



AUSTRALIA PACIFIC
TRAINING COALITION

Creating Skills For Life

GRADUATE TRACER SURVEY REPORT

2024

Full Qualification

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Glossary

APTC	Australia Pacific Training Coalition
GTS	Graduate Tracer Survey
PICs	Pacific Island Countries
SIS	Small Island States

1. EXECUTIVE SUMMARY

The annual Graduate Tracer Survey (GTS) provides a comprehensive overview of APTC graduates' workplace and personal experiences six months to a year after course completion. The 2024 survey collected insights on graduate demographics, employment details, and the impact of APTC training on their careers, covering topics such as professional development, job satisfaction, and workplace productivity.

Key Findings:

1. **Employment Trends**
 - Of the 446 graduates in the labour force, 81% were employed, a slight decline from 84% in 2023 but consistent with the 2018–2024 average employment rate of 86%.
 - Of those unemployed, 62% were women, citing reasons such as resignation (14%), not actively seeking work (14%), and limited job opportunities (23%). Additionally, 6% lost jobs due to COVID-19, with women disproportionately affected (60%).
2. **Job Characteristics**
 - Among employed graduates, 91% held full-time positions, primarily in medium-sized businesses located in capital cities.
 - Top employment sectors included Education, Engineering, Manufacturing and Construction, and Health and Welfare.
 - 89% found it easy or very easy to secure work after graduating, and 82% credited APTC training for their job placements.
3. **Income, Promotions, and Job Satisfaction**
 - 94% of graduates were satisfied with their jobs, noting improvements in employment prospects, job ease, satisfaction, and security.
 - 28% received promotions post-training, with women comprising 21% of this group.
4. **Skill Application and Networking**
 - Graduates applied leadership and communication skills frequently in their roles.
 - Many maintained professional networks with former APTC trainers, tutors, and peers.
5. **Further Studies and Migration**
 - 20% of graduates out of the labour force were pursuing further studies.
 - Only 9% migrated overseas, primarily to Australia and New Zealand, indicating a strong preference for contributing to their local or regional communities.
6. **Community Impact**
 - 99% of graduates reported applying their APTC-acquired knowledge to teach and support others.
7. **Training Satisfaction**
 - Overall satisfaction with APTC training reached 100%, up from 99% in the previous survey, reflecting the quality of training and positive graduate outcomes.

The 2024 GTS highlights APTC's success in delivering impactful training that enhances employability, career progression, and community contributions. While opportunities for improvement remain, the overwhelmingly high satisfaction ratings underscore APTC's value in preparing graduates for meaningful employment and societal impact. Constructive graduate feedback will further support APTC's continuous improvement efforts.

2. INTRODUCTION

2.1 SURVEY OVERVIEW

The APTC Graduate Tracer Survey report summarises the 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. Survey data was collected through the APTC Graduate Tracer Questionnaire administration, and graduates were identified for this survey based on their course completion dates.

The questionnaire used to gather data was divided into sections designed to collect information in the following areas:

- Current employment status, 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 status and industry in general

Methods of gathering data included:

- E-mails
- Phone interviews
- Online completion of the questionnaire via Qualtrics platform

The tables contained in this report reflect responses from graduates who chose to provide feedback. Not every respondent answered every question in the survey.

2.2 SURVEY ADMINISTRATION

The 2024 Graduate Tracer Survey (GTS) was administered between 13th March and 03rd May, with a target population of 714 students who graduated between July 2022 and June 2023.

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

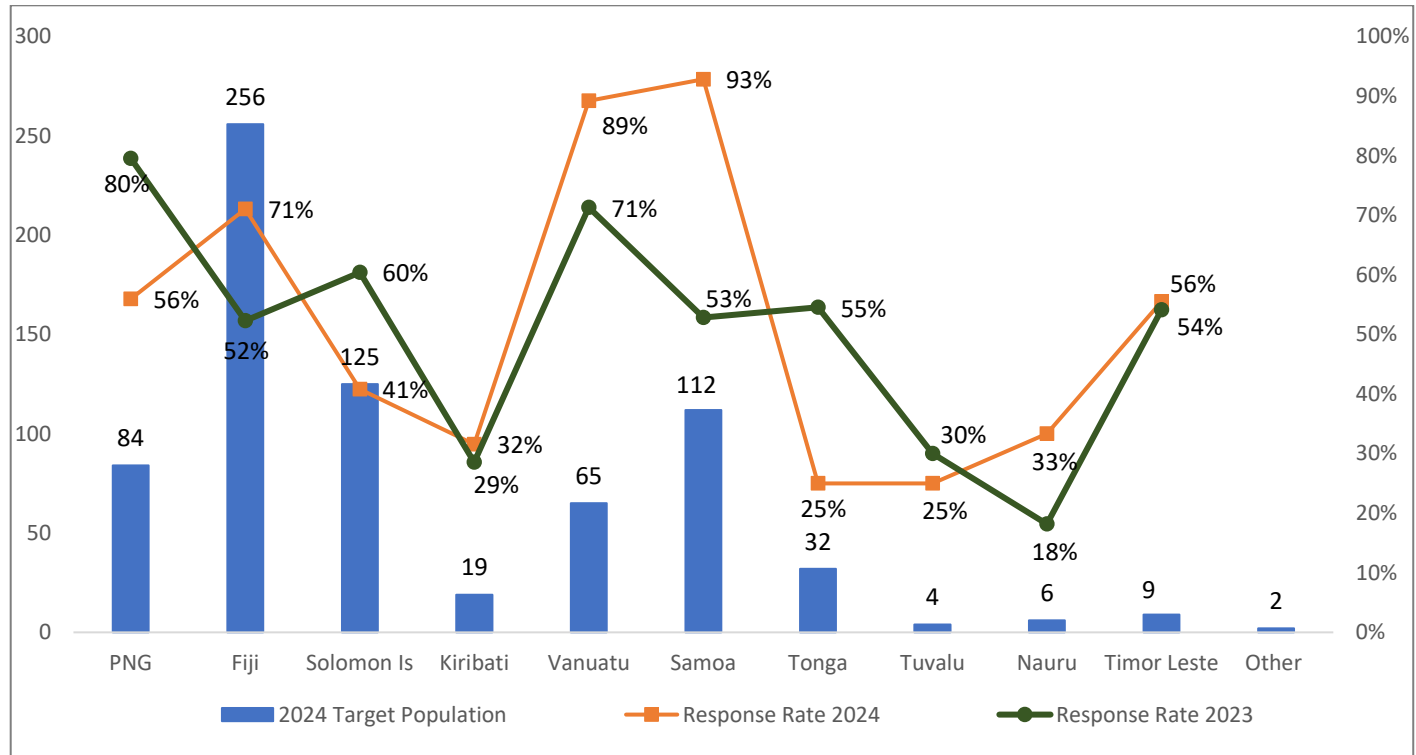
Figure 1 below shows a 65% response rate on the GTS, compared to 59% in the previous year.

Figure 1: Survey responses received



Figure 2 below shows the survey population by citizenship, the number of responses received and the response rate as a percentage of the total surveyed. Apart from PNG, Solomons, Tuvalu and Nauru, all the other PICs recorded an increase in response rates when compared to the 2023 survey.

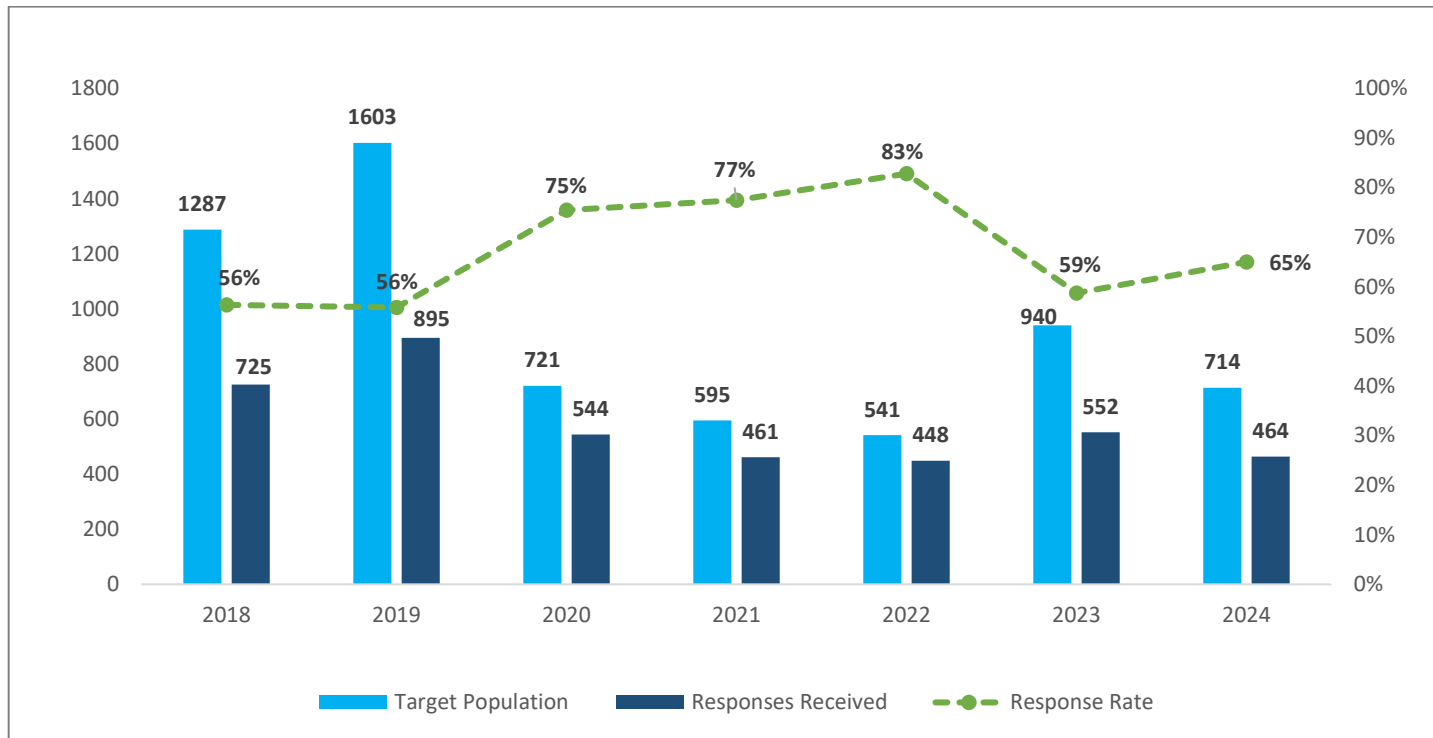
Figure 2: Response rate by citizenship



2.3 SURVEY TRENDS – 2018 – 2024

From 2018 to 2024, the average response rate was 67%, with significant increases in 2021 and 2022 (see Figure 3).

Figure 3: Response rate 2018 - 2024



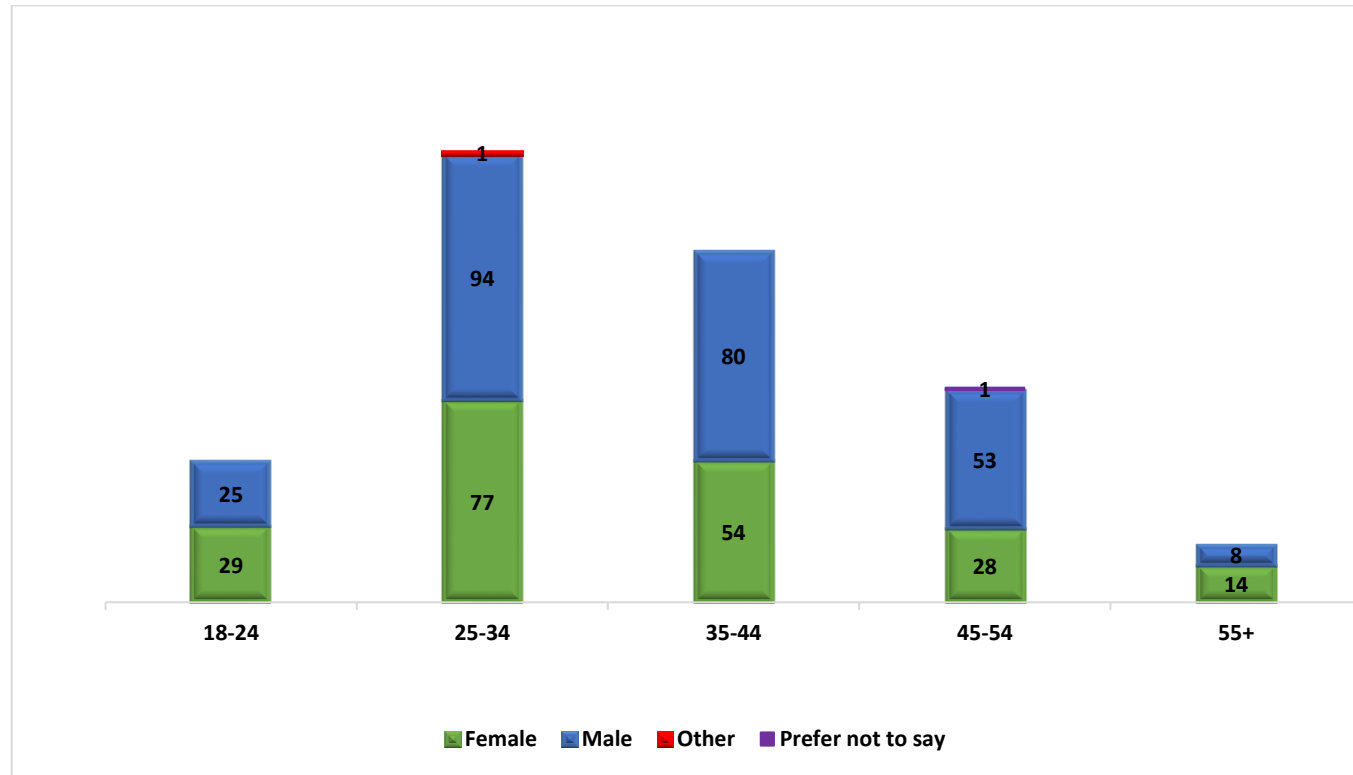
3. GRADUATE DISTRIBUTION

This section discusses the demographics of the graduates, including age, gender, disability and qualifications

Slightly more than half of the respondents were males (56%), with most of the respondents being citizens of Fiji (39%) and Samoa (22%). The small island states of Kiribati, Tonga, Nauru, and Tuvalu represented 4% of the respondents.

Figure 4 below show that most of the graduates were between 25 and 34 years of age (37%), whilst about 29% of them were aged between 35 and 44 years.

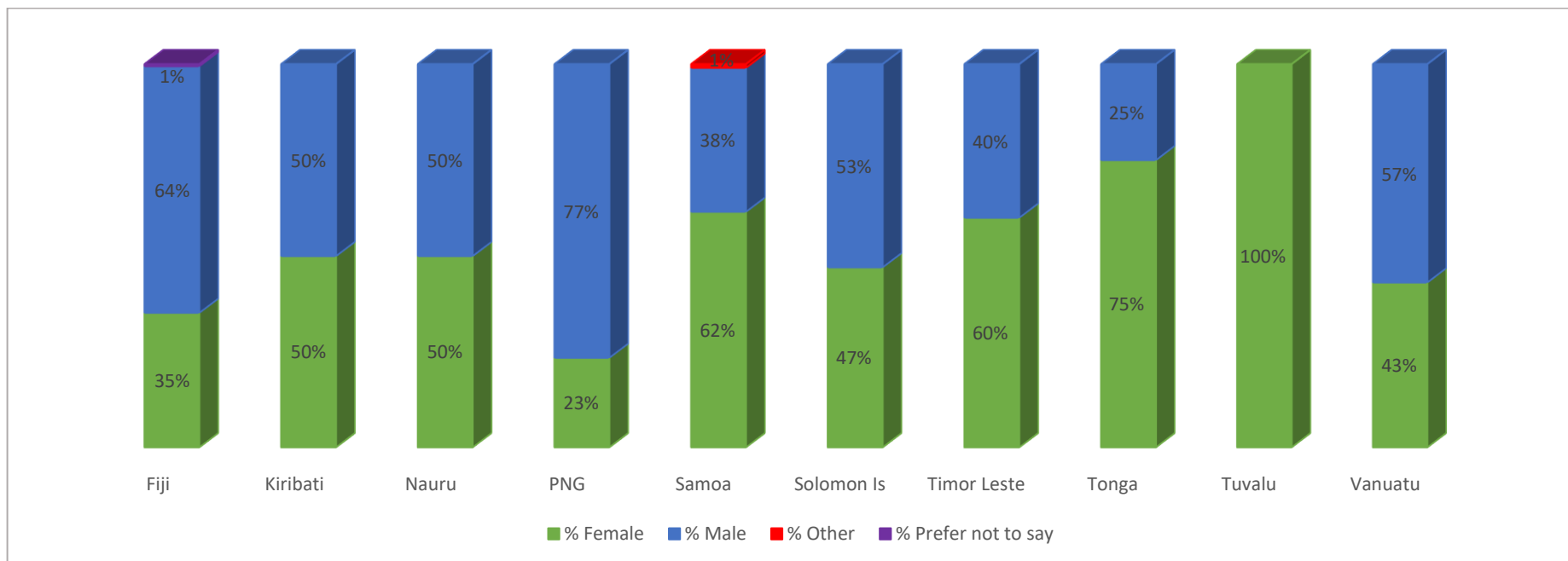
Figure 4: Age Category by Gender



3.1 GENDER

Figure 5 shows the distribution of 464 APTC graduates by country and gender. Fiji has the highest number of graduates with 64 females and 117 males, totaling 182. Smaller numbers of graduates are reported from Kiribati, Nauru, Timor Leste, Tonga and Tuvalu. Overall, there are 202 female graduates, 260 male graduates, 1 other, and 1 who prefers not to say.

Figure 5: Gender distribution by Citizenship



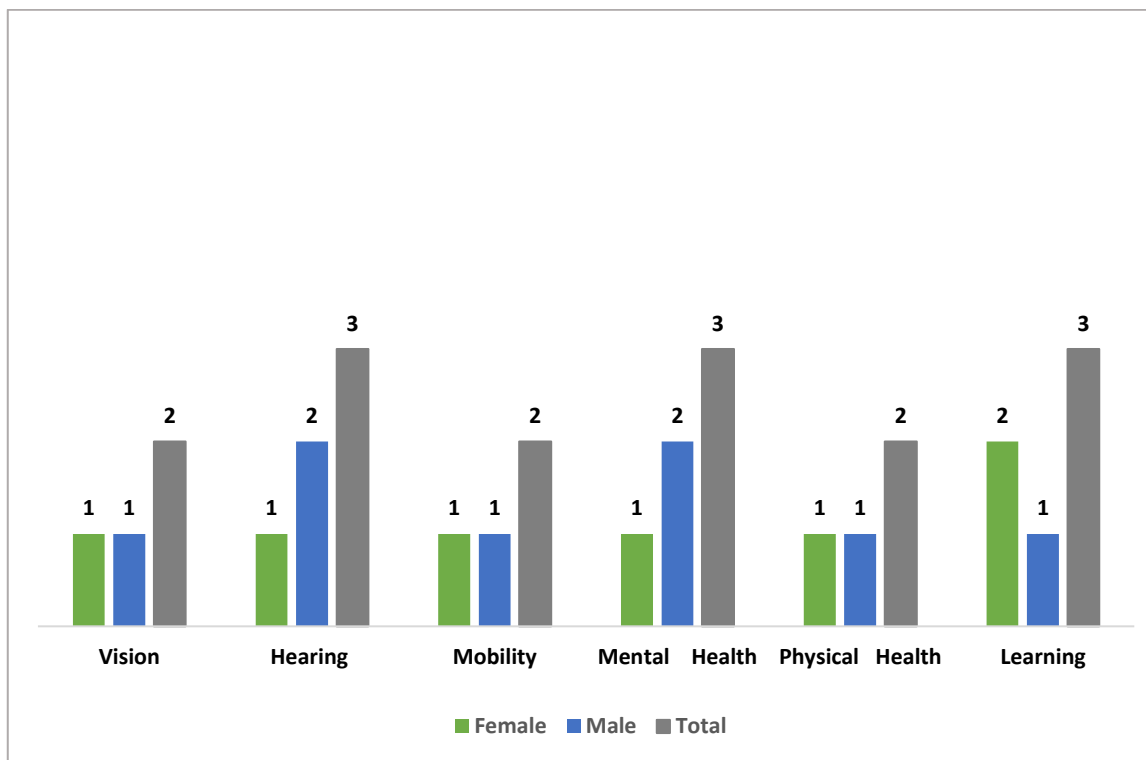
3.2 DISABILITY

The survey recorded whether graduates had any form of disability. To capture this data, 6 Washington Group questions¹ were used in the survey.

¹ The Washington Group (WG) Questions are targeted questions on individual functioning intended to provide a quick and low-cost way to collect data, allowing disaggregation by disability status.

A total of 4 respondents (1%) indicated they had some form of disability. Out of the the 4 respondents, 2 were females. Figure 6 shows the breakdown for each group of disability that graduates had during the survey. Among all persons with disabilities, 75% had difficulties in hearing, remembering and communicating, which made the highest contributors towards graduates persons with disabilities.

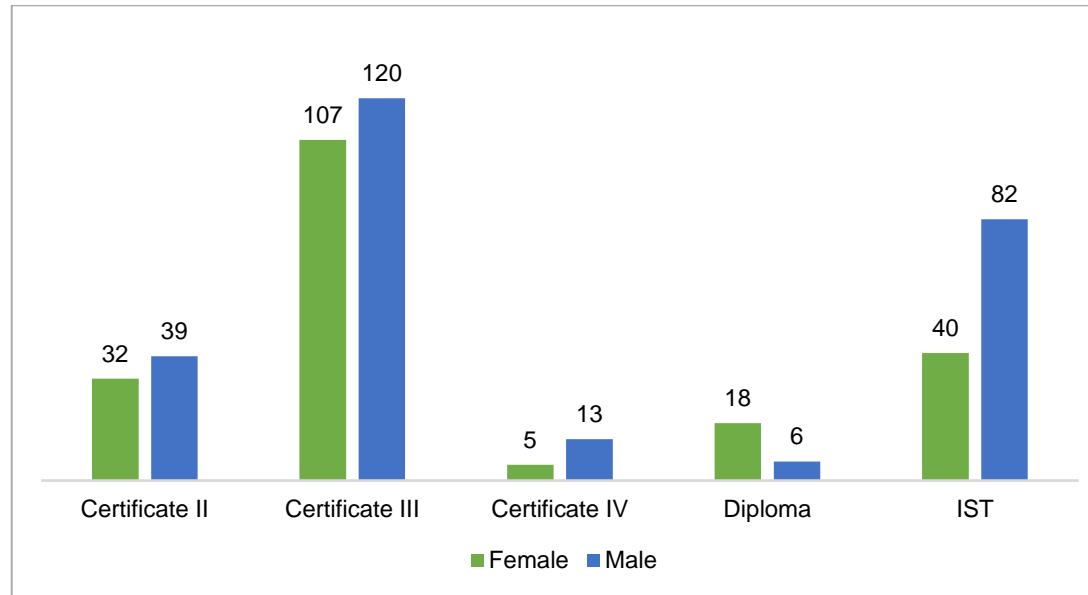
Figure 6: Graduates with Disabilities by Gender



3.3 QUALIFICATION

Graduates who obtained various qualifications responded to the survey. Majority of them graduated from Certificate III courses (49%), whilst Certificate IV (4%) made the least number of graduates who responded to the survey (see Figure 7).

Figure 7: Qualification by gender



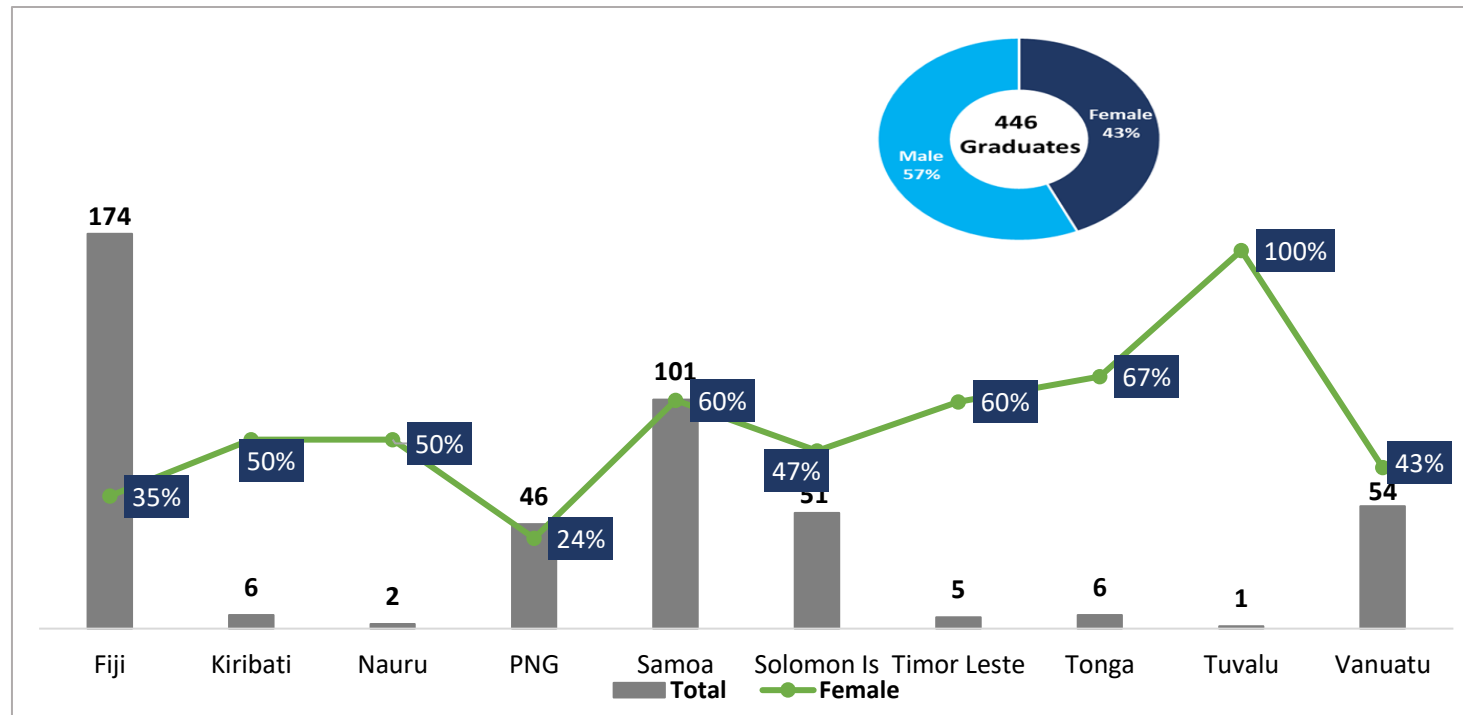
4 EMPLOYMENT OUTCOMES

This section looks at the outcomes of the graduates after attaining APTC qualifications. It discusses graduates who are in the labour force at the time of the survey and highlights the impact of COVID19 on the labour force.

4.1 LABOR FORCE

The labour force comprises all persons who fulfil the requirements for inclusion among the employed (full & part-time, unpaid, self) or the unemployed. The employed are defined as those who work for pay or profit or who have a job. In this survey, labour force also comprises graduates who lost a job due to COVID19, those who recently resigned, those who did not look for a job and had no job opportunity. Figure 8 shows the distribution of APTC graduates by gender and country. Fiji has the largest number of graduates (174), followed by Samoa (101) and Vanuatu (54).

Figure 8: Graduates in the Labour Force



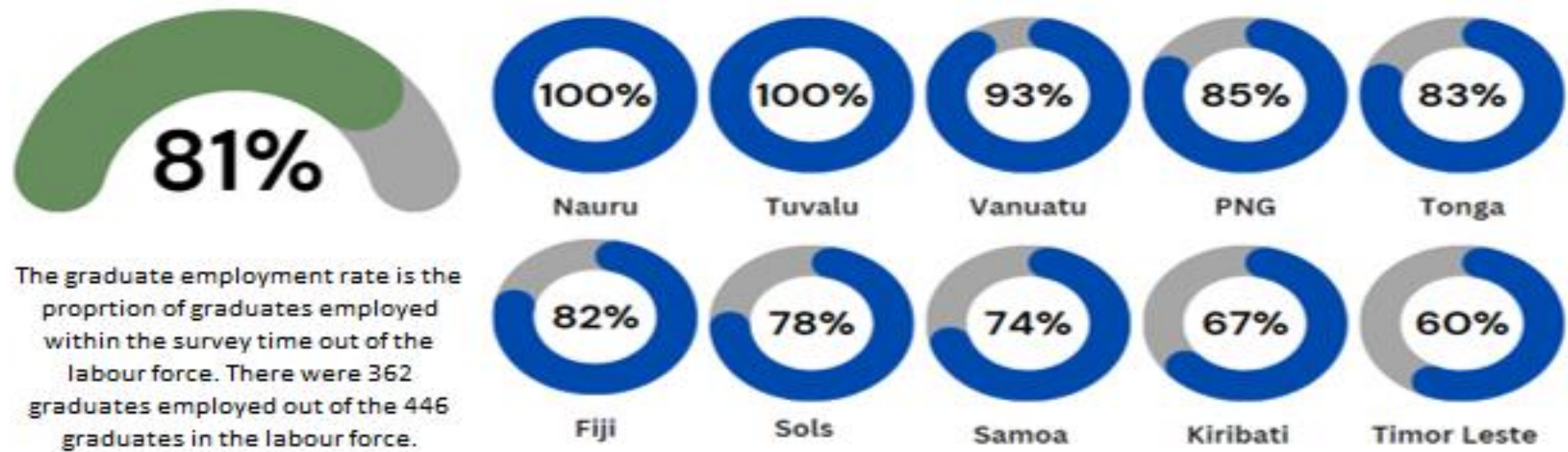
4.2 GRADUATE EMPLOYMENT RATE

Figure 9 presents the graduate employment rates from various countries. A summary of the data is as follows:

- **Nauru** and **Tuvalu** both have a 100% graduate employment rate.
- **Vanuatu** follows closely with a 93% employment rate (57% male, 43% female).
- **Papua New Guinea (PNG)** has an 85% employment rate (76% male, 24% female).
- **Tonga** reports an 83% employment rate (33% male, 67% female).
- **Fiji** has an employment rate of 82% (64% male, 35% female, 1% prefer not to say).
- **Solomon Islands** shows 78% employment (53% male, 47% female).
- **Samoa** has a 74% employment rate (39% male, 60% female, 1% other).
- **Kiribati** reports 67% employment (50% male, 50% female).
- **Timor Leste** has the lowest employment rate at 60% (40% male, 60% female).

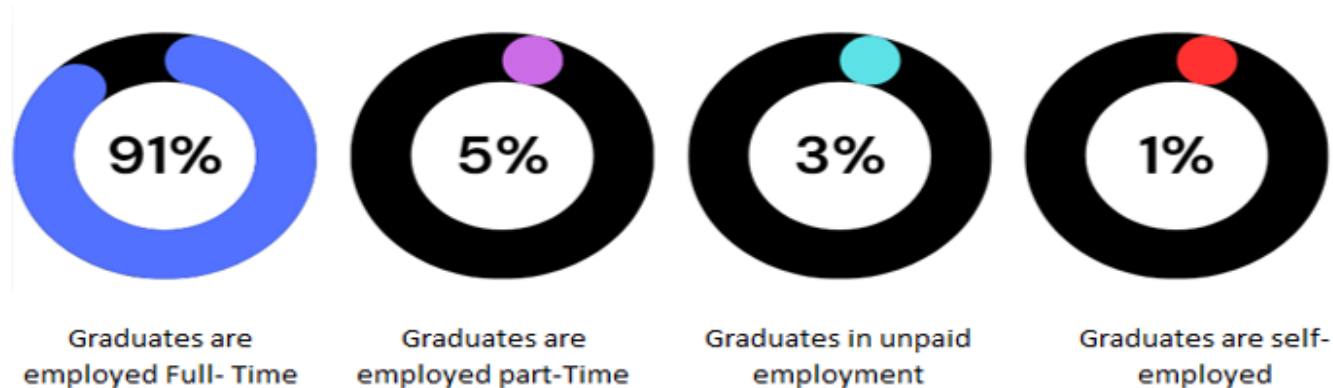
Overall, the average graduate employment rate for the surveyed countries is 81% (57% male, 43% female).

Figure 9: Graduate Employment Rate by Country



A total of 362 graduates (39% females) responded to the question around their type of employment at the time of the survey. Figure 10 show that out the total respondents, 91% were in full-time employment, 5% in part-time employment, 3% in self-employment, and 1% in unpaid employment. Of 140 females who responded, 92% were employed full time, 6% employed part-time, 1% self-employed, and another 1% unpaid employment.

Figure 10: Employment type



The participants were surveyed on the type of organisations they were working for. Figure 11 below shows 49% were working for public/government organisations. Approximately 29% were employed in private companies and 12% in non-government organisations. Table 1 shows majority of the respondents intended to work in Education industry (35%), followed by Engineering, Manufacturing and Construction (31%) and Business, Health and Welfare (13%). These industries also have the highest respondents working across public/government organisations, private companies and non-government organisations.

Figure 11: Graduates employed in different organisations

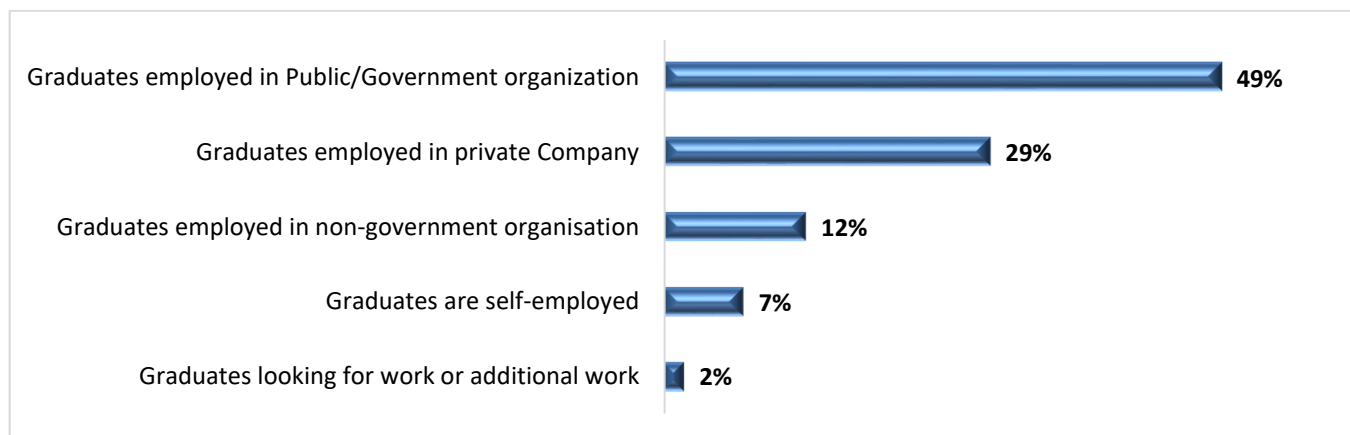


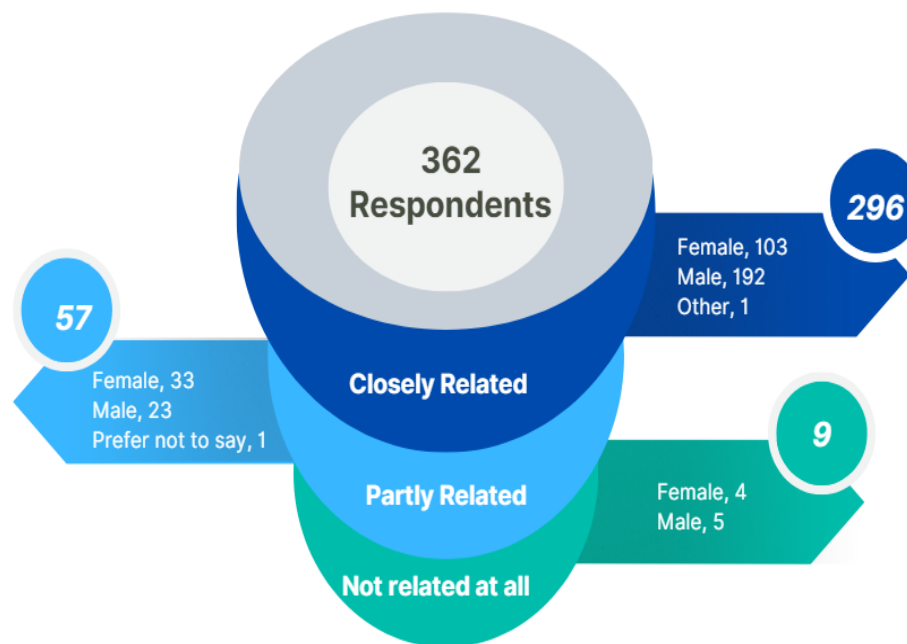
Table 1: Employment type by Intended occupation

Employment Type	Intended Occupation								Total	%
	Generic programmes and qualifications	Education	Social Sciences, Journalism and Information	Business, Administration and Law	Engineering, Manufacturing and Construction	Agriculture, Forestry, Fisheries and Veterinary	Health and Welfare	Services		
Doing unpaid community or voluntary work		1	1		1		1		4	1%
Looking for work or more work				2	2		1	1	6	2%
Working for NGO		13		5	8		15	4	45	12%
Working for Private Company		36		4	33	1	6	24	104	29%

Working for Public/Government organization	1	73		18	48		25	13	178	49%
Working in your own business		3		1	20			1	25	7%
Total	1	126	1	30	112	1	48	43	362	100%
% of Total	0%	35%	0%	8%	31%	0%	13%	12%	100%	

Figure 12 below shows 296 (82%) of the respondents indicated that the employment is 'closely related' to their training, whereas 57 respondents (16%) indicated that it was 'partly related' and only 9 respondents (2%) said the training obtained at APTC is 'not related' to the job they are currently doing.

Figure 12: Graduates current job related to APTC training obtained



Graduates were asked whether their job positions have improved after receiving APTC training. Figure 13 shows that 100 graduates or 28% reported being promoted after completing APTC studies compared to 21% in 2023. Out of those who reported being promoted, 30% were females. In terms of the industries, Table 2 indicates that majority of those who reported being promoted to higher positions after APTC studies were in the engineering, manufacturing and construction sector (N=35), followed by the education sector (N=31) and the health and welfare sector (N=14).

Figure 13: Promotion after training with APTC

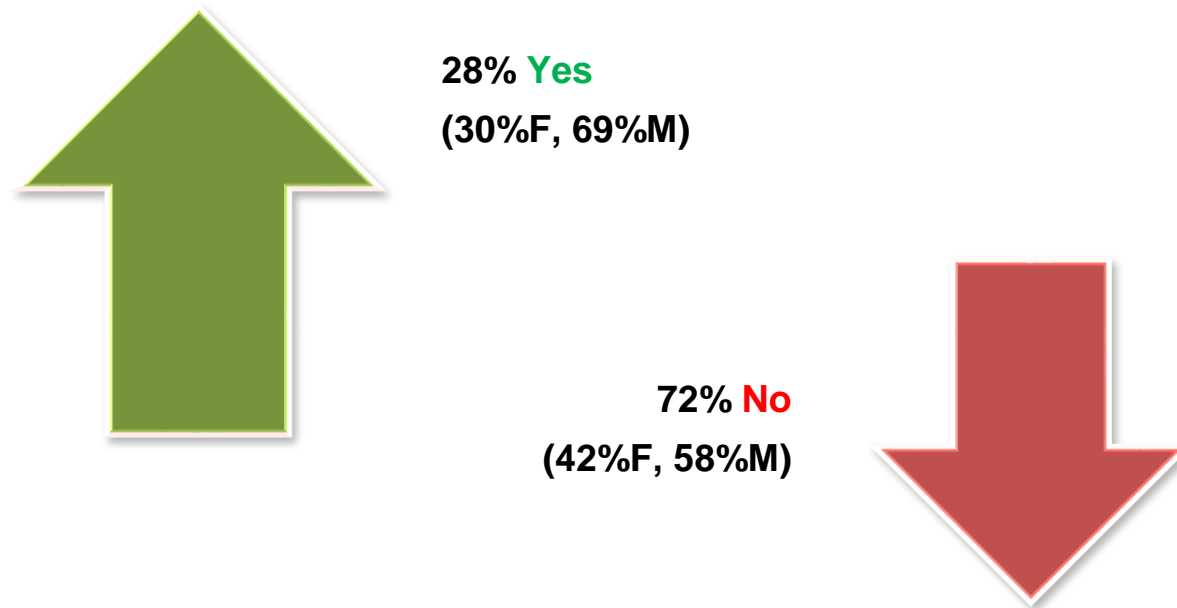


Table 2: Job Status by Intended Occupation

What is your current employment status?	Generic programmes and qualifications	Education	Social Sciences, Journalism and Information	Business, Administration and Law	Engineering, Manufacturing and Construction	Agriculture, Forestry, Fisheries and Veterinary	Health and Welfare	Services	Total	%
Different company in a similar industry - higher position		3			9		2		14	4%
Different company in a similar industry - similar job	1	12		1	15		8	5	42	12%
Different industry - higher position		4			3	1	2	3	13	4%
Different industry - similar job		4		1	7		2	3	17	5%
Same company - higher position		24		7	23		10	9	73	20%
Same company - same job		78	1	21	38		24	22	184	51%
Self-employed - different industry					5			1	6	2%
Self-employed - same industry		1			12				13	4%
Total	1	126	1	30	112	1	48	43	362	100%

4.3 COVID19 IMPLICATIONS

Although the Pacific island countries have lifted all COVID-19-related precautionary measures, a total of 5 graduates lost their employment due to the pandemic at the time of the survey, equivalent to 1% of total respondents. Fiji was the highest country with 2 graduates who lost their employment, followed by Samoa, Solomon Islands and Vanuatu with each 1 graduate (see Figure 14). The sectors in which the graduates have lost their jobs include Services and Engineering, Manufacturing and Construction (see Figure 15).

Figure 14: Graduates lost a job due to COVID19 by country (N=5)

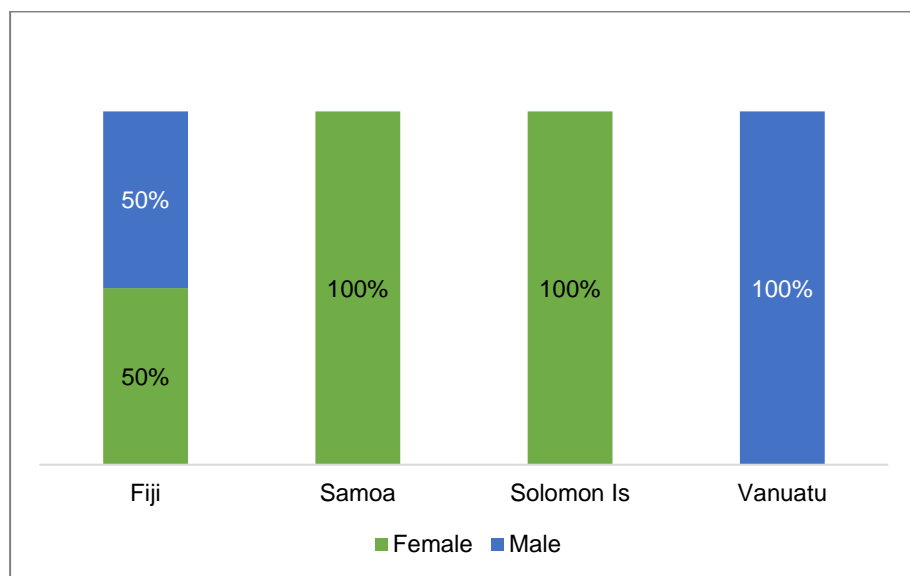
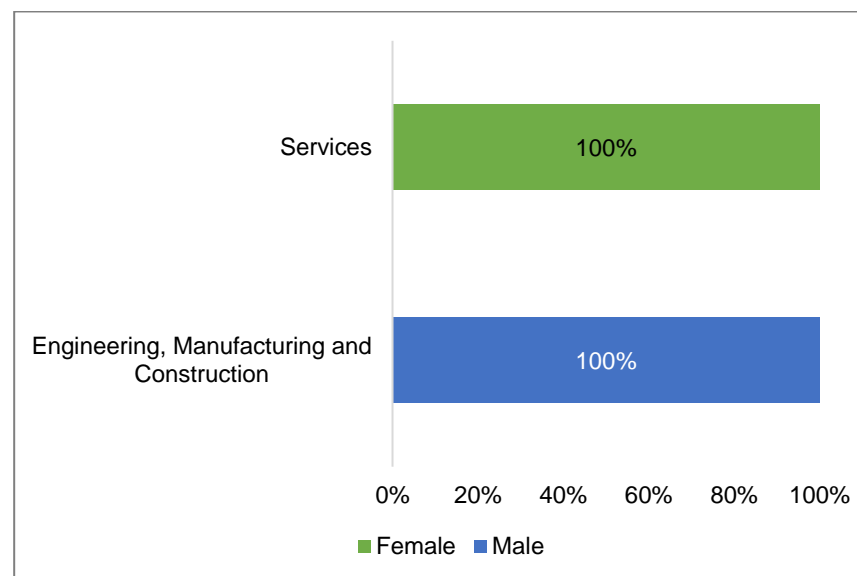


Figure 15: Graduates lost a job due to COVID19 by Sectors (N=5)



5 MOBILITY AND FUTURE EMPLOYMENT

Labour mobility refers to the ease with which labourers can move around within a country and between different countries. The survey results show that 8% (n = 39) of the total 464 graduates have indicated that they have moved to another country or within the country for employment. Figure 16 shows Fiji has the highest number of graduates who have moved to another location for employment at 51%, followed by Samoa at 26%, Timor Leste at 7%, PNG and Solomon Islands both at at 5%, and Tonga and Vanuatu both at 3%.

Figure 17 shows that about 38% (n = 15) of graduates who moved to another country for employment were under the Pacific Australia Labour Mobility (PALM) scheme, whilst 62% (n = 24) had other visa types.

Figure 16: Respondents who moved to another country or within their country for employment

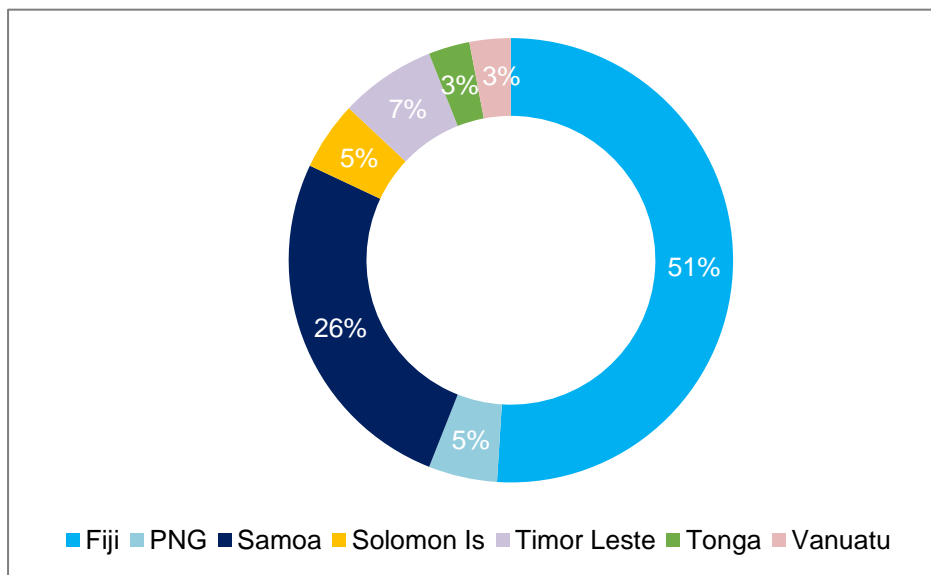
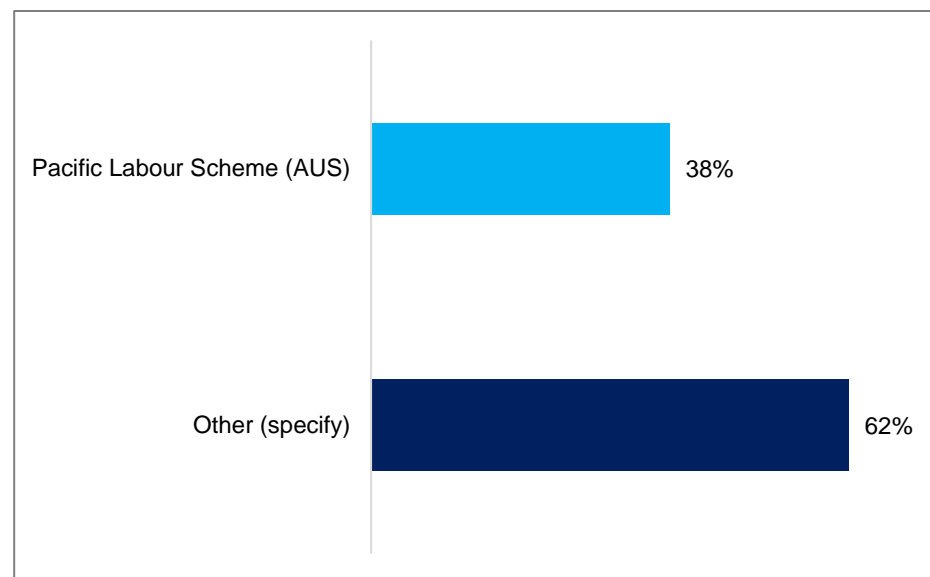


Figure 17: Visa Type



Graduates were asked if they had applied to move to a new country for work and were unsuccessful. Figure 18 shows that out of 423 graduates who responded to the survey, 63% indicated that they have never applied but will apply in future, 19% have applied but were unsuccessful, and 18% have never applied with no intention of applying in the future. The graduates who have never applied for work in another country highlighted that they either did not want to leave their country and family, had other family responsibilities, or labour mobility was not an option. Approximately 39 graduates (8.4%) did not respond to the question.

Graduates were also asked whether COVID-19 had impacted their labour mobility aspirations. Figure 19 shows that 59% of the 464 respondents indicated “No” that COVID-19 did not impact their labor mobility aspirations. Of those who indicated “Yes” that COVID-19 had impacted their labor mobility aspirations, a significant portion were males (62%).

Figure 18: Intention to apply for Labour Mobility

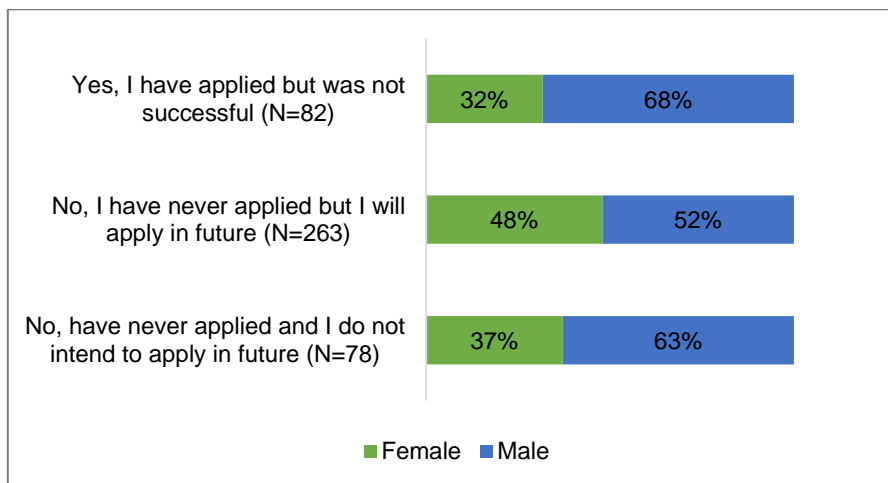
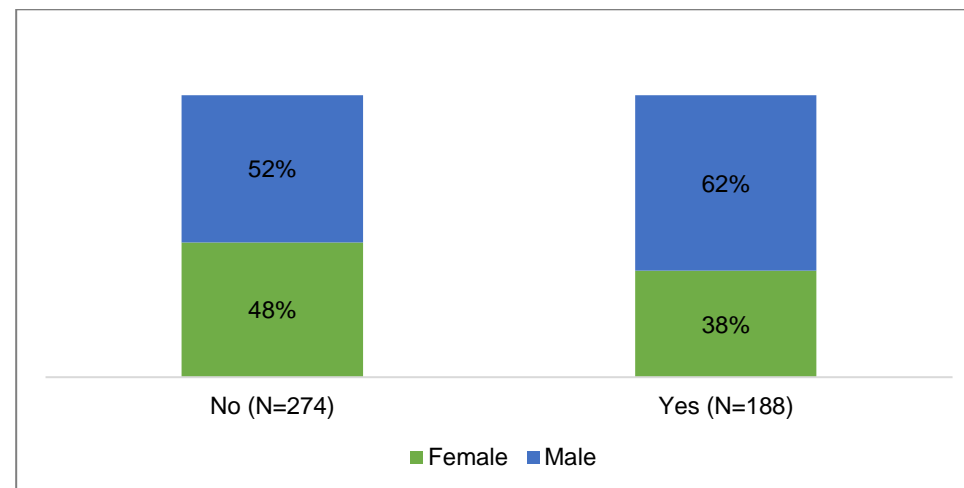


Figure 19: Impact of COVID-19 on Labour Mobility aspirations



6 TRAINING OUTCOMES

6.1 INCOME AND JOB SATISFACTION

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

Figure 19 shows that out of 464 graduates who responded to this question, 233 or 50% of them reported they were earning more after completing training at APTC, an increase by 5% from the 2023 survey. Approximately 43% indicated their average earning remained the same (a decrease from 48% in 2023), whereas 7% stated their average wage was less (no change from the 2023 survey).

Figure 20: Average weekly wage after training with APTC

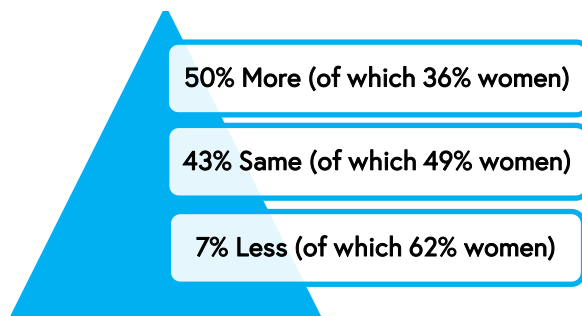


Figure 20 shows that 96% of the respondents indicated they continued to enjoy high employability prospects as APTC qualifications have aided them in finding new employment. About 89% reported they have improved their employment positions after completing APTC trainings, while 95% have increased levels of job satisfaction and sense of job security.

Figure 20: Impact of APTC training on employment



Compared to the 2023 survey, the rating for improved employment prospects increased by 1%, whereas the ratings for improved employment position, job ease and satisfaction, and job security increased by 2% respectively.

6.2 PRODUCTIVITY

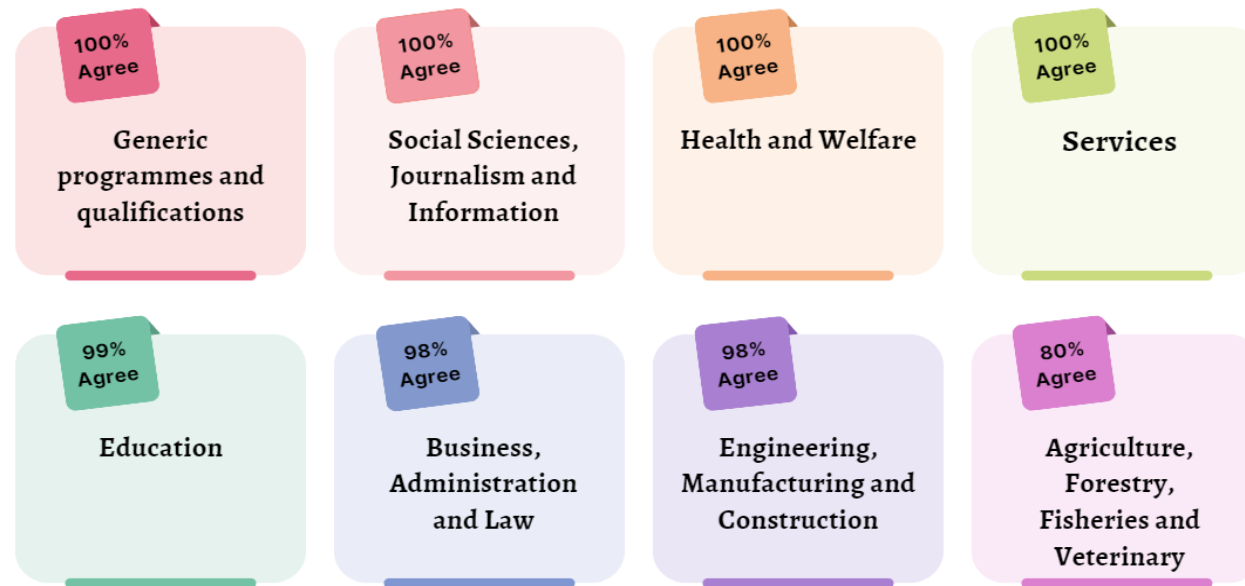
This section focuses on responses to two questions probing what knowledge and skills graduates have learned and applied in their workplaces:

- (i) Whether graduates have applied their learning to teach and help others in the workplace, and
- (ii) If graduates applied new or more efficient work practices to replace traditional practices in the organisation.

Responses to these two questions are briefly discussed below.

Figure 21 shows 99% of the graduates mentioned they had applied their learning to teach and help others, while only 1% reported no change in their learning productivity. Agree was taken as the sum of 'Strongly Agree' and 'Agree' responses and Disagree summed up the 'Strongly disagree' and 'Disagree' responses.

Figure 21: Applying learning to help others



The feedback from graduates, as illustrated by the word cloud in Figure 22, highlights significant contributions and improvements made in their workplaces. Key areas of impact include:

1. **Workplace Practices**

Graduates introduced efficient practices such as effective communication, occupational health and safety, time and resource management, and ensuring quality compliance.

2. **Professional Skills**

Improvements were reported in customer service, problem-solving, mentoring and coaching, leadership, performance management, planning, and networking.

3. **Technical Skills**

Graduates adopted new technical skills, including refrigerant handling, operating turbo systems, advanced welding techniques, and updated electricity practices.

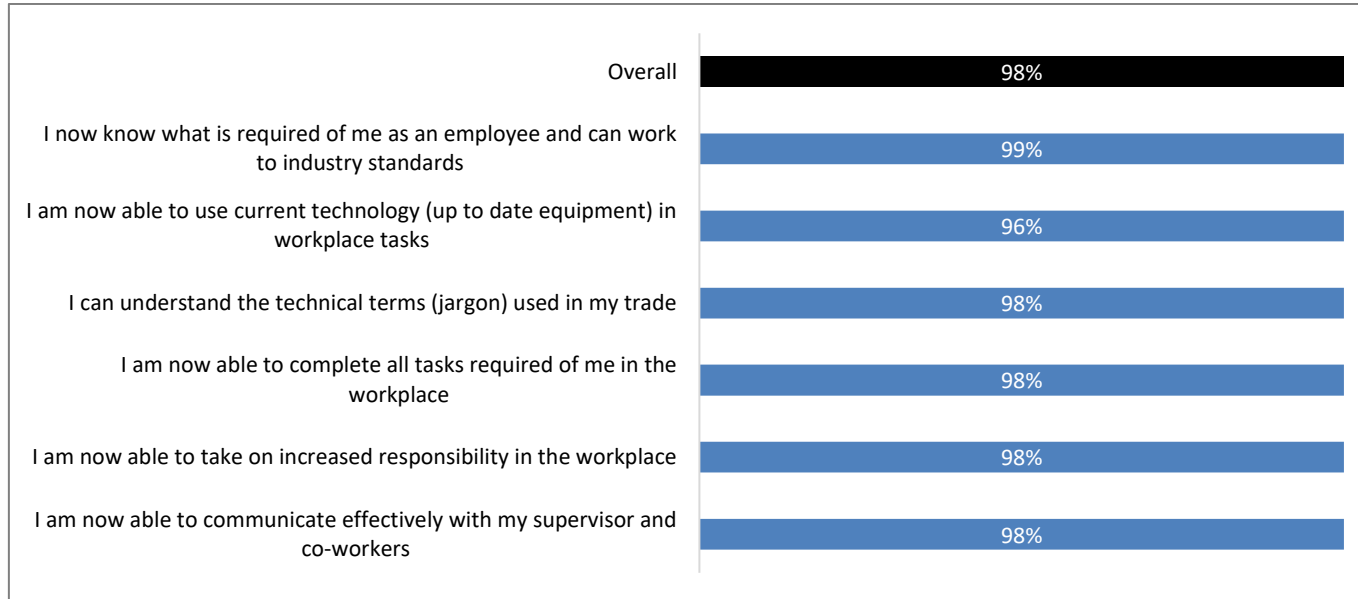
4. **Food and Environmental Safety**

Enhanced food safety practices were implemented, including applying HACCP rules, better hygiene, and environmental safety standards.

6.3 PROFESSIONAL DEVELOPMENT

Figure 23 shows that 98% of the graduates believed that APTC had a positive impact on their professional development. This represents an increase from 97% in 2023. Overall, the data reflects substantial growth in professional competencies,

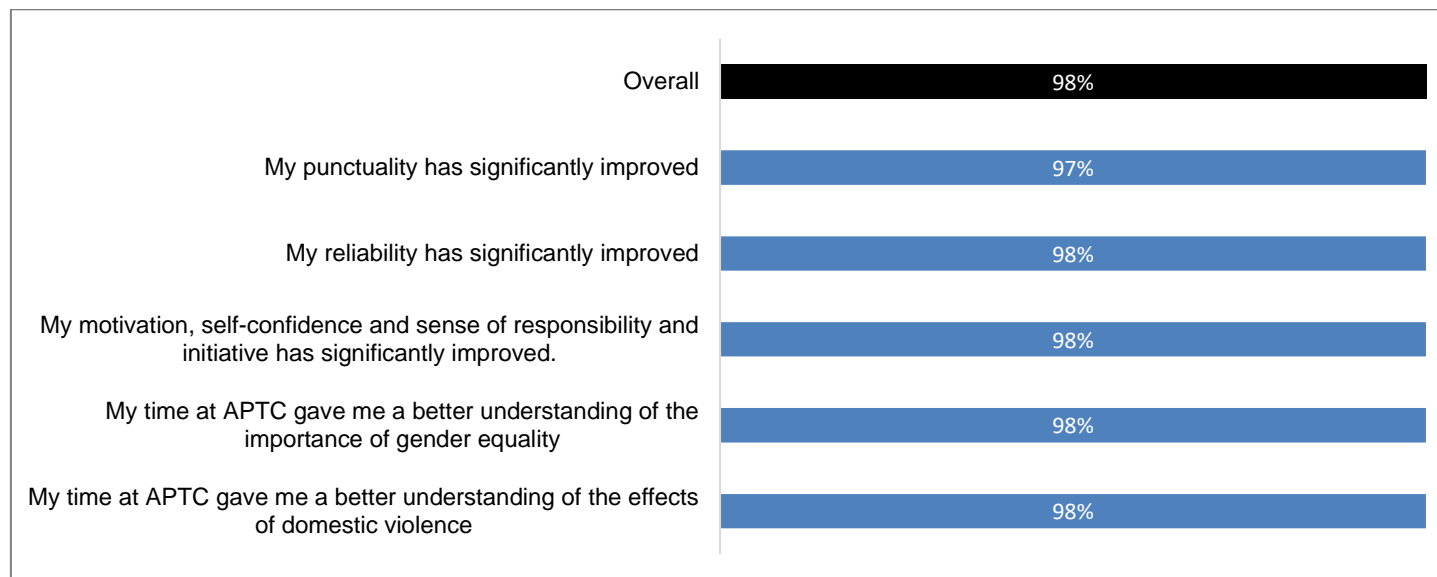
Figure 23: Professional development by Gender



6.4 PERSONAL DEVELOPMENT

Figure 24 shows that 98% of the graduates believed that APTC trainings had a positive impact on their personal development. This represents an increase from 97% in 2023. The data reflects strong positive outcomes in personal growth across various categories.

Figure 24: Personal development by Gender



7 TRAINING SATISFACTION

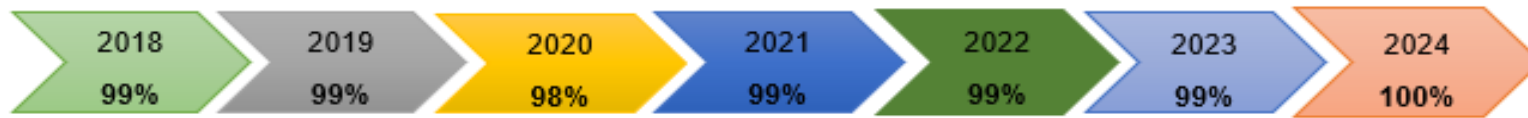
7.1 OVERALL SATISFACTION

Graduates were surveyed on their overall satisfaction with APTC training. The survey outcome significantly exceeds the satisfaction benchmark of 80 per cent (*the sum of Very Satisfied and Satisfied responses*) that APTC has set for itself.

Overall, 100% of the graduates were satisfied with the training they attended at APTC.

From 2018 to 2024, the average satisfaction rate was 99 per cent, indicating that APTC graduates were happy with the training received and that former students highly regarded APTC training (see Figure 25).

Figure 25. Overall satisfaction rates 2018 to 2024



7.2 FURTHER STUDY AND RECOMMENDATION

Figure 26 shows most of the graduates were interested in another TVET course in the future, either opting for the employer to fund their study (62%) or self-fund (31%). The latter is a good demonstration of willingness to invest in their training – a measure of co-investment. Only 7% of the graduates were not interested in pursuing further TVET studies.

Figure 3. Pursue another TVET skills course in the future

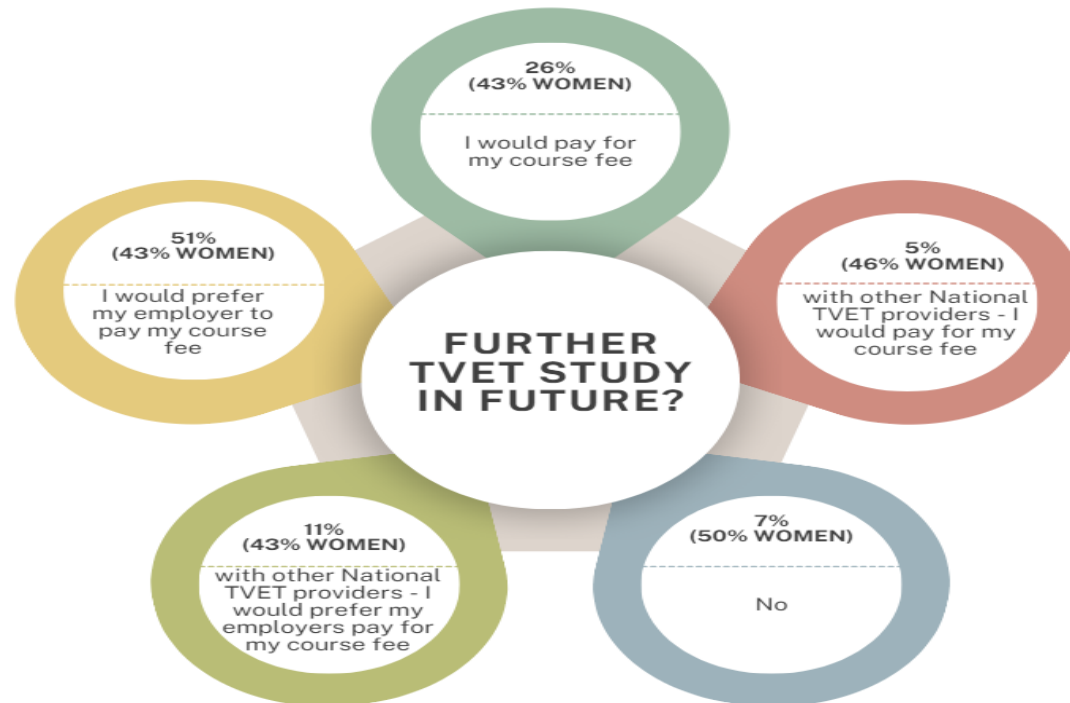


Figure 27 shows that 100% of the respondents would recommend APTC courses to others.

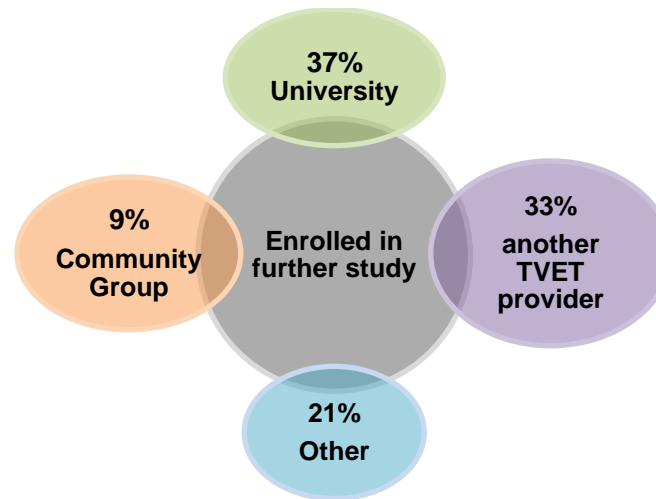
Figure 4. Recommending APTC courses to others



Of the 464 respondents to this question, all responded that they would recommended APTC courses to others.

In terms of further study after graduating from APTC, similar to 2023, 22% of the respondents were involved in further study suggesting their interest to pursue higher qualifications. Figure 28 below shows 37% were enrolled in universities, indicating interest in attaining higher education qualifications. Another 33% were enrolled in another TVET institution, 21% in other training and 9% in community groups.

Figure 5. Enrolled in further study



8 CONCLUSION

In conclusion, APTC graduates continue to exhibit strong employability, as demonstrated by the consistently high employment rates from 2020 to 2024. Their success underscores the importance of equipping individuals with relevant knowledge and skills, which not only reduces recruitment costs for employers but also enhances workplace productivity. The predominance of full-time employment among graduates highlights their ability to achieve financial stability, contributing to improved living standards, health, and overall well-being.

The high satisfaction rates reported for the APTC training experience—100% overall, with 98% for professional and personal development and 94% for income and employment satisfaction—further affirm APTC's effectiveness in preparing students for the workforce. Notably, slight improvements compared to 2023 survey results indicate continued growth and success.

9 APPENDIX

RESPONSE SUMMARY

Citizenship by Gender

Citizenship	Female	Male	Other	Prefer not to say	Total	Female %	Male %	Total %
Fiji	64	117		1	182	35%	64%	39%
Kiribati	3	3			6	50%	50%	1%
Nauru	1	1			2	50%	50%	0%
PNG	11	36			47	23%	77%	10%
Samoa	64	39	1		104	62%	38%	22%
Solomon Is	24	27			51	47%	53%	11%
Timor Leste	3	2			5	60%	40%	1%
Tonga	6	2			8	75%	25%	2%
Tuvalu	1				1	100%	0%	0%
Vanuatu	25	33			58	43%	57%	13%
Total	202	260	1	1	464	44%	56%	100%

Age Distribution by Citizenship and Gender

Citizenship	18-24		25-34				35-44		45-54			55+		Grand Total
	Female	Male	Female	Male	Other	Prefer not to say	Female	Male	Female	Male	Prefer not to say	Female	Male	
Fiji	2	10	19	35			19	39	14	30	1	10	3	182
Kiribati			2	2			1			1				6
Nauru			1	1										2
PNG			4	18			4	13	3	5				47
Samoa	16	10	22	12		1	17	9	7	7		2	1	104
Solomon Is	4	4	15	7			5	11		4			1	51
Timor Leste			3	1				1						5
Tonga	4		2	2										8
Tuvalu			1											1
Vanuatu	3	1	8	16			8	7	4	6		2	3	58
Total	29	25	77	94		1	54	80	28	53	1	14	8	464

Employment Status

Status	Female	Male	Other	Prefer not to say	Total	Female %	Male %	Total %
Employed	140	220	1	1	362	39%	61%	78%
Unemployed	62	40			102	61%	39%	22%
Total	202	260	1	1	464	44%	56%	100%

Status	Female	Male	Other	Prefer not to say	Total	Female %	Male %	Total %
Full time job	129	198	1		328	39%	60%	91%
Part time job	9	9			18	50%	50%	5%
Self-employed	1	10			11			3%
Unpaid employment	1	3		1	5	20%	60%	1%
Total	140	220	1	1	362	39%	61%	100%

Employment Type

Type	Female	Male	Other	Prefer not to say	Total	Female %	Male %	Total %
Doing unpaid community or voluntary work	1	2		1	4	25%	50%	1%
Looking for work or more work	2	4			6	33%	67%	2%
Working for someone else for a wage or salary - Non-government organisation	25	19	1		45	56%	42%	12%
Working for someone else for a wage or salary - Private Company	40	64			104	38%	62%	29%
Working for someone else for a wage or salary - Public/Government organization	67	111			178	38%	62%	49%
Working in your own business	5	20			25	20%	80%	7%
Total	140	220	1	1	362	39%	61%	100%

Reasons why graduates are unemployed

Reasons	Female	Male	Total	Female %	Male %	Total %
Advanced or further studies	7	7	14	50%	50%	14%
Did not look for a job	8	4	12	67%	33%	12%
Health related issue	3	1	4	75%	25%	4%
Lost job due to Covid-19	3	2	5	60%	40%	5%
No Job opportunity	9	10	19	47%	53%	19%
Other	24	12	36	67%	33%	35%
Recently resigned	8	4	12	67%	33%	12%
Total	62	40	102	61%	39%	100%

Ability to Secure Job

Level of Difficulty	Female	Male	Other	Prefer not to say	Total	Female %	Male %	Total %
Easy	46	90	1	1	138	33%	65%	38%
Very easy	78	106			184	42%	58%	51%
Difficult	15	20			35	43%	57%	10%
Very difficult	1	4			5	20%	80%	1%
Total	140	220	1	1	362	39%	61%	100%

APTC training helped secure current job

Training	Female	Male	Other	Prefer not to say	Total	Female %	Male %	Total %
No	30	35			65	46%	54%	18%
Yes	110	185	1	1	297	37%	62%	82%
Total	140	220	1	1	362	39%	61%	100%

APTC training improved in earnings

Income	Female	Male	Other	Prefer not to say	Total	Female %	Male %	Total %
Less	21	13			34	62%	38%	7%
More	85	147	1		233	36%	63%	50%
Same	96	100		1	197	49%	51%	42%
Total	202	260	1	1	464	44%	56%	100%

Since completing APTC training, graduates used what they learnt at APTC to teach and help others

Productivity	Female	Male	Other	Prefer not to say	Total	Female %	Male %	Total %
Agree	62	71			133	47%	53%	29%
Strongly Agree	139	184	1	1	325	43%	57%	70%
No change	1	5			6	17%	83%	1%
Total	202	260	1	1	464	44%	56%	100%

Graduates undertaking another TVET course in the future

Future Course	Female	Male	Other	Prefer not to say	Total	Female %	Male %	Total %
No	16	16			32	50%	50%	7%
Yes - I would pay for my course fees	52	69			121	43%	57%	26%
Yes - I would prefer my employer to pay the fees	101	133	1	1	236	43%	56%	51%
Yes - with other National TVET providers - I would pay for my course fees	11	13			24	46%	54%	5%
Yes - with other National TVET providers - I would prefer my employer to pay the fees	22	29			51	43%	57%	11%
Total	202	260	1	1	464	44%	56%	100%

Graduates recommending the APTC course to others

Recommendation	Female	Male	Other	Prefer not to say	Total	Female %	Male %	Total %
No	1	1			2	50%	50%	0%
Yes	201	259	1	1	462	44%	56%	100%
Total	202	260	1	1	464	44%	56%	100%

Graduates moving to another country or within the country for employment

Labour Mobility	Female	Male	Other	Prefer not to say	Total	Female %	Male %	Total %
No	181	242	1	1	425	43%	57%	92%
Yes	21	18			39	54%	46%	8%
Total	202	260	1	1	464	44%	56%	100%

Graduates Visa Type for labour Mobility

Visa Type	Female	Male	Total	Female %	Male %	Total %
Other	12	13	25	48%	52%	63%
Pacific Labour Scheme (AUS)	10	5	15	67%	33%	38%
Total	22	18	40	55%	45%	100%

Since completing training with APTC, graduates applied to move to a new country for work but have been unsuccessful.

Application	Female	Male	Other	Prefer not to say	Total	Female %	Male %	Total %
No, have never applied and I do not intend to apply in future	29	49			78	37%	63%	18%
No, I have never applied but I will apply in future	126	137	1	1	265	48%	52%	62%
Yes, I have applied but was not successful	26	56			82	32%	68%	19%
Total	181	242	1	1	425	43%	57%	100%

Courses by Citizenship

Course	Fiji			Kiribati		Nauru		PNG		Samoa			Solomon Is		Timor Leste		Tonga		Tuvalu	Vanuatu		Grand Total
	Female	Male	Prefer not to say	Female	Male	Female	Male	Female	Male	Female	Male	Other	Female	Male	Female	Male	Female	Male	Female	Female	Male	
Certificate II in Agriculture	1	4																				5
Certificate II in Construction								1	12		1			12								26
Certificate II in Hospitality													10									10
Certificate II in Skills for Work and Vocational Pathways										13	3						6					22
Certificate II in Sustainable Energy (Career Start)	1	7																				8
Certificate III in Air-conditioning and Refrigeration		4												1				1				6
Certificate III in Applied Fashion Design and Technology	6							2			1									4		13
Certificate III in Carpentry		14		1				1	7		1						1	1			11	37
Certificate III in Commercial Cookery	4							2	2	3	7											18

Course	Fiji			Kiribati		Nauru		PNG		Samoa			Solomon Is		Timor Leste		Tonga		Tuvalu	Vanuatu		Grand Total	
	Female	Male	Prefer not to say	Female	Male	Female	Male	Female	Male	Female	Male	Other	Female	Male	Female	Male	Female	Male	Female	Female	Male		
Certificate III in Community Services										20	2											22	
Certificate III in Education Support																					11	4	15
Certificate III in Electrotechnology Electrician		4						2	3													9	
Certificate III in Engineering – Fabrication Trade									5													5	
Certificate III in Engineering – Mechanical Trade (Diesel Fitting)	1	6							4													11	
Certificate III in Hospitality										7			4									11	
Certificate III in Individual Support	8	5			1			1		1			1		3	1					1	1	23
Certificate III in Light Vehicle Mechanical Technology		5							1													14	
Certificate III in Plumbing										1	5											6	
Certificate III in Tourism	1	2						1		3			6								5	4	22

Course	Fiji			Kiribati		Nauru		PNG		Samoa			Solomon Is		Timor Leste		Tonga		Tuvalu	Vanuatu		Grand Total
	Female	Male	Prefer not to say	Female	Male	Female	Male	Female	Male	Female	Male	Other	Female	Male	Female	Male	Female	Male	Female	Female	Male	
Certificate III in Wall and Floor Tiling		7												1							1	9
CHC33015 - Certificate III in Individual Support - Aged Care PLUS	6																					6
Certificate IV in Leadership and Management	1	1								4	7			5								18
Diploma of Counselling	7	2								11	4	1										25
International Skills Training	28	55	1	2	2	1	1	1	2				3	8		1				4	12	121
International Skills Training - Advanced Trainer and Assessor Course		1								1												2
Grand Total	64	117	1	3	3	1	1	11	36	64	39	1	24	27	3	2	6	2	1	25	33	464

Short Courses

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1. EXECUTIVE SUMMARY

The 2024 Graduate Tracer Survey (GTS) included graduates from short courses, including accredited, non-accredited and microcredentials. The survey employed a stratified sampling method to identify 340 graduates out of a total of 2,932. Of these, 301 were eligible to participate, yielding 106 responses and a 35% response rate. Notably, 11% of the long-listed graduates were uncontactable due to unreachable contact numbers.

Among the 102 graduates in the labor force, 98% were employed at the time of the survey. The 2% unemployed were all women, with half citing a lack of job opportunities and the other half reporting different reasons for unemployment.

Of the employed graduates, 75% held full-time positions, primarily in medium-sized businesses with branches in capital cities. Additionally, 12% worked part-time, 8% were self-employed, and 6% were engaged in unpaid work. A notable 89% of graduates found it easy or very easy to secure employment after completing their studies, and 65% credited their training at APTC for helping them obtain their current jobs.

On satisfaction and income, 96% of graduates (including 95% of women) reported being highly satisfied with improvements in employment prospects, job satisfaction, and job security. Regarding wages, 38% noted an increase in their weekly earnings post-APTC, while 59% reported no change.

Post-graduation, 5% of respondents migrated overseas, primarily to Australia. The low migration rate suggests that most graduates are applying their skills locally or regionally, potentially due to limited access to overseas employment information or a preference for staying within their home countries.

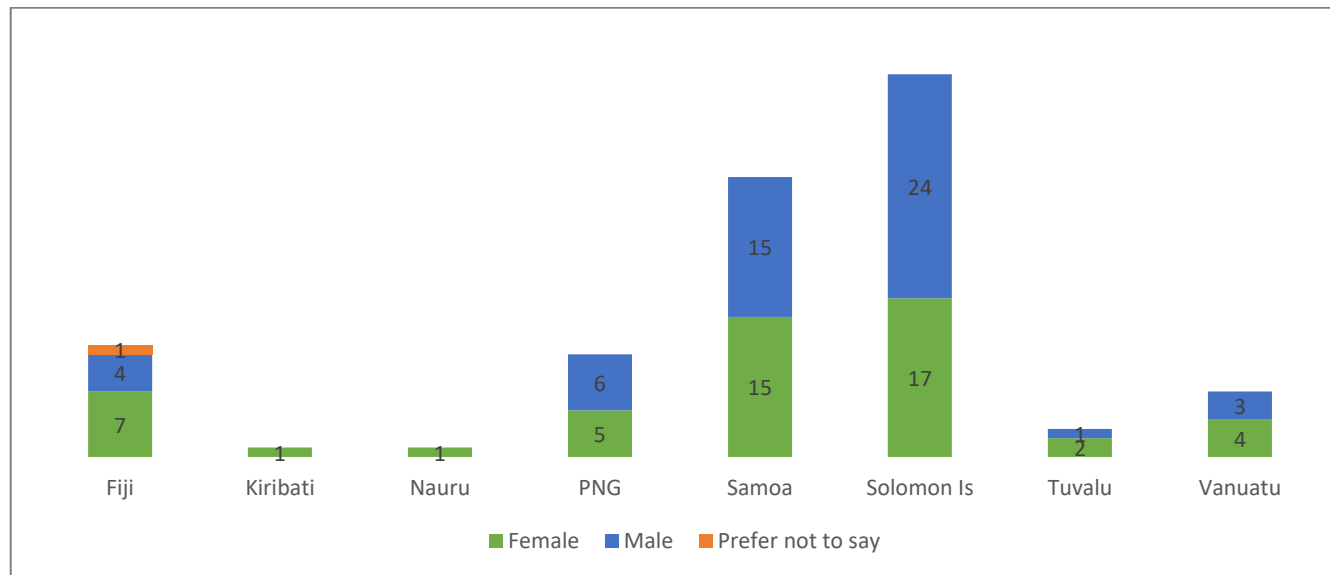
Among graduates not in the labor force, 16% were pursuing further studies. Overall, 100% expressed satisfaction with their APTC training. While areas for improvement remain, the high satisfaction ratings reflect the quality of training delivery and highlight constructive feedback that can drive ongoing organizational development.

2. ANALYSIS

2.1 CITIZENSHIP BY GENDER

Figure 1 provides insights into the gender distribution of 106 survey respondents based on their citizenship. Females constitute 52 out of the total 106 respondents, representing 49% of the sample. Highest female representation is in Kiribati and Nauru (100%), while lowest female representation is in Solomon Islands (41%). While respondents come from eight different countries, representation is uneven, with the majority from the Solomon Islands (39%) and Samoa (28%).

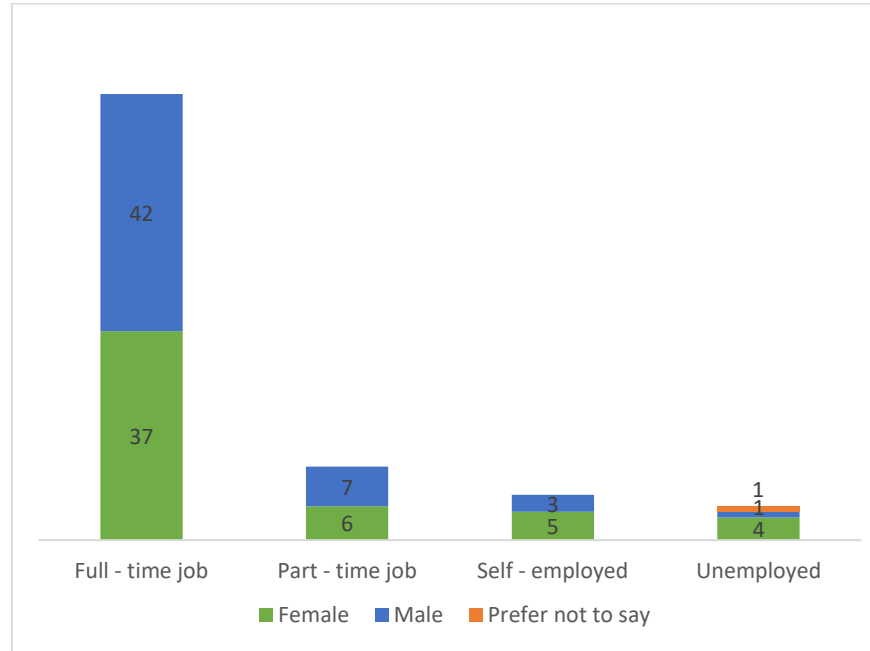
Figure 1: Respondents by Citizenship



2.2 EMPLOYMENT STATUS

Figure 2 shows that among 106 respondents, 75% are in full-time jobs, with males slightly outnumbering females, while part-time jobs (12%) show a similar gender balance. Self-employment (8%) and unpaid employment (6%) are female-dominated, highlighting potential gender disparities in employment types.

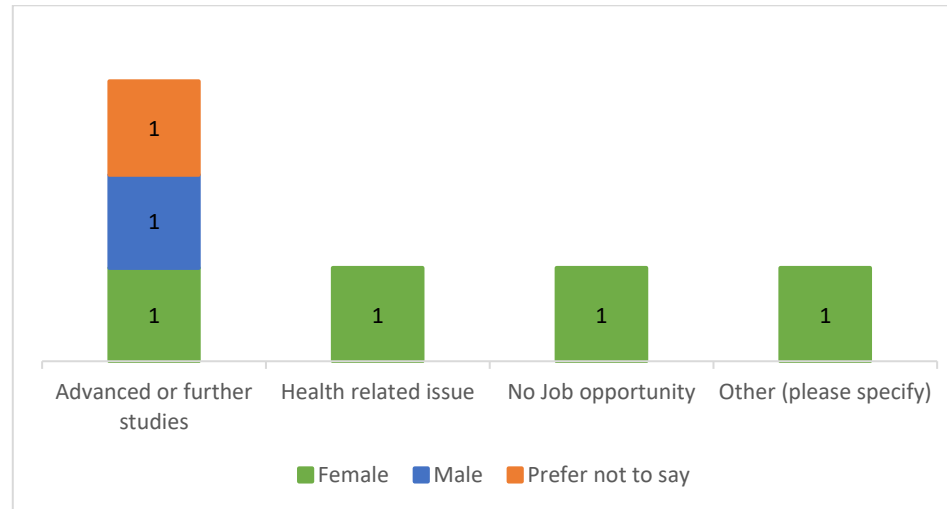
Figure 2: Employment Status



2.3 REASONS WHY GRADUATES ARE UNEMPLOYED

Figure 3 shows that among the six respondents who reported being unemployed, 67% are female, 17% male, and 17% prefer not to disclose their gender. The most common reason for their status is pursuing advanced or further studies (50%), evenly distributed across genders. Health-related issues, lack of job opportunities, and other reasons each account for 17% and are exclusively reported by females.

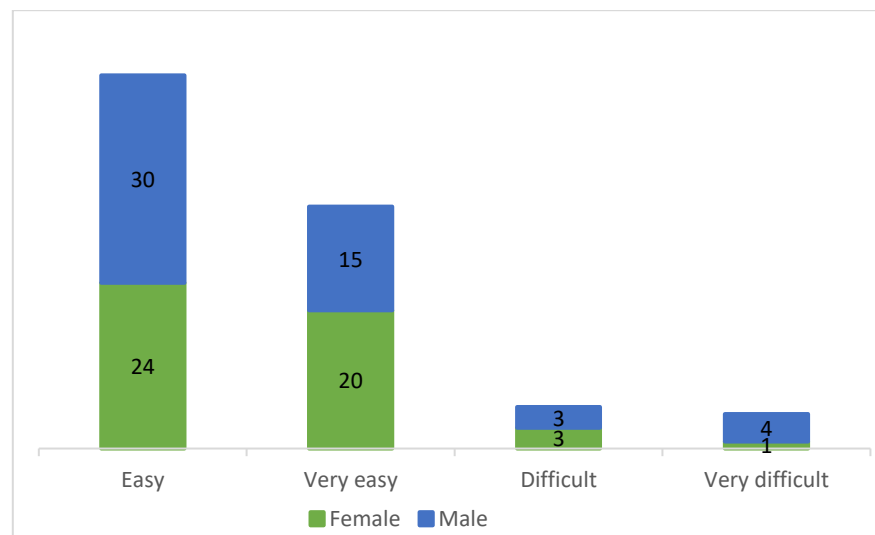
Figure 3: Reasons why graduates are unemployed



2.4 ABILITY TO SECURE JOB

Figure 4 shows that among 100 respondents, 54% found it easy to secure work (56% male, 44% female), while 35% found it very easy (57% female, 43% male). Only 11% reported difficulty, with males dominating the "very difficult" category (80%). Overall, the majority found securing work relatively easy, with slight gender variations.

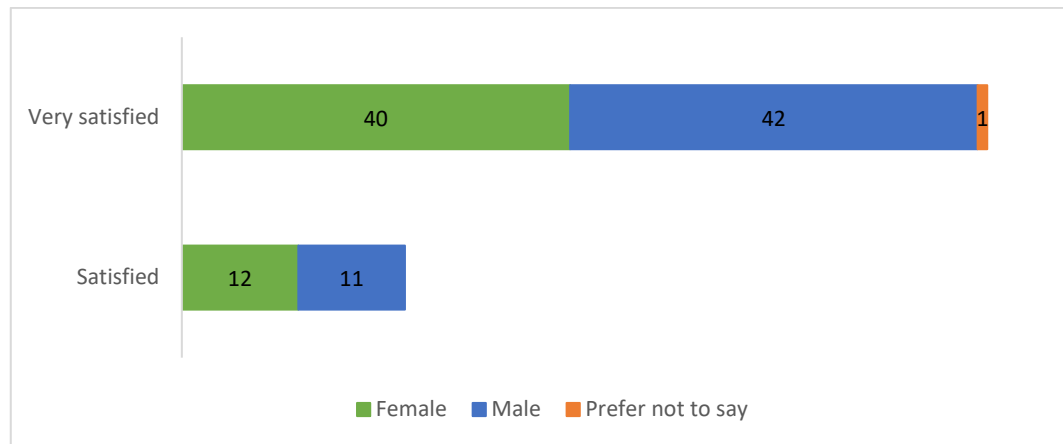
Figure 4: Ability to secure job



2.5 OVERALL GRADUATE SATISFACTION

Figure 5 shows that among 106 respondents, 78% reported being “very satisfied” with APTC training, with a similar distribution between females (48%) and males (51%). An additional 22% of the respondents were “satisfied” with females (52%) and males (48%), making for a high overall satisfaction rate.

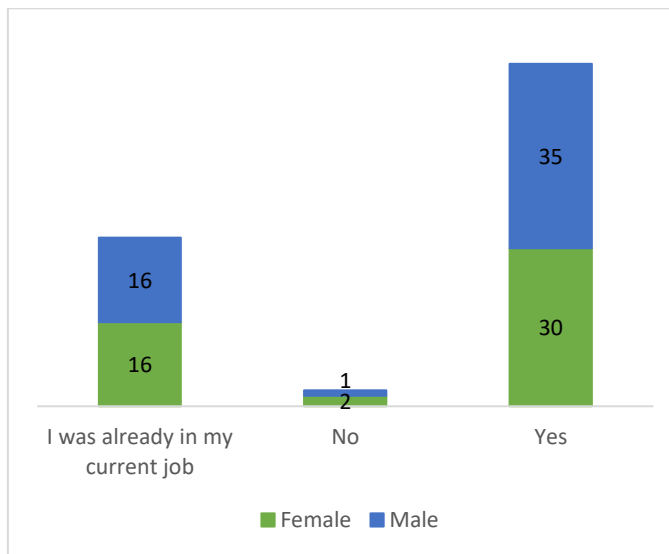
Figure 5: Overall graduate satisfaction



2.6 APTC TRAINING HELPED SECURE CURRENT JOB

Figure 6 shows that among 106 respondents, 65% reported that APTC training helped them secure their current job, with a slightly higher percentage of males (54%) than females (46%). Around 32% were already in their current job, and 3% indicated that APTC training did not contribute to their current employment.

Figure 6: APTC training helped secure current job



2.7 IMPACT OF APTC TRAINING ON EMPLOYMENT

Figure 7 reveals high levels of job satisfaction among respondents, with 96% expressing satisfaction with job security and an average satisfaction rate of 96% across various factors, including employment prospects (99%), employment position (94%), and job security (94%).

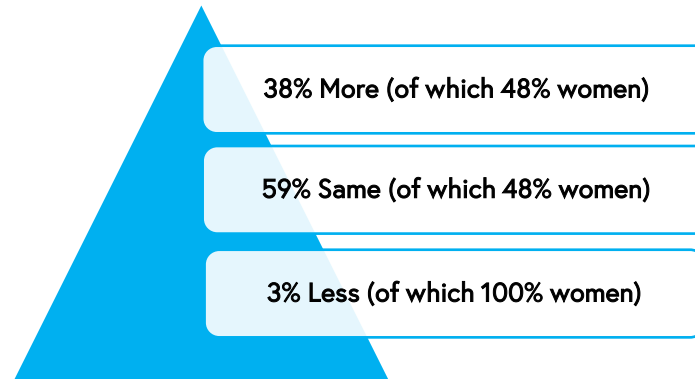
Figure 7: Impact of APTC training on employment



2.8 APTC TRAINING IMPROVED IN EARNINGS

Figure 8 shows that among 106 respondents, 59% reported earning the same income as before, with a nearly equal distribution between females (48%) and males (51%). Around 38% indicated earning more, with males slightly outnumbering females, and 3% reported earning less, all of whom were female.

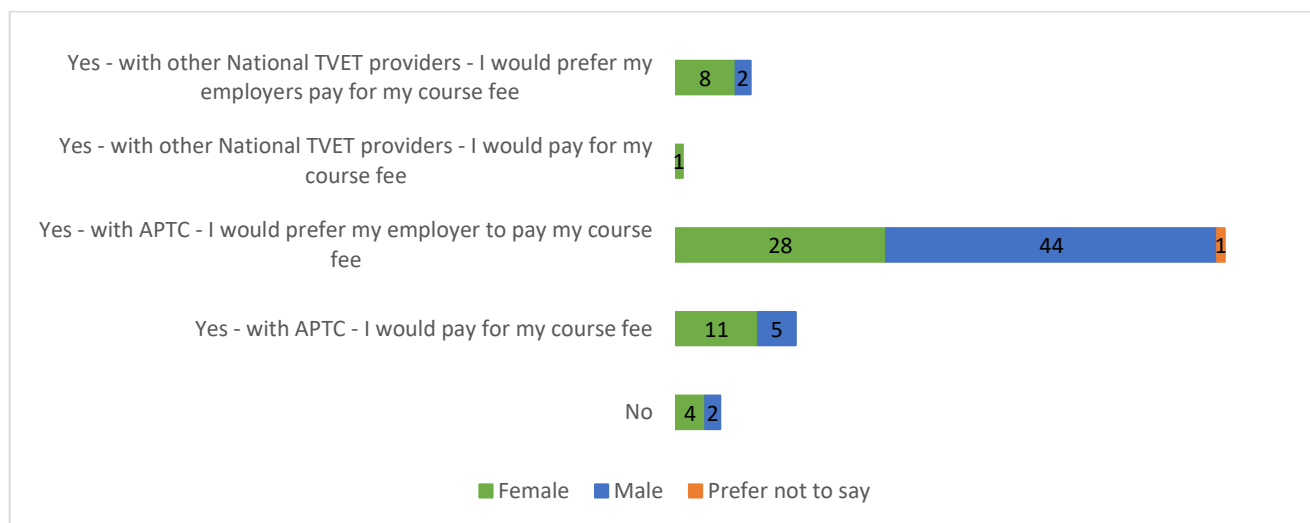
Figure 8: APTC training improved in earnings



2.9 GRADUATES UNDERTAKING ANOTHER TVET COURSE IN THE FUTURE

Figure 9 shows that among 106 respondents, 69% expressed interest in further courses, with 38% preferring their employer to pay the fees. The remaining 15% would pay for their own course fees. A small portion (6%) indicated no interest in future courses. Additionally, 10% showed interest in courses with other National TVET providers, with a higher preference for employer-paid fees.

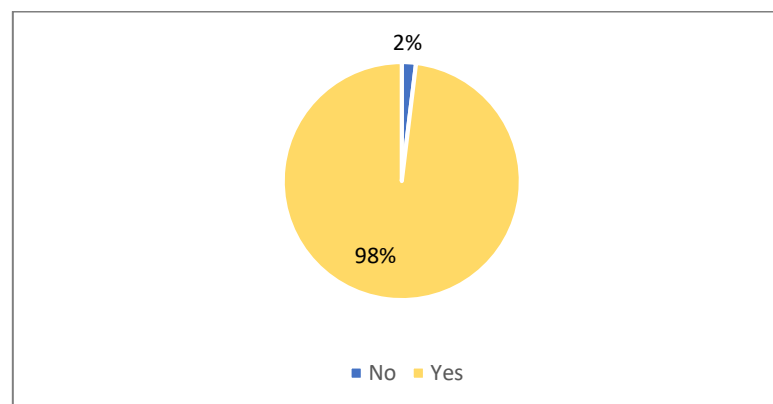
Figure 9: Graduates undertaking another TVET course in the future



2.10 GRADUATES RECOMMENDING THE APTC COURSE TO OTHERS

Figure 10 show that among 106 respondents, 98% would recommend APTC courses, with nearly equal support from both females (50%) and males (49%). Only 2% indicated they would not recommend APTC courses to others.

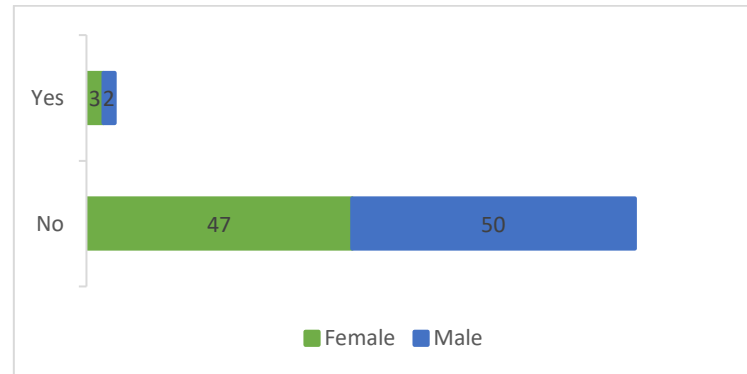
Figure 10: Graduates recommending the APTC course to others



2.11 GRADUATES MOVING TO ANOTHER COUNTRY

Figure 11 shows that among 102 respondents, only 5% (n = 5) have indicated that they have moved to another country since completing training at APTC with females (60%) and males (40%).

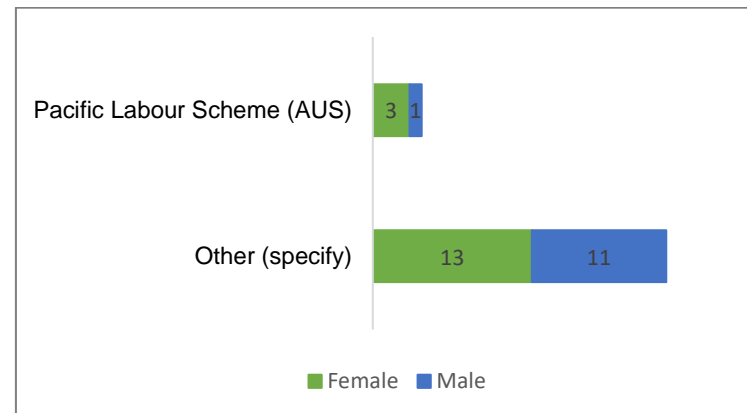
Figure 11: Graduates moving to another country



2.12 GRADUATES VISA TYPE FOR LABOUR MOBILITY

Figure 12 show that among 28 respondents, 86% (n = 24) are under "Other" visa types, with females (54%) slightly outnumbering males (46%). The remaining 14% (n = 4) are under the Pacific Australia Labour Mobility (PALM) Scheme, with females comprising 13% and males 4%.

Figure 12: Graduates Visa type for labour Mobility



3. CONCLUSION

In conclusion, 2024 GTS survey provides valuable insights into the demographics and employment experiences of the 106 respondents who completed short courses, with a fairly balanced gender distribution (49% female and 50% male). The majority of respondents are employed, with 75% in full-time jobs, though women are more likely to be self-employed or in unpaid employment. Most graduates report securing jobs easily, with a significant portion attributing their current employment to their APTC training. Earnings have improved for many, with 38% reporting higher income.

A large percentage (69%) express interest in further courses, often preferring their employer to cover the fees. The overwhelming majority (98%) would recommend APTC courses, and only a small number are interested in labour mobility, particularly among women. The survey also highlights that most graduates are under "Other" visa types, with a small percentage under the PALM scheme.

Overall, the data suggests a high level of satisfaction (100%) with APTC training and a strong inclination towards further education and skill development, with some gender disparities in employment types and mobility preferences.

4. APPENDIX

Respondents by Citizenship

Citizenship	Female	Male	Prefer not to say	Total	Female %	Male %	Total %
Fiji	7	4	1	12	58%	33%	11%
Kiribati	1			1	100%		1%
Nauru	1			1	100%		1%
PNG	5	6		11	45%	55%	10%
Samoa	15	15		30	50%	50%	28%
Solomon Is	17	24		41	41%	59%	39%
Tuvalu	2	1		3	67%	33%	3%
Vanuatu	4	3		7	57%	43%	7%
Total	52	53	1	106	58%	33%	11%

Employment Status

Status	Female	Male	Prefer not to say	Total	Female %	Male %	Total %
Full time job	37	42		79	47%	53%	75%
Part time job	6	7		13	46%	54%	12%
Self-employed	5	3		8	63%	38%	8%

Unpaid employment	4	1	1	6	67%	17%	6%
Total	52	53	1	106	47%	53%	75%

Reasons why graduates are unemployed

Reasons	Female	Male	Prefer not to say	Total	Female %	Male %	Total %
Advanced or further studies	1	1	1	3	33%	33%	50%
Health related issue	1			1	100%	0%	17%
No Job opportunity	1			1	100%	0%	17%
Other	1			1	100%	0%	17%
Total	4	1	1	6	67%	17%	100%

Ability to Secure Job

Level of Difficulty	Female	Male	Total	Female %	Male %	Total %
Easy	24	30	54	44%	56%	54%
Very easy	20	15	35	57%	43%	35%
Difficult	3	3	6	50%	50%	6%
Very difficult	1	4	5	20%	80%	5%
Total	48	52	100	48%	52%	100%

Overall graduate satisfaction

Satisfaction level	Female	Male	Prefer not to say	Grand Total	Female %	Male %	Prefer not to say %	Total %
Satisfied	12	11		23	52%	48%	0%	22%
Very satisfied	40	42	1	83	48%	51%	1%	78%
Grand Total	52	53	1	106	49%	50%	1%	100%

APTC training helped secure current job

Training	Female	Male	Total	Female %	Male %	Total %
I was already in my current job	16	16	32	50%	50%	32%
No	2	1	3	67%	33%	3%
Yes	30	35	65	46%	54%	65%
Total	48	52	100	48%	52%	100%

Impact of APTC training on employment

Income and Job satisfaction	Agree and Strongly Agree
Employment prospects has significantly improved	99%
Employment position has significantly improved	94%
Job ease has significantly improved	94%
Job security has significantly improved	96%
Average	96%

APTC training improved in earnings

Income	Female	Male	Prefer not to say	Total	Female %	Male %	Total %
Less	3			3	100%	0%	3%
More	19	21		40	48%	53%	38%
Same	30	32	1	63	48%	51%	59%
Total	52	53	1	106	49%	50%	100%

Graduates undertaking another TVET course in the future

Future Course	Female	Male	Prefer not to say	Total	Female %	Male %	Total %
No	4	2		6	67%	33%	6%
Yes - I would pay for my course fees	11	5		16	69%	31%	15%
Yes - I would prefer my employer to pay the fees	28	44	1	73	38%	60%	69%
Yes - with other National TVET providers - I would pay for my course fees	1			1	100%	0%	1%
Yes - with other National TVET providers - I would prefer my employer to pay the fees	8	2		10	80%	20%	9%
Total	52	53	1	106	49%	50%	100%

Graduates recommending the APTC course to others

Recommendation	Female	Male	Prefer not to say	Total	Female %	Male %	Total %
No		2		2	0%	100%	2%
Yes	52	51	1	104	50%	49%	98%
Total	52	53	1	106	49%	50%	100%

Graduates moving to another country

Labour Mobility	Female	Male	Total	Female %	Male %	Total %
No	47	50	97	48%	52%	95%
Yes	3	2	5	60%	40%	5%
Total	50	52	102	49%	51%	100%

Graduates VISA Type for labour Mobility

Visa Type	Female	Male	Total	Female %	Male %	Total %
Other	13	11	24	54%	46%	86%
Pacific Labour Scheme (AUS)	3	1	4	13%	4%	14%
Total	16	12	28	54%	46%	86%