Graduate Tracer Survey Report – 2012

15th November, 2012

Corporate and Student Services Office, Nadi, Fiji

(Data from APTC ‘Orange’ Database)
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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 June of 2011 and covered students who had graduated by the 31st of December, 2010.

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

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 as “Annex A” of the report.

2. Survey Administration and Feedback

The survey was administered between the 2nd of July and the 17th of August, 2012; the survey collection period ended on the 30th of October, 2012. The survey population was 1200 students who graduated between the 1st of January and the 31st of December, 2011 (continuing from the dates of graduation covered by the last survey of June, 2011).

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.

Table 1 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 2012 Graduate Tracer Survey recorded a 38.75% return on the overall survey population and a 50.05% return on the number of graduates who could be contacted.
### Table 1: Surveys Administered and Returned by Country

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Fiji</td>
<td>299</td>
<td>148</td>
<td>129</td>
<td>43.14</td>
<td>87.16</td>
</tr>
<tr>
<td>FSM</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>50.00</td>
<td>100.00</td>
</tr>
<tr>
<td>Kiribati</td>
<td>19</td>
<td>19</td>
<td>18</td>
<td>94.74</td>
<td>94.74</td>
</tr>
<tr>
<td>Marshall Islands</td>
<td>23</td>
<td>18</td>
<td>12</td>
<td>52.17</td>
<td>66.67</td>
</tr>
<tr>
<td>Nauru</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>50.00</td>
<td>100.00</td>
</tr>
<tr>
<td>Niue</td>
<td>7</td>
<td>5</td>
<td>2</td>
<td>28.57</td>
<td>40.00</td>
</tr>
<tr>
<td>Palau</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>66.67</td>
<td>66.67</td>
</tr>
<tr>
<td>PNG</td>
<td>294</td>
<td>280</td>
<td>66</td>
<td>22.45</td>
<td>23.57</td>
</tr>
<tr>
<td>Samoa</td>
<td>165</td>
<td>140</td>
<td>55</td>
<td>33.33</td>
<td>39.29</td>
</tr>
<tr>
<td>Solomon Islands</td>
<td>80</td>
<td>61</td>
<td>29</td>
<td>36.25</td>
<td>47.54</td>
</tr>
<tr>
<td>Tonga</td>
<td>43</td>
<td>30</td>
<td>14</td>
<td>32.56</td>
<td>46.67</td>
</tr>
<tr>
<td>Tuvalu</td>
<td>36</td>
<td>30</td>
<td>24</td>
<td>66.67</td>
<td>80.00</td>
</tr>
<tr>
<td>Vanuatu</td>
<td>223</td>
<td>191</td>
<td>110</td>
<td>49.33</td>
<td>57.59</td>
</tr>
<tr>
<td>Total</td>
<td>1200</td>
<td>929</td>
<td>465</td>
<td>38.75</td>
<td>50.05</td>
</tr>
</tbody>
</table>

**Note:** Some students that were part of the survey population could not be contacted for the survey for various reasons including change of contact numbers and residential addresses, migration, limited or no access to internet and e-mails, etc.

### 3. General Graduate Information

#### 3.1 Current Employment Status

Graduates taking part in the survey were asked to indicate their employment status at the time of completing the questionnaire; the results are shown below:

<table>
<thead>
<tr>
<th>Currently Employed</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>412</td>
</tr>
<tr>
<td>No</td>
<td>47</td>
</tr>
<tr>
<td>No Data</td>
<td>6</td>
</tr>
<tr>
<td>Grand Total</td>
<td>465</td>
</tr>
</tbody>
</table>

89% of the graduates that took part in the survey were in some form of employment at the time of the survey; 10% were unemployed and 1% did not respond to the question.

**APTC Graduate Employability:**

- 89% of the APTC Graduates were in some form of employment at the time of the survey.

---

APTC Graduate Tracer Survey Report – 2012 5 | P a g e
3.2 Employed By

Table 3 below indicates the respondent’s employment status.

<table>
<thead>
<tr>
<th>Employed by</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed by a company, organization or other person</td>
<td>375</td>
</tr>
<tr>
<td>Self-employed</td>
<td>51</td>
</tr>
<tr>
<td>No Data</td>
<td>39</td>
</tr>
<tr>
<td>Grand Total</td>
<td>465</td>
</tr>
</tbody>
</table>

81% of the graduates in employment were engaged by either a company, organization or another person; 11% were self-employed and 8% did not respond to the question.

3.3 Employment Type

Table 4 shows whether the graduates were employed full time, part time or on a casual basis.

<table>
<thead>
<tr>
<th>Employment Type</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full time</td>
<td>392</td>
</tr>
<tr>
<td>Part Time</td>
<td>22</td>
</tr>
<tr>
<td>Casual</td>
<td>16</td>
</tr>
<tr>
<td>No Data</td>
<td>35</td>
</tr>
<tr>
<td>Grand Total</td>
<td>465</td>
</tr>
</tbody>
</table>

84% of the graduates who were employed, were employed full time, 5% were employed part time and 3% were employed on a casual basis; 8% did not respond to the question.
3.4 Employment Sector

The graduates who were employed were asked to indicate the sector of employment; formal or informal. Table 5 below shows the results.

Table 5: Employment Sector

<table>
<thead>
<tr>
<th>Employment Sector</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Formal</td>
<td>396</td>
</tr>
<tr>
<td>Informal No</td>
<td>42</td>
</tr>
<tr>
<td>Data Grand</td>
<td>27</td>
</tr>
<tr>
<td>Total</td>
<td>465</td>
</tr>
</tbody>
</table>

85% of the graduates who were in employment at the time of the survey were employed in the formal sector; 9% in the informal sector. The remaining 6% did not respond to the question.

3.5 Profession/Trade

Table 6 summarises the profession/trade of the graduates that took part in the survey.

Table 6: Profession/Trade of Graduates

<table>
<thead>
<tr>
<th>Profession/Trade</th>
<th>Frequency</th>
<th>Profession/Trade</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>14</td>
<td>Hospitality / Accommodation /</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Restaurant / Tourism</td>
<td></td>
</tr>
<tr>
<td>Airline</td>
<td>1</td>
<td>Hotel manager</td>
<td>1</td>
</tr>
<tr>
<td>Automotive mechanic / Mechanic</td>
<td>19</td>
<td>Hotel worker</td>
<td>39</td>
</tr>
<tr>
<td>Aviation: Flight attendant</td>
<td>1</td>
<td>Marketing / Information officer / Sales</td>
<td>3</td>
</tr>
<tr>
<td>Carpenter / Builder / Contractor</td>
<td>22</td>
<td>Media Officer</td>
<td>1</td>
</tr>
<tr>
<td>Catering / Food and beverage</td>
<td>6</td>
<td>Nurse</td>
<td>1</td>
</tr>
<tr>
<td>Chef / Head Chef / Cook / Pastry</td>
<td>37</td>
<td>Painter</td>
<td>10</td>
</tr>
<tr>
<td>Childcare</td>
<td>1</td>
<td>Plumbing and Sheet-metal</td>
<td>5</td>
</tr>
<tr>
<td>Community Worker</td>
<td>1</td>
<td>Police Officer</td>
<td>1</td>
</tr>
<tr>
<td>Consultant</td>
<td>1</td>
<td>Refrigeration and Air-conditioning</td>
<td>8</td>
</tr>
<tr>
<td>Customer services</td>
<td>1</td>
<td>Reservation Clerk</td>
<td>4</td>
</tr>
<tr>
<td>Dive master / Boat captain</td>
<td>1</td>
<td>Teacher / Lecturer</td>
<td>109</td>
</tr>
<tr>
<td>Electrician</td>
<td>20</td>
<td>Therapist</td>
<td>1</td>
</tr>
<tr>
<td>Engineer: Marine</td>
<td>3</td>
<td>Tile layer</td>
<td>3</td>
</tr>
<tr>
<td>Fitter mechanic: Electrical</td>
<td>15</td>
<td>Trainer / Instructor</td>
<td>17</td>
</tr>
<tr>
<td>Fitting and machining / Heavy</td>
<td>8</td>
<td>Travel Agent / Reservations Officer</td>
<td>2</td>
</tr>
<tr>
<td>equipment / Mechanical</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hair stylist</td>
<td>7</td>
<td>Welding and fabrication</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>No Data</td>
<td>89</td>
</tr>
</tbody>
</table>

More than 23% of the graduates taking part in the survey were involved in teaching/training activities. Approximately 22% of respondents were employed in the hospitality industry.
3.6 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 7 below shows the results.

<table>
<thead>
<tr>
<th>New/Same Job</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>New job</td>
<td>135</td>
</tr>
<tr>
<td>Same job No Data</td>
<td>285</td>
</tr>
<tr>
<td>Data Grand Total</td>
<td>45</td>
</tr>
<tr>
<td>Total</td>
<td>465</td>
</tr>
</tbody>
</table>

29% of the graduates that took part in the survey gained new jobs after graduating from APTC; 61% were in the same job that they had before undertaking training with APTC; 10% 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 8 below shows the results.

<table>
<thead>
<tr>
<th>Employer Type</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private Sector</td>
<td>273</td>
</tr>
<tr>
<td>Public / Government Organisation</td>
<td>161</td>
</tr>
<tr>
<td>No Data</td>
<td>31</td>
</tr>
<tr>
<td>Grand Total</td>
<td>465</td>
</tr>
</tbody>
</table>

59% of the graduates were working in the private sector; 34% in the public/government sector whilst 7% 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 9 below.

<table>
<thead>
<tr>
<th>Business Size/Locations</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medium Business / Multiple</td>
<td>176</td>
</tr>
<tr>
<td>Locations</td>
<td></td>
</tr>
<tr>
<td>Multinational</td>
<td>44</td>
</tr>
<tr>
<td>Small Business / Single Location</td>
<td>192</td>
</tr>
<tr>
<td>No Data</td>
<td>53</td>
</tr>
<tr>
<td>Grand Total</td>
<td>465</td>
</tr>
</tbody>
</table>

Most of the graduates (41%) worked for small businesses that have a single establishment; 38% work for medium sized businesses with multiple locations whilst 10% 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 10 below.

<table>
<thead>
<tr>
<th>Geographical Location</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capital City</td>
<td>262</td>
</tr>
<tr>
<td>Other City/Urban</td>
<td>119</td>
</tr>
<tr>
<td>Rural/Outer island</td>
<td>45</td>
</tr>
<tr>
<td>No Data</td>
<td>39</td>
</tr>
<tr>
<td>Grand Total</td>
<td>465</td>
</tr>
</tbody>
</table>

56% of the employers of the APTC graduates were based in the capital cities of the respective countries, 26% in other urban centres and 10% in rural areas or outer islands.
5. General Information on Graduate APTC Experience

5.1 Course Attended

Table 11 lists the APTC courses successfully completed by the graduates that took part in this survey.

<table>
<thead>
<tr>
<th>APTC Course</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Automotive Mechanical</td>
<td>31</td>
</tr>
<tr>
<td>Carpentry Children’s</td>
<td>28</td>
</tr>
<tr>
<td>Services Commercial</td>
<td>64</td>
</tr>
<tr>
<td>Cookery Community</td>
<td>39</td>
</tr>
<tr>
<td>Services Work Diesel</td>
<td>11</td>
</tr>
<tr>
<td>Fitting</td>
<td>15</td>
</tr>
<tr>
<td>Diploma Children’s Services</td>
<td>6</td>
</tr>
<tr>
<td>Diploma in Community Services</td>
<td>1</td>
</tr>
<tr>
<td>Fabrication Welding</td>
<td>7</td>
</tr>
<tr>
<td>Hairdressing</td>
<td>8</td>
</tr>
<tr>
<td>Hospitality Operations</td>
<td>68</td>
</tr>
<tr>
<td>Hospitality Supervision</td>
<td>8</td>
</tr>
<tr>
<td>Mechanical Fitting</td>
<td>10</td>
</tr>
<tr>
<td>Painting &amp; Decorating</td>
<td>13</td>
</tr>
<tr>
<td>Patisserie</td>
<td>7</td>
</tr>
<tr>
<td>Plumbing</td>
<td>5</td>
</tr>
<tr>
<td>Refrigeration / Air-conditioning</td>
<td>10</td>
</tr>
<tr>
<td>Systems Electrician</td>
<td>20</td>
</tr>
<tr>
<td>SHCS Training &amp; Assessment</td>
<td>69</td>
</tr>
<tr>
<td>Tourism Operations</td>
<td>17</td>
</tr>
<tr>
<td>Wall &amp; Floor Tiling</td>
<td>5</td>
</tr>
<tr>
<td>No Data</td>
<td>23</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>
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 Gradduates have full understanding of requirements as an employee in terms of industry standards after studying with APTC.

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>230</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>203</td>
</tr>
<tr>
<td>No Data</td>
<td>22</td>
</tr>
<tr>
<td>No change</td>
<td>6</td>
</tr>
<tr>
<td>Disagree</td>
<td>3</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>1</td>
</tr>
<tr>
<td>Grand Total</td>
<td>465</td>
</tr>
</tbody>
</table>

6.1.2 Gradduates able to work to industry standards after studying at APTC.

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>228</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>207</td>
</tr>
<tr>
<td>No Data</td>
<td>22</td>
</tr>
<tr>
<td>No change</td>
<td>6</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>2</td>
</tr>
<tr>
<td>Grand Total</td>
<td>465</td>
</tr>
</tbody>
</table>
6.1.3 Graduates able to use current technology in workplace tasks after APTC training.

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>251</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>167</td>
</tr>
<tr>
<td>No change</td>
<td>21</td>
</tr>
<tr>
<td>No Data</td>
<td>20</td>
</tr>
<tr>
<td>Disagree</td>
<td>5</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>1</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>

6.1.4 Graduates fluent in relevant technical vocabulary after APTC training

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>276</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>159</td>
</tr>
<tr>
<td>No change</td>
<td>20</td>
</tr>
<tr>
<td>No Data</td>
<td>7</td>
</tr>
<tr>
<td>Disagree</td>
<td>2</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>1</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>247</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>180</td>
</tr>
<tr>
<td>No Data</td>
<td>21</td>
</tr>
<tr>
<td>No change</td>
<td>12</td>
</tr>
<tr>
<td>Disagree</td>
<td>4</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>1</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>
6.1.6 Graduates are able to work effectively with minimal supervision after APTC training.

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>225</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>199</td>
</tr>
<tr>
<td>No Data</td>
<td>21</td>
</tr>
<tr>
<td>No change</td>
<td>17</td>
</tr>
<tr>
<td>Disagree</td>
<td>2</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>1</td>
</tr>
<tr>
<td>Grand Total</td>
<td>465</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>226</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>204</td>
</tr>
<tr>
<td>No Data</td>
<td>21</td>
</tr>
<tr>
<td>No change</td>
<td>10</td>
</tr>
<tr>
<td>Disagree</td>
<td>3</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>1</td>
</tr>
<tr>
<td>Grand Total</td>
<td>465</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>217</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>212</td>
</tr>
<tr>
<td>No Data</td>
<td>21</td>
</tr>
<tr>
<td>No change</td>
<td>11</td>
</tr>
<tr>
<td>Disagree</td>
<td>3</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>1</td>
</tr>
<tr>
<td>Grand Total</td>
<td>465</td>
</tr>
</tbody>
</table>

Professional Development Results:

- 93% fully understand requirements of an employee in terms of industry standards.
- 94% are able to work to industry standards.
- 90% are able to use current/latest technology in workplace tasks.
- 93% are fluent in relevant technical vocabulary.
- 92% are able to complete all allocated tasks.
- 91% can work effectively with minimal supervision.
- 93% are able to take on increased responsibilities.
- 93% are able to communicate effectively with supervisors and co-workers.
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. They were provided a rating scale of 'Significantly Less', 'Same' and 'Significantly More' to choose from. The summary of the responses received for each statement and the respective graphical representations are provided below.

6.2.1 Motivation and Self-initiative

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Significantly more / improved</td>
<td>402</td>
</tr>
<tr>
<td>Same</td>
<td>41</td>
</tr>
<tr>
<td>No Data</td>
<td>19</td>
</tr>
<tr>
<td>Significantly less / worse</td>
<td>3</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>

6.2.2 Punctuality

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Significantly more / improved</td>
<td>356</td>
</tr>
<tr>
<td>Same</td>
<td>88</td>
</tr>
<tr>
<td>No Data</td>
<td>19</td>
</tr>
<tr>
<td>Significantly less / worse</td>
<td>2</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>

6.2.3 Self Responsibility

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Significantly more / improved</td>
<td>396</td>
</tr>
<tr>
<td>Same</td>
<td>49</td>
</tr>
<tr>
<td>No Data</td>
<td>20</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>
### 6.2.4 Reliability

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Significantly more / improved</td>
<td>383</td>
</tr>
<tr>
<td>Same</td>
<td>58</td>
</tr>
<tr>
<td>No Data</td>
<td>21</td>
</tr>
<tr>
<td>Significantly less / worse</td>
<td>3</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>

#### Personal Development Results:
- 86% have experienced improved motivation and self-initiative.
- 77% have improved their punctuality to work.
- 85% have experienced improved levels of self-responsibility.
- 82% feel they have become more reliable.
- 82% have improved their professional appearances (dress & hygiene).
- 88% have experienced a surge in their self-confidence.
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 a rating scale of ‘Significantly Less’, ‘Same’ and ‘Significantly More’ to choose from. The summary of the responses received for each statement and the respective graphical representations are provided below.

### 6.3.1 Employment Prospects

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Significantly more / improved</td>
<td>363</td>
</tr>
<tr>
<td>Same</td>
<td>68</td>
</tr>
<tr>
<td>No Data</td>
<td>26</td>
</tr>
<tr>
<td>Significantly less / worse</td>
<td>8</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>

### 6.3.2 Current Employment Position

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Significantly more / improved</td>
<td>321</td>
</tr>
<tr>
<td>Same</td>
<td>112</td>
</tr>
<tr>
<td>No Data</td>
<td>28</td>
</tr>
<tr>
<td>Significantly less / worse</td>
<td>4</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>

### 6.3.3 Any promotion after graduation?

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>178</td>
</tr>
<tr>
<td>No Data</td>
<td>57</td>
</tr>
<tr>
<td>No</td>
<td>230</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>
### 6.3.4 Job Ease and Satisfaction

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Significantly more / improved</td>
<td>360</td>
</tr>
<tr>
<td>Same</td>
<td>68</td>
</tr>
<tr>
<td>No Data</td>
<td>31</td>
</tr>
<tr>
<td>Significantly less / worse</td>
<td>6</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>

![Pie chart showing response frequencies]

**Income and Employment Results:**

- 78% believe that their employment prospects have improved
- 69% have had an improvement in their position since graduation
- 38% have been promoted after graduation
- 77% feel more at ease in their jobs and enjoy better job satisfaction.
- 72% feel they have better job security after training with APTC.

### 6.3.5 Current Sense of Job Security

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Significantly more / improved</td>
<td>337</td>
</tr>
<tr>
<td>Same</td>
<td>89</td>
</tr>
<tr>
<td>No Data</td>
<td>32</td>
</tr>
<tr>
<td>Significantly less / worse</td>
<td>7</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>

![Pie chart showing response frequencies]
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?

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>427</td>
</tr>
<tr>
<td>No Data</td>
<td>27</td>
</tr>
<tr>
<td>No</td>
<td>11</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>

92% 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.

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfied</td>
<td>163</td>
</tr>
<tr>
<td>Unsatisfied Very satisfied</td>
<td>1</td>
</tr>
<tr>
<td>unsatisfied Very unsatisfied No</td>
<td>274</td>
</tr>
<tr>
<td>Data</td>
<td>1</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>

✓ 94% of APTC graduates have rated their overall satisfaction level with their respective APTC courses as either very satisfied (59%) or satisfied (35%).
7.3 Would you undertake another APTC course in future?

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>8</td>
</tr>
<tr>
<td>Yes</td>
<td>433</td>
</tr>
<tr>
<td>No Data</td>
<td>24</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>

93% 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.

7.3 Would you recommend APTC courses to other people?

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>224</td>
</tr>
<tr>
<td>No data</td>
<td>11</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>235</strong></td>
</tr>
</tbody>
</table>

95% of the graduates indicated that they would indeed recommend APTC courses to other people. See Annex A for free text comments on this question.

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

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>96</td>
</tr>
<tr>
<td>Yes</td>
<td>312</td>
</tr>
<tr>
<td>No Data</td>
<td>57</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>465</strong></td>
</tr>
</tbody>
</table>

67% 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.
7.5 Introduction of new, more efficient workplace practices to replace traditional methods.

<table>
<thead>
<tr>
<th>Response</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>59</td>
</tr>
<tr>
<td>Yes</td>
<td>341</td>
</tr>
<tr>
<td>No Data</td>
<td>65</td>
</tr>
<tr>
<td>Grand Total</td>
<td>465</td>
</tr>
</tbody>
</table>

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

- APTC graduates have high employability as indicated by 89% of the graduates being in some form of employment at the time of the survey.

- Finding new employment is easier through APTC certification; 29% of the graduates had found new employment within a year of graduating from APTC.

- APTC had helped its students develop professionally; shown by the high percentages of agreement with APTC training resulting in ability to meet industry standards, use of latest technology, use of technical vocabulary, operating effectively under minimal supervision, taking on additional responsibilities and improved and effective communication at work.

- APTC has also helped its students develop personally in terms of motivation, self-initiative, punctuality, self-responsibility, reliability, appearance, hygiene and self-confidence; shown by high levels of agreement in the ‘personal development’ section.

- Furthermore, APTC has significantly enhanced its students’ income and employment prospects resulting in promotions, better job security and job satisfaction after graduation.

- Overall, APTC courses are proving to be very popular with its graduates as indicated by the extraordinarily high 94% overall satisfaction rating given by its graduates.