

Graduate Tracer Survey Report 2018



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Contents

Introduction and Methods	1
Graduate Distribution	3
Employment Status	4
Employers	8
Impact of APTC Training	9
Professional Development	11
Personal Development	13
Income and Employment	17
Overall level of satisfaction with training	21
Migration	23
Summary	24
APTC	26

“1287 graduates were included in this year’s survey, with 725 responses received, producing a 56% response rate”

Introduction and Methods

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 Graduate Tracer Survey Report included students who had graduated between September 2016 and June 2017.

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 26 February and 27 April 2018. The survey population consisted of 1287 students who graduated between September 2016 and June 2017 (continuing from the cohort encompassed by the Graduate Tracer Survey 2017).

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	
Fiji	173	218	93	133	54%	61%	58%
Kiribati	33	35	21	21	64%	60%	62%
Nauru		2				0%	0%
PNG	66	234	39	133	58%	57%	57%
Samoa	82	60	51	33	62%	55%	59%
Solomon Islands	63	114	49	64	78%	56%	64%
Tonga	6	27	4	3	67%	11%	21%
Tuvalu	4	4	2	2	50%	50%	50%
Vanuatu	113	52	53	24	47%	46%	47%
Other		1				0%	0%
Grand Total	540	747	312	413	58%	55%	56%

The Graduate Tracer Survey 2018 recorded a 56% return on the overall survey population.

“The majority of graduates were Fijian citizens (58%) followed by PNG (57%) and Solomon Islands (64%). 58% of all respondents were female”

Graduate Distribution

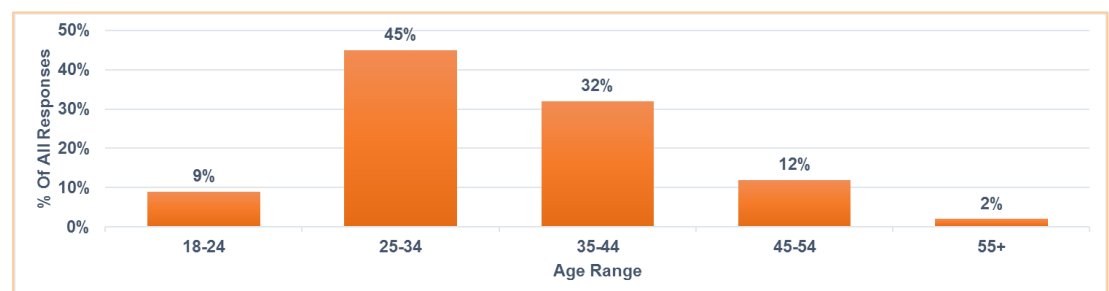
Citizenship by Gender

Citizenship	Gender		Total
	Female	Male	
Fiji	93	133	226
Kiribati	21	21	42
Papua New Guinea	39	133	172
Samoa	51	33	84
Solomon Islands	49	64	113
Tonga	4	3	7
Tuvalu	2	2	4
Vanuatu	53	24	77
Grand Total:	312	413	725

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	24	30	70	38	23	14	15	5	1	93	113	226
Kiribati	9		7	12	5	6		2		1	21	21	42
PNG	1	4	18	74	17	41	3	12		2	39	133	172
Samoa	7	4	31	13	10	12	3	4			51	33	84
Solomon Is	3	2	20	21	15	31	9	9	2	1	49	64	113
Tonga	0	0	2	1	2	1		1			4	3	7
Tuvalu	0	1	2					1			2	2	4
Vanuatu	3	2	18	10	23	7	9	5			53	24	77
Total	29	37	128	201	110	121	38	49	7	5	312	413	725
Grand Total	66		329		231		87		12		725		

Distribution by Age (genders combined)



“88% of males reported being in full and part time; full time or part time employment, while 75% 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	9	8	53%	47%	17	2.34%
Full time job	211	307	41%	59%	518	71.45%
Part time job	23	36	39%	61%	59	8.14%
Unemployed	58	61	49%	51%	119	16.41%
Unpaid employment	11	1	92%	8%	12	1.66%
Grand Total	325	400	43%	57%	725	100%

71% of the employed graduates were in full time employment, 16% reported being unemployed and 8% 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.

Type of Employment by Gender

Employment Category	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Unpaid community or voluntary work	8	5	62%	38%	13	2.2%
Looking for work or more work	3	4	43%	57%	7	1.2%
Working for Non-Government Organisation(NGO)	31	24	56%	44%	55	9.1%
Working for Private Company	102	165	38%	62%	267	44.2%
Working in own business	20	34	37%	63%	54	8.9%
Working for Public/Government Organisation	89	119	43%	57%	208	34.4%
Grand Total	253	351	42%	58%	604	100%

The majority of graduates were employed by private companies (44%), followed by those who worked in public or government organisations (34%). 18% either worked in their own business or were employed by NGOs. The remaining 3% 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	9	4	Mechanic		34
Assembler (Retail & Wholesale)		1	Medical Assistant	2	
Assistant Water Draftsman		1	Nurse	8	2
Bar Tender	3	5	Operator		2
Boiler Maker		4	Owner	1	5
Building Inspector		1	Painter	1	2
Building Officer		1	Parent Inclusive Advisor	1	
Business Partner - Restaurant		1	Pastor		1
Butler		1	Pattern Maker	2	1
Care Giver	5	1	Payroll Assistant	1	
Carpenter		22	Planner		1
Case Management Officer	1		Plumber		1
Cashier	2		Police Force	3	5
Caterer	2		Power Station Lead Operator		1
Chef	18	23	Procurement Officer	1	
Child Protection Officer	1		Project Manager		2
Community Advocator	1		Project Officer	4	4
Community Officer		1	Receptionist	6	1
Community Rehabilitation Officer		1	Referral Officer	1	
Community Sports Officer	1		Residence Housemaid	1	
Conference Assistant	1		Room Attendant	2	
Consultant Facilitator		1	Safety & Training Officer	1	
Cook		2	Sales Officer		1
Coordinator	12	4	School Principal		1
Corrections Officer	1	3	Seamstress	1	
Counsellor	1		Secretariat Aide	1	
Court Officer	2	1	Secretary	1	1
Creative Arts	1		Self Employed	5	2
Deputy Principal - Academic		1	Senior Actor		1
Deputy Registrar General		1	Senior Business Adviser		1
Diesel Fitter		7	Mechanic		34
Director	1	8	Senior Information Management Assistant		1
Documentation Officer		1	Senior Probation Officer	1	
Driver		2	Senior Probation Parole Officer		1
Early Childhood Educator	19	2	Senior Sergeant	1	
Early Childhood Educator - Head Teacher/ Supervisor	3		Sergeant		1

Role	Female	Male	Role	Female	Male
Electrician	1	17	Shareholder		1
Electrician - Team Leader		1	Social Welfare Officer	1	
Energy Assistance Officer		1	Solicitor In Charge	1	
Engineer		6	Stock Auditor		1
Executive Officer		1	Student Services & Welfare Officer	2	
Fashion & Jewelry Designer		1	Sub Regional Commander		1
Finance Office Management	1		Supervisor	20	18
Financial Controller		1	Survey Officer	1	
Fitter and Machinist		12	Teacher (Primary/Secondary)	21	13
Food and Beverage Attendant	4	1	Teacher Aide (Primary/Secondary)	2	
Foreman (Construction)		11	Team Leader	3	
Fruit Picking		1	Team Leader - Business Operations Sales	1	
Gender Justice Officer	1		Technician	3	6
Guest Service Agent	1		Terminal Dues Officer	1	
Handyman		1	Tile Layer		2
Health Assistant		1	Timber Ripper/Stripper		1
Health Inspector	1		Tourism Officer		1
Instruction Officer (Civil Service)	1		Trades and Marketing	1	
Insurance Broker & Risk Consultant	1		Tradesman		3
Kitchen Hand	1	1	TVET Senior Inspector		1
Leading Hand		1	TVET (Trainer/Tutor/Instructor)	22	31
Lecturer (Tertiary)	1	5	Utility Hands (Transport)		1
Liaison Officer		1	Volunteer	2	1
Loans Officer	2		Waiter/ Waitress	4	1
Machinist	7		Ward Assistant (Health Services)	3	
Manager	13	16	Welder/ Fabricator		14
Column Total	119	179	Column Total	133	168

“27% of females and 36% 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 similar industry to the one I was employed by when I studied at APTC - Higher Position	20	50	29%	71%	70	11.59%
Different Company in a similar industry to the one I was employed by when I studied at APTC - Similar Job	20	54	27%	73%	74	12.25%
Different Industry to the one I was employed by when I studied at APTC - Higher Position	5	18	22%	78%	23	3.81%
Different Industry to the one I was employed by when I studied at APTC - Similar Job	18	14	56%	44%	32	5.30%
Same Company I was employed by when I studied with APTC - Higher Position	44	60	42%	58%	104	17.22%
Same Company I was employed by when I studied with APTC - Same Job	129	127	50.4%	49.6%	256	42.38%
Self Employed - Different Industry	7	8	47%	53%	15	2.48%
Self Employed - Same Industry	10	20	33%	67%	30	4.97%
Grand Total	253	351	42%	58%	604	100%

60% of the students were employed with the same company in either the same job or a higher position. 33% of the students managed to secure a higher position after graduating from APTC, an indication of the relevance of training.

“76% of respondents work for either a small or medium business.”

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	86	146	37%	63%	232	38.86%
Multinational (in more than 1 Country)	63	77	45%	55%	140	23.45%
Small Business/ Single Location	99	126	44%	56%	225	37.69%
Grand Total	248	349	42%	58%	597	100%

Most of the graduates (37%) work for small businesses with a single location, 38% work for medium sized businesses with several branches and 23% work 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	173	222	44%	56%	395	66%
Rural/Outer Island	22	43	34%	66%	65	11%
Village/Town	53	84	39%	61%	137	23%
Grand Total	248	349	42%	58%	597	100%

66% of the employers of the APTC graduates were based in the capital cities of their respective countries, 23% in villages or towns, with the remaining 11% in rural areas or outer islands.

The majority of females (70%) were employed in a capital city, while just over half (64%) of all males worked in a capital city, with another 24% of males working in a village or town.

“The majority of respondents (77%) 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 Air-conditioning and Refrigeration	0	11	0%	100%	11	2%
Certificate III in Applied Fashion Design and Technology	22	7	76%	24%	29	4%
Certificate III in Carpentry	2	73	3%	97%	75	10%
Certificate III in Commercial Cookery	30	41	42%	58%	71	10%
Certificate III in Community Services	15	5	75%	25%	20	3%
Certificate III in Early Childhood Education and Care	30	4	88%	12%	34	5%
Certificate III in Education Support	19	6	76%	24%	25	3%
Certificate III in Electrotechnology Electrician	1	22	4%	96%	23	3%
Certificate III in Engineering - Fabrication Trade	0	24	0%	100%	24	3%
Certificate III in Engineering - Mechanical Trade (Diesel Fitting)	0	31	0%	100%	31	4%
Certificate III in Engineering - Mechanical Trade (Fitting and Machining)	2	25	7%	93%	27	4%
Certificate III in Health Services Assistance	6	5	55%	45%	11	2%
Certificate III in Hospitality	47	18	72%	28%	65	9%
Certificate III in Individual Support (Ageing, Home and Community)	35	9	80%	20%	44	6%
Certificate III in Light Vehicle Mechanical Technology	2	38	5%	95%	40	6%
Certificate III in Painting and Decorating	2	8	20%	80%	10	1%
Certificate III in Patisserie	5	0	100%	0%	5	1%
Certificate III in Plumbing	0	6	0%	100%	6	1%
Certificate III in Tourism	12	6	67%	33%	18	2%
Certificate III in Wall and Floor Tiling	1	7	13%	88%	8	1%
Certificate IV in Business	10	0	100%	0%	10	1%

Certificate IV in Community Development	13	9	59	41	22	3%
Certificate IV in Disability	12	0	100%	0%	12	2%
Certificate IV in Hospitality	7	4	64%	36%	11	2%
Certificate IV in Leadership and Management	19	25	43%	57%	44	6%
Certificate IV in Training and Assessment	9	22	29%	71%	31	4%
Certificate IV in Youth Work	11	7	61%	39%	18	2%
Grand Total	312	413	43%	57%	725	100%

Difficulty in sourcing employment

Level of Difficulty	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Very Easy	95	152	38%	62%	247	34.50%
Easy	133	168	44%	56%	301	42.04%
Difficult	52	70	43%	57%	122	17.04%
Very Difficult	6	4	60%	40%	10	1.40%
I could not find a job in the same field as my APTC studies	20	16	56%	44%	36	5.03%
Grand Total	306	410	43%	57%	716	100%

76.54% of APTC graduates mentioned it was easy (Very Easy and Easy) to find work, 18.44% said it was difficult (Very Difficult and Difficult), while 5.03% 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	136	148	48%	52%	285	48%
No	9	18	33%	67%	27	5%
Yes	101	181	36%	64%	282	47%
Grand Total	247	347	42%	58%	594	100%

47% of the APTC graduates (36% female, 64% male) said that APTC training helped them find their current job. 5% indicated that training was not a factor in helping them source their current employment, while the remaining 48% 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	177	272	39%	61%	449	62.71%
Agree	123	133	48%	52%	256	35.75%
Disagree	0	2	0%	100%	2	0.28%
No Change	6	3	67%	33%	9	1.26%
Grand Total	306	410	43%	57%	716	100%

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	150	239	39%	61%	389	54.33%
Agree	142	160	47%	53%	302	42.18%
Disagree	1	1	50%	50%	2	0.28%
Strongly disagree	1	1	50%	50%	2	0.28%
No Change	12	9	57%	43%	21	2.93%
Grand Total	306	410	43%	57%	716	100%

Graduates are fluent in relevant technical vocabulary after training.

Fluent in technical vocabulary	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	151	244	38%	62%	395	55.2%
Agree	144	157	48%	52%	301	42%
Disagree	0	2	0%	100%	2	0.3%
No Change	11	7	61%	39%	18	2.5%
Grand Total	306	410	43%	57%	716	100%

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	176	265	40%	60%	441	61.6%
Agree	122	133	48%	52%	255	35.6%
Disagree	0	2	0%	100%	2	0.3%
No Change	8	10	44%	56%	18	2.5%
Grand Total	306	410	43%	57%	716	100%

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	181	266	40%	60%	447	62.4%
Agree	106	128	46%	54%	234	35.1%
Disagree	0	3	0%	100%	3	0.4%
Strongly Disagree	0	1	0%	100%	1	0.1%
No Change	9	5	64%	36%	14	2.0%
Grand Total	306	410	43%	57%	716	100%

Graduates can communicate effectively with colleagues after training.

Able to communicate effectively	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	197	277	42%	58%	474	66.2%
Agree	106	124	46%	54%	230	32.1%
Disagree	1	2	33%	67%	3	0.4%
No Change	2	7	22%	78%	9	1.3%
Grand Total	306	410	43%	57%	716	100%

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	206	296	41%	59%	502	70.1%
Agree	98	108	48%	52%	206	28.8%
No Change	2	5	29%	71%	7	1%
Strongly Disagree	0	1	0%	100%	1	0.1%
Grand Total	306	410	43%	57%	716	100%

“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	183	265	41%	59%	448	62.6%
Agree	119	143	45%	55%	262	36.6%
No Change	4	2	67%	33%	6	0.8%
Grand Total	306	410	43%	57%	716	100%

Improved Punctuality

Motivation and initiative increased	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	179	252	42%	58%	431	60%
Agree	114	145	44%	56%	259	36%
No Change	13	13	50%	50%	26	4%
Grand Total	306	410	43%	57%	716	100%

Increased Self Responsibility

Increase in self-responsibility	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	184	261	41%	59%	445	62%
Agree	116	142	45%	55%	258	36%
No Change	6	7	46%	54%	13	2%
Grand Total	306	410	43%	57%	716	100%

Improved Reliability

Improved reliability	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	183	257	42%	58%	440	61%
Agree	118	139	46%	54%	257	36%
No Change	5	14	26%	74%	19	3%
Grand Total	306	410	43%	57%	716	100%

Improved Professional Appearance (Dress and Hygiene)

Improved professional appearance	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	192	257	43%	57%	449	62.7%
Agree	99	130	43%	57%	229	31.98%
No Change	15	22	41%	59%	37	5.17%
Strongly Disagree	0	1	0%	100%	1	0.14%
Grand Total	306	410	43%	57%	716	100%

Increased Level of Self-Confidence

Increased self-confidence	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	202	285	41%	59%	487	68%
Agree	101	116	47%	53%	217	30%
No Change	3	9	25%	75%	12	2%
Grand Total	306	410	43%	57%	716	100%

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	7	16	30%	70%	23	3%
Yes	299	394	43%	57%	693	97%
Grand Total	306	410	43%	57%	716	100%

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	20	36	36%	64%	56	8%
Yes	286	374	43%	57%	660	92%
Grand Total	306	410	43%	57%	716	100%

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	16	47	25%	75%	63	9%
Yes	290	363	44%	56%	653	91%
Grand Total	306	410	43%	57%	716	100%

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	16	39	29%	71%	55	8%
Yes	290	371	44%	56%	661	92%
Grand Total	306	410	43%	57%	716	100%

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	9	18	33%	67%	27	4%
Yes	297	392	43%	57%	689	96%
Grand Total	306	410	43%	57%	716	100%

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	22	40	35%	65%	62	9%
Yes	284	370	43%	57%	654	91%
Grand Total	306	410	43%	57%	716	100%

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	17	46	27%	73%	63	6.3%
Yes	289	364	44%	56%	653	93.7%
Grand Total	306	410	43%	57%	716	100%

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	41	32%	68%	60	8%
Yes	287	369	44%	56%	656	92%
Grand Total	306	410	43%	57%	716	100%

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	3	3	50%	50%	6	1%
Not Sure	11	27	29%	71%	38	5%
Yes	290	376	44%	56%	666	94%
Grand Total	304	406	43%	57%	710	100%

“96.7% 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	134	215	38%	62%	349	58.5%
Agree	102	126	45%	55%	228	38.2%
No Change	12	6	67%	33%	18	3%
Disagree	0	2	0%	100%	2	0.3%
Grand Total	248	349	42%	58%	597	100%

APTC training improves employment prospects of its graduates. 236 of 248 (95%) female respondents and 341 of 349 (98%) 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	130	208	38%	62%	338	56.8%
Agree	91	110	45%	55%	201	33.8%
No Change	27	27	50%	50%	54	9.1%
Disagree	0	2	0%	100%	2	0.3%
Grand Total	248	347	42%	58%	595	100%

539 of the 595 (90.6%) 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	135	209	39%	61%	344	57.82%
Agree	104	123	46%	54%	227	38.15%
No Change	8	11	42%	58%	19	3.19%
Disagree	1	3	25%	75%	4	0.67%
Strongly disagree	0	1	0%	100%	1	0.17%
Grand Total	248	347	42%	58%	595	100%

Improved Sense of Job Security

Improved sense of job security	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
Strongly Agree	132	209	39%	61%	341	57.5%
Agree	107	122	47%	53%	229	38.6%
No Change	6	13	32%	68%	19	3.2%
Disagree	1	3	25%	75%	4	0.7%
Grand Total	246	347	41%	59%	593	100%

Promotion during or after completing APTC studies

Promotion during or after studies	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
No	143	193	43%	57%	336	43%
Yes	104	154	40%	60%	258	57%
Grand Total	247	347	42%	58%	594	100%

Of the 594 respondents to this question, 258 (57%) 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	101	181	36%	64%	282	47.8%
Same	136	157	46%	54%	293	49.7%
Less	6	9	40%	60%	15	2.5%
Grand Total	243	247	41%	59%	590	100%

In total 47.8% of respondents (101 females, 181 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	201	300	40%	60%	501	83.9%
Monthly	19	20	49%	51%	39	6.5%
A few times a year	20	21	49%	51%	41	6.9%
Never	7	9	44%	56%	16	2.7%
Grand Total	247	350	41%	59%	597	100%

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	224	308	42%	58%	532	90%
Monthly	11	19	37%	63%	30	5.1%
A few times a year	5	11	31%	69%	16	2.7%
Never	5	8	38%	62%	13	2.2%
Grand Total	245	346	41%	59%	591	100%

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	157	180	47%	53%	337	47.9%
Monthly	68	123	36%	64%	191	27.1%
A few times a year	66	86	43%	57%	152	21.6%
Never	6	18	25%	75%	24	3.4%
Grand Total	297	407	42%	58%	704	100%

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	64	60	52%	48%	124	17.6%
Monthly	70	84	45%	55%	154	21.9%
A few times a year	103	169	38%	62%	272	38.6%
Never	60	94	39%	61%	154	21.9%
Grand Total	297	407	42%	58%	704	100%

“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	212	286	43%	57%	498	69.8%
Satisfied	89	121	42%	58%	210	29.5%
Unsatisfied	0	1	0%	100%	1	0.1%
Neither satisfied nor dissatisfied	3	1	75%	25%	4	0.6%
Grand Total	304	409	43%	57%	713	100%

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	17	14	55%	45%	31	4%
Yes - I would undertake a scholarship	278	386	42%	58%	664	93%
No	9	10	47%	53%	19	3%
Grand Total	304	410	43%	57%	714	100%

Would you recommend APTC courses to other people?

Recommend APTC to others	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
No	2	1	67%	33%	3	0.4%
Yes	300	407	42%	58%	707	99.6%
Grand Total	302	408	43%	57%	710	100%

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	206	296	41%	59%	502	70.704%
Agree	93	108	46%	54%	201	28.310%
No Change	2	3	40%	60%	5	0.704%
Disagree	0	1	0%	100%	1	0.141%
Strongly disagree	1	0	100%	0%	1	0.141%
Grand Total	302	408	43%	57%	710	100%

“The majority of migrations recorded in this survey were to Fiji, New Zealand and Solomon Islands”

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	256	330	44%	56%	586	83%
Yes, moved within the same country	40	74	35%	65%	114	16%
Yes, to another country	6	4	60%	40%	10	1%
Grand Total	302	408	43%	57%	710	100%

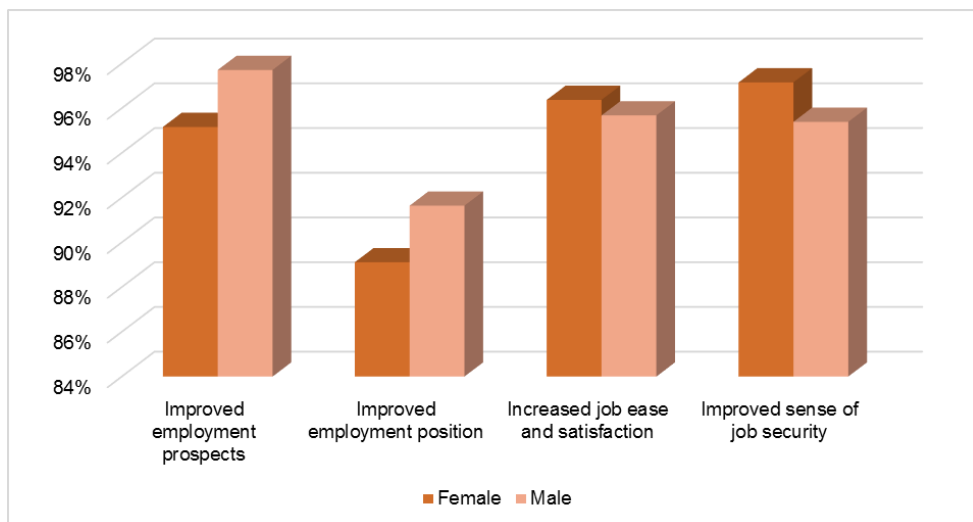
Which location/country did you move to?

Migration destination	Respondents		% Respondents		Respondents Total	Total %
	Female	Male	Female	Male		
American Samoa	0	1	0%	100%	1	10%
Australia	1	0	100%	0%	1	10%
Cook Islands	1	0	100%	0%	1	10%
Fiji	2	0	100%	0%	2	20%
New Zealand	0	2	0%	100%	2	20%
Solomon Islands	1	1	50%	50%	2	20%
South America	1	0	100%	0%	1	10%
Grand Total	6	4	60%	40%	10	100%

Summary

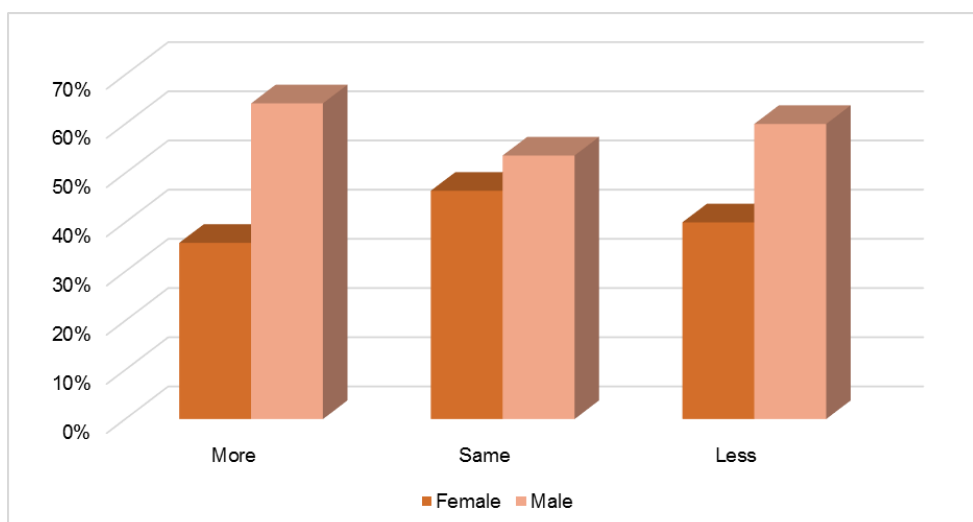
Employment

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.



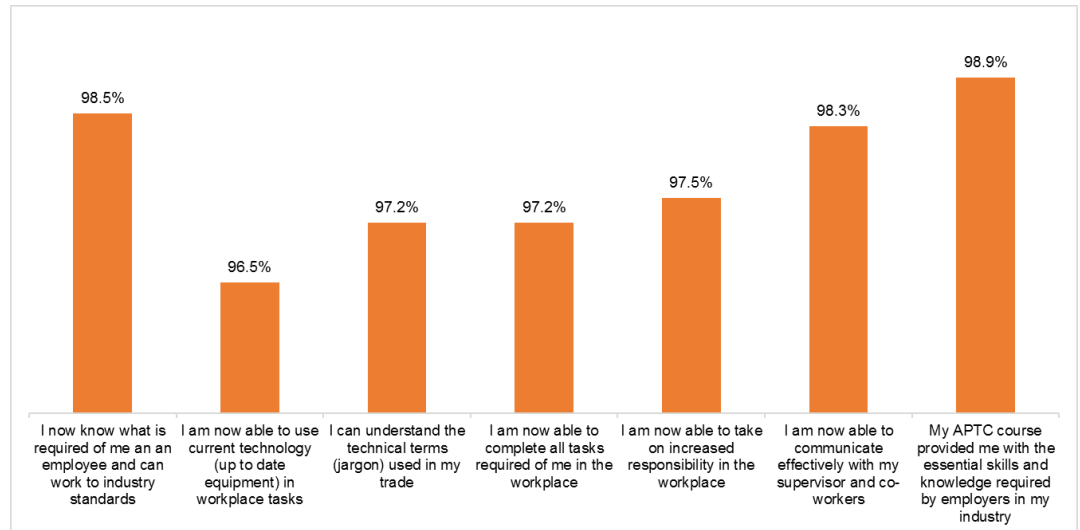
Remuneration

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



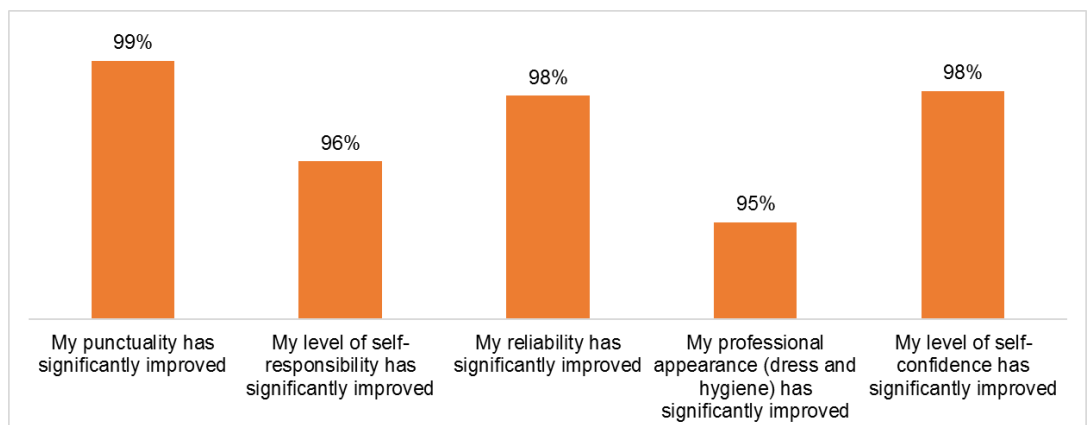
Professional Development

Gaining an APTC qualification leads to an increase in graduate's 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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TECHNICAL COLLEGE

CREATING SKILLS FOR LIFE