Graduate Student Tracer Survey
2015

Australian Aid

APTC
AUSTRALIA-PACIFIC TECHNICAL COLLEGE
CREATING SKILLS FOR LIFE

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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 2014 and included students who had graduated up to 31 December 2013.

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 2015 survey was administered between 09 October and 27 November 2015. The survey population consisted of 454 students who graduated in the 2014 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	264	107	41%
Kiribati	69	32	48%
Marshall Islands	9	2	22%
Nauru	14	3	21%
PNG	228	92	41%
Samoa	98	48	49%
Solomon Islands	154	66	44%
Tonga	42	8	19%
Tuvalu	17	12	71%
Vanuatu	203	84	41%
Other	3	0	0%
Total	**1101**	**454**	**41%**

The 2015 Graduate Tracer Survey recorded a 41% return on the overall survey population.

3. General Graduate Information

3.1 Country of Citizenship by Gender

Citizenship	Gender		Total
	Female	Male	
Federate States of Micronesia		1	**1**
Fiji	48	57	**105**
Kiribati	5	29	**34**
Marshall Islands		2	**2**
Nauru	1	2	**3**
PNG	24	68	**92**
Samoa	14	34	**48**
Solomon Islands	13	54	**67**
Tonga	3	5	**8**
Tuvalu	7	5	**12**
Vanuatu	43	39	**82**
Grand Total	**158**	**296**	**454**

3.2 (a) Age Distribution by Citizenship

Citizenship	Age Range					Total
	18 - 24	25 - 34	35 - 44	45 - 54	55+	
Federate States of Micronesia				1		**1**
Fiji	4	50	29	15	7	**105**
Kiribati		9	19	5	1	**34**
Marshall Islands			1		1	**2**
Nauru		2	1			**3**
PNG	2	44	37	8	1	**92**
Samoa	6	21	11	10		**48**
Solomon Islands	8	23	23	10	3	**67**
Tonga	1	3	3		1	**8**
Tuvalu	1	4	2	4	1	**12**
Vanuatu	9	23	34	12	4	**82**
Grand Total	**31**	**179**	**160**	**65**	**19**	**454**

3.2 (b) Age Distribution by Gender

Age Range	Gender		Total
	Female	Male	
18 - 24	12	19	**31**
25 - 34	51	128	**179**
35 - 44	60	100	**160**
45 - 54	28	37	**65**
55+	7	12	**19**
Grand Total	**158**	**296**	**454**

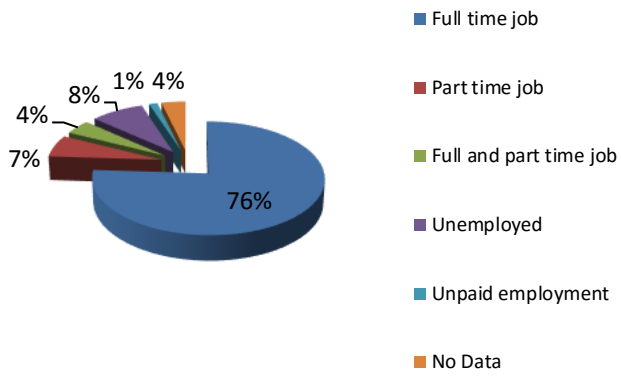
3.3 Employed by

Employed by	Response	%
Doing unpaid community or voluntary work	8	1.76
Looking for work/more work	23	5.07
Working for someone else for a wage or salary in a private company	175	38.55
Working for someone else for a wage or salary in a public/government organisation	154	33.92
Working for someone else for a wage or salary in an NGO	18	3.96
Working in your own business	41	9.03
No Data	35	7.71
Grand Total	**454**	**100.00**

Most of the graduates were employed/ worked for someone else for a wage or salary in a private company with 38.5% followed by those that work for public/government organisation with 33.92%.

3.4 Employment Type

Employment Type	Total
Full time job	**345**
Part time job	**29**
Full and part time job	**19**
Unemployed	**38**
Unpaid employment	**6**
No Data	**17**
Grand Total	**454**



76% of the employed graduates were employed full time, 7% were employed part time with 8% being unemployed.

3.5 Professional Trade

Professional Trade	Response
Accountant	**1**
Architectural Engineer	**1**
Assistant	**8**
Banquet Attendant	**1**
Carpenter	**19**
Cashier/Bar Tender	**1**
Chair Lady in Community	**1**
Chef	**19**
Chief	**4**
Childcare Reliever	**1**
Community Based Rehabilitation Field Worker	**1**
Constructor/ Builder	**9**
Coordinator	**9**
Counsellor	**1**
Decorator	**1**
Deputy Registrar	**1**
Director	**3**
Driver	**2**
ECE Advisor Eastern	**1**
Electrician	**1**
Electrician	**1**
Emergency Food Security and Livelihood Assistance	**1**
Executive Personal Assistant	**1**

Professional Trade	Response
Mechanic	**18**
Nurse	**1**
Nurse Mid Wife	**1**
OC Infantry	**1**
Officer	**23**
Painter	**2**
Pay Master	**1**
Personal Assistant (PA)	**1**
Police Superintendent	**1**
Power Engineering	**1**
Power Station Operator	**1**
Principal	**13**
Property Caretaker	**1**
Rating Engineer	**1**
Receptionist	**1**
Registered Nurse	**1**
Renovation	**1**
Room Attendant	**1**
Security Guard	**1**
Senior	**8**
Services/Sales	**1**
Shift Operator	**1**
Soldier	**1**

Field Worker	**2**
Fitter	**10**
Food & Beverage Attendant	**3**
Foreman	**5**
Hair Stylist	**1**
Hairdresser	**5**
Head of Department	**2**
Housekeeping	**1**
Inspector	**3**
Instructor	**10**
Labourer	**1**
Leading Hand	**10**
Learning Support Facilitator	**3**
Lecturer	**2**
Maintenance	**1**
Manager	**29**
Manager/Owner	**12**
Marine Instructor	**5**

Store Clerk	**1**
Storeman	**1**
Student	**2**
Supervisor	**26**
System Electrician	**1**
Teacher	**33**
Team Leader	**6**
Technical Assistant	**1**
Technician	**11**
Trainer	**20**
Transit and Quest Worker	**1**
Treasure	**1**
Tutor	**4**
TVET Trainer in Automotive	**1**
Waitress and Bartender	**2**
Ward Assistant	**2**
Welder & Fabricator	**15**
Workshop Superintendent	**1**
Youth Worker	**3**

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. The table below shows the results.

Current Employment Status	Total
Different company in a similar industry to the one I was employed by when I studied at APTC – higher position	**35**
Different company in a similar industry to the one I was employed by when I studied at APTC – similar job	**59**
Different industry to the I was employed by when I studied at APTC – higher position	**7**
Different industry to the I was employed by when I studied at APTC – similar job	**10**
Same company I was employed by when I studied with APTC – higher position	**82**
Same company I was employed by when I studied with APTC – same job	**180**
Self-employed different industry	**3**
Self-employed same industry	**28**
No Data	**50**
Grand Total	**454**

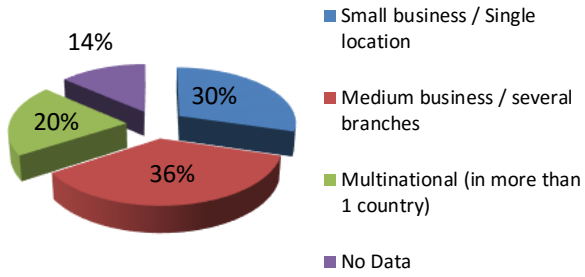
58% of the students were employed with the same company in either same or higher position. 31% of the students managed to secure a higher position after graduating from APTC which shows that APTC qualifications are very highly regarded in relevant industries.

4. General Employer Information

4.1 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 Size	Total
Small business / Single location	**134**
Medium business / several branches	**165**
Multinational (in more than 1 country)	**93**
No Data	**62**
Grand Total	**454**

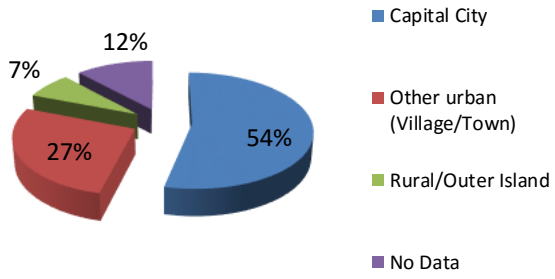


Most of the graduates (36%) worked for medium business that has several establishment; 30% work for small sized businesses with single location whilst 20% worked for multinationals.

4.2 Geographical 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 Location	Response
Capital City	**244**
Other urban (Village/Town)	**123**
Rural/Outer Island	**33**
No Data	**54**
Grand Total	**454**



54% of the employers of the APTC graduates were based in the capital cities of their respective countries, 27% in other urban centres and 7% in rural areas or outer islands.

5. General Information on Graduate APTC Experience

5.1 Course Attended

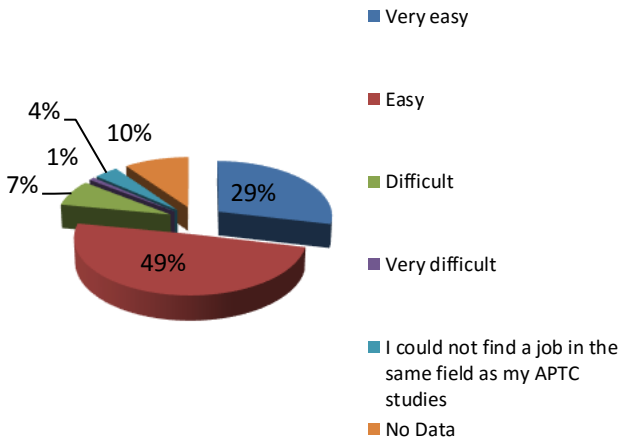
APTC courses successfully completed by the graduates.

Name of APTC Course	Total
Certificate II in Automotive Servicing Technology	5
Certificate II in Construction	13
Certificate III in Carpentry	48
Certificate III in Commercial Cookery	21
Certificate III in Community Services Work	5
Certificate III in Disability	8
Certificate III in Early Childhood Education and Care	20
Certificate III in Electrotechnology Electrician	16
Certificate III in Engineering - Fabrication Trade	24
Certificate III in Engineering - Mechanical Trade (Diesel Fitting)	18
Certificate III in Engineering - Mechanical Trade (Fitting & Machining)	26
Certificate III in Engineering - Mechanical Trade (Refrigeration & Air Conditioning)	9
Certificate III in Hairdressing	15
Certificate III in Home and Community Care/Certificate III in Aged Care	9

Name of APTC Course	Total
Certificate III in Hospitality	30
Certificate III in Light Vehicle Mechanical Technology	24
Certificate III in Painting and Decorating	7
Certificate III in Patisserie	10
Certificate III in Tourism	10
Certificate III in Wall and Floor Tiling	5
Certificate IV in Disability	1
Certificate IV in Hospitality	9
Certificate IV in Training and Assessment	74
Certificate IV in Youth Work	14
Diploma in Community Services	5
Diploma of Children's Services (Early Childhood Education and Care)	15
Diploma of Community Services Work	4
Diploma of Management	9

5.2 Degree of difficulties in finding a job/another job

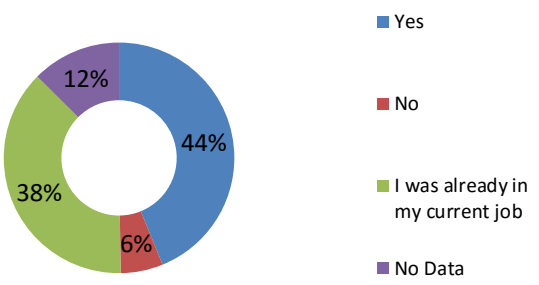
Degree of Difficulty	Total
Very easy	130
Easy	224
Difficult	34
Very difficult	4
I could not find a job in the same field as my APTC studies	17
No Data	45
Grand Total	454



8% APTC graduates said it was very difficult to difficult, while 4% said they could not find a job in the same field as their APTC studies with majority says otherwise.

5.3 Did the APTC training help you get your current job?

Did APTC training help?	Total
Yes	199
No	27
I was already in my current job	171
No Data	57
Grand Total	**454**



Here we can see that 44% of the APTC graduates found that the APTC training helped them find their current job, 38% was already in their current job whilst 6% says otherwise.

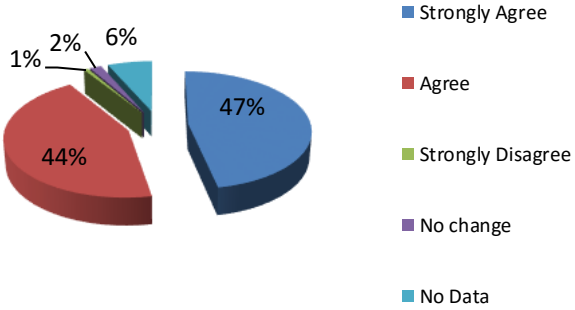
6. Impact of APTC

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: ***Strongly Agree, Agree, Disagree, Strongly Disagree, No Change and No Data***, 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.

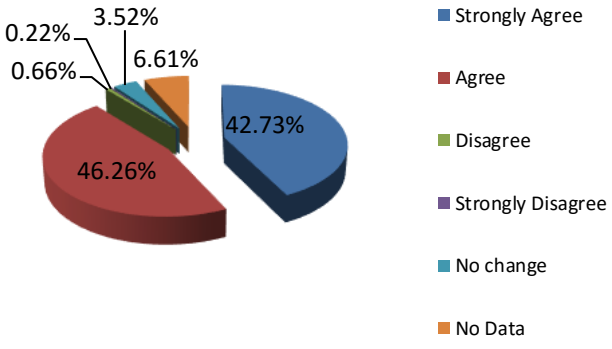
6.1.1 Graduates have a full understanding of requirements as an employee in terms of industry standards after studying with APTC.

Response	Frequency
Strongly Agree	213
Agree	200
Strongly Disagree	3
No change	8
No Data	30
Grand Total	**454**



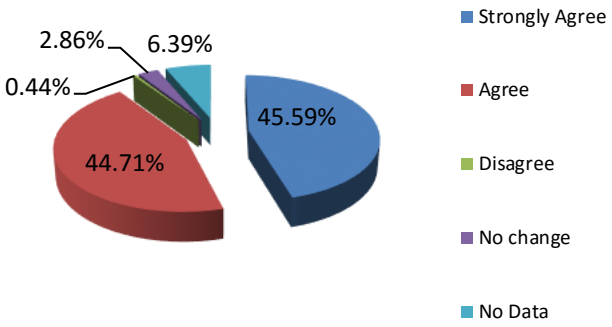
6.1.2 Graduates able to use current technology in workplace tasks after APTC training.

Response	Frequency
Strongly Agree	194
Agree	210
Disagree	3
Strongly Disagree	1
No change	16
No Data	30
Grand Total	**454**



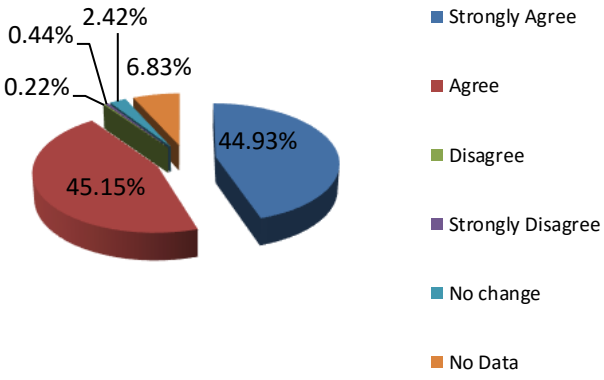
6.1.3 *Graduates are fluent in relevant technical vocabulary after APTC training.*

Response	Frequency
Strongly Agree	**207**
Agree	**203**
Disagree	**2**
No change	**13**
No Data	**29**
Grand Total	**454**



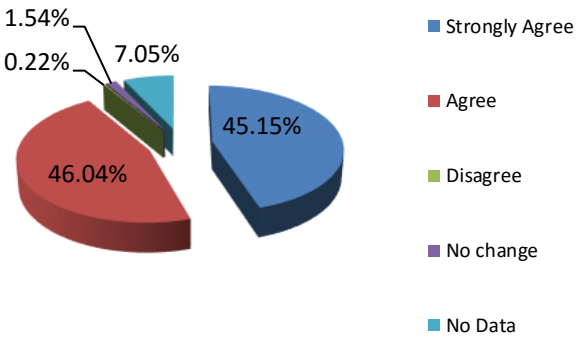
6.1.4 *Graduates are able to complete all tasks required of them after APTC training.*

Response	Frequency
Strongly Agree	**204**
Agree	**205**
Disagree	**1**
Strongly Disagree	**2**
No change	**11**
No Data	**31**
Grand Total	**454**



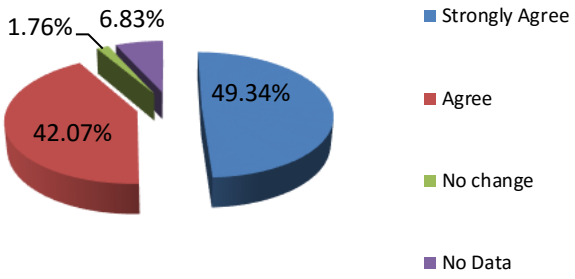
6.1.5 *Graduates are able to take increased responsibility after APTC training.*

Response	Frequency
Strongly Agree	**205**
Agree	**209**
Disagree	**1**
No change	**7**
No Data	**32**
Grand Total	**454**



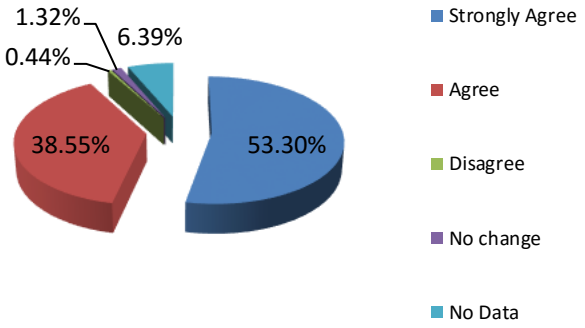
6.1.6 Graduates are able to communicate effectively with colleagues after APTC training.

Response	Frequency
Strongly Agree	**224**
Agree	**191**
No change	**8**
No Data	**31**
Grand Total	**454**



6.1.7 The APTC course provides graduates with essential skills and knowledge required by employers in their industry.

Response	Frequency
Strongly Agree	**242**
Agree	**175**
Disagree	**2**
No change	**6**
No Data	**29**
Grand Total	**454**

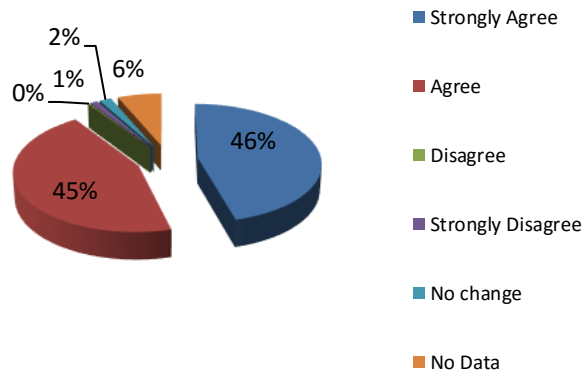


6.2 Personal Development

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: ***Strongly Agree, Agree, Disagree, Strongly Disagree, No Change and No Data***, and asked to choose the option that best described their opinion. The summary of the responses received for each statement is provided below.

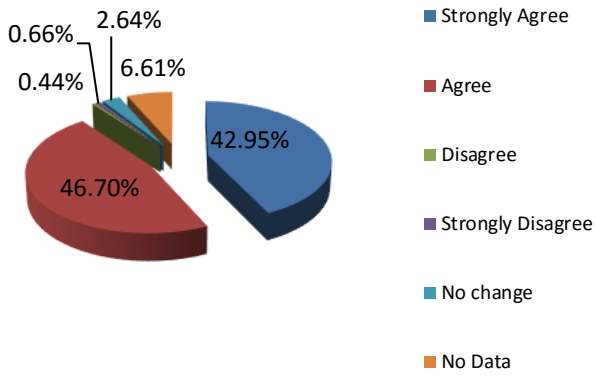
6.2.1 Increased Motivation and Self-initiative

Response	Frequency
Strongly Agree	**208**
Agree	**203**
Disagree	**1**
Strongly Disagree	**5**
No change	**8**
No Data	**29**
Grand Total	**454**



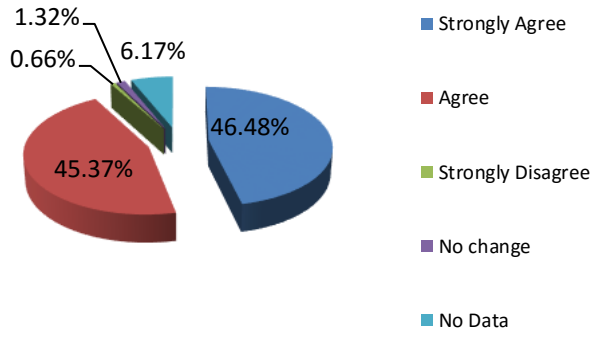
6.2.2 *Improved Punctuality*

Response	Frequency
Strongly Agree	**195**
Agree	**212**
Disagree	**2**
Strongly Disagree	**3**
No change	**12**
No Data	**30**
Grand Total	**454**



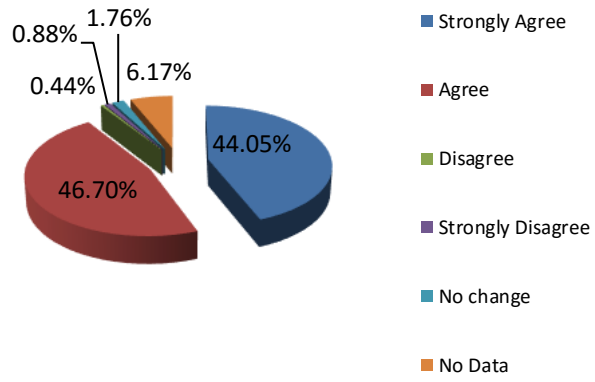
6.2.3 *Increased Self Responsibility*

Response	Frequency
Strongly Agree	**211**
Agree	**206**
Strongly Disagree	**3**
No change	**6**
No Data	**28**
Grand Total	**454**



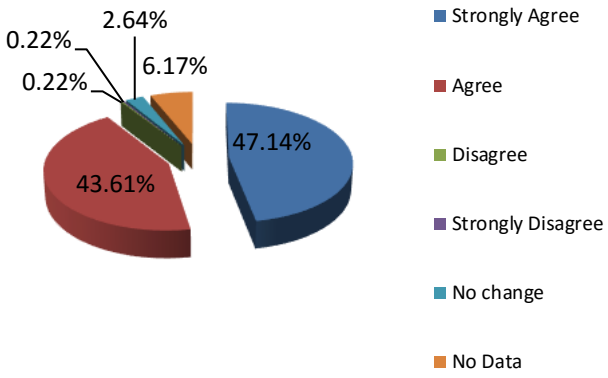
6.2.4 *Improved Reliability*

Response	Frequency
Strongly Agree	**200**
Agree	**212**
Disagree	**2**
Strongly Disagree	**4**
No change	**8**
No Data	**28**
Grand Total	**454**



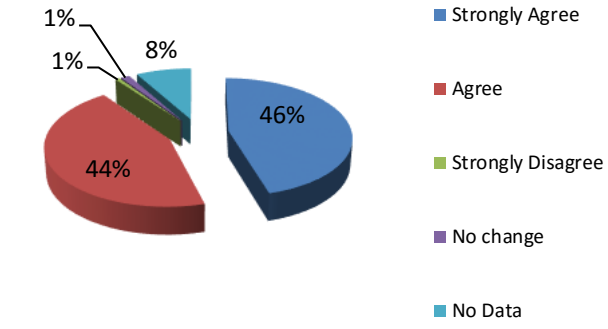
6.2.5 *Improved Professional Appearance (Dress and Hygiene)*

Response	Frequency
Strongly Agree	**214**
Agree	**198**
Disagree	**1**
Strongly Disagree	**1**
No change	**12**
No Data	**28**
Grand Total	**454**



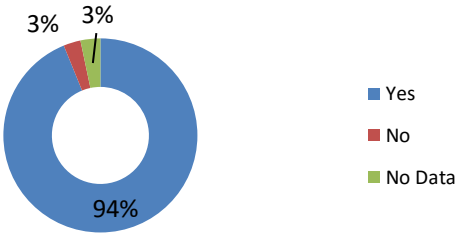
6.2.6 *Increased Level of Self-Confidence*

Response	Frequency
Strongly Agree	**207**
Agree	**201**
Strongly Disagree	**3**
No change	**6**
No Data	**37**
Grand Total	**454**



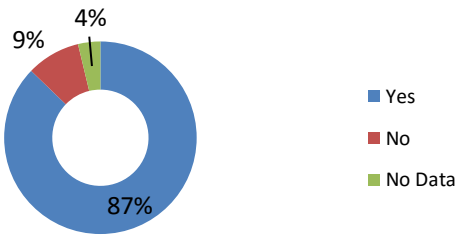
6.2.7 *Did APTC give better understanding of the importance of good physical health?*

Response	Frequency
Yes	**426**
No	**13**
No Data	**15**
Grand Total	**454**



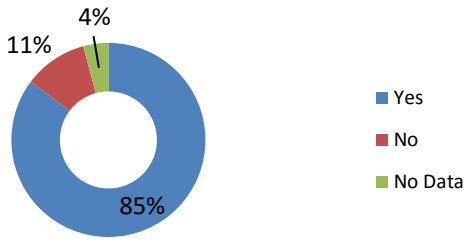
6.2.8 *Did APTC give better understanding of the risk of smoking, drinking kava, alcohol and taking drugs?*

Response	Frequency
Yes	**396**
No	**41**
No Data	**17**
Grand Total	**454**



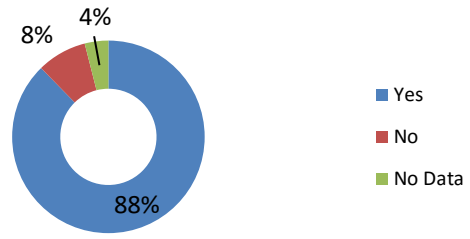
6.2.9 Did APTC give better understanding of issues such as depression and suicide?

Response	Frequency
Yes	**387**
No	**48**
No Data	**19**
Grand Total	**454**



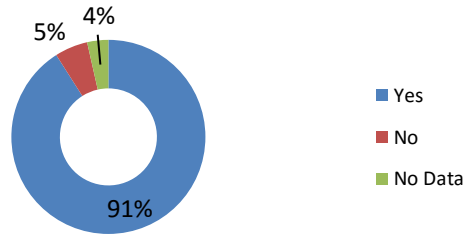
6.2.10 Did APTC gives better understanding of the impact of poverty on society?

Response	Frequency
Yes	**398**
No	**38**
No Data	**18**
Grand Total	**454**



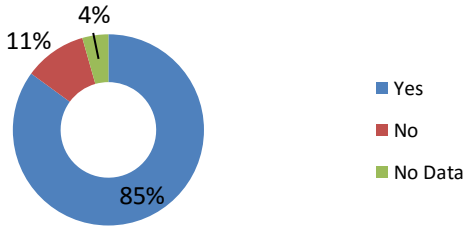
6.2.11 Did APTC gives better understanding of the impact of gender equality?

Response	Frequency
Yes	**413**
No	**25**
No Data	**16**
Grand Total	**454**



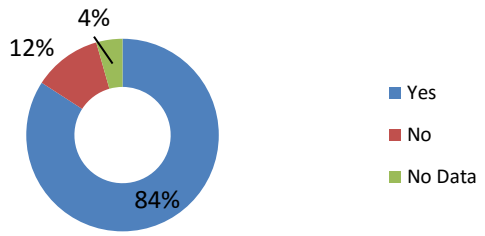
6.2.12 Did APTC gives better understanding of the effects of climate change?

Response	Frequency
Yes	**386**
No	**48**
No Data	**20**
Grand Total	**454**



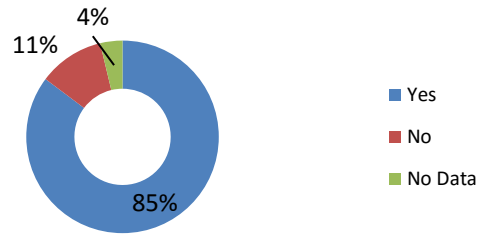
6.2.13 Did APTC gives better understanding of child protection rights?

Response	Frequency
Yes	**382**
No	**52**
No Data	**20**
Grand Total	**454**



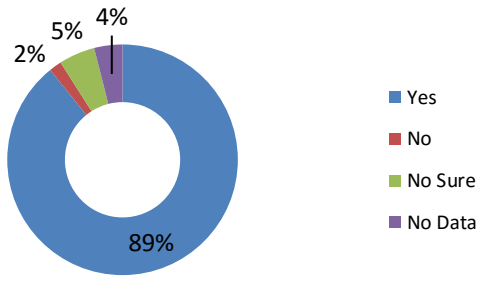
6.2.14 Did APTC gives better understanding of the effects of domestic violence?

Response	Frequency
Yes	**387**
No	**50**
No Data	**17**
Grand Total	**454**



6.2.15 Did APTC gives better understanding of the issue(s) above which led to changes in your life?

Response	Frequency
Yes	405
No	8
No Sure	23
No Data	18
Grand Total	**454**

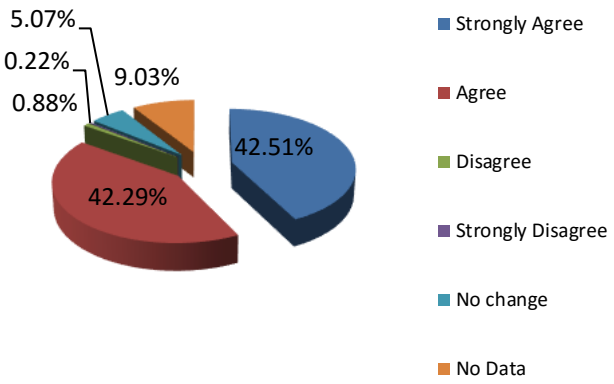


6.3 Income and Employment

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; ***Strongly Agree, Agree, Disagree, Strongly Disagree, No Change and No Data***, 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 Improve Employment Prospects

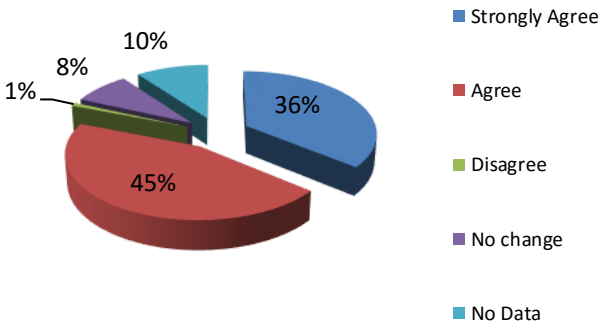
Response	Frequency
Strongly Agree	**193**
Agree	**192**
Disagree	**4**
Strongly Disagree	**1**
No change	**23**
No Data	**41**
Grand Total	**454**



APTC training improves employment prospects of its graduates. Vast majority of the students surveyed (93%) felt that there was an improvement in their employment prospects after completing the APTC studies.

6.3.2 Significantly Improved Current Employment Position

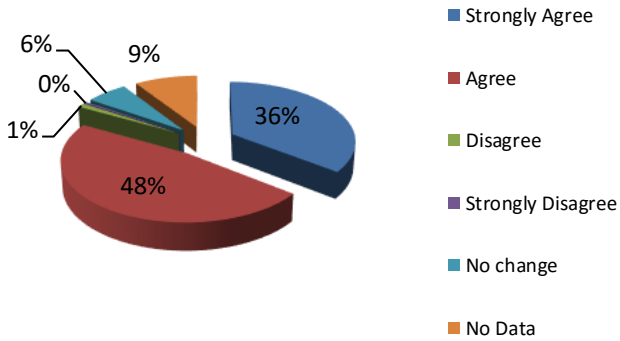
Response	Frequency
Strongly Agree	**163**
Agree	**204**
Disagree	**4**
No change	**37**
No Data	**46**
Grand Total	**454**



90% of the graduates reported a significantly improved current employment position as a result of the APTC studies.

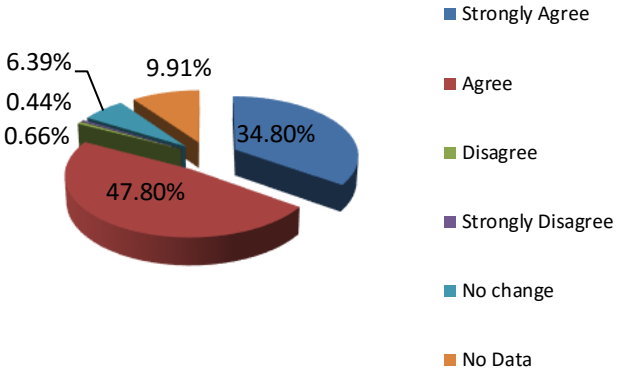
6.3.3 Increased Job Ease and Satisfaction

Response	Frequency
Strongly Agree	**161**
Agree	**216**
Disagree	**5**
Strongly Disagree	**2**
No change	**28**
No Data	**42**
Grand Total	**454**



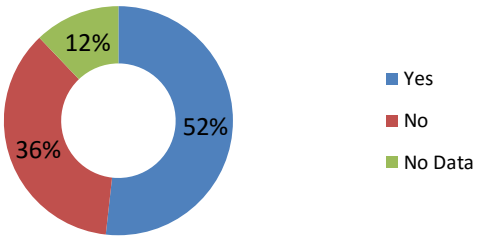
6.3.4 *Improved Sense of Job Security*

Response	Frequency
Strongly Agree	**158**
Agree	**217**
Disagree	**3**
Strongly Disagree	**2**
No change	**29**
No Data	**45**
Grand Total	**454**



6.3.5 *Promotion during or after completing APTC studies?*

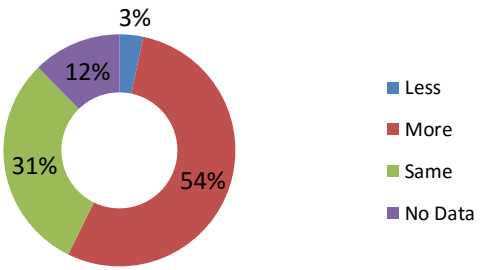
Response	Frequency
Yes	**235**
No	**164**
No Data	**55**
Grand Total	**454**



59% of the graduates reported that they gained a promotion after completing APTC studies. Not only does this indicate that APTC qualifications are highly regarded but it also shows that graduate performances have improved significantly resulting in promotions.

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

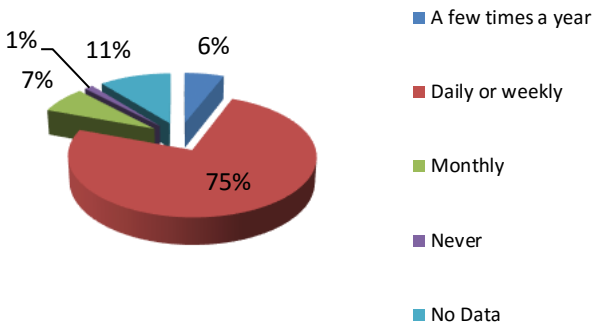
Response	Frequency
Less	**15**
More	**245**
Same	**138**
No Data	**56**
Grand Total	**454**



62% of the graduates reported that they are earning more average weekly wage than before attending the APTC training.

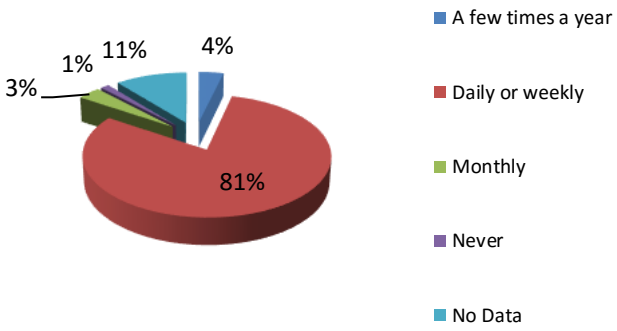
6.3.7 How often do you use the Leadership Skills learned at APTC in your current job?

Response	Frequency
A few times a year	27
Daily or weekly	339
Monthly	33
Never	6
No Data	49
Grand Total	**454**



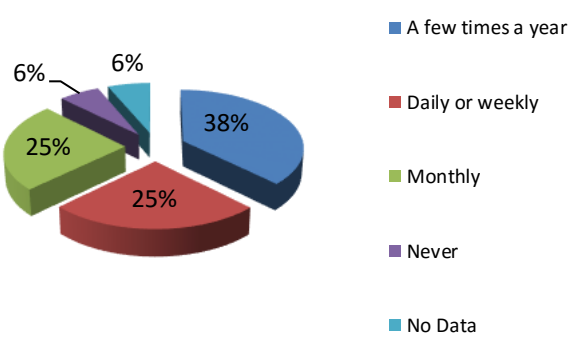
6.3.8 How often do you use the Communication Skills learned at APTC in your current job?

Response	Frequency
A few times a year	17
Daily or weekly	366
Monthly	16
Never	6
No Data	49
Grand Total	**454**



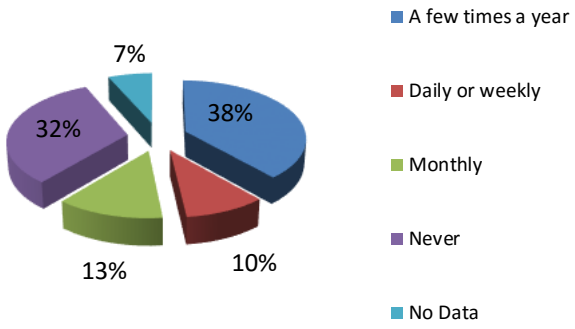
6.3.9 Contact with other students met during APTC studies?

Response	Frequency
A few times a year	170
Daily or weekly	115
Monthly	112
Never	28
No Data	29
Grand Total	**454**



6.3.10 Contact with trainers and tutors met during APTC studies?

Response	Frequency
A few times a year	**175**
Daily or weekly	**44**
Monthly	**58**
Never	**147**
No Data	**30**
Grand Total	**454**

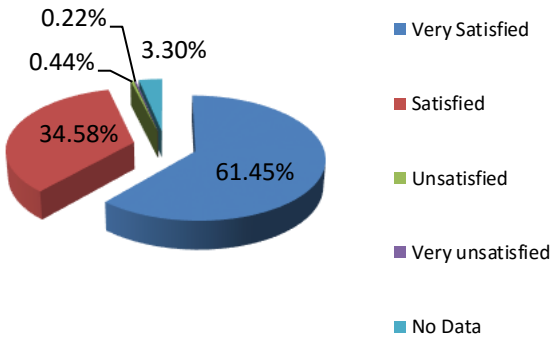


7. Comments and Suggestions

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

7.1 Overall level of satisfaction with APTC training

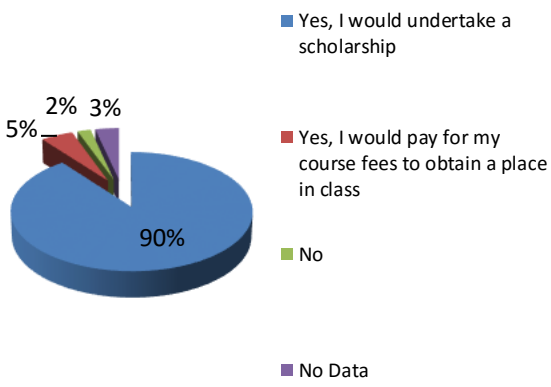
Response	Frequency
Very Satisfied	**279**
Satisfied	**157**
Unsatisfied	**2**
Very unsatisfied	**1**
No Data	**15**
Grand Total	**454**



APTC training is very highly regarded by former students. In this survey 99% of the graduates indicated that they were either very satisfied or satisfied with the training and outcome of their studies with APTC.

7.2 Would you undertake another APTC course in future?

Response	Frequency
Yes, I would undertake a scholarship	**407**
Yes, I would pay for my course fees to obtain a place in class	**22**
No	**9**
No Data	**16**
Grand Total	**454**



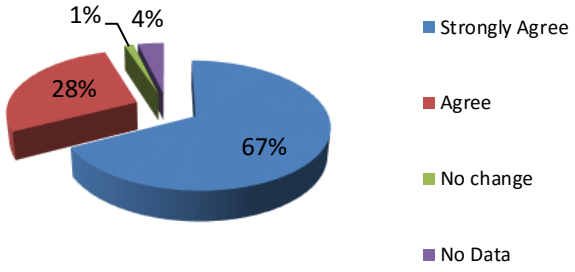
7.3 Would you recommend APTC courses to other people?

Response	Frequency
Yes	**437**
No Data	**17**
Grand Total	**454**

All graduates that responded to this question indicated that they would recommend APTC courses to other people.

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

Response	Frequency
Strongly Agree	**306**
Agree	**125**
No change	**6**
No Data	**17**
Grand Total	**454**

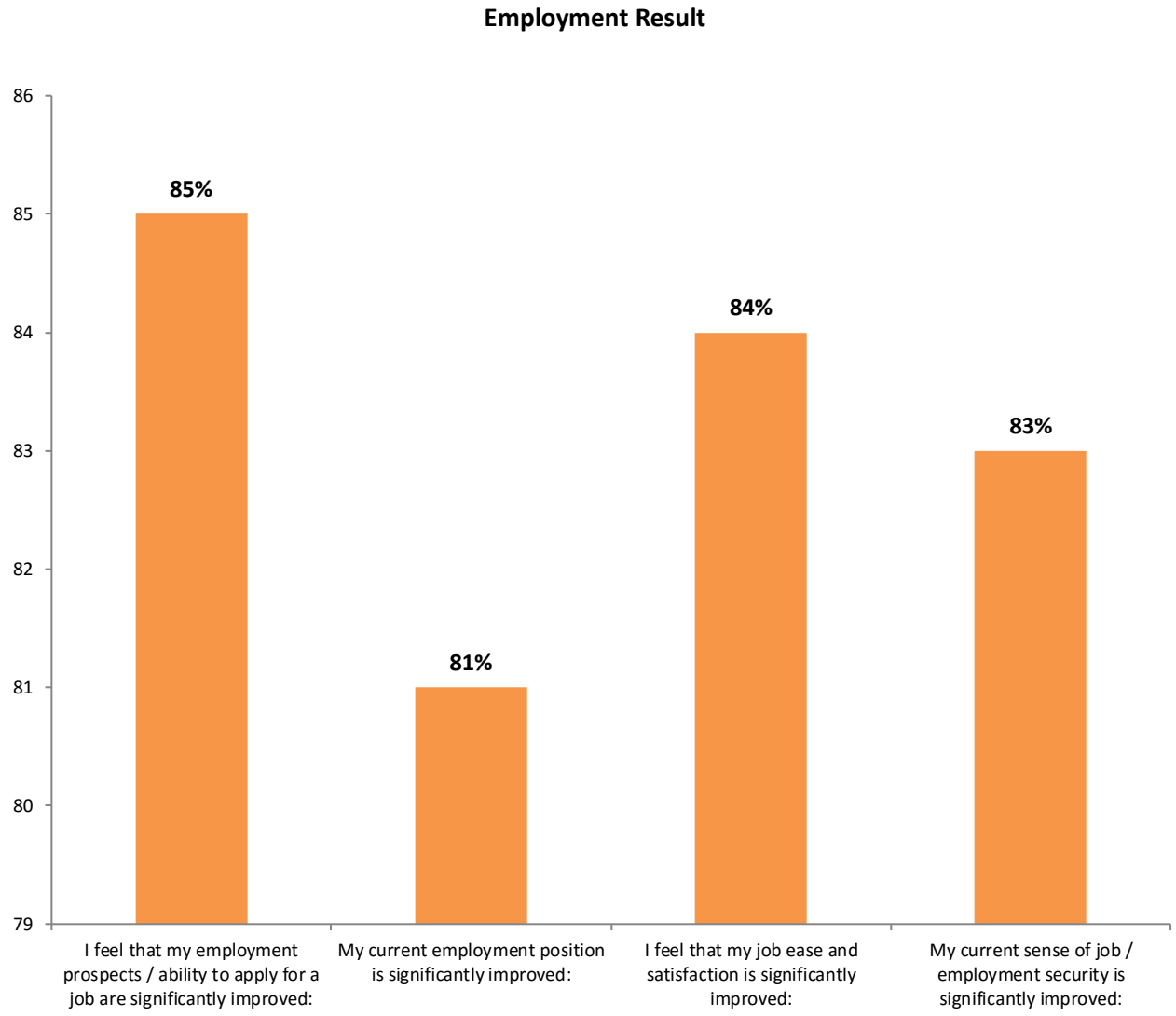


7.5 Have you moved to another location/country?

Response	Frequency
No, I have not moved	362
Yes, moved within the same country	61
Yes, to another country (write name of country you moved to below)	**10**
No Data	21
Grand Total	**454**

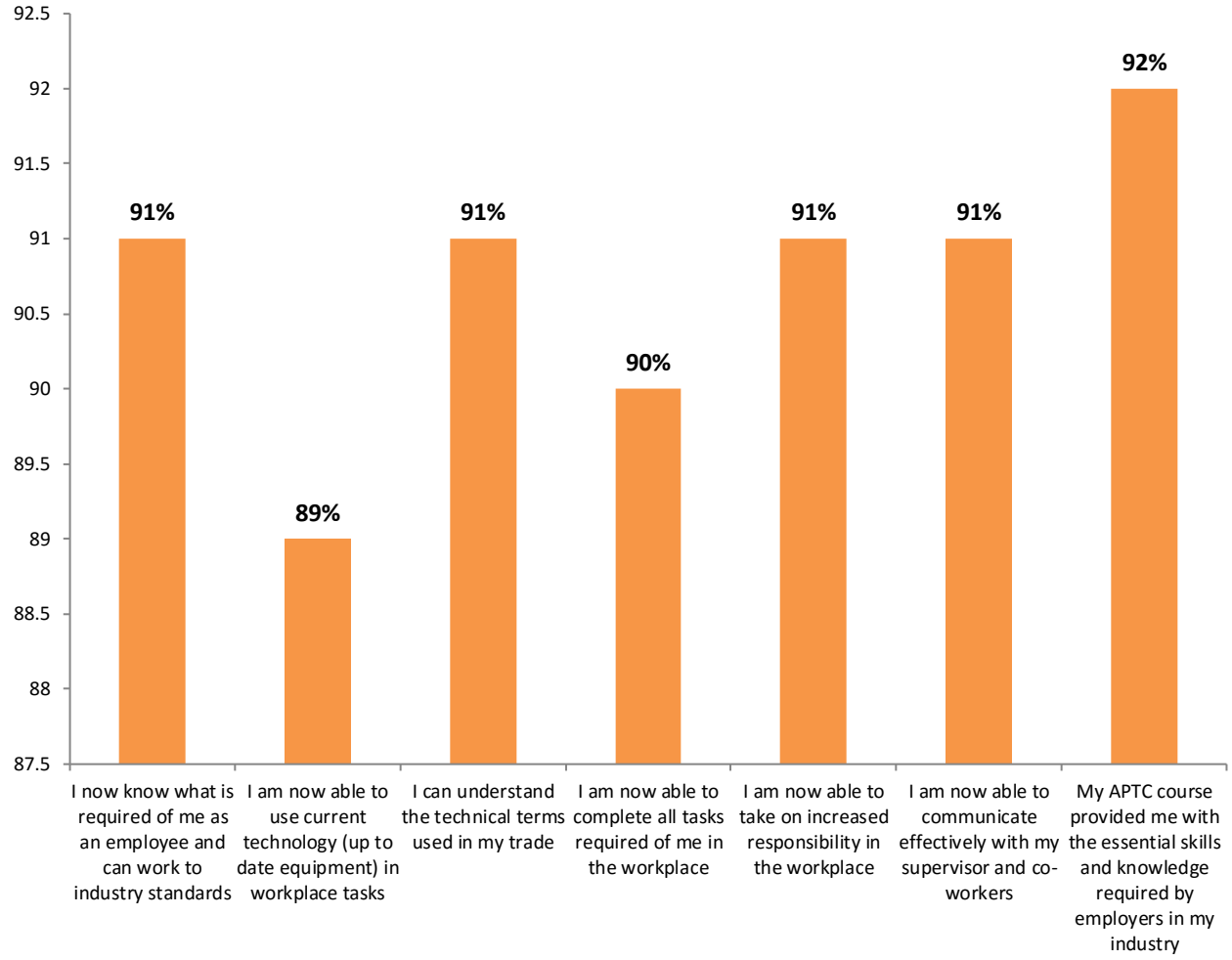
Yes, to another country (write name of country you moved to below)	Total
Australia	**1**
Fiji	**3**
New Zealand	**5**
USA	**1**
Grand Total	**10**

8. Conclusion



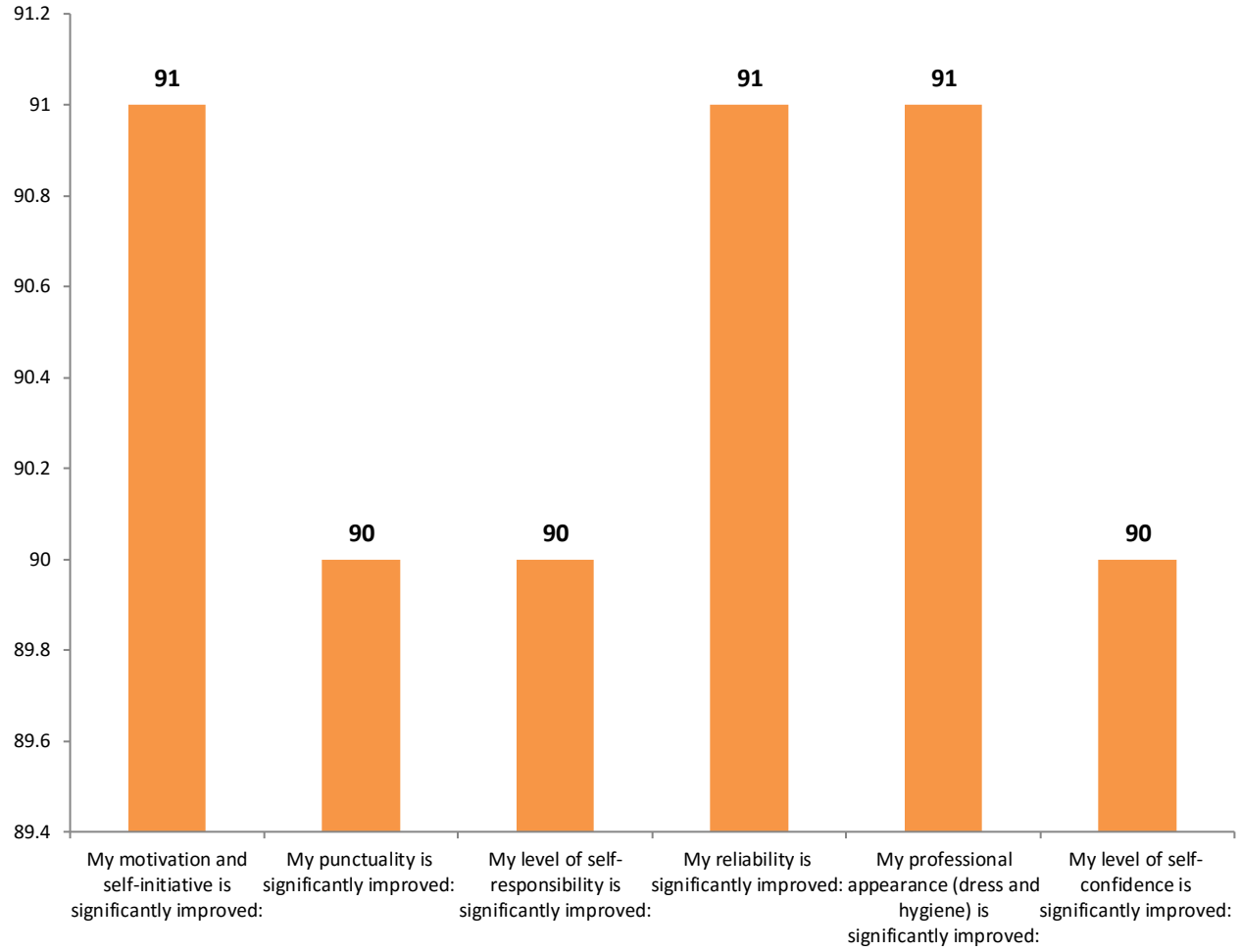
APTC graduates continue to have high employability as indicated by 86% of the graduates who were surveyed being in some form of employment at the time of their response. Finding new employment has also been made easier through APTC certification; 44% of the graduates surveyed had found new employment 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 99% overall satisfaction rating given by graduates.