained at APTC to assist others

99% of the graduates mentioned they had applied their learning to teach and help others. Less than 1% reported otherwise and/or no change to their learning productivity.

Agree was taken as the sum of 'Strongly Agree' and 'Agree' responses and Disagree summed up the 'Strongly disagree' and 'Disagree' responses.

Table 10. Applying learning to help others

Response	Intended Occupation			Total	%
	Community & Personal Services	Management	Technical & Trades		
Agree	161	225	496	882	99%
No Change			4	4	0.4%
Disagree	1		2	3	0.3%
Total	162	225	502	889	100%
% Agree	99%	100%	99%	99%	

11.2 Introduced new and more efficient workplace practices

The feedback received from graduates is summarised in the word cloud below. Improved workplace practices reported by graduates include work ready skills such as, proper work planning and organizing skills. In addition, good time management, better communication and knowledge-sharing skills, better enforcement of workplace health and safety. Moreover, improved processes and team building activities for better service delivery, being instrumental in developing competency-based training adopted by the organisation and new improvements in technical aspects such as improved refrigerant handling skills.

Figure 17. Newly introduced workplace practices



Furthermore, graduates mentioned digital literacy related skills such as improved use of computer and technology for effective communication. In addition, other new workplace practices include improved coaching, mentoring, employability and leadership skills, digital monitoring of trainees, developing learning program plans and running skill sets, introducing new cooking techniques and good customer service skills.

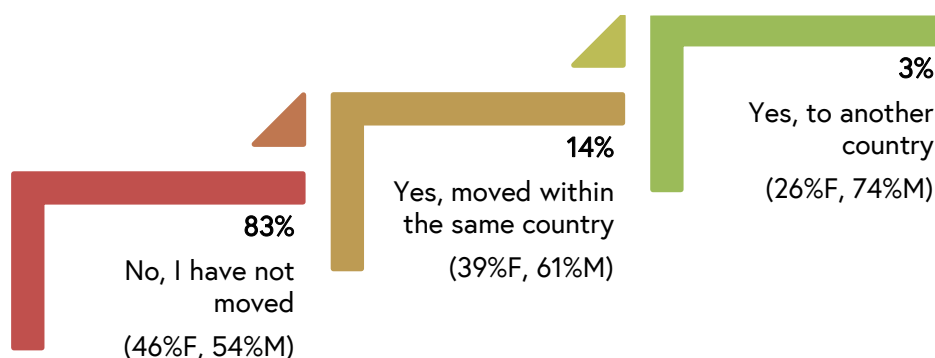
12. MIGRATION

The Graduate Tracer Survey is one of the methods used to track the migration of APTC graduates. In this survey, a small number of graduates indicated they had migrated overseas, majority from Fiji and Samoa, with Australia and New Zealand as the main destination of migration. The 3% who reported having migrated overseas indicated that APTC graduates were mostly employed and applying their knowledge and skills in the Pacific region or in their home countries. A low migration rate could also mean graduates may not have information on how to access employment opportunities overseas, or simply prefer to work locally

12.2 Moving to other locations

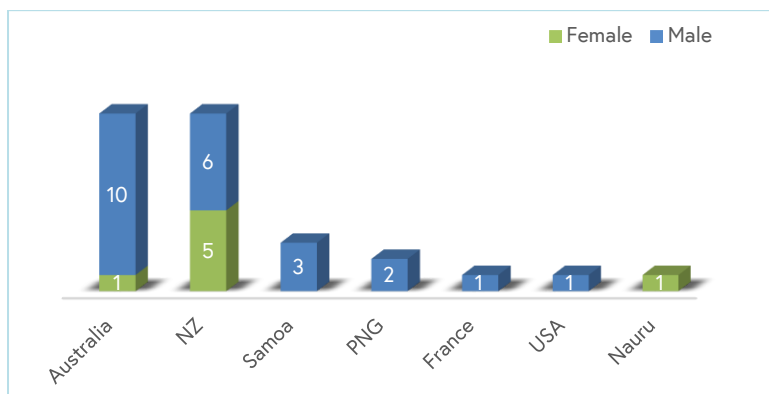
Majority of the graduates (83%) indicated they had not migrated overseas. 17% reported they had moved – 14% within the same country and 3% migrated to other countries.

Figure 18. Migrations



12.2 Country of migration

Figure 19. Destination of migration



Most of the graduates indicated Australia and New Zealand as their migration destination.

5 respondents mentioned Samoa and PNG, while the others indicated France, USA and Nauru.

13. Conclusion

Whilst APTC enjoys high satisfaction ratings in vast majority of the survey indicators, there is still room for improvement for APTC. The high graduate employment rates scored for the years 2018 and 2019 (both reaching 84%), indicate that APTC graduates are highly employable and suitably skilled for the job market.

Attaining the necessary knowledge and skills is vital for any hiring organisation as they would spend less time, hence costs, to train new recruits. It is well noted that most of those in employment are in full time work signifying that they have a steady source of income for financial support, which vastly contributes to improving graduates' living standards and personal health and wellbeing, eventually boosting productivity in the workplace.

Majority (94%) of those in employment were working for other organisations for a wage or salary, either in private companies, government or public organisations or NGOs. APTC could, however, allocate some training resources for future students, with focus on areas such as small business ownership or small enterprises and innovation to encourage business start-ups, where individuals can apply and diversify skills to manage their own business, hence increasing self-employment rates. This would also have some effect on location of employment, where the focus would shift from capital cities to villages, towns, rural and outer islands.

In addition, finding work would not be so difficult since graduates would be readily-equipped to start and manage their own businesses. Moreover, this would help address unemployment reasons such as *"no job opportunity"* and *"recently resigned"*, as mentioned by some of those who were unemployed at the time of this survey.

With the high satisfaction rate of 99% for the APTC training experience, combined with high ratings for professional (98%) and personal (95%) development, and 95% rating on income and employment satisfaction, APTC has done well in these areas given these outcomes.

With room for improvement, feedback from surveys, such as this, would greatly assist in making changes and developments in certain areas of training delivery and support for APTC graduates in future.

APPENDIX

RESPONSE SUMMARY

3.1 Citizenship by Gender

Citizenship	Female	Male	Total	F %	M %	Total %
Fiji	150	185	335	17%	21%	37%
Kiribati	8	28	36	1%	3%	4%
Nauru	5		5	1%	0%	1%
Other	1		1	0.1%	0%	0.1%
PNG	36	72	108	4%	8%	12%
Samoa	77	67	144	9%	7%	16%
Solomon Is	80	100	180	9%	11%	20%
Tonga	6	13	19	1%	1%	2%
Tuvalu	3		3	0.3%	0%	0.3%
Vanuatu	35	29	64	4%	3%	7%
Grand Total	401	494	895	45%	55%	100%

3.2 Age Distribution by Citizenship and Gender

Citizenship	18-24		25-34		35-44		45-54		55+		Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Fiji	5	20	53	85	59	54	23	24	10	2	335
Kiribati	1	1	5	11	2	12		4			36
Nauru					4				1		5
Other					1						1
PNG			19	38	14	26	1	6	2	2	108
Samoa	7	12	22	28	27	19	18	8	3		144
Solomon Is	3	1	28	41	27	43	21	14	1	1	180
Tonga			3	8	1	4	1	1	1		19
Tuvalu			2				1				3
Vanuatu	3		10	6	15	17	6	6	1		64
Grand Total	19	34	142	217	150	175	71	63	19	5	895
Total %	2%	4%	16%	24%	17%	20%	8%	7%	2%	1%	100%

4.1 Employment Status

Employment Status	Female	Male	Total	F %	M %	Total %
Full time job	320	359	679	43%	48%	91%
Part time job	10	35	45	1%	5%	6%
Full and part time job	6	17	23	1%	2%	3%
Unpaid employment	2	1	3	0.27%	0.13%	0.4%
Grand Total	338	412	750	45%	55%	100%

4.2 Employment Type

Type of Employment	Female	Male	Total	F %	M %	Total %
Working for Public/Govt. Organisation	150	174	324	20%	23%	43%
Working for Private Company	129	185	314	17%	25%	42%
Working for NGO	40	24	64	5%	3%	9%
Working in own business	19	25	44	3%	3%	6%
Doing unpaid work		2	2	0%	0.27%	0.3%
Looking for work		2	2	0%	0.27%	0.3%
Working for Public/Govt. Organisation	150	174	324	20%	23%	43%
Grand Total	338	412	750	45%	55%	100%

5.1 Employer Size

Size of Organisation	Female	Male	Total	F %	M %	Total %
Medium Business/ Several Branches	120	187	307	16%	25%	41%
Small Business/ Single Location	118	131	249	16%	17%	33%
Multinational (in more than one country)	100	93	193	13%	12%	26%
Grand Total	338	411	749	45%	55%	100%

5.2 Company Location

Company Location	Female	Male	Total	F %	M %	Total %
Capital City	201	237	438	27%	32%	58%
Village/Town	111	143	254	15%	19%	34%
Rural/Outer Island	26	31	57	3%	4%	8%
Grand Total	338	411	749	45%	55%	100%

6.2 Ability to secure employment

Level of Difficulty	Female	Male	Total	F %	M %	Total %
Very Easy	170	224	394	23%	30%	53%
Easy	131	140	271	17%	19%	36%
Difficult	17	30	47	2%	4%	6%
I could not find a job in the same field as my APTC studies	17	9	26	2%	1%	3%
Very Difficult	3	8	11	0.4%	1%	1%
Grand Total	338	411	749	45%	55%	100%

6.3 APTC training helped secure current job

Training	Female	Male	Total	F %	M %	Total %
Yes	145	244	389	19%	33%	52%
I was already in my current job	183	153	336	24%	20%	45%
No	9	14	23	1%	2%	3%
Grand Total	337	411	748	45%	55%	100%

6.1 Course Attended by Citizenship and Gender

Course Attended	Fiji		Kiribati		Nauru	Other	PNG		Samoa		Solomon Is		Tonga		Tuvalu	Vanuatu		Total	
	Female	Male	Female	Male	Female	Female	Female	Male	Female	Male	Female	Male	Female	Male	Female	Female	Male		
CIII in Air-con and Refrigeration		6		1				1		3		3						14	
CIII in Applied Fashion Design	13	3										5	1					22	
CIII in Carpentry	1	18		10				7		6		17		3			6	68	
CIII in Catering Operations								1										1	
CIII in Commercial Cookery	6	12		1				4	6	5	9	6	4				1	3	57
CIII in Community Services					2			2	5	1								10	
CIII in Early Childhood	6	1								4			3					14	
CIII in Education Support	1	1								33	2						8	45	
CIII in Electrotechnology	1	10		4				1	7		2	1	13					39	
CIII in Engineering - DF	3	15		1					12		2		3					36	
CIII in Engineering - Fabrication		2		1					6		5	1	1		1			17	
CIII in Engineering - FM	2	16		1				2	12		1				2			36	
CIII in Hospitality	6	7	4	1				13	3	7	1	8	7				4	61	
CIII in Individual Support	36	4							1			1	2					44	
CIII in Light Vehicle	1	23	1	2				2	4		5		4		1			43	
CIII in Painting and Decorating		3		3									5					11	
CIII in Patisserie	5	4																9	
CIII in Plumbing	2	3	1	2				1	1		13	2	3		2			30	
CIII in Tourism	11	7						5		2		3	1				3	32	
CIII in Wall and Floor Tiling	2	13		1					1		1		2					20	
CIV in Applied Fashion Design	5	1																6	
CIV in Business	13	2						1	2		3		3				1	25	
CIV in Community Dev					3													3	
CIV in Disability	7	5							1	1			1			2		17	
CIV in Hospitality	1	1	1															3	
CIV in Leadership Management	7	15							2	3	15	8	42	19			12	17	140
CIV in New Small Business	11																	11	
CIV in TAE	6	10						2	1	5	8	1	2	6	4		5	1	51
CIV in Youth Work	4	2	1							1	1	6	10			1	1	2	29
Diploma of VET		1																1	
Grand Total	150	185	8	28	5	1	36	72	77	67	80	100	6	13	3	35	29	895	

7. Professional Development

Response	Satisfaction Rate		
	F %	M %	Total %
Graduates fully understand the requirements as an employee in terms of industry standards	44%	55%	98%
Graduates are able to use current technology in workplace tasks after training	43%	53%	96%
Graduates are fluent in relevant technical vocabulary after training	43%	54%	97%
Graduates can complete all tasks required of them after training	44%	54%	98%
Graduates are able to take on increased responsibility after training	44%	54%	98%
Graduates can communicate effectively with colleagues after training	45%	54%	99%
Average	42%	52%	94%

8. Personal Development

Response	Satisfaction Rate		
	F %	M %	Total %
Improved motivation and self-initiative	44%	55%	99%
Improved punctuality	43%	53%	96%
Improved level of self-responsibility	44%	55%	99%
Improved reliability	44%	54%	98%
Improved level of self-confidence	44%	54%	98%
Better understanding of the importance of good physical health	42%	53%	96%
Better understanding of the risks of smoking, alcohol and taking drugs	40%	52%	93%
Better understanding of issues such as depression and suicide	40%	52%	91%
Better understanding of the impact of poverty on society	40%	51%	91%
Better understanding of the importance of gender equality	42%	53%	95%
Better understanding of the effects of climate change	39%	51%	90%
Better understanding of child protection rights	41%	50%	91%
Better understanding of the effects of domestic violence	40%	51%	91%
Better understanding of the issue(s) above led to changes in my life	42%	53%	95%
Average	42%	53%	95%

9.1 Income and Employment

Response	Satisfaction Rate		
	F %	M %	Total %
Improved employment prospects	43%	53%	96%
Improved current employment position	40%	51%	91%
Increased job ease and satisfaction	43%	53%	96%
Improved sense of job security	42%	52%	95%
Average	42%	52%	94%

9.2 Promotion

Promotion	Female	Male	Total	F %	M %	Total %
No	202	226	428	27%	30%	57%
Yes	134	183	317	18%	25%	43%
Grand Total	336	409	745	45%	55%	100%

9.3 Remuneration

Average Wage	Female	Male	Total	F %	M %	Total %
Less	12	13	25	2%	2%	3%
More	150	214	364	20%	29%	49%
Same	174	179	353	23%	24%	48%
Grand Total	336	406	742	45%	55%	100%

9.4 Applying relevant skills and maintaining contact

Response	Daily or weekly	Monthly	A few times a year	Never
Leadership skills	89%	5%	4%	1%
Communication skills	95%	3%	1%	0.4%
Contact with other students met during APTC studies	47%	28%	20%	6%
Contact with trainers and tutors met during APTC studies	24%	17%	34%	25%

10. Overall Satisfaction with the APTC training

Response	Female	Male	Total	F %	M %	Total %
Very Satisfied	329	390	719	37%	44%	80%
Satisfied	72	94	166	8%	11%	19%
Very unsatisfied		5	5	0%	0.56%	1%
Neutral		3	3	0%	0.34%	0.3%
Unsatisfied		1	1	0%	0.11%	0.1%
Grand Total	401	493	894	45%	55%	100%

10.1 Further TVET Skill course in the future

Response	Female	Male	Total	F %	M %	Total %
No	24	19	43	3%	2%	5%
Yes - I would pay for my course fees	195	242	437	22%	27%	49%
Yes - I would prefer my employer to pay the fees	182	232	414	20%	26%	46%
Grand Total	401	493	894	45%	55%	100%

10.2 APTC course recommendation

Response	Female	Male	Total	F %	M %	Total %
No	4	4	8	0.4%	0.4%	1%
Yes	396	488	884	44%	55%	99%
Grand Total	400	492	892	45%	55%	100%

10.3 Enrolled or engaged in further study

Response	Female	Male	Total	F %	M %	Total %
No	330	387	717	37%	43%	80%
Yes	70	106	176	8%	12%	20%
Grand Total	400	493	893	45%	55%	100%

12. Migration

Response	Female	Male	Total	F %	M %	Total %
No, I have not moved	340	395	735	38%	44%	83%
Yes, moved within the same country	48	75	123	5%	8%	14%
Yes, to another country	8	23	31	1%	3%	3%
Grand Total	396	493	889	45%	55%	100%