

Graduate Student Tracer Survey Report 2014



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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 one 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 previous tracer report was produced in November 2013 and included students who had graduated up to 31 December 2012.

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
- ▶ Survey Monkey

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

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

2. Survey Administration and Feedback

The 2014 survey was administered between 10 March and 30 June 2014. The survey population consisted of 946 students who graduated in the 2012 calendar year (continuing from the cohort encompassed by the 2013 Graduate Student Tracer Survey).

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

The table below shows the survey population by citizenship and returns received as a percentage of those surveyed.

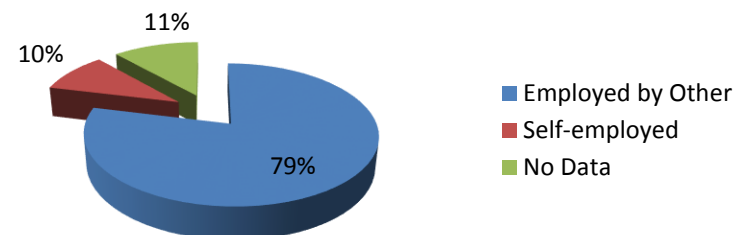
Survey Country	Survey Population	No. Returned	% Returns
Fiji	275	156	57%
Kiribati	58	23	40%
Marshall Islands	3	2	67%
Nauru	4	2	50%
PNG	149	69	46%
Samoa	142	114	80%
Solomon Islands	137	46	34%
Tonga	24	3	13%
Tuvalu	18	1	13%
Vanuatu	136	61	45%
Total	946	477	50%

The 2014 Graduate Tracer Survey recorded a 50% return on the overall survey population.

General Graduate Information

3.1 Employed by

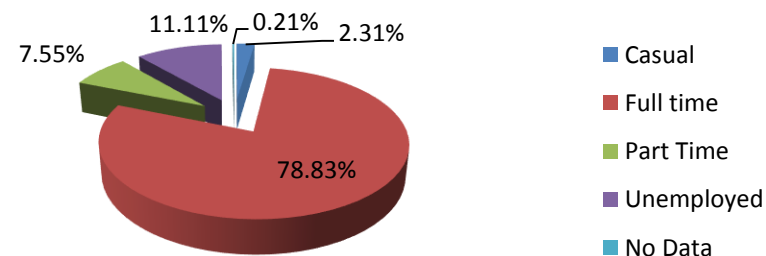
Employed by	Frequency
Employed by Other	376
Self-employed	46
No Data	55
Grand Total	477



79% of the graduates in employment were engaged by either a company, organisation or another person; 10% were self-employed and 11% did not respond to the question.

3.2 Employment Type

Employment Type	Frequency
Casual	11
Full time	376
Part Time	36
Unemployed	53
No Data	1
Grand Total	477



79% of the employed graduates were employed full time, 8% were employed part time and 2% were employed on a casual basis; 11% unemployed.

3.3 Profession/Trade

Profession/ Trade	Frequency
Accounts / Finance	1
Administration	19
Airline	1
Automotive Mechanic / Mechanic	25
Braillist	1
Caregiver	8
Carpenter / Builder / Contractor	18
Chef / Head Chef / Cook / Pastry	60
Childcare	1
Community Worker	26
Duty manager / Foreman / Supervisor	1
Fitting and Machining/Heavy Equipment/Mechanical	8
Hair Stylist	12
Hospitality/Accommodation/Restaurant/Tourism	72
Interpreter	3
Marketing /Information Officer/Sales	9
Mechanical Engineer	2

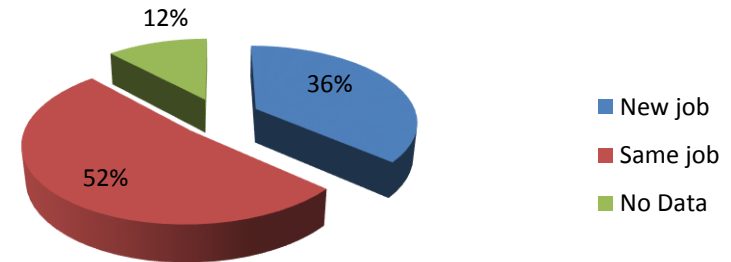
Profession/ Trade	Frequency
Medical	2
Missionary	1
Nurse	2
Painter	3
Plumbing and Sheet Metal	13
Police Officer	4
Prison Officer	3
Program Manager / Manager / Coordinator	5
Refrigeration and Air-conditioning	5
Retailer	2
Support Services	3
Teacher / Lecturer	92
Tile Layer	6
Trainer / Instructor	9
Travel Agent / Reservations Officer	1
Welding and Fabrication	6

More than 22% of the graduates taking part in the survey were involved in trade and technology activities. Approximately 68% of respondents were employed in the hospitality industry while 9% were involved in other industries.

3.4 Same Job/Same Employer?

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

Same Job/ Same Employer	Frequency
New job	174
Same job	246
No Data	57
Grand Total	477



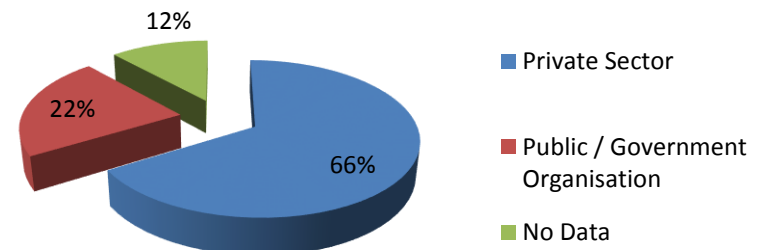
36% of the graduates that took part in the survey gained new jobs after graduating from APTC; 52% were in the same job; 12% did not respond to this question.

4. General Employer Information

4.1 Type of Company/Organisation

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

Type of Company	Frequency
Private Sector	316
Public / Government Organisation	105
No Data	56
Grand Total	477

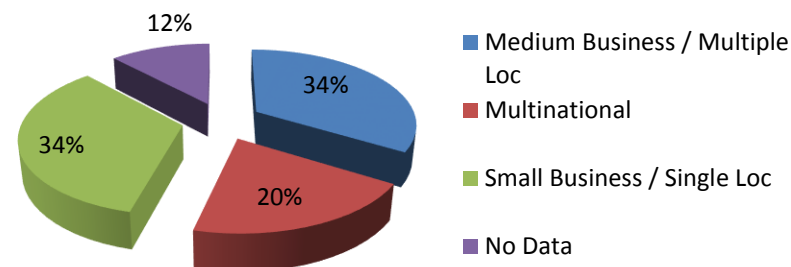


66% of the graduates were working in the private sector; 22% in the public/government sector whilst 12% did not respond to this question.

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.

Size of the Company	Frequency
Medium Business / Multiple Locations	161
Multinational	96
Small Business / Single Location	163
No Data	57
Grand Total	477

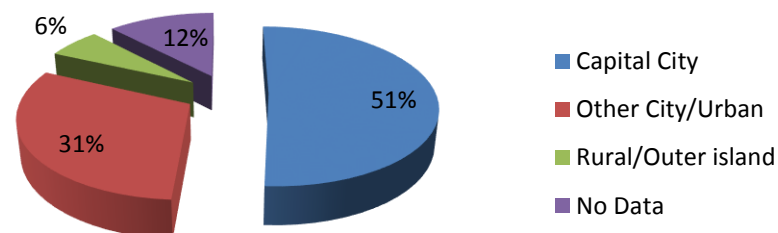


Most of the graduates (34%) worked for small businesses that have a single establishment; 34% work for medium sized businesses with multiple locations whilst 20% worked for multinationals.

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 organisations; city, town or rural.

Company Located	Frequency
Capital City	243
Other City/Urban	147
Rural/Outer island	29
No Data	58
Grand Total	477



51% of the employers of the APTC graduates were based in the capital cities of the respective countries, 31% in other urban centres and 6% in rural areas or outer islands.

5. General Information on Graduate APTC Experience

5.1 Course Attended

APTC courses successfully completed by the graduates.

APTC Course	Frequency
Aged Care	17
Automotive Mechanical	22
Carpentry	19
Children's Services (CIII)	74
Commercial Cookery (CIII)	49
Community Services	7
Diesel Fitting	8
Diploma Children's Services	6
Diploma Community Services	9
Disability	35
Fabrication Welding (trade/boiler making)	11
Hairdressing	13

APTC Course	Frequency
Hospitality Lodge	6
Hospitality Operations	66
Hospitality Supervision	10
Mechanical Fitting Machining	7
Painting & Decorating	3
Patisserie	15
Plumbing	15
Refrigeration / Air-conditioning	5
Tourism Operations	28
Training and Assessment	11
Wall & Floor Tiling	7
Youth Work	20
No Data	14

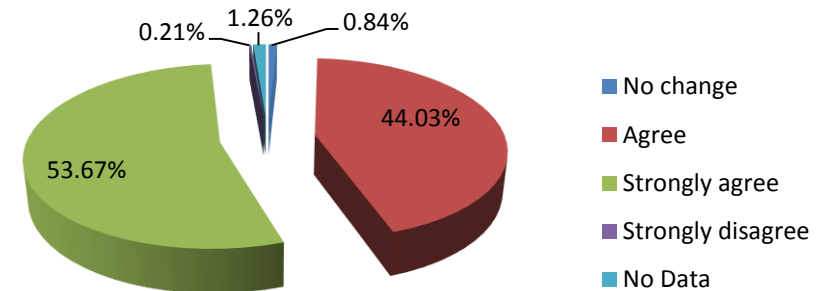
6. Impact of APTC

6.1 Professional Development

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

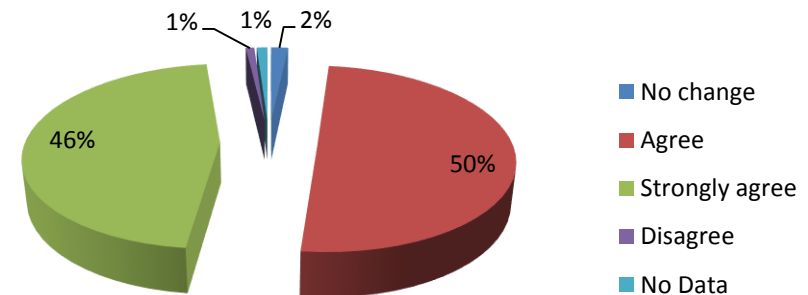
6.1.1 Graduates have a full understanding of requirements as an employee in terms of industry standards after studying with APTC.

Response	Frequency
No change	4
Agree	210
Strongly agree	256
Strongly disagree	1
No Data	6
Grand Total	477



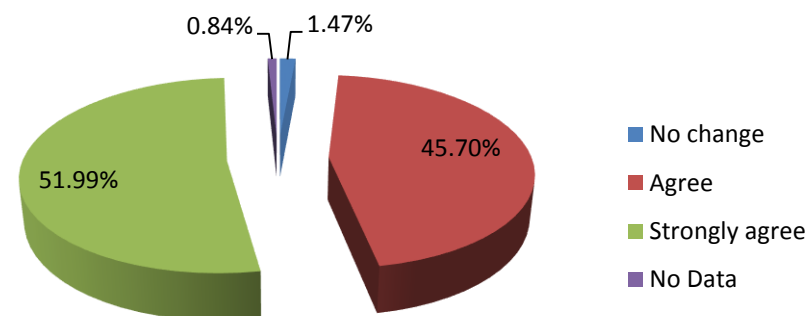
6.1.2 Graduates able to use current technology in workplace tasks after APTC training.

Response	Frequency
No change	8
Agree	239
Strongly agree	221
Disagree	4
No Data	5
Grand Total	477



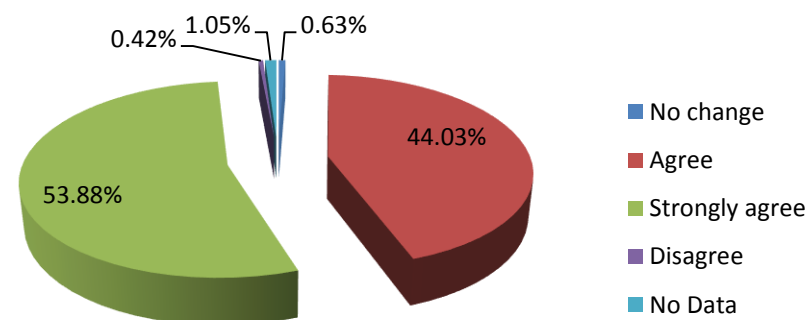
6.1.3 Graduates are fluent in relevant technical vocabulary after APTC training

Response	Frequency
No change	7
Agree	218
Strongly agree	248
No Data	4
Grand Total	477



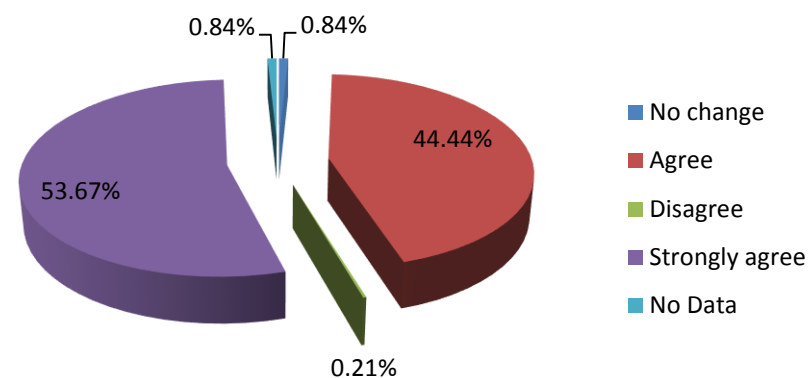
6.1.4 Graduates are able to complete all tasks required of them after APTC training.

Response	Frequency
No change	3
Agree	210
Strongly agree	257
Disagree	2
No Data	5
Grand Total	477



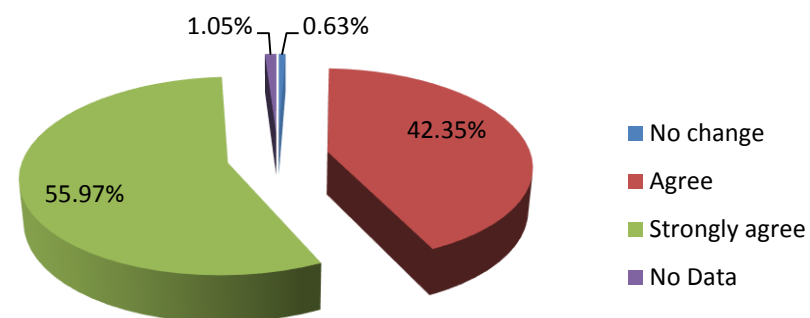
6.1.5 Graduates are able to take increased responsibility after APTC training.

Response	Frequency
No change	4
Agree	212
Disagree	1
Strongly agree	256
No Data	4
Grand Total	477



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

Response	Frequency
No change	3
Agree	202
Strongly agree	267
No Data	5
Grand Total	477

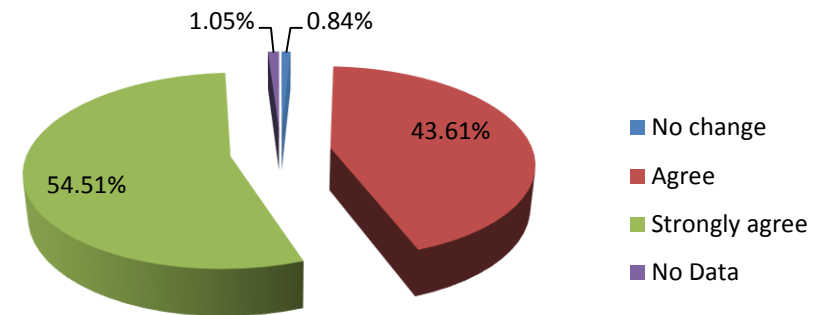


6.2 Personal Development

Graduates were asked to assess the degree of change in workplace attitude and work ethics since the completion of their courses. Graduates were given a scale: No Change, Agree, Strongly Agree, Disagree, and Strongly Disagree, and asked to choose the option that best described their opinion. The summary of the responses received for each statement is provided below.

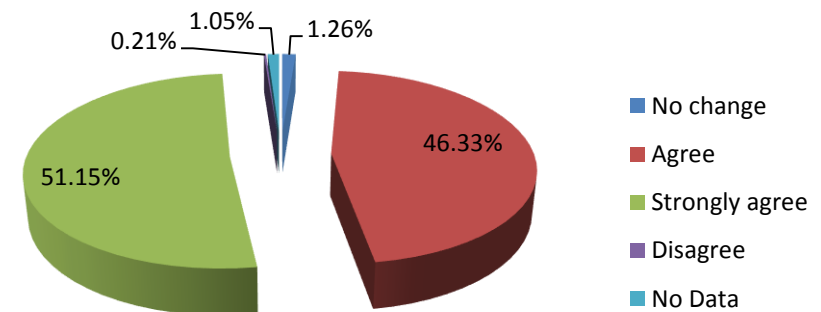
6.2.1 Increased Motivation and Self-initiative

Response	Frequency
No change	4
Agree	208
Strongly agree	260
No Data	5
Grand Total	477



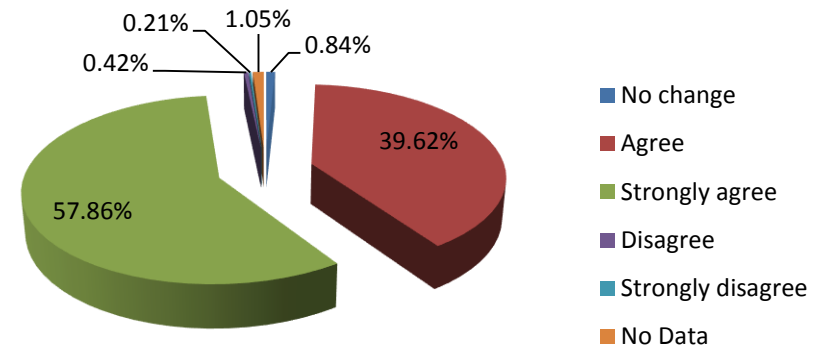
6.2.2 Improved Punctuality

Response	Frequency
No change	6
Agree	221
Strongly agree	244
Disagree	1
No Data	5
Grand Total	477



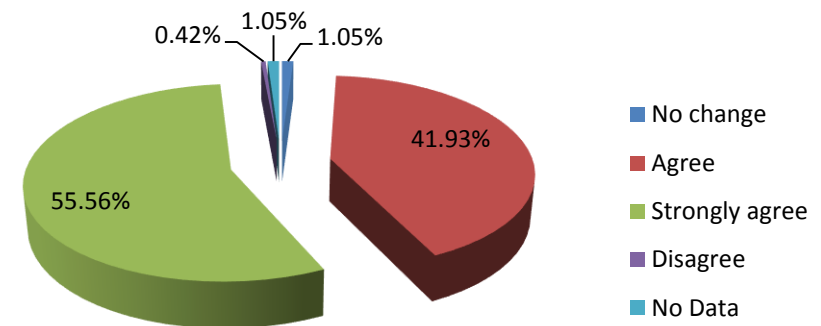
6.2.3 Increased Self Responsibility

Response	Frequency
No change	4
Agree	189
Strongly agree	276
Disagree	2
Strongly disagree	1
No Data	5
Grand Total	477



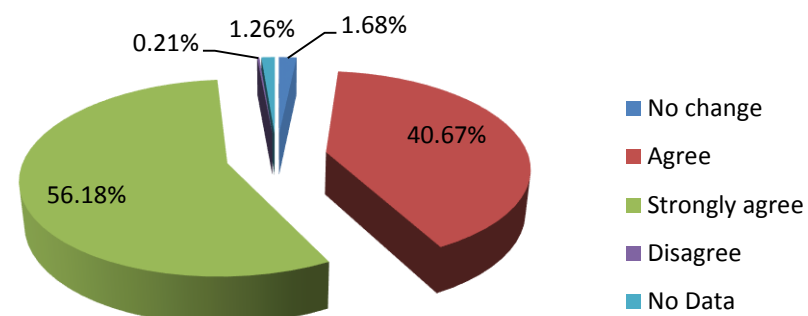
6.2.4 Improved Reliability

Response	Frequency
No change	5
Agree	200
Strongly agree	265
Disagree	2
No Data	5
Grand Total	477



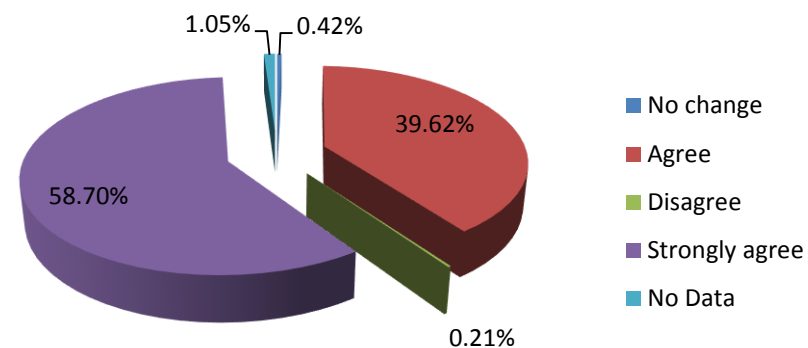
6.2.5 Improved Professional Appearance (Dress and Hygiene)

Response	Frequency
No change	8
Agree	194
Strongly agree	268
Disagree	1
No Data	6
Grand Total	477



6.2.6 Increased Level of Self-Confidence

Response	Frequency
No change	2
Agree	189
Disagree	1
Strongly agree	280
No Data	5
Grand Total	477

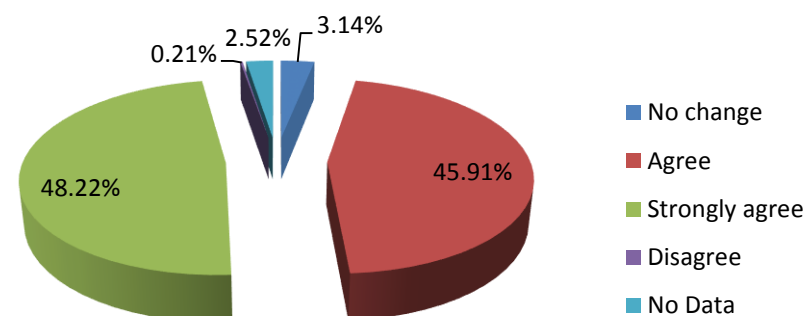


6.3 Income and Employment

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

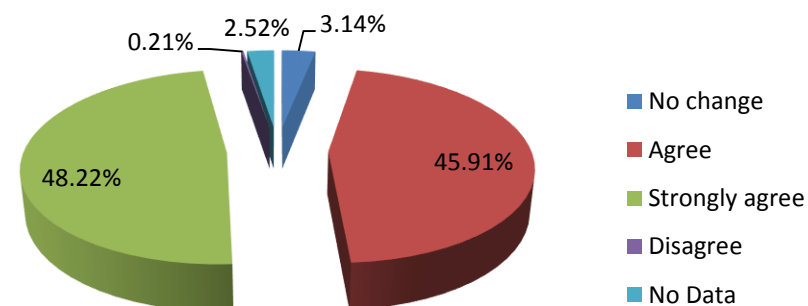
6.3.1 Improved Employment Prospects

Response	Frequency
No change	15
Agree	219
Strongly agree	230
Disagree	1
No Data	12
Grand Total	477



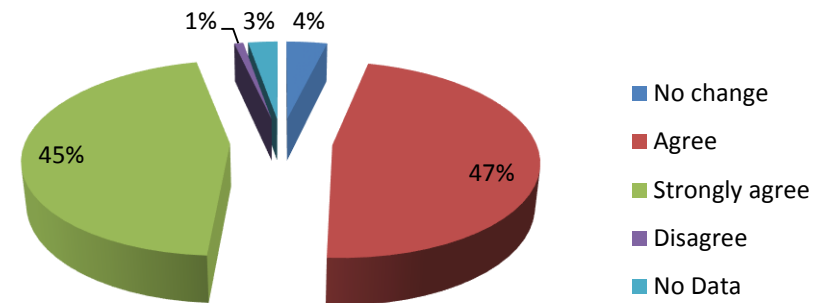
6.3.2 Significantly Improved Current Employment Position

Response	Frequency
No change	15
Agree	219
Strongly agree	230
Disagree	1
No Data	12
Grand Total	477



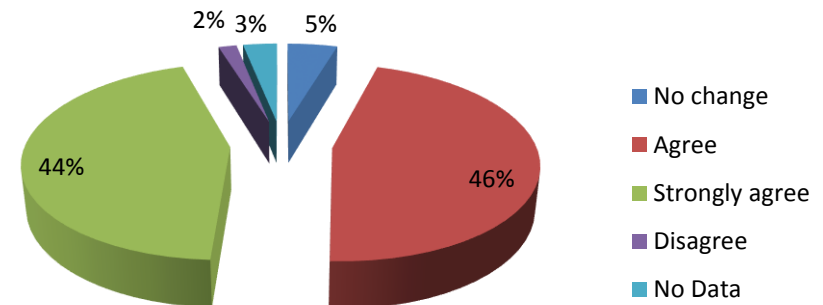
6.3.3 Increased Job Ease and Satisfaction

Response	Frequency
No change	18
Agree	225
Strongly agree	217
Disagree	4
No Data	13
Grand Total	477



6.3.4 Improved Sense of Job Security

Response	Frequency
No change	22
Agree	220
Strongly agree	212
Disagree	8
No Data	15
Grand Total	477

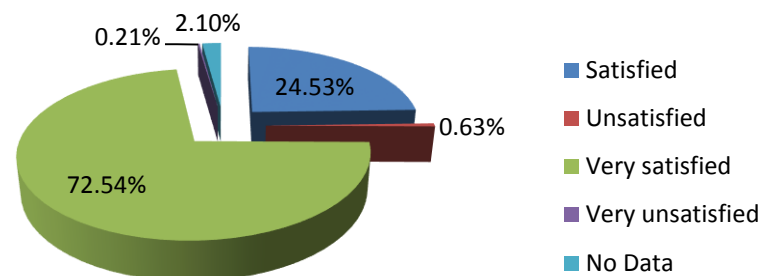


7. Comments and Suggestions

Graduates were asked to comment on various questions regarding the course they undertook such as their satisfaction with APTC training, etc. The results are summarized below.

7.1 Overall level of satisfaction with APTC Training

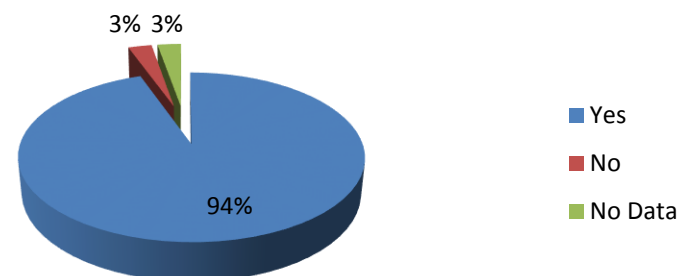
Response	Frequency
Satisfied	117
Unsatisfied	3
Very satisfied	346
Very unsatisfied	1
No Data	10
Grand Total	477



97% of the APTC graduates have rated their overall satisfaction level with their respective APTC courses as very satisfied or satisfied.

7.2 Would you undertake another APTC course in future?

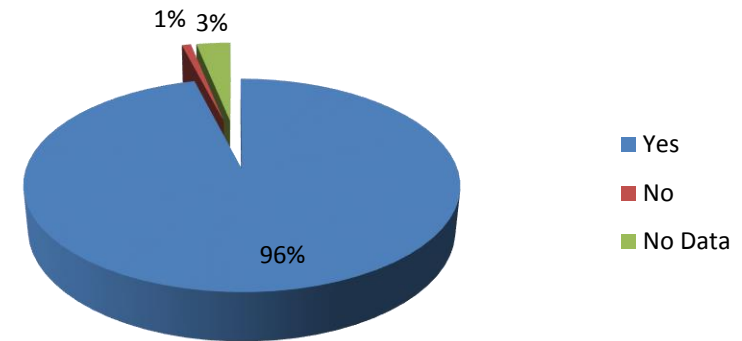
Response	Frequency
Yes	451
No	13
No Data	13
Grand Total	477



94% of the graduates feel that they will undertake another APTC course in future.

7.3 *Would you recommend APTC courses to other people?*

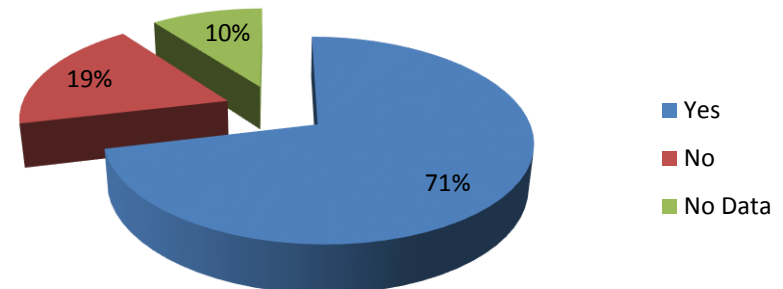
Response	Frequency
Yes	458
No	4
No Data	15
Grand Total	477



96% of the graduates indicated that they would indeed recommend APTC courses to other people.

7.4 *Did you contribute to any formal/informal training of colleagues and co-workers at work?*

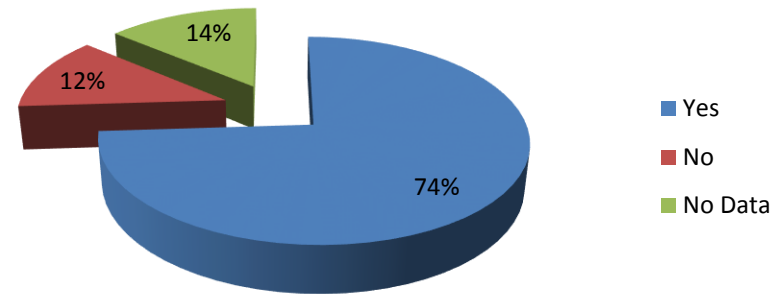
Response	Frequency
Yes	340
No	88
No Data	49
Grand Total	477



71% of the graduates had contributed in some capacity to the training of their colleagues and co-workers after graduating from APTC.

7.5 Have you introduced new, more efficient workplace practices to replace traditional methods?

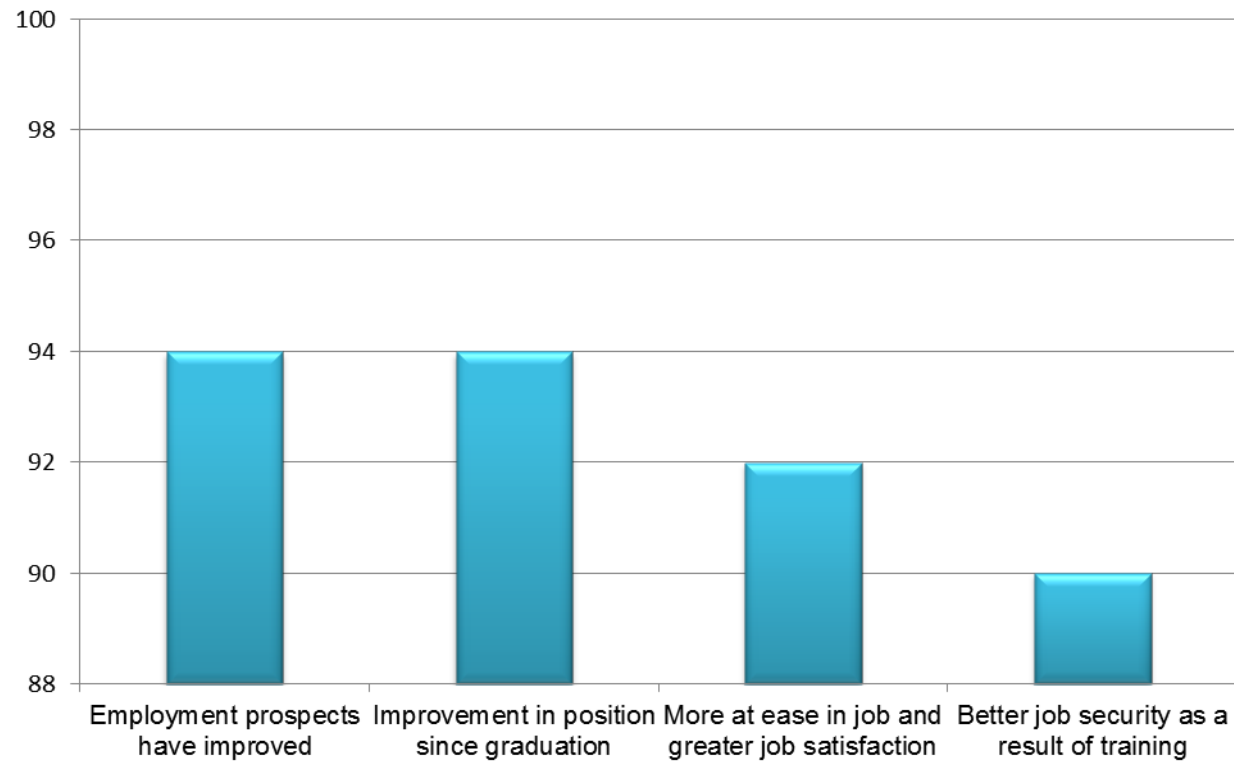
Response	Frequency
Yes	353
No	58
No Data	66
Grand Total	477



74% of the graduates have had an opportunity to introduce new and more efficient workplace practices to replace traditional practices in their respective organisations.

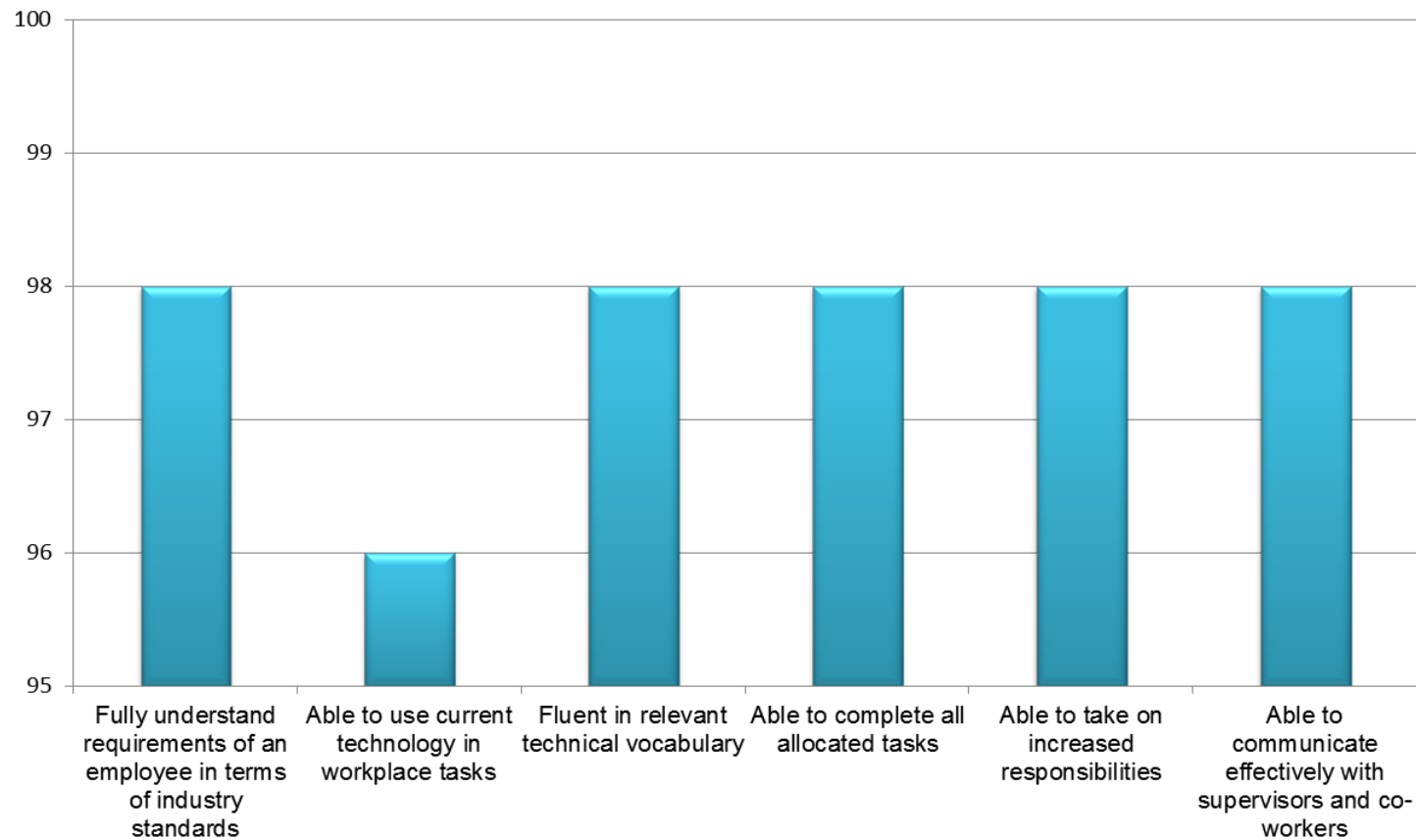
8. Conclusion

Employment Results



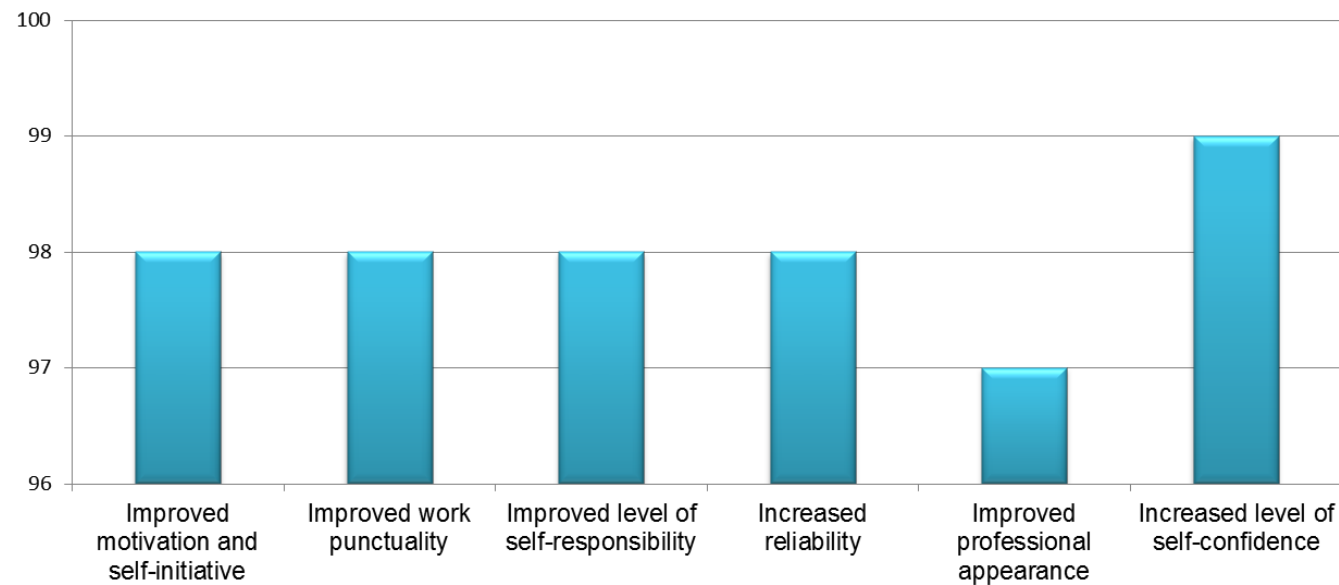
APTC graduates continue to have high employability as indicated by 94% of the graduates who were surveyed being in some form of employment at the time of their response. Finding new employment has also been made easier through APTC certification; 36% of the graduates surveyed had found new employment within a year of graduating from APTC. Furthermore, APTC has significantly enhanced graduates' income and employment prospects resulting in promotions, better job security and job satisfaction after graduation.

Professional Development Results



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

Personal Development Results



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

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