

The Voice of the Apprentice

Detailed report of apprenticeship
surveys results

November 2014



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Executive Summary

Background and objective

This paper presents findings from information collected from apprentices as part of the FP&M SETA-funded Tracking and Tracing Research Project. The Tracking and Tracing project is an empirical study of the impact of the FP&M SETA's key skills development interventions: learnerships, bursaries and apprenticeships. This report provides a detailed analysis of the quantitative apprenticeship survey results. This is one report in a series of reports, each of which presents findings from the various components of the overall study.

A telephone survey was conducted with 81 apprentices. This report provides a detailed discussion of the research findings, and a high level summary is provided in this section.

Main conclusion

Apprenticeship programmes are particularly effective in creating employment opportunities.

Detailed summary

It was found in this survey that the apprenticeship pass rate stands at 66%. This is slightly lower than that of learnerships.

The Printing sector appeared more likely to take on unemployed applicants into their apprenticeship programmes, while the Packaging sector seems to prefer offering these opportunities to employees. The Packaging sector is therefore particularly successful in developing its current employees and provides them with a chance at attaining sustained employment and improved income potential, while the strength of the Printing sector lies in creating opportunities for the unemployed.

71% of the unemployed, who graduated from apprenticeship programmes, had found employment at the time of the survey. 92% of the respondents who were employed at the time of entering the apprenticeship programme remained employed, and an additional 4% have received the skills to enable them to start their own businesses. Both currently employed and unemployed artisans agree that employers are interested in apprenticeships, and this is encouraging to those who are still searching for employment.

An apprenticeship increases the income potential of learners dramatically. On average, the income of those employed prior to an apprenticeship, has more than doubled after completing an apprenticeship. The average income increased by R5 382 per month in the Printing sector, with the average salary now at R10 108. The average salary in the Packaging sector is R9 856, which is an increase of R4 483 per month.

Besides towards employment and improved income, apprenticeships deliver a host of other benefits. Apprentices have improved chances of upward mobility in their jobs and better career development; 28% of those who completed their apprenticeships in the last year or two have already been eligible for, and have received, a promotion or career advancement. Apprenticeships also seem to instil a motivation to improve skills and knowledge through further studies, especially through enrolling for additional short courses, or even degrees. Students who have gone through the apprenticeship programme express that it has had a positive impact on their personal development, specifically their communication skills, self-esteem and self-confidence. The majority of apprentices also agreed that they have earned respect from the community and family members.

Apprentices face a similar challenge to learnership students in terms of long working hours. For example, 59% of apprentices in the Printing sector work more than 40 hours a week. This is less of a concern in the Packaging sector. Working fulltime and studying is taxing on learners, and many fail their theory parts, causing them to either terminate or take longer to complete apprenticeships. Those who terminate often only do so after a year or two, which shows a level of dedication to studying.

Methodology

The FP&M SETA commissioned a Tracking and Tracing study that would empirically examine the impact of Learnerships, Apprenticeships and Bursaries on learners, and determine the extent to which these programmes are achieving their objectives. This project served to understand, explore and document key features, trends, challenges and the impact of these three skills interventions in the different FP&M sub-sectors. The Tracking and Tracing study was undertaken to assist in further developing a sustainable skills development strategy for the FP&M SETA.

To accomplish the objectives of the study, data has been collected from learners, employers and training providers using a range of different qualitative and quantitative methodologies. This report presents the detailed findings from research conducted with apprentices who enrolled for an apprenticeship. The detailed findings from the data collected from other stakeholders, such as learners and employers are presented in the “Voice of the Employer” and “Voice of the Learner” reports. A summary and discussion of all main findings are presented in the overall report, titled “A Tracking and Tracing study of the impact of learnerships, apprenticeships and bursaries funded by FP&M SETA”.

Specific objectives that were addressed in the research with learnership students include:

1. Objectives

The key issues of the survey were:

- What is the status of the apprenticeship – completed, currently registered or terminated?
- Why do the employed and the unemployed decide to pursue apprenticeships?
- How long does it take apprentices to complete their studies and possible reasons for this?
- What are the reasons for discontinuing or terminating apprenticeships?
- Have unemployed apprentices been absorbed into the market place after completing their studies, either directly through the apprenticeship or later by finding other related employment?
- What is the impact that the apprenticeship has had on their lives?
- What future changes do these apprentices anticipate as a result of the apprenticeship programme?

2. Population

The population for this study is defined as:

“All the apprentices who are listed on the Management Information System (MIS) database as having entered an apprenticeship during the period of 2011/2012 – 2013/2014”.

The MIS database contained **1202** apprenticeship records for this period. A full description of the population is provided in the report **“A Tracking and Tracing study of the impact of apprenticeships and bursaries funded by FP&M SETA”**. Some of the population statistics are repeated in this report as a comparison between sample data and population data, on variables that are the same, providing a sense of the reliability of the rest of the sample data. Therefore, if the sample reflects the population, then one has confidence that the rest of the findings also could be generalised to the broader population.

3. Sample frame, sample and response rate

The sample frame for the research was defined as all apprentices with contact details on the FP&M MIS database in the period under study. This represented 24% of all records of the population. Contact details considered valid for the study could be a home telephone number, a cell phone number or a work phone number.

Effectively no sampling was carried out, as the entire sample frame was contacted and asked to participate in the study. Due to refusals, and out of date contact details, not all available apprentices took part, and a final response of 81 completed surveys was obtained. This represents a 28% response rate.

4. Data collection

A questionnaire was developed around the objectives set out in point 1 above. Details of the data collection are as follows:

- Trained interviewers contacted apprentices telephonically and completed the survey with them over the phone.
- Fieldwork took place during October 2014.
- The survey took approximately 10 minutes per apprentice to complete.

5. Data Analysis

The data from the questionnaires was captured into Excel, and then transferred into SPSS statistics software. SPSS was used to analyse the data, and this report presents the findings of the survey. In some cases, due to rounding, the percentage might count to 99% or 101%.

6. Validity and reliability

Although the sampling process for the quantitative survey could not be described as purely random, there is a close correlation between the sample demographic profile and that of the population in terms of gender, age, sector and province of study. The ethnic distribution is fairly similar, although White and Coloured respondents are slightly under-represented. The only area of contention, where the sample statistics do not match that of the population, is in terms of employment status before the start of the apprenticeships. However, it can still be concluded that the data is a fair reflection of the population in terms of most demographic variables, and therefore is most likely also reliable.

1. Survey Findings

Who are the apprentices we spoke to?

A profile of apprentices in the sample, is provided in terms of demographic variables such as race, gender, age and educational level. The sample is also described in terms of learner data, such as commencement and completion year and industry. Comparisons with the population data (all apprentices for 2011/12 – 2013/14 from the MIS system) are provided to act as a measure of data reliability. If the sample reflects the population, then one has confidence that the rest of the findings could also be generalised to the broader population.

The sample consists predominantly of African apprentices (62%), followed by White (14%), Coloured (12%) and Indian (10%).

Comparing these values to that of the total apprenticeship population for 2011/12 – 2013/14, African respondents also dominate, although to a lesser extent than in the survey data (44% in the population vs. 62% in the sample). White and Coloured apprentices are slightly under-represented in the sample, while the Indian sample matches the population figures exactly (population: 20% White, 26% Coloured).

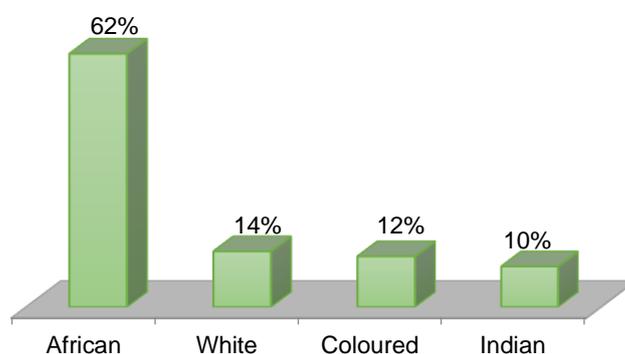


Figure 1: Race composition

The current age of respondents is shown in Figure 2. While most apprenticeship respondents are currently aged between 20-25 (35%) or 26-30 (28%) it does appear to be a training mechanism also suited to the older respondents; 37% are over the age of 31 compared to only 22% of those doing learnerships. This age distribution is fairly similar to that of the population with 33% aged 20-25, 19% aged 26 - 30, and 29% aged 31+. The current age of respondents would be mostly two to three years older than the age at which they started the apprenticeship.

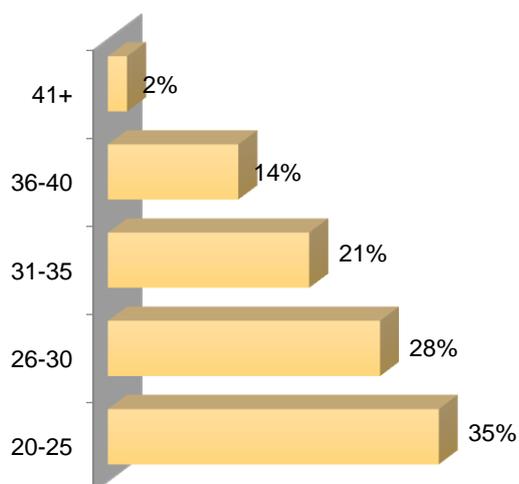


Figure 2: Age distribution of apprenticeship respondents

Table 1 provides the highest qualification of respondents. Nine in ten apprentices have a Matric/N3 or higher.

Table 1: Highest education level of respondents

	Frequency	Percentage
NQF 2 (N1)	1	1%
NQF 2 (Std 8 / Gr 10)	2	3%
NQF 3 (Std 9 / Gr 11)	5	6%
NQF 4 (Matric)	58	72%
NQF 4 (N3)	10	12%
NQF 5 (Diploma / occupational certificate)	5	6%

The figure below reflects the percentage split between sectors for the sample, as well as for the population. Similar to the number of apprenticeships offered in the population, the majority (69%) of respondents are from the printing sector.

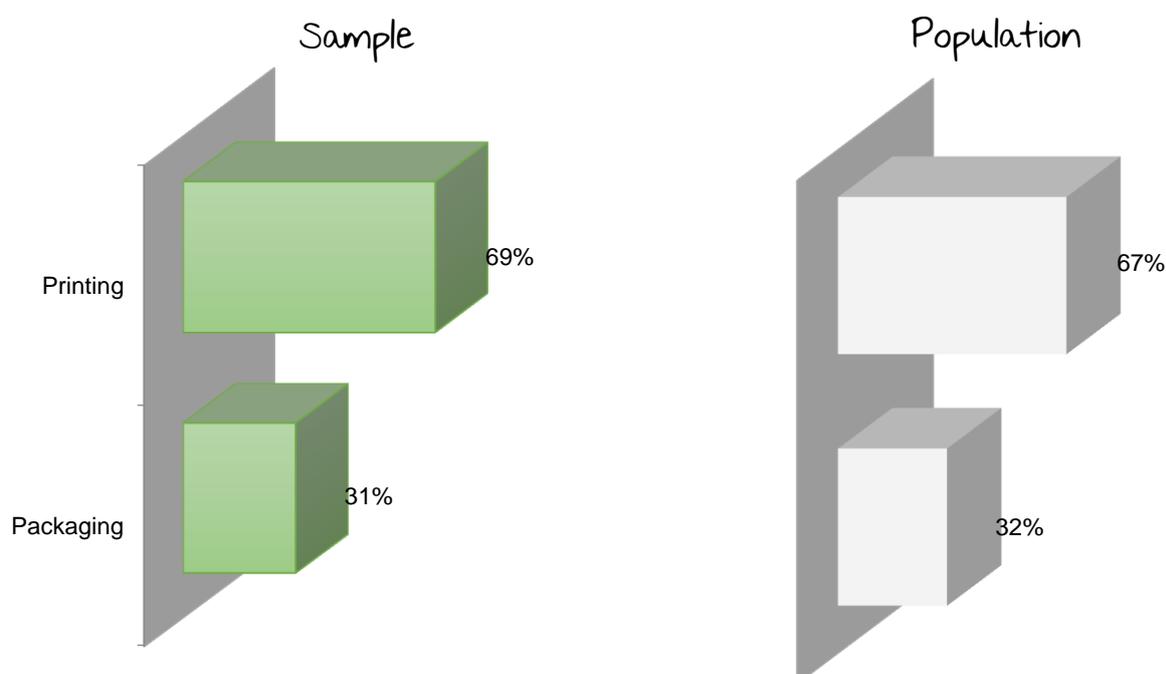


Figure 3: Industries in which apprenticeships were completed

The sample split of males and females is skewed towards men (79% vs. 21%). However, this is a fairly similar split as found in the population, which is 88% male and 12% female. Table 2 shows the gender distribution by sector.

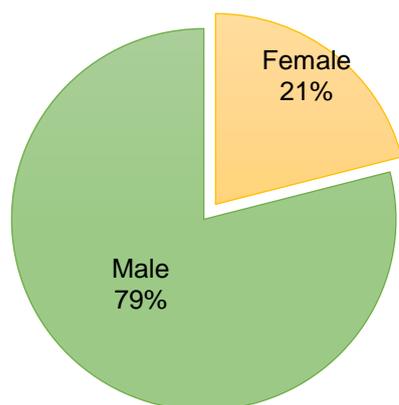


Table 2: Gender per sector

	Gender	
	Male	Female
Printing	80%	20%
Packaging	76%	24%

Figure 4: Gender composition of Apprenticeship respondents

The provinces in which respondents completed the apprenticeship are presented in Figure 5. Most of the apprenticeships took place in Gauteng (43%), the Western Cape (32%) and KwaZulu-Natal (20%). Apprenticeships from the Eastern Cape (4%) and Free State (1%) are also represented in the sample. This distribution is similar to that of the population, and the provinces not represented in the survey data are all very small in the population data, with less than 1% representation.



Figure 5: Province in which the apprenticeship was completed

What is the completion status of the sample?

Among the 81 apprenticeship respondents, close to half (47%) have completed their course already and could be interviewed on the impact of a completed apprenticeship. 25% had terminated and were asked about their reasons for termination. A further 28% were still studying at the time of the interview.

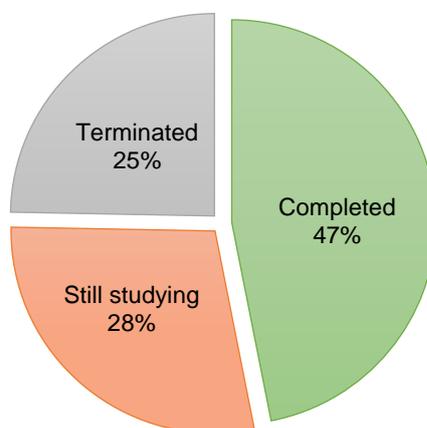


Figure 6: Apprenticeship completion status

Excluding those still studying, the completion rate of apprenticeships appears to be around 66%.

In line with the fact that apprenticeship generally take three to four years to complete, most of the respondents who had started in 2011/2012 completed their apprenticeship between 2013 and 2014. Only a few took longer to complete, for example, two apprentices started their training in 2009 and only completed in 2014. Verbatim comments suggest that those who took longer to complete had completed the theory component of their apprenticeship but were waiting to do a trade test. According to employers, with whom in-depth individual interviews were conducted, apprentices are challenged by the coursework load as they do the apprenticeship while also working full time, and are at times unable to get time off from work because of the responsibilities they have in the workplace.

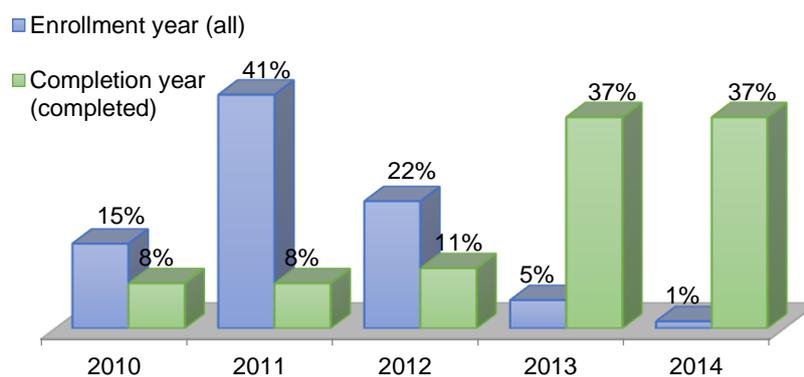


Figure 7: Year of entry and completion

Why do apprentices choose to study, or terminate?

All apprenticeship respondents were asked to indicate why they chose to do an apprenticeship. 56% indicated that they wanted to improve their skills (skills development), 28% wanted to obtain a formal qualification and 13% wanted to access free studies. A further 10% felt that it would improve their chances of getting employment. Other reasons, provided by a very small percentage, were career change, a need for a challenge, improved chances of getting a promotion or that their employer proposed the idea.

There are various reasons why apprentices choose to terminate their studies. Focusing on the 25% who terminated (n = 20), Table 3 lists the main reasons why they claim to have terminated their apprenticeships. Besides for losing interest in the subject matter (five people) a wide range of different reasons are cited under the 'other' category, such as illness, perusing studies in a different field, unfair treatment, disciplinary for engaging in industrial action or repeatedly failing. The table lists the number of respondents rather than the percentage, as the base size is very small (n = 19 responses, one missing response)

Table 3: Reasons for terminating apprenticeship

	Based on 19 responses Frequency
Started another apprenticeship for a better career	1
Resistance from employer	1
Poor workplace training	1
Not interested in the subject matter	5
Transport problems	1
Accommodation issues	1
Family problems	1
Other	8

Those who terminated their apprenticeship were also asked to indicate how long they had studied before they terminated. As many as nine of these learners terminated after two years or longer, while another five terminated after 12 months. This is a relatively long time to invest in training, only to terminate without any qualification.

Employment among those who terminated their apprenticeships is at 65%. Just more than half of these positions are permanent, while 31% are contract positions, with 15% doing casual labour. Excluding casual labour positions, employment would be at 55%.

How has the apprenticeship affected employment?

a) Employment prior to starting the apprenticeship

The majority of respondents were employed at the start of their apprenticeship (70%). Nearly all apprentices entered the apprenticeship with previous work experience (96%), the majority of whom had more than one year experience (70%), while 26% had less than one year work experience.

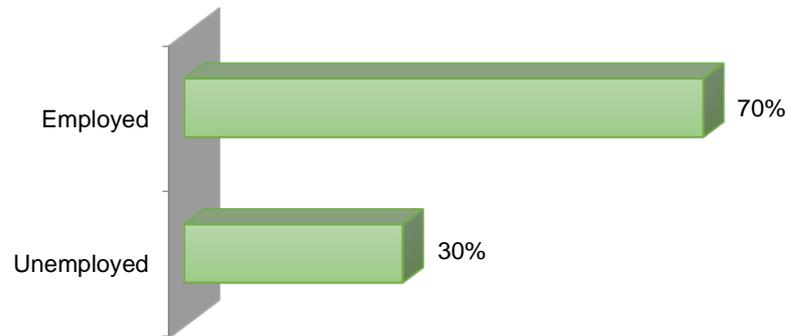


Figure 8: Employment status prior to apprenticeship (total sample)

Those who were employed prior to starting the apprenticeship:

- Mostly worked full-time for 40 or more hours a week (79%)
- Were employed in permanent positions (67%)
- Worked in large companies with 150 or more people (74%)
- Earned on average around R4 345.43 per month (5% trimmed mean)

Those who were unemployed were mostly looking for work before joining the apprenticeship (57%). Around one-third indicated that they studied before starting the apprenticeship (38%). Respondents could provide more than one answer, and percentages count to more than 100%. In line with the high percentage who have previous work experience, very few apprentices enter the programme directly from school (5% vs. 15% for learnerships)

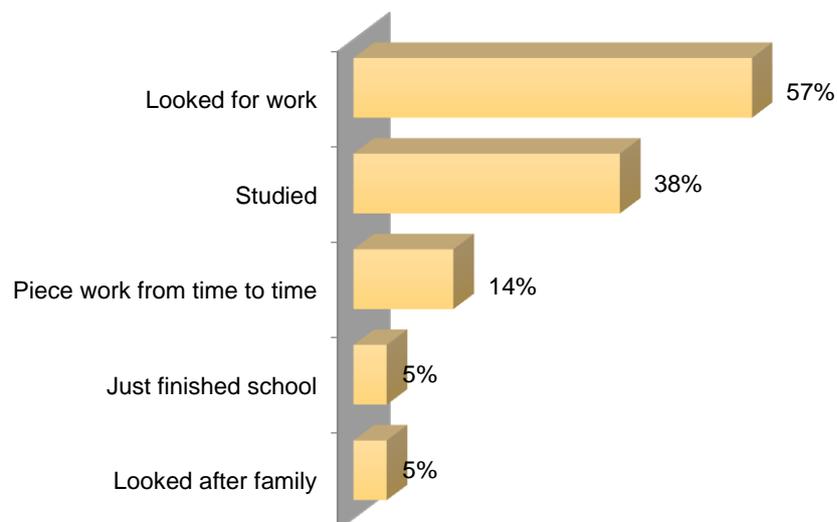


Figure 9: Activities of the unemployed prior to the apprenticeship (multi-mention possible)

b) Employment after the apprenticeship

The section on employment after the apprenticeship is based on the 38 apprentices who had completed their training at the time of the survey. The intake of unemployed learners was slightly higher when looking at only those who had completed their training; 37% were unemployed at the start of the apprenticeship compared to the 30% for the total sample, which includes those who terminated and those who are still studying.

Directly after finishing the apprenticeship, 78% were employed. 92% of the previously-employed remained employed and 54% of the previously-unemployed were employed by the training provider. Apprentices who were not appointed on completion of their training were mostly not employed because of a lack of available positions.

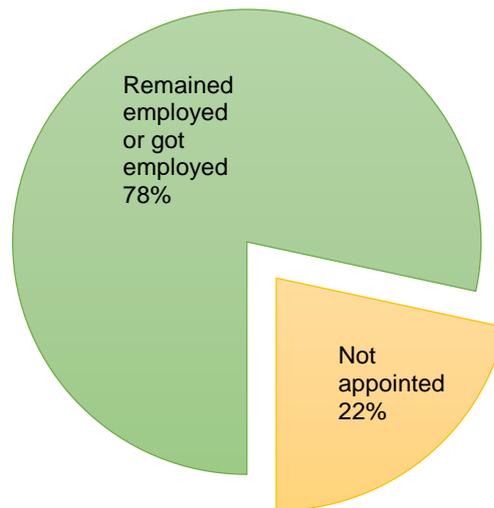


Figure 10: Employment offered directly after apprenticeship

Nine in ten apprentices do the job they were trained for once they start working after graduation. While 100% of apprentices in the Packaging sector indicated that their job is related to the apprenticeship they did, only 78% of those in the Printing sector indicated the same.

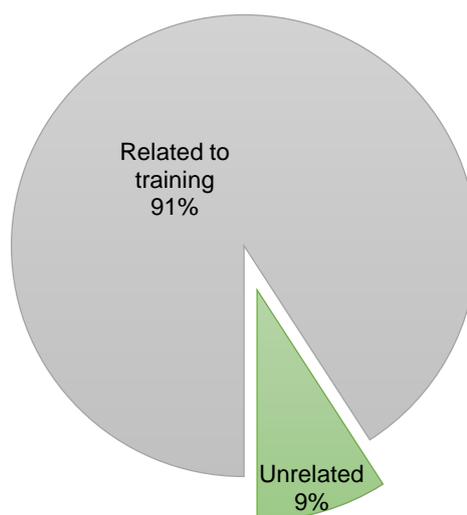


Figure 11: Employment related to apprenticeship

At the time of the survey, unemployment had dropped from 37% to 13%. Figure 12 illustrates the employment situation of the respondents who had completed their apprenticeship at the time of the survey. Most of the employed individuals who completed their apprenticeship are permanently employed (68%), with around one-third doing contract work (32%).

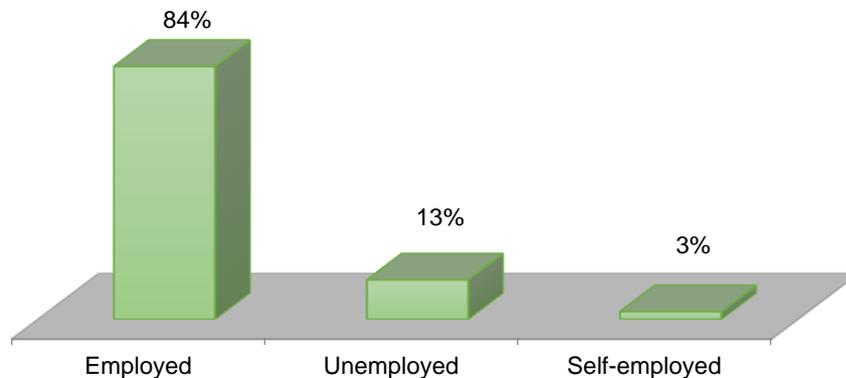


Figure 12: Current employment among those who completed the apprenticeship

The change in employment for those previously employed, is illustrated in the table below. Those previously employed have either remained employed (92%), or have started their own businesses (4%). Only 4% were unemployed at the time of the survey. Company closures and retrenchments drive these unemployment figures, as the Printing industry in particular is under pressure from digital technologies. One female respondent explains that she had been looking for a new job since the liquidation of the company she worked at, yet there are not many jobs available and people “cling to their jobs”.

The table also shows that 71% of those previously unemployed are employed today, and only 29% remain unemployed. This is 10 individuals employed while 4 are unemployed. These 4 unemployed artisans had graduated in 2010, 2011, 2012 and one in 2013. All graduates from 2014, and 4 of the 5 graduates from 2013 are currently employed. It is possible that these artisans were employed at some point yet might have lost their jobs.

Table 4: Change in employment for those employed and unemployed at the start of the apprenticeship

		Let's talk about your current situation. At this moment are you employed, self-employed or unemployed?		
		Employed	Self employed	Unemployed
		Row N %	Row N %	Row N %
Were you employed BEFORE you started the apprenticeship?	Employed	92%	4%	4%
	Unemployed	71%	0%	29%

Some of those who needed to look for work after completing the apprenticeship, found jobs in unrelated sectors. Due to the length of time it takes to find work in their industries, many become despondent and give up, rather choosing to look for work in other industries, such as finance and IT.

Although the Printing and Packaging sectors are male-dominated, there is no bias in terms of employing males over females and the percentage of currently-employed male and female respondents is fairly evenly split.

Although a view only on those who have completed their apprenticeship to date, it is interesting to note that the Packaging sector took mostly employed individuals into their programme (82%), while the Printing sector provided more opportunities to the unemployed (44%). Printing has also been more successful in employing the unemployed and creating new job opportunities. This trend is somewhat contradictory to the verbatim comments provided by the unemployed respondents in the Printing sector, which allude to the fact that Printing apprenticeships might become redundant in the future, due to technology trends. Perhaps it is not surprising then, that most of the trained apprentices work for larger companies (87% work in companies with 150+ employees) who are better able to ride out economic downturns and manage the effect of technological changes.

Table 5: Employment increase by sector (based on those who completed the apprenticeship)

	Printing	Packaging
Currently employed (after)	85%	82%
Employed at the start (before)	56%	82%
% employment increase	+29%	0%

After completing the apprenticeship, employed individuals earn on average R9 810.26 per month (5% trimmed mean). This is more than double the R4 345.43 that they earned on average per month prior to obtaining the formal apprenticeship qualification.

Examining the income potential of apprentices in more detail, the salary increase of those employed both before and after completing an apprenticeship is detailed below in Figure 13. The figure shows the difference between starting salary and end salary for all 17 respondents employed both before and after completion (and those willing to share salary details). While two respondents reported no increase in salary, the rest all received an increase of R2 000 (minimum) to R11 800 (maximum).

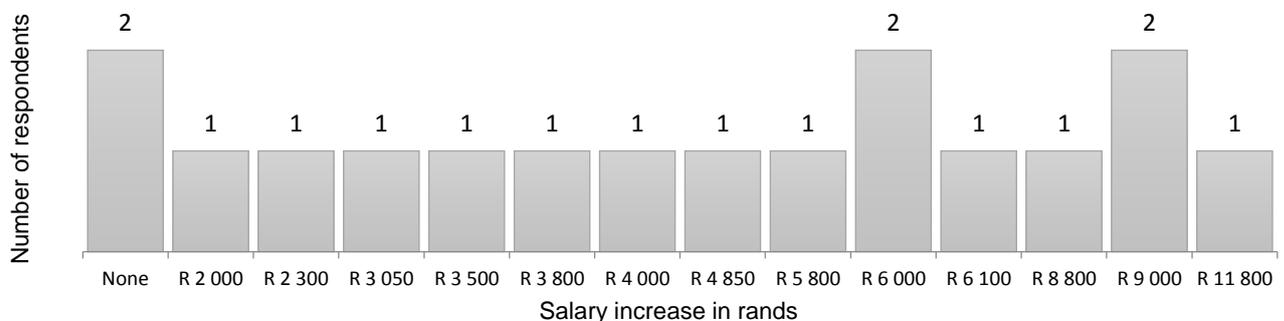


Figure 13: Increase in income from before to after completing the apprenticeship

Reviewing the salaries per sector shows that both the Printing and Packaging apprentices earn significantly more after completing the training, with an increase of around R4 500 to R5 000 per month. The Printing sector pays slightly more than Packaging.

Table 6: Average salary for qualified apprentice and income increase by sector

	Average Salary	Average increase
Printing	R10 108	R5 382
Packaging	R9 856	R4 483

The greatest reason why those who are currently unemployed feel that they have been unsuccessful at finding employment, is a lack of available positions. Two of these individuals are considering pursuing different training, while another felt that more training will improve their chances of securing a job. Another person felt that gaining more work experience will enable them to get employment. Other unemployed apprentices mentioned that the employment opportunities are too far from where they live, while another did not have money to go for interviews.

Only one of these unemployed individuals felt discouraged by the lack of positions and is thinking about giving up looking for work. While some are considering self-employment (two people), they remain positive about the value of the apprenticeship and plan to keep searching for positions.

In addition to some of those who are unemployed, the majority of those who are currently employed also seem to agree that employers are interested in apprenticeships. 74% of those who are employed agree, and claim that their employers value their new skills. A further 13% are unsure of the value that their employers place on their new skills, and 13% are of the view that employers do not value their new skills.

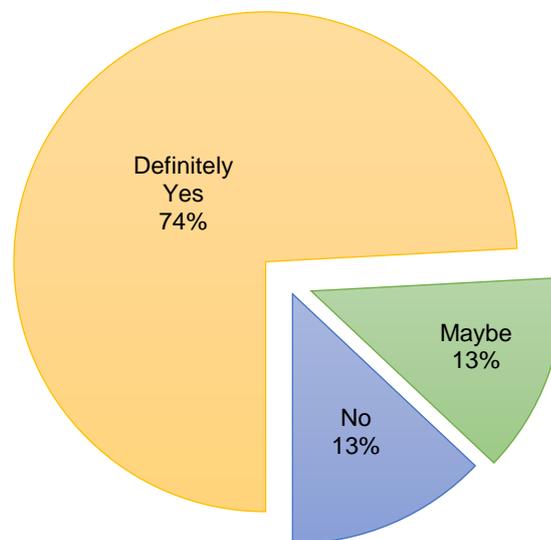


Figure 14: Does your employer value your new skills?

Only 28% of those who completed their apprenticeship received a promotion. Nearly all 90% of those who completed their apprenticeship are currently employed, indicated that they are more productive because of the apprenticeship; none of the respondents disagreed with this statement and 97% felt that the apprenticeship has helped them to deliver high quality to their employers.

What were the working conditions during the training?

This section focuses on a few questions relating to working conditions, including hours worked, the stipend received and the apprentices' perception of the administration process. The figure below illustrates that half of apprentices worked for more than 40 hours a week during training. While most feel that these working hours were fair or mostly fair (87%), 5% indicated that it was not always fair, and a further 8% feel that it was definitely not fair (total of 13% unfair). Apprentices therefore seem to expect to work long hours as part of their training.

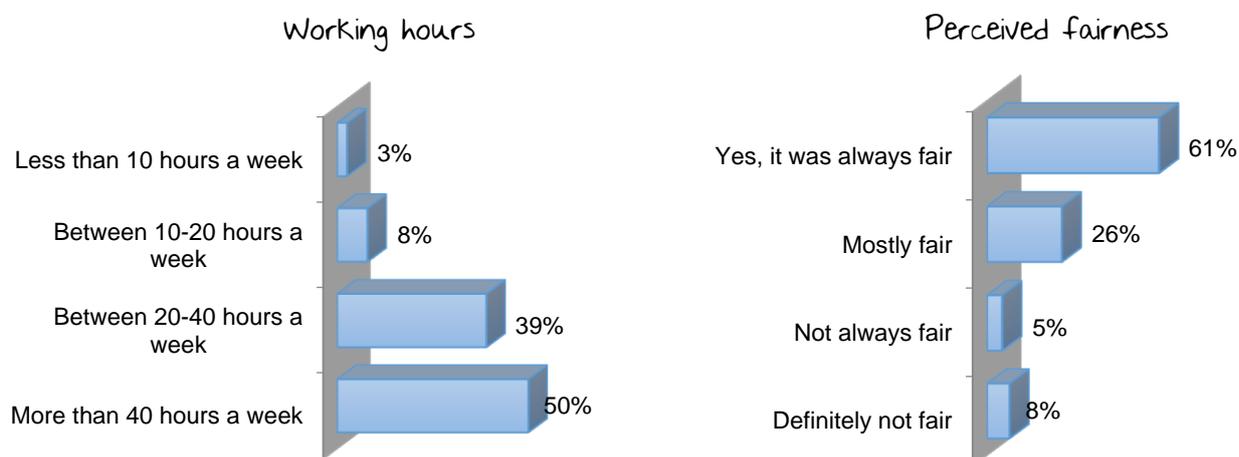


Figure 15: Working hours during apprenticeship and perceived fairness

Table 7 below indicates the percentage of apprentices who worked more than 40 hours a week, split per sector. This table also illustrates the percentage of those who feel that the working hours were definitely not fair. The Printing sector had the largest number of apprentices who worked more than 40 hours a week, as well as those who felt that the expectation was definitely not fair.

Table 7: Working hours during apprenticeship and perceived fairness by sector

	Printing	Packaging
Working more than 40 hours a week	59%	27%
Perceived as definitely not fair	11%	0%

Stipends received were also addressed. Respondents were asked whether the stipend they received was enough, not sufficient or non-existent. 13% indicated that they did not receive a stipend. This is higher among individuals who were employed (17%), as these employees are most likely to continue receiving their salaries as opposed to a stipend. 7% of those entering the programme unemployed, indicated that they did not receive a stipend, yet they could still possibly be confusing this with a salary. Irrespective of a salary or stipend, the amount paid is mostly perceived as sufficient by those who were employed at the start (63%), and less so by those unemployed prior to starting the apprenticeships (53%).

Those who felt that the stipend was not enough, were asked to motivate why they feel this. The stipend was either only enough for transport and food / lunch, or did not even cover this basic expense. Many felt that they could not cover all of their expenses, or felt aggrieved at having to work as hard, working long or shift hours for very little pay, while others felt that it would have been enough if they did not have to also maintain their families. One person even reported that he had to take another job due to the insufficiency of the stipend.

Table 8 splits the results from the stipend question by sector. Respondents in the Printing sector were much more likely to feel that the stipend is not sufficient, or to report not receiving a stipend. Respondents from the Packaging sector seem to have been satisfied with the stipend they received during the apprenticeship, with at least eight in ten indicating that it was sufficient.

Table 8: Stipend fairness by sector

	Printing	Packaging
The stipend was sufficient	39%	82%
It was not enough	42%	18%
Did not get any money / stipend	19%	0%

In Figure 16 below, 87% of respondents agree (42% strongly so) that apprenticeships can expose a person to exploitation, and 94% felt that the apprenticeship could be managed more effectively (69% strongly agree). As the focus of the study was on impact and not customer satisfaction, these issues are only touched upon and could possibly be explored in more detail in future studies.

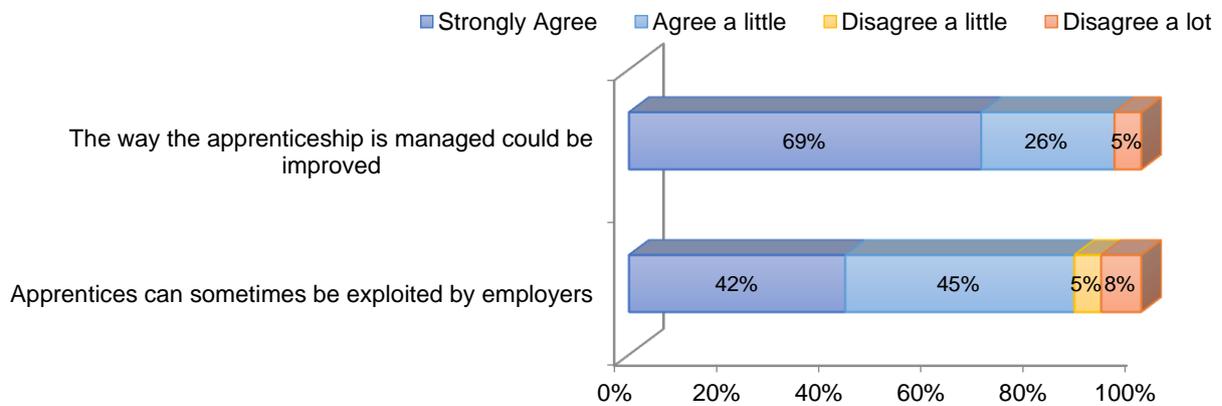


Figure 16: Perception on management of apprenticeships

What is the value that apprentices perceive?

Apprentices were questioned on the perceived value that they have received from the apprenticeship. These questions focused on other value areas besides employment, which has already been discussed. The issues of increased earnings potential and improved future promotion expectations are akin to employment. Figure 17 presents the views of respondents on these potential benefits. 51% of apprentices strongly agree, and a further 38% agree, that they can earn more with an apprenticeship than without one. Similarly, the majority agree that they are more likely to be promoted. Already 28% of those employed, report having received a promotion or career advancement due to the apprenticeship.

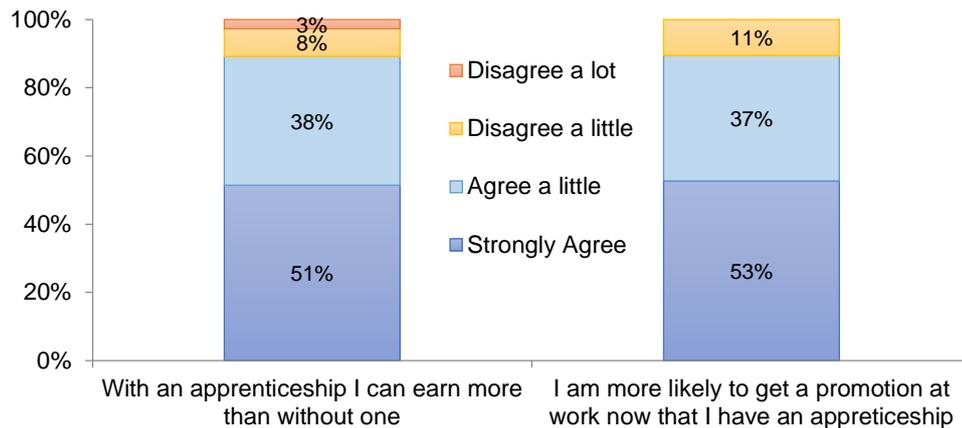


Figure 17: The impact of apprenticeship on perceived future earnings and promotions

Figure 18 presents apprentices' attitudes towards future study. The apprenticeship has motivated the majority of apprentices to consider studying further / additionally (74% strongly agree and 18% agree). The majority of apprentices would be inspired to do short skills courses (57%) or certificates / diplomas (12%). 19% are even considering doing a degree with a university. 16% are not considering any of the above options.

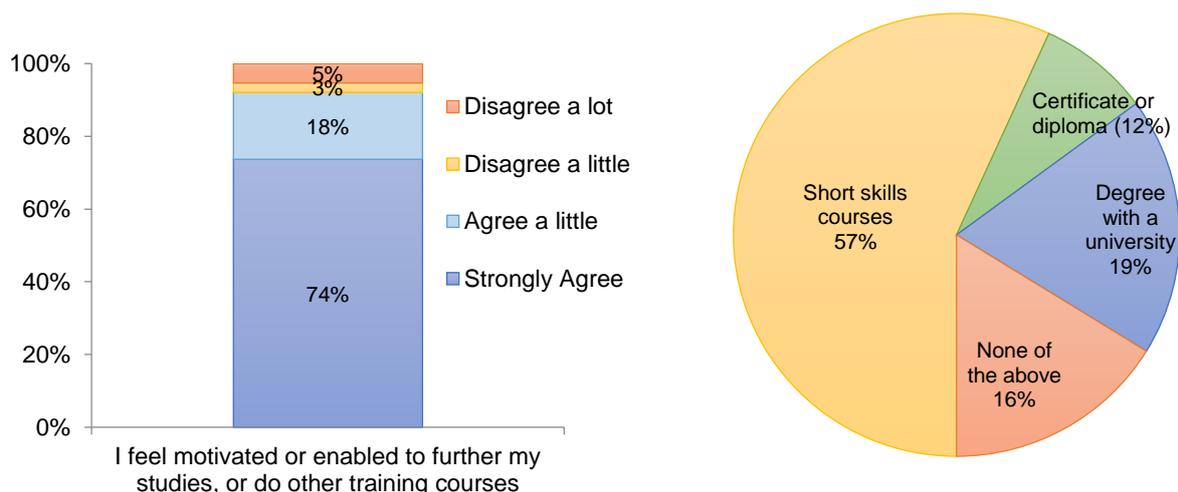


Figure 18: Impact of apprenticeship on the motivation to study further

The apprenticeship has also had an impact on personal development, such as communication skills, self-esteem and self-confidence. Nearly all respondents agreed that the apprenticeship has improved these skills.

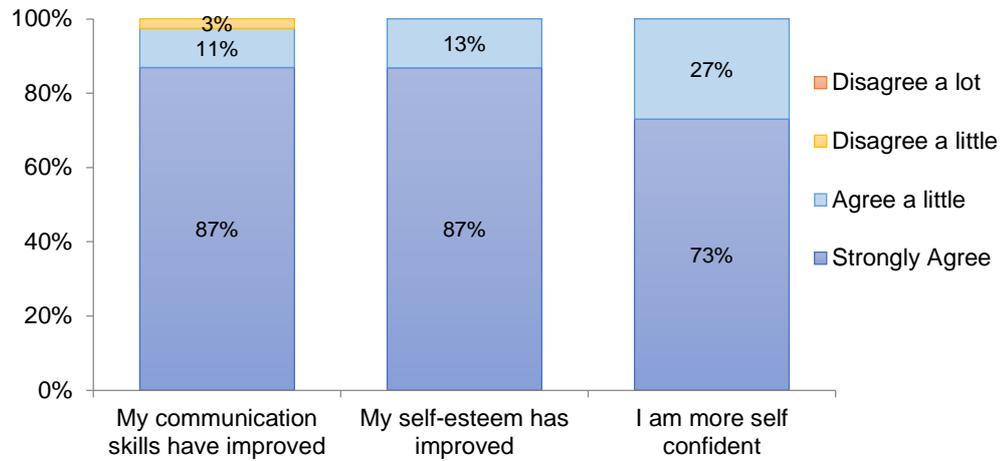


Figure 19: Impact of apprenticeship on personal development

The final “soft” benefit addressed, was that of increased respect in their family / community. The results show that nearly all of those who completed their apprenticeship agree that this is one of the areas that have improved in their lives (93%).

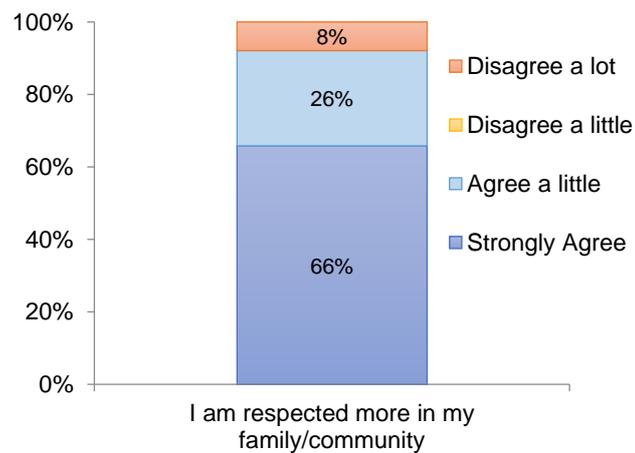


Figure 20: Impact of apprenticeship on relationships

The final issue addressed in the survey, is the extent to which a respondent would recommend the apprenticeship to someone else. The majority of respondents (84%) are certain that they would recommend the apprenticeship to other people, while 11% were not sure if they would. Only 5% indicated they would not recommend the apprenticeship to anyone.

Those who indicated that they would not recommend the apprenticeship are from the Printing sector.

When asked to provide any last comments or suggestions, most respondents commented that it was a good experience and that it benefited them in various ways. Some commented on the lack of employment opportunities and exploitation.

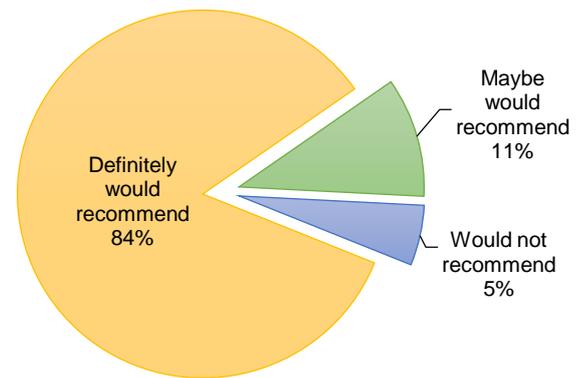


Figure 21: Likelihood to recommend the apprenticeship to family/friends



2. Appendix

Apprenticeship Survey Questionnaire



APPRENTICESHIP
TELEPHONE SURVEY

IQbusiness

Good day, my name is...and I was given your number by the FP&M SETA as someone who has registered to do an apprenticeship, or is still doing an apprenticeship at the moment. Am I speaking to xxx?

[Instruction: if not the right person, ask if they have a number for the person you are looking for]

First name _____ Cell number _____
Middle name _____
Surname _____ Appointment time and date _____
ID Number _____ 1 Male 2 Female

When speaking to the right person say: I work for a company called IQ Business and we have been asked by the FP&M SETA to study apprenticeships and what they mean to people. Would you be prepared to answer some questions about the apprenticeship that you did, or are still doing?

Please understand that your participation is voluntary and all the answers are confidential. It will take about 10 - 15 minutes of your time

1 Yes - Continue
 2 No - Close

I just want to confirm that you registered and started an apprenticeship in the last few years? Even if you terminated the apprenticeship or are still busy studying.

1 Yes
 2 No

If no, confirm ID number that is on the phoning sheet and check application - then close

Did you ever apply for one, but never started? 1 Yes 2 No

Apprenticeship History

According to the database you have been registered or are registered for the following qualification. Please confirm?

Interviewer to write in name of qualification from data sheet

if incorrect record here:

What is the name of the apprenticeship qualification that you did/are doing? _____

(E.g. 2011)

Q1 When did you start this apprenticeship? Year _____

Q2 What is your completion status? 1 Completed

2 Still studying

3 Terminated

Q3 What year did you finish? _____ *Record year*

Q4 In which of the four years are you now? 1/2/3/4

Q5 In which year did you terminate the apprenticeship? _____ *Record year*

Q6 In which town/place and province did you grow up?

Town _____ Province _____

Q7 In which town/place and province did you do the apprenticeship?

Town _____ Province _____

Q8 In which town/place and province did you live now?

Town _____ Province _____

Q9 What is your highest level of qualification?

Only read out if they are unsure

<input type="checkbox"/> 1 Less	<input type="checkbox"/> 6 NQF 2 (N1)	<input type="checkbox"/> 11 NQF 4 (N3)
<input type="checkbox"/> 2 NQF 0 (ABET 1 (Std 1/ Grade 3))	<input type="checkbox"/> 7 NQF 2 (Std 8/Gr 10)	<input type="checkbox"/> 12 NQF 6 (First degree/Higher diplomas)
<input type="checkbox"/> 3 NQF 0 (ABET 2 (Std 3/ Grade 5))	<input type="checkbox"/> 8 NQF 3 (N3)	<input type="checkbox"/> 13 NQF 7 (Honours/Masters)
<input type="checkbox"/> 4 NQF 0 (ABET 3 (Std 5/ Grade 7))	<input type="checkbox"/> 9 NQF 3 (Std 9/Gr 11)	<input type="checkbox"/> 14 NQF 8 (Doctorate)
<input type="checkbox"/> 5 NQF 1 (ABET 4 (Std 7/ Grade 9))	<input type="checkbox"/> 10 NQF 4 (Matric)	<input type="checkbox"/> 15 NQF 5 (Diploma/occupational certificate)

Q10 Why did you decide to do an apprenticeship? DO NOT READ OUT BUT CODE FROM VERBATIM

<input type="checkbox"/> 1 Access free study	<input type="checkbox"/> 9 Skills improvement
<input type="checkbox"/> 2 Eam stipend / allowance	<input type="checkbox"/> 10 Fomal qualification gain
<input type="checkbox"/> 3 Employer initiated	<input type="checkbox"/> 11 Identified scarce skill
<input type="checkbox"/> 4 Employment change	<input type="checkbox"/> 12 Learning field change (employment related)
<input type="checkbox"/> 5 Employment gain	<input type="checkbox"/> 13 Learning field change (interest related)
<input type="checkbox"/> 6 Mobility	<input type="checkbox"/> 14 Other _____
<input type="checkbox"/> 7 Needed challenge	
<input type="checkbox"/> 8 Promotion / Advancement pursuit	

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Q11 Where did you apply for, or enter, the apprenticeship?

1	An employer in the private sector
2	A government department or agency
3	A private training college
4	A professional association
5	A public training college
6	At my employer where I worked prior to the apprenticeship

THOSE TERMINATING apprenticeship BEFORE COMPLETE

Q11 How long, in months, did you study the apprenticeship before you terminated it?

I am going to read out a list of reasons and please tell me which were the reasons that you terminated Q12a your apprenticeship? Of all the reasons you listed, which ONE is the biggest reason

Q12b ALL Most (single mention)

	All	Most (Single mention)		All	Most (Single mention)
1	1	Theory/ Classroom training poor	8	8	Started another apprenticeship - for a better stipend
2	2	Workplace based training poor	9	9	Pregnancy
3	3	Resistance from your employer	10	10	Family problems
4	4	You found other employment	11	11	Transport problems
5	5	Qualification had no value	12	12	Accommodation
6	6	Not interested in the subject matter	13	13	Other <input type="text"/>
7	7	Started another apprenticeship - for better			

ASK ALL

Q13 Were you employed BEFORE you started the apprenticeship?

1	Yes at employer
2	Yes self-employed
3	No

Q14 How many years work experience did you have when you started your apprenticeship?

1	None	2	Less than a year	3	2-5 years	4	More than 5 years
---	------	---	------------------	---	-----------	---	-------------------

EMPLOYMENT AT TIME OF START

Q15 Please tell us more about your employment AT THE TIME WHEN YOU STARTED your apprenticeship.

1	Did you work full time, that is 40 hours or more per week	Was this...?	1	Contract work
2	Or part time, less than 40 hours per week	Q16.	2	Permanent work
			3	Casual (day labour?)

Q17 Was it a large company?

1	With 150 or more people
2	A medium sized 50-150 people
3	Small company, 11-49 employees
4	Micro company - 1-10 employees

Q18 In which sector did this company operate?

1	Forestry	7	Clothing
2	Paper and Pulp	8	Textiles
3	Printing	9	Footwear
4	Print media	10	Packaging
5	Publishing	11	Wood products
6	Leather	12	Furniture
		13	Other (record) <input type="text"/>

Q19 If you don't mind telling us, how much did you earn at the time you started your apprenticeship?

R	<input type="text"/>	REFUSED
		99

Q20 Did you do apprenticeship at the company where you were employed BEFORE starting your apprenticeship?

1	Yes, same company	2	No, I did this at a different company
---	-------------------	---	---------------------------------------

Q21 What type of position did you have?

1	Labourer	7	Professional
2	Machinery operator and driver	8	Manager
3	Sales worker		
4	Clerical and admin worker		
6	Technician and trades worker		

UNEMPLOYMENT AT TIME OF START

Q23 What did you do just before you started your apprenticeship. READ OUT

Multi-mention

1	Looked for work
2	Studied
3	Looked after family
4	Just finished school
5	Piece work from time to time
6	Other

IF 6, Piece Jobs

Roughly how much did you earn per day for piece jobs?

R	<input type="text"/>
---	----------------------

Q24 What were your sources of support or sources of income for survival? DO NOT READ OUT

Multi-mention

1	Child support grant	5	Disability grant
2	Foster care grant	6	Occasional entrepreneurial activity (like what?) _____
3	Pension in the family	7	Piece jobs
4	Cash/food/ clothing from family or friends	8	Other

ASK ONLY THOSE WHO COMPLETED apprenticeship - NOT STILL BUSY OR TERMINATED

Q25 After completing your apprenticeship, were you employed or remained employed by the company where you did the apprenticeship?

1 Yes 2 No

If No

I am going to read out a list of reasons. Please tell me if any of these are the reason, or reasons you were not employed.

Q26

1	No positions available
2	Limited positions available
3	You found a better jobs somewhere else
4	You did not want to work for this company
5	Qualification was not valuable
6	Other _____

If Yes

Q27 Was the job that you got from the company related to the apprenticeship you did?

1 Yes 2 No

ASK ALL

Q28 Lets talk about your current situation. At this moment are you employed, self-employed or unemployed?

		Q29		
		Is this ...?		
1	Employed	→	1	Contract work
2	Self employed		2	Permanent work
3	Unemployed		3	Casual (day labour?)
4	Studying full-time/ still doing an apprenticeship			

CURRENT EMPLOYMENT

Q30 In which sector do you work now?

READ OUT IF THEY DON'T KNOW

1	Forestry	7	Clothing
2	Paper and Pulp	8	Textiles
3	Printing	9	Footwear
4	Print media	10	Packaging
5	Publishing	11	Wood products
6	Leather	12	Furniture
		13	Other (record) _____

Q31 Is it a large company?

1	With 150 or more people
2	A medium sized 50-150 people
3	Small company, 11-49 employees
4	Micro company - 1-10 employees

Q32 Do you work in the

1 Private sector 2 For Government 3 Freelance

Q33 How many hours do you work per week?

1	More than 40
2	35 - 40 hours
3	Less than 40 hours per week

Q34 What type of position do you have now?

1	Labourer	7
2	Machinery operator and driver	8
3	Sales worker	
4	Clerical and admin worker	
6	Technician and trades worker	

Q37 If you don't mind telling us, how much did you earn now that you completed your appi Monthly salary before deductions

R _____ REFUSED
99

Q38 Have you gotten a promotion or career advancement yet because of the apprenticeship that you have done?

1 Yes 2 No

Think about your situation at work now. Do you feel that ...

	Yes	e	No	
Q38A	1	2	3	...your employer values your new skills
Q38B	1	2	3	...you are more productive, and can do more now that you have completed your apprenticeship
Q38C	1	2	3	...you deliver higher quality work to your employer now that you have completed the apprenticeship

- Q39 **If you did look for a job after your apprenticeship, how long did it take to get a job?**
- | | | | | | |
|---|----------------------|---|-------------------|----|---|
| 1 | One month or less | 4 | 3 - 6 months | 6 | More than a year |
| 2 | Between 1 - 3 months | 5 | 6 months - 1 year | 99 | Not applicable/employed straight out of app |

- Q40 **Is your job related to the apprenticeship you did?**
- | | | | |
|---|-----|---|----|
| 1 | Yes | 2 | No |
|---|-----|---|----|

If no

- Q41 **Which of these statements best describe you?**
- | | |
|---|--|
| 1 | I tried for a while to get a job related to my apprenticeship but could not find anything |
| 2 | I just needed a job and salary regardless of the type of work |
| 3 | I decided to take any work for now and look for something related to my apprenticeship later |

- Q42 **If 1, ask. Why do you think you struggled to find work in the area that you studied? READ OUT**
- | | |
|---|---|
| 1 | There is no related work in this area/ for these skills |
| 2 | The qualification is not recognised or well received |
| 3 | I did not have enough work experience in this area |
| 4 | Other |

CURRENT UNEMPLOYMENT

- Q43 **Have you tried to find a job yet?**

1	Yes
2	No, not yet

If tried to find a job

Why do you think you have not found a job. READ OUT REASON

Yes No

- | | | | |
|------|---|---|---|
| Q43A | 1 | 2 | Companies are not interested in the apprenticeship |
| Q43B | 1 | 2 | There are no positions available |
| Q43C | 1 | 2 | I need more training |
| Q43D | 1 | 2 | I feel I need different training |
| Q43E | 1 | 2 | I need more work experience |
| Q43F | 1 | 2 | I don't have transport money to go to interviews |
| Q43G | 1 | 2 | Jobs opportunities are too far away from where I live |

- Q44 **Are there any other reasons?**

--

- Q44 **What are you going to do in the next few months?**
- | | Yes | No | |
|------|-----|----|---|
| Q44A | 1 | 2 | Keep looking for a job |
| Q44B | 1 | 2 | Give up looking for a job |
| Q44C | 1 | 2 | Consider self-employment/own business |
| Q44D | 1 | 2 | Enrol for further education or training |

CURRENTLY SELF-EMPLOYED

You indicated that you are self-employed or earn money from having your own business

- Q45 Please tell us more about what you do?

--

- Q46 Do you employ any other people/create other job opportunities?

1	Yes
2	No

- Q47 Has the apprenticeship helped you in any way to make your own business more successful or has it not really played a role

- Q48
- | | |
|---|------------------------------|
| 1 | Yes it has helped - ASK HOW? |
| 2 | No not really |

--

ASK ALL

- Q49 **Has doing the apprenticeship/ enrolling in the apprenticeship inspired you to do any more training or studies**
- | | |
|---|---|
| 1 | Short skills courses |
| 2 | Certificate or diploma with a private college |
| 3 | Certificate or diploma at university |
| 4 | Degree with a university |

THANK AND CLOSE FOR THOSE WHO DID NOT COMPLETE APPRENTICESHIP and THOSE STILL STUDYING