

# Graduate Tracer Survey Report 2017



## Regional Head Office

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*“579 graduates were included in this year’s survey, with 527 responses received, producing a 91% response rate”*

## Introduction and Methods

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### 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. Data for the survey was collected through administration of the APTC Graduate Tracer Questionnaire. The previous Graduate Tracer Survey Report was produced in 2016 and included students who had graduated up to January 2016.

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

- E-mail
- Postal services
- Personal interviews by visit
- Personal interviews by 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.

## Survey Administration and Feedback

The 2017 survey was administered between 13 February and 28 April 2017. The survey population consisted of 579 students who graduated between February and December 2016 (continuing from the cohort encompassed by the Graduate Tracer Survey 2016).

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

The table below details the survey population by citizenship and the number received as a percentage of the total surveyed.

Citizenship	Survey Population		Responses		Response Rate		Total Response Rate
	Female	Male	Female	Male	Female	Male	
<b>Fiji</b>	89	106	89	106	100%	100%	<b>100%</b>
<b>Kiribati</b>	3	7	3	7	100%	100%	<b>100%</b>
<b>PNG</b>	26	109	25	108	96%	99%	<b>99%</b>
<b>Samoa</b>	22	31	15	21	68%	68%	<b>68%</b>
<b>Solomon Islands</b>	55	65	48	55	87%	85%	<b>86%</b>
<b>Tonga</b>	2	12	2	11	100%	92%	<b>93%</b>
<b>Tuvalu</b>	0	1	0	0	0%	0%	<b>0%</b>
<b>Vanuatu</b>	30	21	24	13	80%	62%	<b>73%</b>
<b>Grand Total</b>	<b>227</b>	<b>352</b>	<b>206</b>	<b>321</b>	<b>91%</b>	<b>91%</b>	<b>91%</b>

The Graduate Tracer Survey 2017 recorded a 91% return on the overall survey population.

*“The majority of graduates were Fijian citizens (37%) followed by PNG (25%) and Solomon Islands (20%). 39% of all respondents were female”*

## Graduate Distribution

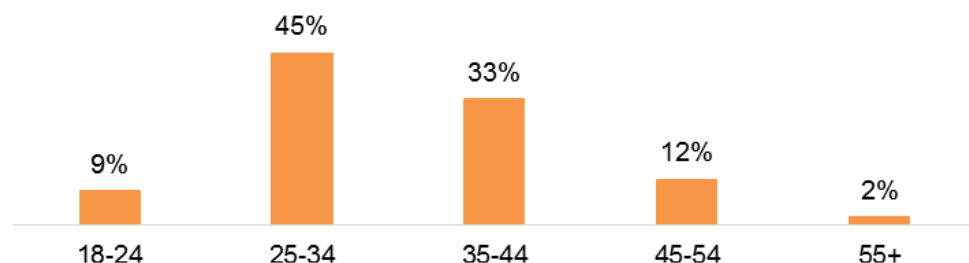
### Citizenship by Gender

Citizenship	Gender		Total
	Female	Male	
Federated States of Micronesia			0
Fiji	89	106	195
Kiribati	3	7	10
Nauru			0
Niue			0
Palau			0
Papua New Guinea	25	108	133
Samoa	15	21	36
Solomon Islands	48	55	103
Tonga	2	11	13
Tuvalu			0
Vanuatu	24	13	37
Other			0
<b>Grand Total:</b>	<b>206</b>	<b>321</b>	<b>527</b>

### Age Distribution by Citizenship and Gender

Citizenship	18-24		25-34		35-44		45-54		55+		Female Total	Male Total	Grand Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male			
Fiji	6	14	26	52	30	31	23	7	4	2	89	106	195
Kiribati	1	1	2	4		2					3	7	10
PNG	4	4	11	60	7	34	3	9		1	25	108	133
Samoa	3	4	10	7	1	6	1	3		1	15	21	36
Solomon Is	2	1	23	17	20	28	3	8		1	48	55	103
Tonga	1	1	1	7		3					2	11	13
Vanuatu	2	2	16	2	5	6	1	3			24	13	37
<b>Total</b>	<b>19</b>	<b>27</b>	<b>89</b>	<b>149</b>	<b>63</b>	<b>110</b>	<b>31</b>	<b>30</b>	<b>4</b>	<b>5</b>	<b>206</b>	<b>321</b>	<b>527</b>
<b>Grand Total</b>		<b>46</b>		<b>238</b>		<b>173</b>		<b>61</b>		<b>9</b>		<b>527</b>	

### Distribution by Age (genders combined)



*“87% of males reported being in full and part time; full time or part time employment, while 72% of females were similarly employed”*

## Employment Status

### Employment Status by Gender

Employment	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Full and part time job	2	11	15%	85%	13	2%
Full time job	126	230	35%	65%	356	68%
Part time job	20	39	34%	66%	59	11%
Unemployed	49	39	56%	44%	88	17%
Unpaid employment	9	2	82%	18%	11	2%
<b>Grand Total</b>	<b>206</b>	<b>321</b>	<b>39%</b>	<b>61%</b>	<b>527</b>	<b>100%</b>

68% of the employed graduates were in full time employment, 17% reported being unemployed and 11% were in part time employment.

The remaining 4% were in full and part time work or undertaking unpaid employment at the time of the survey.

On average, females were four times more likely to be working in unpaid employment than males.

### Type of Employment by Gender

Employment Category	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Unpaid community or voluntary work	5	4	56%	44%	9	2%
Looking for work or more work	2	6	25%	75%	8	2%
Working for Non-Government Organisation(NGO)	20	18	53%	47%	38	9%
Working for Private Company	88	164	35%	65%	252	57%
Working in own business	7	32	18%	82%	39	9%
Working for Public/Government Organisation	35	58	38%	62%	93	21%
<b>Grand Total</b>	<b>157</b>	<b>282</b>	<b>36%</b>	<b>64%</b>	<b>439</b>	<b>100%</b>

The majority of graduates were employed by private companies (57%), followed by those who worked in public or government organisations (21%). 18% either worked in their own business or were employed by NGOs. The remaining 4% were either doing unpaid community or voluntary work or looking for work/more work.

### Employment Category

Respondents were asked to record their actual position title, and responses have been collated into "like" roles in the table below. Where appropriate, the roles have been classified by industry sector in brackets after the role title.

Role	Female	Male	Role	Female	Male
Administration Officer (Business Services)	1		Human Resources - Director	1	
Administration Supervisor (Business Services)	1		IT Coordinator (Electricity)		1
Aerodrome Maintenance Team member	1		Kitchen Hand	2	1
Assistance Officer (Transport)		1	Labourer (Construction)		1
Assistant Secretary	1		Lead Hand (Construction)		2
Assistant Supervisor (Education and Training)	1		Leading Hand (Construction)		6
Automotive Mechanic		10	Learning Support Facilitator	1	
Boiler Maker	1	13	Manager (Transport)	1	
Branch/Shop Manager (Retail)	1		Manager Customer Care (Transport)	1	
Building Supervisor		1	Manager Harbour (Transport)		1
Business Development Manager (Electricity)	1	1	Manager/Owner (Business Services)		1
Cadet - Prison Officer		1	Medical Orderly		1
Camp Maintenance Supervisor (Construction)		1	Night Auditor (Tourism)	1	
Carer	7	1	Office Manager (Mining)	1	
Carpenter		37	Operations Manager (Construction)		3
Carpenter - Supervisor	1	2	Outreach Nurse	1	
Cash Administrator (Electricity)	1		Owner (Tourism)	1	
Cashier (Retail)	2		Painter / Decorator	1	7
Catering Manager		1	Parts Supervisor		1
Chef - Executive		1	Past Officer (Education & Training)	1	
Chef - Head	1	4	Pastry Chef	1	3
Chef/Cook	10	24	Personal Assistant (Business Services)	1	
Chief Engineer		1	Plumber	1	15
Christian Worker	1		Plumber (own company)		1
Commercial Manager (Manufacturing)	1		Public Relations Officer		1
Communication Coordinator (Transport)	1		Ramp Officer (Transport)		1
Community Project leader (Health Services)		1	Receptionist	2	
Community Rehabilitation Assistant	2		Reservations Officer	3	1

Company Manager (Construction)		1	Salesperson	2
Construction Manager		3	Seasonal worker (Agriculture)	1
Consultant (Other Business Services)		1	Security Assistant	1
Coordinator/Coordinator Assistant (Education)	2		Self Employed (Business Services)	1
Corporate Services Manager (Agriculture)	1		Senior Automotive Mechanic	3
Cosmetic Production Supervisor (Agriculture)	1		Senior Fitter Machinist	1
Counsellor	1		Senior Meter Reader	1
Customer Service Officer (Finance)	3	2	Senior Welfare Officer	1
Decorating, Editing, Production (Entertainment)		1	Sign Language Interpreter	1
Deputy Principal		1	Social Worker	1
Diesel Fitter		5	Sports Coordinator (Education)	1
Early Childhood Worker	2		Staff Nurse	1
Early Childhood Worker - Director	1		Steel Binder	1
Early Childhood Worker - Supervisor	1		Steward (Tourism)	1
Education Program Manager		1	Supervisor (Construction)	1
Electrician	1	6	Supervisor (Tourism)	1
Electrician - Team Leader		1	Team Leader (Electricity)	1
Engine Room Watch Rating (Transport)		1	Team Leader (Transport)	1
Engineer	2	5	Technical Assistant Officer (Electricity)	1
Enumerator (Government)	1		Technical Coordinator (Education)	1
Field Officer (Transport)		1	Technician (Manufacturing)	2
Field Supervisor (Electricity)		1	Telecommunication officer	1
Fitter Machinist		9	Terminal Manager (Electricity)	1
Food and Beverage - Attendant	13	5	Tour Guide	2
Food and Beverage - Supervisor	1		Trade Assistant (Mining)	2
Food and Beverage - Team Leader	2		TVET Trainer/Teacher/Tutor	39
Foreman (Construction)		3	Volunteer (Health Services)	2
Front Office / Receptionist	4	1	Wall and Floor Tiler	4
Guest Relations / Supervisor	1	1	Ward Assistant	3
Handyman (Education & Training)		1	Warehouse Supervisor (Manufacturing.)	1
Health & Safety Supervisor	1		Weigh-Bridge Officer	1
Housekeeping	1		Welder / Fabricator	1
Human Resources - Assistant	1	2	Wine Mixer / Taster	1
Human Resources - Manager	1	1	Workshop Supervisor (Government)	1
Human Resources - Training Coord.		1	Youth Worker	1
<b>Column Total</b>	<b>76</b>	<b>154</b>	<b>Column Total</b>	<b>80</b>
				<b>117</b>



*“34% of females and 28% of males surveyed said they were employed in a higher position after training with APTC”*

### Employment after graduating from APTC

Graduates were asked about their employment status after graduating from APTC, compared to prior to undertaking training with APTC. The table below shows the results.

Current Employment Status	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Different Company in a <b>similar industry</b> to the one I was employed by when I studied at APTC - <b>Higher Position</b>	22	36	38%	62%	58	13%
Different Company in a <b>similar industry</b> to the one I was employed by when I studied at APTC - <b>Similar Job</b>	11	39	22%	78%	50	11%
<b>Different Industry</b> to the one I was employed by when I studied at APTC - <b>Higher Position</b>	3	6	33%	67%	9	2%
<b>Different Industry</b> to the one I was employed by when I studied at APTC - <b>Similar Job</b>	5	5	50%	50%	10	2%
<b>Same Company</b> I was employed by when I studied with APTC - <b>Higher Position</b>	29	37	44%	56%	66	15%
<b>Same Company</b> I was employed by when I studied with APTC - <b>Same Job</b>	78	122	39%	61%	200	46%
<b>Self Employed - Different Industry</b>	4	7	36%	64%	11	3%
<b>Self Employed - Same Industry</b>	5	30	14%	86%	35	8%
<b>Grand Total</b>	<b>157</b>	<b>282</b>	<b>36%</b>	<b>64%</b>	<b>439</b>	<b>100%</b>

61% of the students were employed with the same company in either the same job or a higher position. 30% of the students managed to secure a higher position after graduating from APTC, an indication of the relevance of training.

*“Most graduates work for small businesses based in a single location - usually a capital city”*

## Employers

### 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.

Company	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Medium Business/ Several Branches	55	111	33%	67%	166	39%
Multinational (in more than 1 Country)	22	63	26%	74%	85	20%
Small Business/ Single Location	76	101	43%	57%	177	41%
<b>Grand Total</b>	<b>153</b>	<b>275</b>	<b>37%</b>	<b>63%</b>	<b>428</b>	<b>100%</b>

Most of the graduates (41%) worked for small businesses with a single location, 39% worked for medium sized businesses with several branches and 20% worked for multinationals.

### Company Location

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

Location	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Capital City	102	151	40%	60%	253	59%
Rural/Outer Island	15	19	44%	56%	34	8%
Village/Town	36	108	25%	75%	144	33%
<b>Grand Total</b>	<b>153</b>	<b>278</b>	<b>36%</b>	<b>64%</b>	<b>431</b>	<b>100%</b>

59% of the employers of the APTC graduates were based in the capital cities of their respective countries, 33% in villages or towns, with the remaining 8% in rural areas or outer islands.

The majority of females (67%) were employed in a capital city, while just over half (54%) of all males worked in a capital city, with another 39% of males working in a village or town.

*“The majority of respondents (87%) had no difficulty in obtaining employment after training”*

## Impact of APTC Training

This section seeks to measure the effect of training on the individual graduate’s employment prospects.

### Course Attended

Course	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Certificate III in Carpentry	0	68	0%	100%	68	13%
Certificate III in Commercial Cookery	22	39	36%	64%	61	12%
Certificate III in Early Childhood Education and Care	46	1	98%	2%	47	9%
Certificate III in Electrotechnology Electrician	3	12	20%	80%	15	3%
Certificate III in Engineering - Fabrication Trade	0	45	0%	100%	45	9%
Certificate III in Engineering - Mechanical Trade (Diesel Fitting)	0	16	0%	100%	16	3%
Certificate III in Engineering - Mechanical Trade (Fitting and Machining)	1	15	6%	94%	16	3%
Certificate III in Hospitality	35	8	81%	19%	43	8%
Certificate III in Individual Support (Ageing, Home and Community)	19	3	86%	14%	22	4%
Certificate III in Light Vehicle Mechanical Technology	2	23	8%	92%	25	5%
Certificate III in Painting and Decorating	3	12	20%	80%	15	3%
Certificate III in Patisserie	2	2	50%	50%	4	1%
Certificate III in Plumbing	1	26	4%	96%	27	5%
Certificate III in Tourism	14	4	78%	22%	18	3%
Certificate III in Wall and Floor Tiling	2	10	17%	83%	12	2%
Certificate IV in Disability	19	2	90%	10%	21	4%
Certificate IV in Leadership and Management	18	16	53%	47%	34	6%
Certificate IV in Training and Assessment	10	7	59%	41%	17	3%
Certificate IV in Youth Work	9	12	43%	57%	21	4%
<b>Grand Total</b>	<b>206</b>	<b>321</b>	<b>39%</b>	<b>61%</b>	<b>527</b>	<b>100%</b>

**Difficulty in sourcing employment**

Level of Difficulty	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Very Easy	55	105	34%	66%	160	37%
Easy	77	145	35%	65%	222	51%
Difficult	12	26	32%	68%	38	9%
Very Difficult	6	1	86%	14%	7	2%
I could not find a job in the same field as my APTC studies	6	5	55%	45%	11	3%
<b>Grand Total</b>	<b>156</b>	<b>282</b>	<b>36%</b>	<b>64%</b>	<b>438</b>	<b>100%</b>

87% of APTC graduates mentioned it was easy (Very Easy and Easy) to find work, 10% said it was difficult (Very Difficult and Difficult), while 3% said they could not find a job in the same field as their APTC studies.

**Did APTC training help you get your current job?**

APTC Training	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
I was already in my current job	56	118	32%	68%	174	40%
No	10	9	53%	47%	19	4%
Yes	90	154	37%	63%	244	56%
<b>Grand Total</b>	<b>156</b>	<b>281</b>	<b>37%</b>	<b>63%</b>	<b>437</b>	<b>100%</b>

56% of the APTC graduates (58% female, 55% male) said that APTC training helped them find their current job. 4% indicated that training was not a factor in helping them source their current employment, while the remaining 40% were in their current job prior to undertaking training with APTC.

*“Almost all respondents believe they have increased technical knowledge and can perform workplace tasks more effectively after training”*

## Professional Development

This section records the graduate's 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.

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

Full understanding of industry standards	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	100	178	36%	64%	278	53.0%
Agree	103	142	42%	58%	245	46.7%
No Change	1	1	50%	50%	2	0.4%
<b>Grand Total</b>	<b>204</b>	<b>321</b>	<b>39%</b>	<b>61%</b>	<b>525</b>	<b>100%</b>

**Graduates are able to use current technology in workplace tasks after training.**

Able to use current technology	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	81	180	31%	69%	261	49.7%
Agree	116	134	46%	54%	250	47.6%
Disagree	1	1	50%	50%	2	0.4%
Strongly disagree		1	0%	100%	1	0.2%
No Change	6	5	55%	45%	11	2.1%
<b>Grand Total</b>	<b>204</b>	<b>321</b>	<b>39%</b>	<b>61%</b>	<b>525</b>	<b>100%</b>

**Graduates are fluent in relevant technical vocabulary after training.**

Fluent in technical vocabulary	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	80	189	30%	70%	269	51.2%
Agree	118	128	48%	52%	246	46.9%
Disagree		1	0%	100%	1	0.2%
Strongly disagree		2	0%	100%	2	0.4%
No Change	6	1	86%	14%	7	1.3%
<b>Grand Total</b>	<b>204</b>	<b>321</b>	<b>39%</b>	<b>61%</b>	<b>525</b>	<b>100%</b>

**Graduates can complete all tasks required of them after training.**

Able to complete all tasks	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	88	187	32%	68%	275	52.4%
Agree	112	129	46%	54%	241	45.9%
No Change	4	5	44%	56%	9	1.7%
<b>Grand Total</b>	<b>204</b>	<b>321</b>	<b>39%</b>	<b>61%</b>	<b>525</b>	<b>100%</b>

**Graduates are able to take increased responsibility after training.**

Able to take on increased responsibility	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	95	187	34%	66%	282	53.7%
Agree	106	128	45%	55%	234	44.6%
Disagree		1	0%	100%	1	0.2%
No Change	3	5	38%	63%	8	1.5%
<b>Grand Total</b>	<b>204</b>	<b>321</b>	<b>39%</b>	<b>61%</b>	<b>525</b>	<b>100%</b>

**Graduates can communicate effectively with colleagues after training.**

Able to communicate effectively	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	102	186	35%	65%	288	54.9%
Agree	101	127	44%	56%	228	43.4%
Disagree		1	0%	100%	1	0.2%
No Change	1	7	13%	88%	8	1.5%
<b>Grand Total</b>	<b>204</b>	<b>321</b>	<b>39%</b>	<b>61%</b>	<b>525</b>	<b>100%</b>

**Training provided graduates with essential skills and knowledge required by employers in their industry.**

APTC provided essential skills and knowledge	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	112	210	35%	65%	322	61.3%
Agree	90	109	45%	55%	199	37.9%
No Change	1	2	33%	67%	3	0.6%
Strongly disagree	1		100%	0%	1	0.2%
<b>Grand Total</b>	<b>204</b>	<b>321</b>	<b>39%</b>	<b>61%</b>	<b>525</b>	<b>100%</b>

*“Training with APTC provides increased awareness of societal issues, as well as engendering increased self-confidence”*

## Personal Development

Training has benefits other than technical competence, including improvements in workplace attitude, work ethics and social responsibilities. The summary of the responses received for each statement is provided below.

### Increased Motivation and Self-initiative

Motivation and initiative increased	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly agree	102	196	34%	66%	298	56.8%
Agree	99	124	44%	56%	223	42.5%
No Change	2	1	67%	33%	3	0.6%
Strongly disagree	1		100%	0%	1	0.2%
<b>Grand Total</b>	<b>204</b>	<b>321</b>	<b>39%</b>	<b>61%</b>	<b>525</b>	<b>100%</b>

### Improved Punctuality

Motivation and initiative increased	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly agree	102	188	35%	65%	290	55.2%
Agree	96	126	43%	57%	222	42.3%
No Change	5	7	42%	58%	12	2.3%
Strongly disagree	1		100%	0%	1	0.2%
<b>Grand Total</b>	<b>204</b>	<b>321</b>	<b>39%</b>	<b>61%</b>	<b>525</b>	<b>100%</b>

### Increased Self Responsibility

Increase in self-responsibility	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly agree	110	199	36%	64%	309	58.9%
Agree	91	119	43%	57%	210	40.0%
No Change	2	3	40%	60%	5	1.0%
Strongly disagree	1		100%	0%	1	0.2%
<b>Grand Total</b>	<b>204</b>	<b>321</b>	<b>39%</b>	<b>61%</b>	<b>525</b>	<b>100%</b>

**Improved Reliability**

Improved reliability	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly agree	103	192	35%	65%	295	56.2%
Agree	96	125	43%	57%	221	42.1%
No Change	4	4	50%	50%	8	1.5%
Strongly disagree	1		100%	0%	1	0.2%
<b>Grand Total</b>	<b>204</b>	<b>321</b>	<b>39%</b>	<b>61%</b>	<b>525</b>	<b>100%</b>

**Improved Professional Appearance (Dress and Hygiene)**

Improved professional appearance	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly agree	107	194	36%	64%	301	57.3%
Agree	89	118	43%	57%	207	39.4%
No Change	7	9	44%	56%	16	3.0%
Strongly disagree	1		100%	0%	1	0.2%
<b>Grand Total</b>	<b>204</b>	<b>321</b>	<b>39%</b>	<b>61%</b>	<b>525</b>	<b>100%</b>

**Increased Level of Self-Confidence**

Increased self-confidence	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly agree	105	206	34%	66%	311	59.2%
Agree	94	110	46%	54%	204	38.9%
Disagree	1	1	50%	50%	2	0.4%
No Change	3	4	43%	57%	7	1.3%
Strongly disagree	1		100%	0%	1	0.2%
<b>Grand Total</b>	<b>204</b>	<b>321</b>	<b>39%</b>	<b>61%</b>	<b>525</b>	<b>100%</b>

**Did training provide a better understanding of the importance of good physical health?**

Better understanding of physical health	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
No	4	3	57%	43%	7	1.3%
Yes	200	316	39%	61%	516	98.7%
<b>Grand Total</b>	<b>204</b>	<b>319</b>	<b>39%</b>	<b>61%</b>	<b>523</b>	<b>100%</b>



Did training provide a better understanding of the risk of smoking, drinking kava, alcohol and taking drugs?

Better understanding of risk in smoking, alcohol, kava and drugs	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
No	14	10	58%	42%	24	4.6%
Yes	190	309	38%	62%	499	95.4%
<b>Grand Total</b>	<b>204</b>	<b>319</b>	<b>39%</b>	<b>61%</b>	<b>523</b>	<b>100%</b>

Did training provide a better understanding of issues such as depression and suicide?

Better understanding of issues such as depression and suicide	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
No	14	20	41%	59%	34	6.5%
Yes	190	299	39%	61%	489	93.5%
<b>Grand Total</b>	<b>204</b>	<b>319</b>	<b>39%</b>	<b>61%</b>	<b>523</b>	<b>100%</b>

Did training provide a better understanding of the impact of poverty on society?

Better understanding of the impact of poverty on society	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
No	12	15	44%	56%	27	5.2%
Yes	192	304	39%	61%	496	94.8%
<b>Grand Total</b>	<b>204</b>	<b>319</b>	<b>39%</b>	<b>61%</b>	<b>523</b>	<b>100%</b>

Did training provide a better understanding of the impact of gender equality?

Better understanding of the impact of gender equality	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
No	5	6	45%	55%	11	2.1%
Yes	199	313	39%	61%	512	97.9%
<b>Grand Total</b>	<b>204</b>	<b>319</b>	<b>39%</b>	<b>61%</b>	<b>523</b>	<b>100%</b>

**Did training provide a better understanding of the effects of climate change?**

Better understanding of the effects of climate change	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
No	24	21	53%	47%	45	8.6%
Yes	180	298	38%	62%	478	91.4%
<b>Grand Total</b>	<b>204</b>	<b>319</b>	<b>39%</b>	<b>61%</b>	<b>523</b>	<b>100%</b>

**Did training provide a better understanding of child protection rights?**

Better understanding of child protection rights	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
No	13	20	39%	61%	33	6.3%
Yes	191	299	39%	61%	490	93.7%
<b>Grand Total</b>	<b>204</b>	<b>319</b>	<b>39%</b>	<b>61%</b>	<b>523</b>	<b>100%</b>

**Did training provide a better understanding of the effects of domestic violence?**

Better understanding of the effects of domestic violence	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
No	19	21	48%	53%	40	7.6%
Yes	185	298	38%	62%	483	92.4%
<b>Grand Total</b>	<b>204</b>	<b>319</b>	<b>39%</b>	<b>61%</b>	<b>523</b>	<b>100%</b>

**Did training provide a better understanding of the issues (above) which led to changes in your life?**

Has a better understanding of the issues led to changes in your life	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
No	1	1	50%	50%	2	0.4%
Not Sure	6	14	30%	70%	20	3.8%
Yes	197	304	39%	61%	501	95.8%
<b>Grand Total</b>	<b>204</b>	<b>319</b>	<b>39%</b>	<b>61%</b>	<b>523</b>	<b>100%</b>

*“94% of respondents believe that training with APTC improved their employment prospects”*

## Income and Employment

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

### Improved Employment Prospects

Improved employment prospects	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	90	174	34%	66%	264	51.0%
Agree	97	127	43%	57%	224	43.2%
No Change	11	14	44%	56%	25	4.8%
Disagree	2	1	67%	33%	3	0.6%
Strongly disagree	2		100%	0%	2	0.4%
<b>Grand Total</b>	<b>202</b>	<b>316</b>	<b>39%</b>	<b>61%</b>	<b>518</b>	<b>100%</b>

APTC training improves employment prospects of its graduates. 187 of 202 (93%) female respondents and 301 of 316 (95%) male respondents indicated that training improved their employment prospects.

### Significantly Improved Current Employment Position

Improved employment position	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	75	158	32%	68%	233	45.2%
Agree	93	114	45%	55%	207	40.2%
No Change	31	39	44%	56%	70	13.6%
Disagree	1	2	33%	67%	3	0.6%
Strongly disagree	2		100%	0%	2	0.4%
<b>Grand Total</b>	<b>202</b>	<b>313</b>	<b>39%</b>	<b>61%</b>	<b>515</b>	<b>100%</b>

440 of the 515 (85%) respondents reported a significantly improved current employment position as a result of APTC studies.

**Increased Job Ease and Satisfaction**

Increased job ease and satisfaction	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	80	169	32%	68%	249	48.4%
Agree	98	126	44%	56%	224	43.6%
No Change	19	18	51%	49%	37	7.2%
Disagree	1	1	50%	50%	2	0.4%
Strongly disagree	2		100%	0%	2	0.4%
<b>Grand Total</b>	<b>200</b>	<b>314</b>	<b>39%</b>	<b>61%</b>	<b>514</b>	<b>100%</b>

**Improved Sense of Job Security**

Improved sense of job security	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	78	188	29%	71%	266	51.6%
Agree	99	114	46%	54%	213	41.3%
No Change	19	13	59%	41%	32	6.2%
Disagree	2		100%	0%	2	0.4%
Strongly disagree	3		100%	0%	3	0.6%
<b>Grand Total</b>	<b>201</b>	<b>315</b>	<b>39%</b>	<b>61%</b>	<b>516</b>	<b>100%</b>

**Promotion during or after completing APTC studies**

Promotion during or after studies	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
No	129	191	40%	60%	320	63.5%
Yes	65	119	35%	65%	184	36.5%
<b>Grand Total</b>	<b>194</b>	<b>310</b>	<b>38%</b>	<b>62%</b>	<b>504</b>	<b>100%</b>

Of the 504 respondents to this question, 184 (36.5%) reported that they gained a promotion during or after completing APTC studies. This indicates that APTC qualifications have a positive effect on the employment status of graduates.

**Average weekly wage one year after studying with APTC**

Average weekly wage	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
More	72	155	32%	68%	227	45.6%
Same	100	129	44%	56%	229	46.0%
Less	19	23	45%	55%	42	8.4%
<b>Grand Total</b>	<b>191</b>	<b>307</b>	<b>38%</b>	<b>62%</b>	<b>498</b>	<b>100%</b>

In total 46% of respondents (72 females, 155f males) reported that they are earning more after completion of training than they were before commencing with APTC.

**After completing studies with APTC, how often do you use the Leadership Skills in your current job?**

Using leadership skills on the job	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Daily or weekly	155	259	37%	63%	414	81.8%
Monthly	12	30	29%	71%	42	8.3%
A few times a year	19	18	51%	49%	37	7.3%
Never	7	6	54%	46%	13	2.6%
<b>Grand Total</b>	<b>193</b>	<b>313</b>	<b>38%</b>	<b>62%</b>	<b>506</b>	<b>100%</b>

**After completing studies with APTC, how often do you use the Communication Skills in your current job?**

Using communication skills on the job	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Daily or weekly	175	252	41%	59%	427	84.4%
Monthly	7	44	14%	86%	51	10.1%
A few times a year	8	15	35%	65%	23	4.5%
Never	1	4	20%	80%	5	1.0%
<b>Grand Total</b>	<b>191</b>	<b>315</b>	<b>38%</b>	<b>62%</b>	<b>506</b>	<b>100%</b>

**Frequency of contact with other students met during training**

Contact with other APTC students	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Daily or weekly	75	88	46%	54%	163	32.1%
Monthly	50	103	33%	67%	153	30.1%
A few times a year	60	108	36%	64%	168	33.1%
Never	8	16	33%	67%	24	4.7%
<b>Grand Total</b>	<b>193</b>	<b>315</b>	<b>38%</b>	<b>62%</b>	<b>508</b>	<b>100%</b>

**Frequency of contact with trainers and tutors met during training**

Contact with other APTC trainers/tutors	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Daily or weekly	25	35	42%	58%	60	11.9%
Monthly	44	60	42%	58%	104	20.6%
A few times a year	65	105	38%	62%	170	33.6%
Never	58	114	34%	66%	172	34.0%
<b>Grand Total</b>	<b>192</b>	<b>314</b>	<b>38%</b>	<b>62%</b>	<b>506</b>	<b>100%</b>

*“99% of respondents are very satisfied or satisfied with the training they received from APTC”*

## Overall level of satisfaction with training

Graduates were asked about their overall satisfaction with APTC training, with the results summarised below.

Overall satisfaction with training	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Very Satisfied	143	239	37%	63%	382	73.2%
Satisfied	57	80	42%	58%	137	26.2%
Unsatisfied	2		100%	0%	2	0.4%
Very unsatisfied	1		100%	0%	1	0.2%
<b>Grand Total</b>	<b>203</b>	<b>319</b>	<b>39%</b>	<b>61%</b>	<b>522</b>	<b>100%</b>

APTC training is very highly regarded by former students. The survey outcome substantially exceeds satisfaction benchmarks.

### Would you undertake another APTC course in future?

Undertake another course	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Yes - I would pay for my course fees to obtain a place in class	15	21	42%	58%	36	6.9%
Yes - I would undertake a scholarship	183	296	38%	62%	479	91.8%
No	5	2	71%	29%	7	1.3%
<b>Grand Total</b>	<b>203</b>	<b>319</b>	<b>39%</b>	<b>61%</b>	<b>522</b>	<b>100%</b>

### Would you recommend APTC courses to other people?

Recommend APTC to others	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
No	1		100%	0%	1	0.2%
Yes	199	318	38%	62%	517	99.8%
<b>Grand Total</b>	<b>200</b>	<b>318</b>	<b>39%</b>	<b>61%</b>	<b>518</b>	<b>100%</b>

After completing APTC studies, have you used what you learnt to teach and help others?

Used what was learnt to train others	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	126	224	36%	64%	350	67.6%
Agree	70	89	44%	56%	159	30.7%
No Change	2		100%	0%	2	0.4%
Strongly disagree	2	5	29%	71%	7	1.4%
<b>Grand Total</b>	<b>200</b>	<b>318</b>	<b>39%</b>	<b>61%</b>	<b>518</b>	<b>100%</b>



*“The majority of migrations recorded in this survey were to Australia and New Zealand”*

## Migration

The Graduate Tracer Survey is one method used to track the migration of APTC graduates.

### Have you moved to another location/country?

Moved to another location or country	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
No, I have not moved	175	276	39%	61%	451	87.2%
Yes, moved within the same country	21	33	39%	61%	54	10.4%
Yes, to another country	4	8	33%	67%	12	2.3%
<b>Grand Total</b>	<b>200</b>	<b>317</b>	<b>39%</b>	<b>61%</b>	<b>517</b>	<b>100%</b>

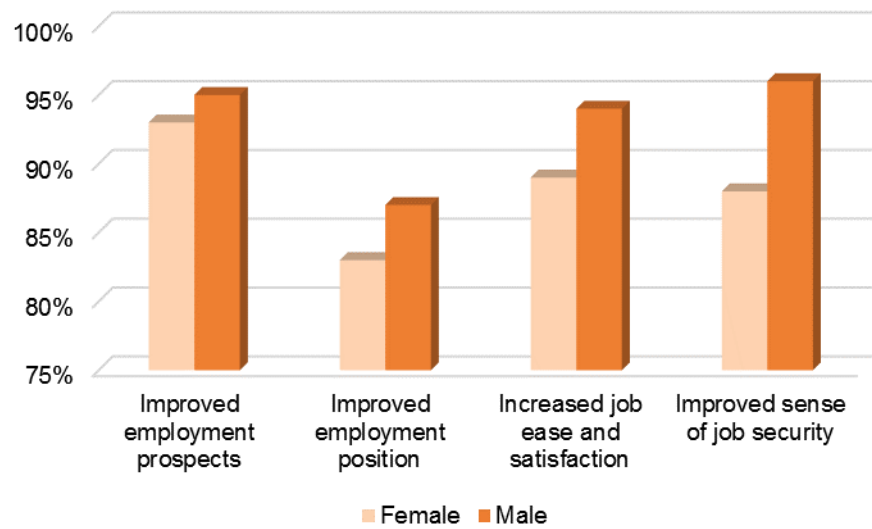
### Which location/country did you move to?

Migration destination	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Australia		2	0%	100%	2	16.7%
Cook Islands		1	0%	100%	1	8.3%
PNG		1	0%	100%	1	8.3%
New Zealand	2	3	40%	60%	5	41.7%
New Zealand and Australia	1		100%	0%	1	8.3%
Samoa		1	0%	100%	1	8.3%
Tonga	1		100%	0%	1	8.3%
<b>Grand Total</b>	<b>4</b>	<b>8</b>	<b>33%</b>	<b>67%</b>	<b>12</b>	<b>100%</b>

## Summary

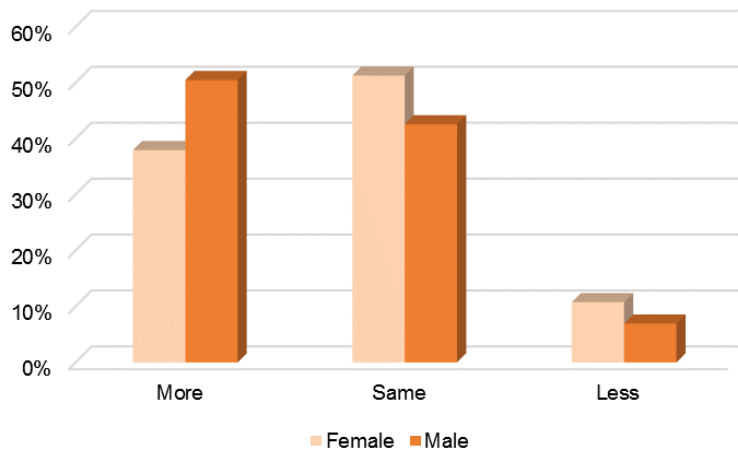
### Employment

APTC graduates continue to enjoy high employability. Finding new employment has also been made easier through APTC certification. Survey respondents also reported a higher level of job security and job satisfaction after training.



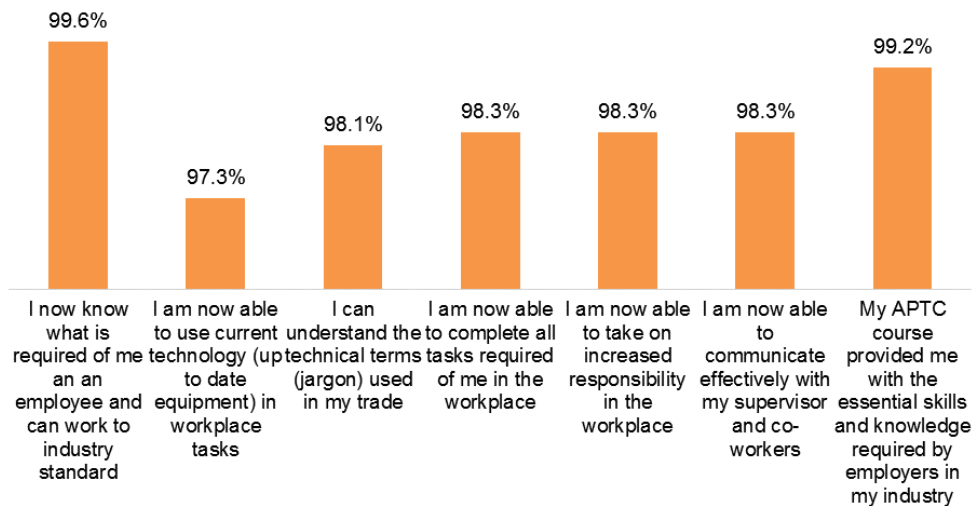
**Remuneration**

A substantial proportion of respondents to the survey indicated that they were earning more one year after training than they were before training commenced.



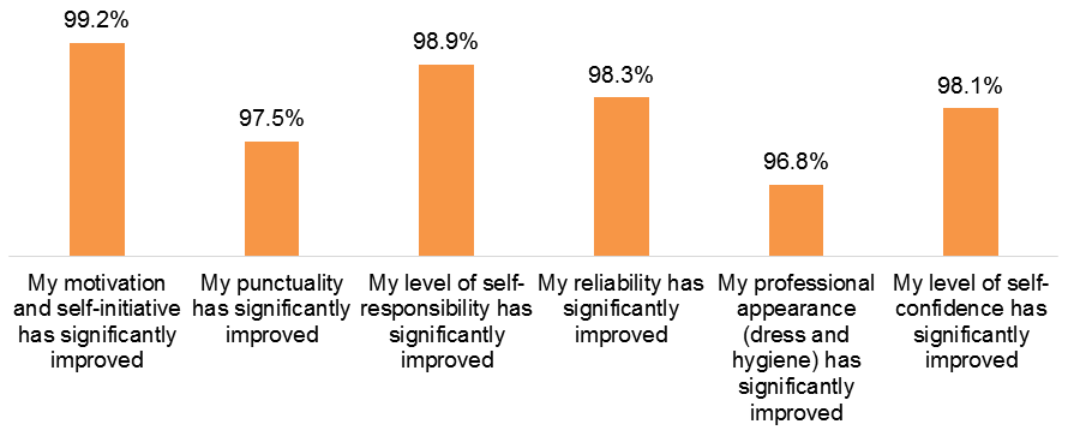
**Professional Development**

Gaining an APTC qualification leads to an increase in graduates technical expertise, practical abilities and knowledge of industry standards.



**Personal Development**

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



## APTC

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**APTC**  
AUSTRALIA-PACIFIC  
TECHNICAL COLLEGE  

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CREATING SKILLS FOR LIFE