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YOUTH LABOUR MARKET TRENDS IN NSW

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INTRODUCTION

This report summarises a range of information on the characteristics of the youth labour market in NSW including changes over the last decade. It also includes information on population projections, destinations of school leavers and entry to tertiary education. The appendices include detailed 2001 Census data on school leaver destinations in different regions.

Unless otherwise specified, the Australian Bureau of Statistics (ABS) Labour Force Survey data used has been trended (seasonally adjusted and averaged) and, as with the rest of the report, the data refers to NSW.

Special information was obtained for the report from the ABS, the Department of Education, Science and Training, the NSW Department of Education and Training, and the Graduate Careers Council of Australia.

Visit the **JOB OUTLOOK** component of the Australian Job Search site to access job, career and training information for more than 400 occupations.

www.jobsearch.gov.au/joboutlook

SUMMARY

- The teenage population is projected to rise by 2.1% between 2002 and 2011 and the number of 20-24 year olds by 5.8%. These percentage increases are smaller than the 8.4% projected rise for the working age population aged 15-64.
- The proportion of teenagers in employment has changed little over the 13 years to 2003 (48% v 49% in 1990), but the proportion working part-time has risen from 39% to 65%.
- From 1990 to 2003 the proportion of 20-24 year olds studying full-time doubled to 24% while the proportion of teenagers rose from 57% to 68%.
- The proportion of young people who were unemployed was around 8% in 2003 compared to 3% for those persons aged 25 and over.
- Teenage and 20-24 year old unemployment rates are substantially higher than those for older persons though the youth rates exclude the considerable number of full-time students who are not in the labour force.
- The number of unemployed teenagers who were not in full-time education has more than halved from 38,200 in 1987 to 18,400 in 2003.

- The Wholesale and retail sectors account for over half of teenage employment, although for full-time employment the proportion is around 30%. Teenagers also tend to be concentrated in only a few occupational groups – Elementary clerical, sales and service, Trades and Labourers for males, and Elementary and Intermediate clerical, sales and service for females.
- There were around 90,500 NSW school leavers between July 2002 and May 2003. In May 2003, 58% were working (including those attending a tertiary institution) and around 12% were unemployed.
- The proportion of school leavers in full-time education and/or full-time employment ranged from 73% for the Central Coast to 90% for Hornsby/Kuring-gai, with the average for NSW being 79%.
- The school retention rate for females reached a new peak in 2003 of 75.3%. The male rate has also risen in recent years to 65.8% in 2003.
- The number of offers of university places in 2004 to people who completed Year 12 in NSW was around 24,300.
- Of the just over 24,000 commencements of new apprenticeships by recent school leavers in the year to November 2003, 43% related to traditional apprenticeships and the balance to traineeships.
- Around 28,000 people who ceased school in 2001 enrolled at TAFE in 2002. About 60% of the leavers were from Year 12 and 54% were males.
- Around 27,700 people under 25 completed degrees in NSW in 2002, of whom around 60% were females.
- According to the April 2004 Graduate Career Council of Australia survey, around three quarters of those who completed their first degree in 2003 were in the labour market while another 20% were continuing in full-time study.

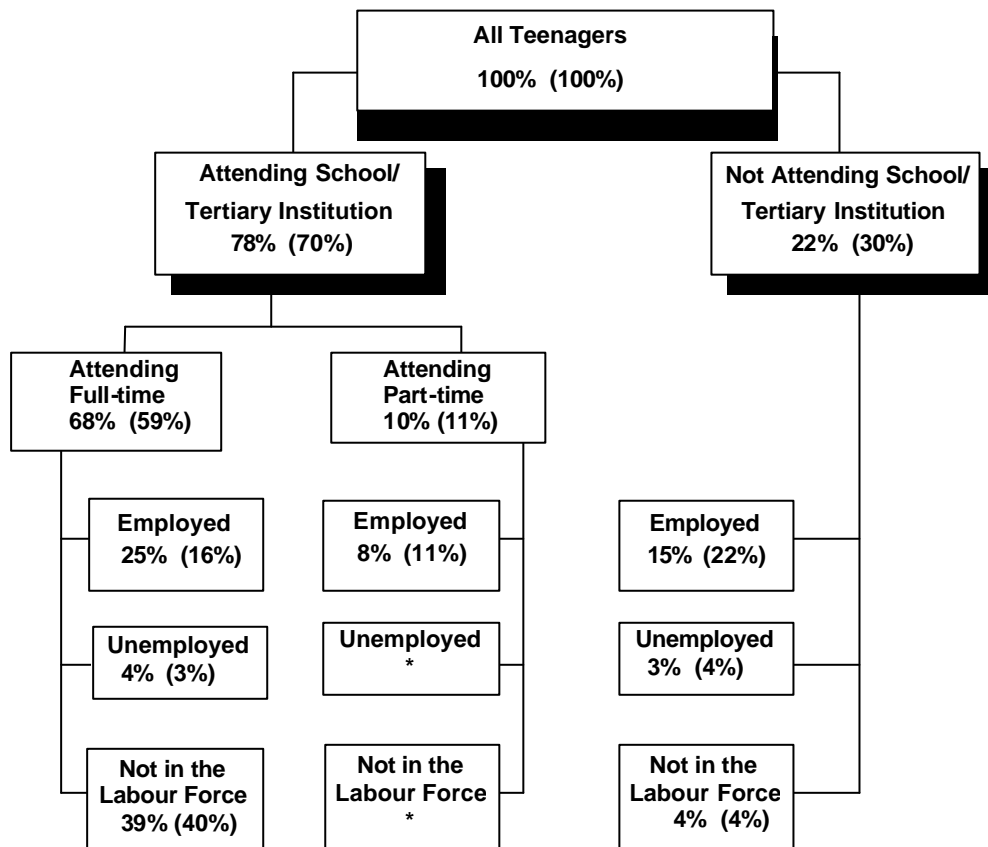
TRENDS IN THE YOUTH LABOUR MARKET

In this report the terms *youth* and *young people* refer to 15-24 year olds, *teenagers* refers to 15-19 year olds, *young adults* refers to 20-24 year olds, and *other adults* refers to those aged 25 years and over.

Overview

In this section comparison is made between the years 2003 and 1990 as both were years in which the economy was performing strongly. Therefore any differences between the two years in terms of labour market developments are more likely to have been structural rather than cyclical.

Activities of Teenagers in 2003 and in 1990**
(The figures in the chart are all percentages of total 15-19 year olds)



* Estimate is very imprecise.

** Figures In Brackets are from 1990.

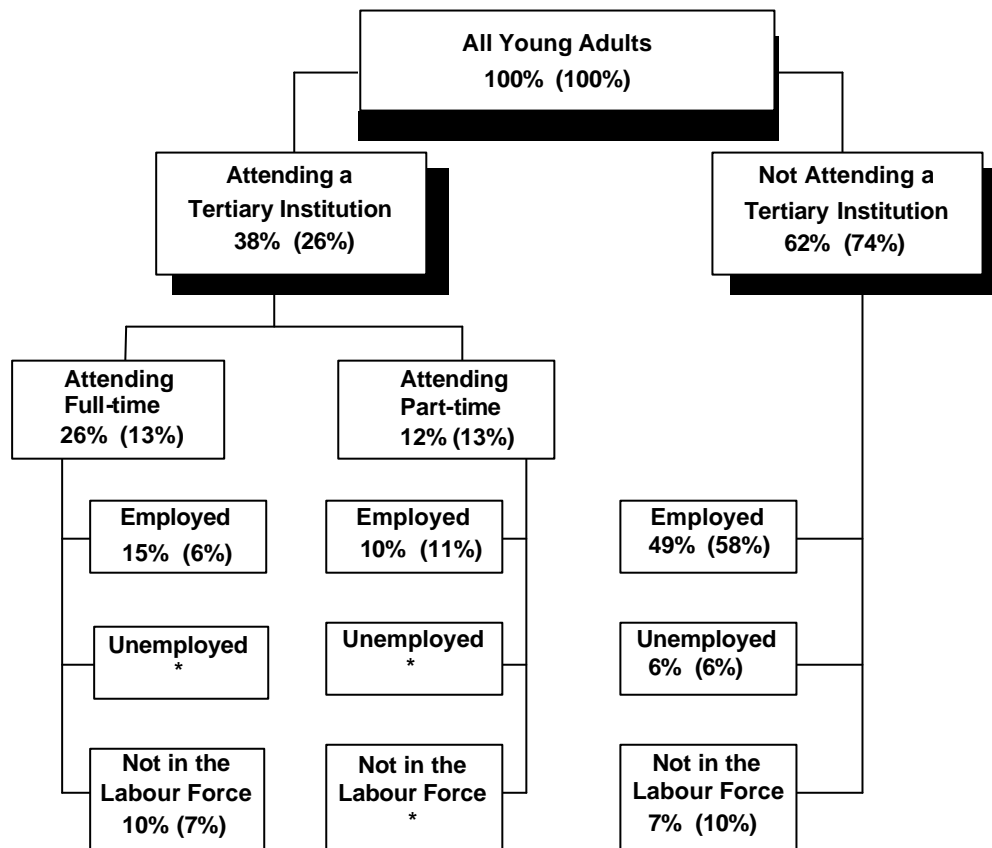
Source: ABS Education and Work survey.

Around 87% of teenagers were in full-time work, full-time study or were combining part-time work and part-time study in May 2003, which was slightly lower than in 1990 (89%). The proportion that teenagers comprise of the total population is lower than 13

years ago (10.1% v 12.0%) but, due to higher school retention rates, the number of Year 12 students has risen.

The proportion of teenagers in employment has changed little over the 13 years (48% in 2003 v 49% in 1990), but the proportion working part-time has risen from only 39% in 1990 to 65% in 2003. This is consistent with the rise in educational participation and also the impact of technological and social changes on the demand for teenagers for full-time jobs.

Activities of Young Adults in 2003 and in 1990**
(The figures in the chart are all percentages of total young adults)



* Estimate is very imprecise.

** Figures In Brackets are from 1990.

Source: ABS Education and Work survey.

Young adults comprise a lower proportion of the total population than in 1990 (10.6% v 11.2%). As with teenagers, the percentage of young adults who are employed is much the same as 13 years ago (74% in 2003, 75% in 1990), but the mix of part-time and full-time has altered reflecting the factors cited above. Almost one-third (32%) of employed young adults worked part-time in 2003 compared to 14% in 1990.

Compared to 13 years ago there has been a:

- Small fall in the number to teenagers and a rise of almost 7% in the number of young adults.
- Substantial rise in participation in education, with around twice as many 20-24 year olds and 16% more 15-19 year olds being in full-time education.
- Increase in competition from workers aged over 24 associated with a rise in their labour force participation of two percentage points.
- Continued rise in the significance of service industries in which workload fluctuations and relatively modest capital overheads make part-time employment attractive to employers.
- Continued reduced availability, due to technological change, of full-time jobs in which young people can find employment, with jobs such as messengers, telephonists, mail sorters and filing clerks largely disappearing.

Selected Characteristics of Teenagers (15-19)

	1990	2003
<i>Civilian Population</i>		
Number	463,200	451,100
% of persons aged 15 to 64	12.0%	10.1%
<i>% of population unemployed</i>		
Sydney	7.3%	7.9%
Balance of NSW	10.9%	9.6%
<i>Unemployment rate</i>		
Sydney	13.1%	15.3%
Balance of NSW	19.0%	15.2%
% working full-time	29%	17%
% working part-time	18%	31%
% studying full-time	57%	68%
% working full-time and/or studying full-time	85%	84%
% combining full-time work and part-time study	n.a.	6%
<i>Year 12 students</i>	57,738	60,162

Sources: ABS Labour Force Survey (12 month averages), Education and Work Survey and Schools Australia. * 2002 data.

In the two tables on Selected Characteristics some combinations of labour market activities are not shown. Of those youth who were studying part-time, almost two thirds (63%) worked full-time. Among youth who were not studying (either full-time or part-time), approximately 11% were unemployed, 13% were not in the labour force, 14% were in part-time work, and 62% were in full-time work.

Selected Characteristics of Young Adults (20-24)

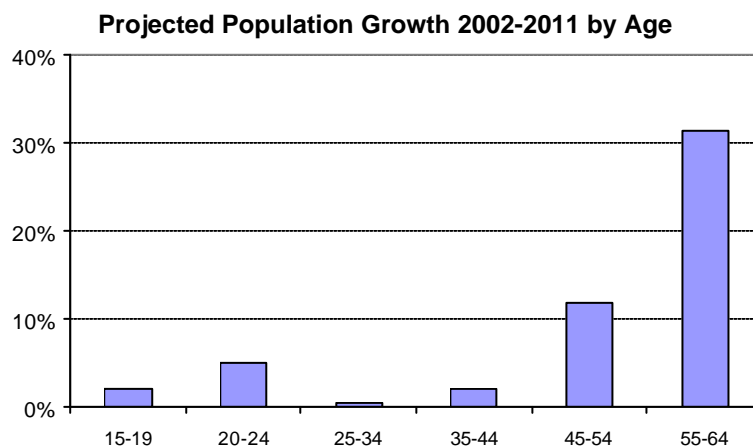
	1990	2003
<i>Civilian Population</i>		
Number	442,000	471,500
% of persons aged 15 to 64	11.2%	10.6%
<i>% of population unemployed</i>		
Sydney	6.2%	6.2%
Balance of NSW	10.5%	8.9%
<i>Unemployment rate</i>		
Sydney	7.4%	7.7%
Balance of NSW	13.0%	10.7%
% working full-time	65%	52%
% working part-time	10%	22%
% studying full-time	12%	24%
% working full-time and/or studying full-time	76%	74%
% combining full-time work and part-time study	n.a.	8%

Sources: ABS Labour Force Survey (12 month averages), Education and Work Survey.

Population trends and projections

ABS resident population estimates indicate that the number of 15-19 year olds in NSW rose by 7.2% in the five years to 2002 while the number of 20-24 year olds declined by 0.9%.

ABS projections suggest the number of 15-19 year olds in NSW will rise by 2.1% between 2002 and 2011 and the number of 20-24 year olds by 5.8%. These rises are less than the projected increase of 8.4% for the working age population of 15-64. The bulk of the projected increase in the working age population reflects the ageing of the baby boomers with the 45-64 group increasing by 20%.



Source: ABS Population Projections Australia 2002-2101 (Series B)

The table below illustrates the historical, and projected continued, decline in the proportion that young people comprise of the working age population.

	Age Groups (000s)			15-24 as a % of 15-64
	15-19	20-24	15-64	
1981	437	443	3409	25.8%
1991	451	453	3903	23.2%
2002	454	445	4428	20.3%
2011	464	468	4798	19.4%
2021	435	464	4953	18.1%

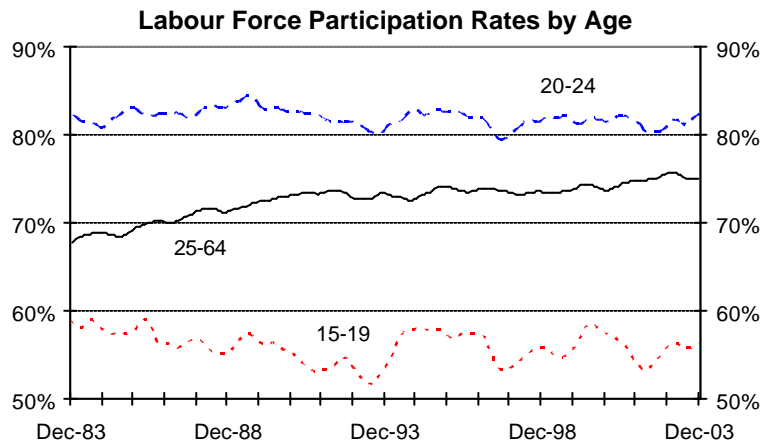
Sources: 1981,1991 - ABS Labour Force Survey

2002, 2011, 2021 - ABS Population Projections Australia 2002-2101 (Series B)

Labour force participation and study

The labour force participation of teenagers has been more volatile than that of the older age groups. It declined from 59% in 1983 to 52% in 1993 corresponding to a period of rising education participation. From March 2002 to December 2003 the teenage participation rate rose from 53% to 56% whereas the participation rate of all other age groups in total rose by only 0.3 of a percentage point.

The labour force participation of 20-24 year olds has been fairly stable at just over 80% for most of the past 20 years.

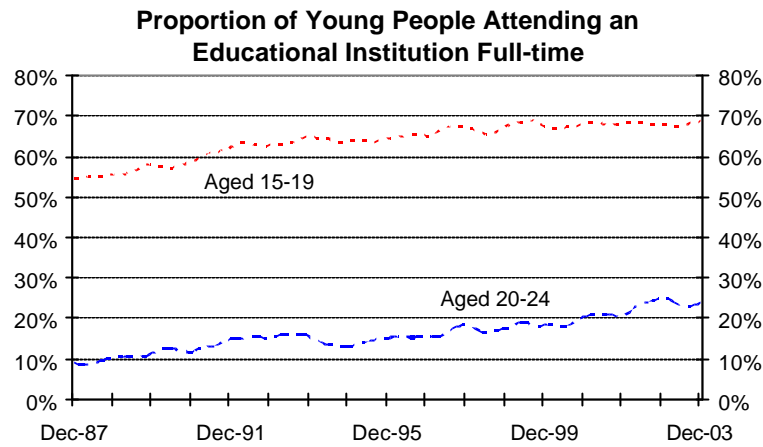


Source: ABS Labour Force Survey

The participation rate for 25-64 year olds has been around 74 to 75% since the mid 1990s after steadily increasing from 68% in 1983. This earlier rise reflected a strong increase in female participation in the workforce more than offsetting a gradual decline in male participation.

Over the 16 years to 2003, the proportion of 15-19 year olds attending school or a tertiary institution full-time has risen from 55% to 68%. However the rising trend

peaked in 1999 and has been flat since then. Over the same period the proportion of 20-24 year olds attending a tertiary institution full-time has risen from 9% to 24%.



Source: ABS Labour Force Survey

In 2003 there were around 307,000 teenagers and 111,000 young adults in full-time education attendance.

One important factor in the long-term rise in educational attendance has been the recognition of the importance of skills acquisition for successful careers. As highlighted in the DEWR *Job Outlook* publication (available on the www.workplace.gov.au web site), it is the more highly skilled occupations (particularly professionals) which tend to have above average employment prospects.

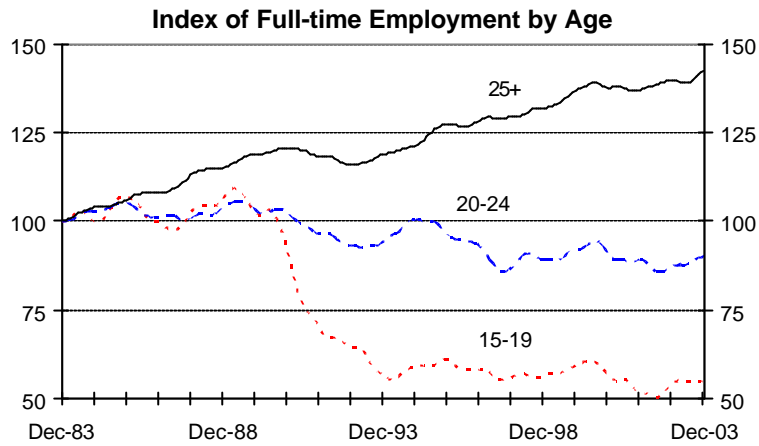
Employment

In 2003, around 65% of employed teenagers worked part-time (i.e. less than 35 hours per week in all jobs) compared to only 34% 15 years earlier. Of those working part-time, just over three quarters (76%) are full-time students. For 20-24 year olds, part-time work comprises 30% of employment with just over half (52%) of those working part-time being full-time students.

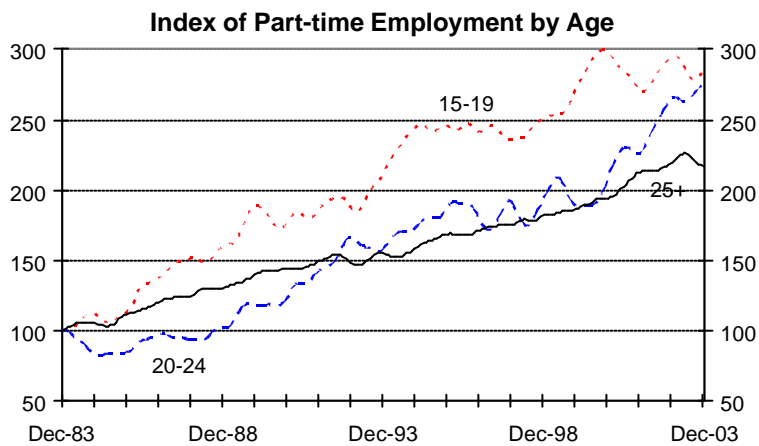
The number of 15-19 year olds in full-time employment fell substantially with the recession in the early 1990s (as it also did in the early 1980s) and, due to a mix of factors discussed in the overview, displayed almost no growth over the following period to 2003. While the number of teenagers in full-time employment in 2003 was almost half that of 20 years ago, the number in part-time employment has almost tripled. However the number of teenagers in part-time employment has edged down after peaking in late 2000.

The number of 20-24 year olds in full-time employment tended to trend lower in the 1990s but has flattened out in the past few years. Part-time employment of 20-24 year olds has generally trended upwards and particularly so since the end of the 1990s.

In contrast to the younger age groups, full-time employment of persons aged 25 and over is higher (+42%) than 20 years ago. While part-time employment growth for the 25 plus age groups is lower than the other two, over twice as many are working part-time compared to 1983.



Source: ABS Labour Force Survey



Source: ABS Labour Force Survey

The table below contrasts the percentage change in full-time employment between 1993 and 2003 for the three age groups. Again note that, among other things, these figures are affected by differences in population growth.

Percentage Change in Full-time Employment 1993-2003

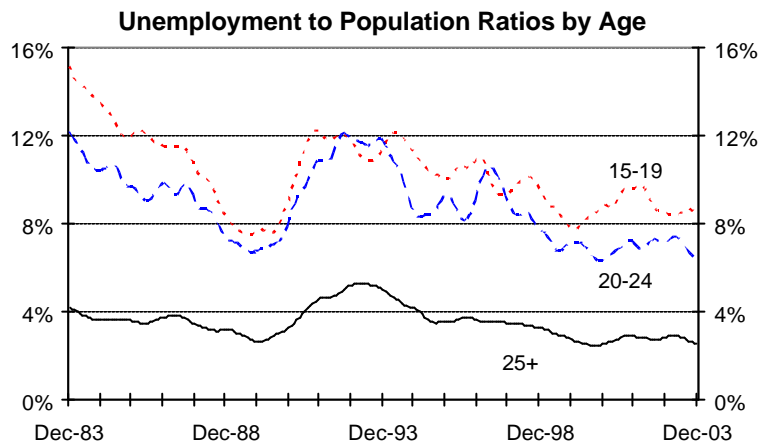
	Age 15-19	Age 20-24	Age 25+
Sydney	-15%	-8%	24%
Non-Sydney NSW	0.3%	-0.1%	10%
NSW	-9%	-5%	20%

Source: ABS Labour Force Survey (12 month averages)

Unemployment

The major misconception in relation to the youth labour market concerns the proportion of youth who are unemployed – which in 2003 was 9% for teenagers and 7% for young adults. It is important to distinguish this from the youth unemployment rate, the estimation of which excludes those youth – including many full-time tertiary students – who are not in the labour force (i.e. either employed or unemployed). Many of those excluded from the calculation of the unemployment rate would be among the most employable of youth.

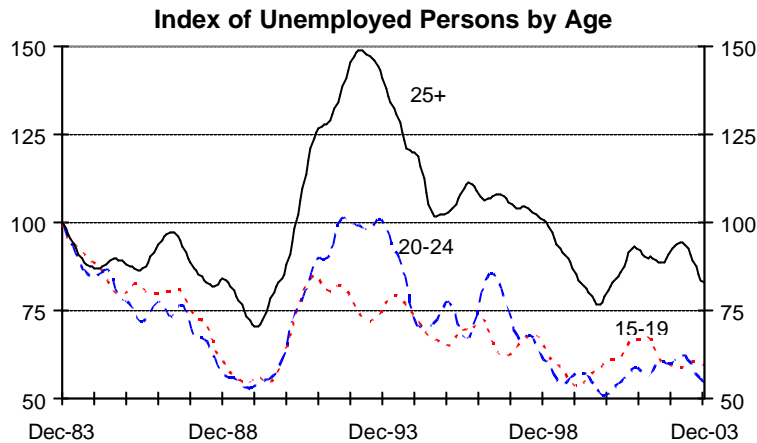
The proportion of teenagers and young adults who are unemployed continues to be well above the corresponding proportion for older persons which was 3% in 2003.



Source: ABS Labour Force Survey

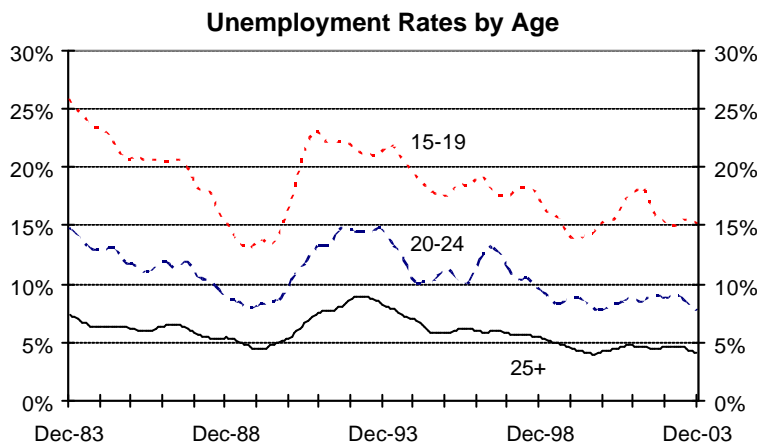
In 2003 there were 193,000 unemployed persons in NSW. Of these, 38,500 or 20% were aged 15-19 and 33,000 or 17% were aged 20-24.

As shown in the chart below, since 1993 the number of unemployed persons has fallen substantially across all age groups. While the number of persons aged 25 and over who were unemployed at the end of 2003 was 17% lower than in 1983, the number of young persons unemployed was 43% lower. To a large degree this contrast arises from differences between youths and older people in their changes in population and labour force participation (as discussed earlier). Of these two factors, population change made the larger contribution.



The number of unemployed teenagers who were not in full-time education has more than halved from 38,200 in 1987 to 18,400 in 2003. (Note: data prior to 1987 is not available.)

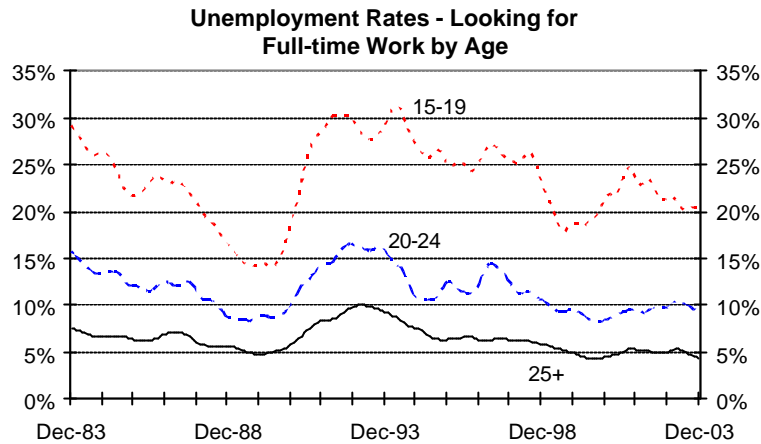
The unemployment rate for 15-19 year olds has been consistently higher than that for 20-24 year olds which in turn has been consistently above that of those aged 25 years and over. Unemployment rates for all three groups have declined significantly since the recession in the early 1990s, although the rates for young people have been more volatile. The average unemployment rates in 2003 were 15% for 15-24 year olds, 9% for 20-24 year olds and 4% for those aged 25 or more.



Appendix 1 contains 2001 Census data on unemployment rates for teenagers, young adults and other adults for regions across NSW.

The difference in unemployment rates between teenagers and the other age groups is more marked in relation to full-time work. (The full-time unemployment rate for teenagers is the number of teenagers seeking full-time work as a proportion of the number of teenagers either seeking full-time work or working full-time.) In 2003, the

average full-time unemployment rates were 21% for 15-19 year olds, 10% for 20-24 year olds and 5% for persons aged at least 25.



Source: ABS Labour Force Survey

Duration of unemployment

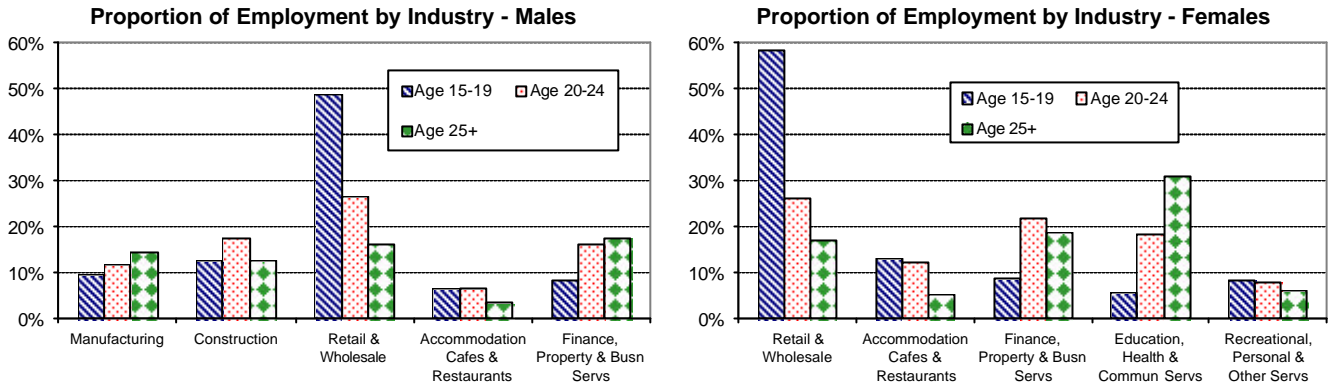
ABS data indicates that the proportion of the total unemployed who had been unemployed for a year or more (the long-term unemployed or LTU) was 24% in 2003. For persons aged 25 and over the proportion of LTU was 31%, while for 20-24 year olds it was 18% and for teenagers 8%.

Note: Comparison of unemployment duration figures of teenagers with those for other age groups needs to be treated with caution. In all other age groups there is entry by unemployed persons as they age and their durations of unemployment increase.

Industry of employment

The Retail sector is easily the largest employer of 15-19 year olds, accounting for 57% of female teenage employment and 46% of male teenage employment. For 15-19 year old females, the next largest employers are Accommodation, cafes and restaurants (13%) and Property and business services (6%). In contrast, the next largest industries employing male teenagers are Construction (13%) and Manufacturing (9.5%).

The Retail sector is also the largest employer of 20-24 year olds (although not as dominant as for teenagers), accounting for 23% of female employment and 21% of male employment for this age group. For females aged 20-24, Property and business services was the second largest group (15%) followed by Accommodations, cafes and restaurants (12%), while for 20-24 year old males Construction was the second largest group (18%) followed by Property and business services (13%).



Source: ABS Labour Force Survey (average of four quarters to November 2003)

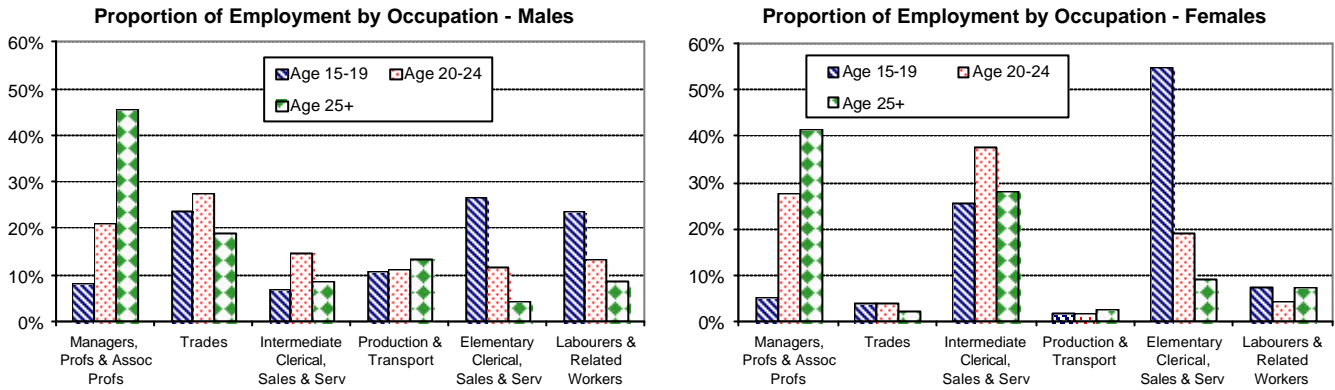
The industry and occupation patterns of young people are strongly influenced by the fact that a high proportion are students employed on a part-time basis. In particular this contributes to the dominance of young people in employment in the Retail industry and the Sales and personal service workers occupations, which typically employ a high proportion of part-time workers.

Appendix 3 contains 2001 Census data on the industry composition of NSW employment for selected age groups by hours of work.

Occupation

Similar to industries, teenagers tend to be concentrated in only a few occupational groups. Over half of employed 15-19 year old females are Elementary clerical, sales and service workers while a further 25% are Intermediate clerical, sales and service workers. Just over a quarter (27%) of employed male 15-19 year olds are Elementary clerical, sales and service workers with the next largest groups being Tradespersons and related workers (including apprentices) (24%) and Labourers and related workers (23%).

Around 38% of young adult females were employed in Intermediate clerical, sales and service workers, followed by Elementary clerical, sales and service workers (19%) and Professionals (16%). For young adult males, the largest occupational groups are Tradespersons (27%), Intermediate clerical, sales and service (15%) and Labourers and related workers (13%).



Source: ABS Labour Force Survey (average of four quarters to November 2003)

Appendix 2 contains 2001 Census data on the occupational composition of NSW employment for selected age groups by hours of work.

SCHOOL LEAVERS

Destinations

Data from the ABS Education and Work survey indicate that 90,500 people aged 20 or less left school between July 2002 and May 2003.

The table below suggests that in May 2003 the proportion of female school leavers both in employment and in tertiary education was greater than for males. The data is only broadly indicative. It implies that the percentage of school leavers who were unemployed was higher for males than for females however the data is based on small sample sizes. The relatively high proportion of males in higher education relative to those in other tertiary education differs from previous years and is despite the male dominance of traditional apprenticeships.

Destination of School Leavers by Gender

Destination	Males	Females
In Employment	56%	61%
In Tertiary Education	56%	65%
% of this group in employment	61%	57%
% of this group in higher education	55%	49%
% of this group in other tertiary education	45%	51%
Participation in Labour Market	71%	72%

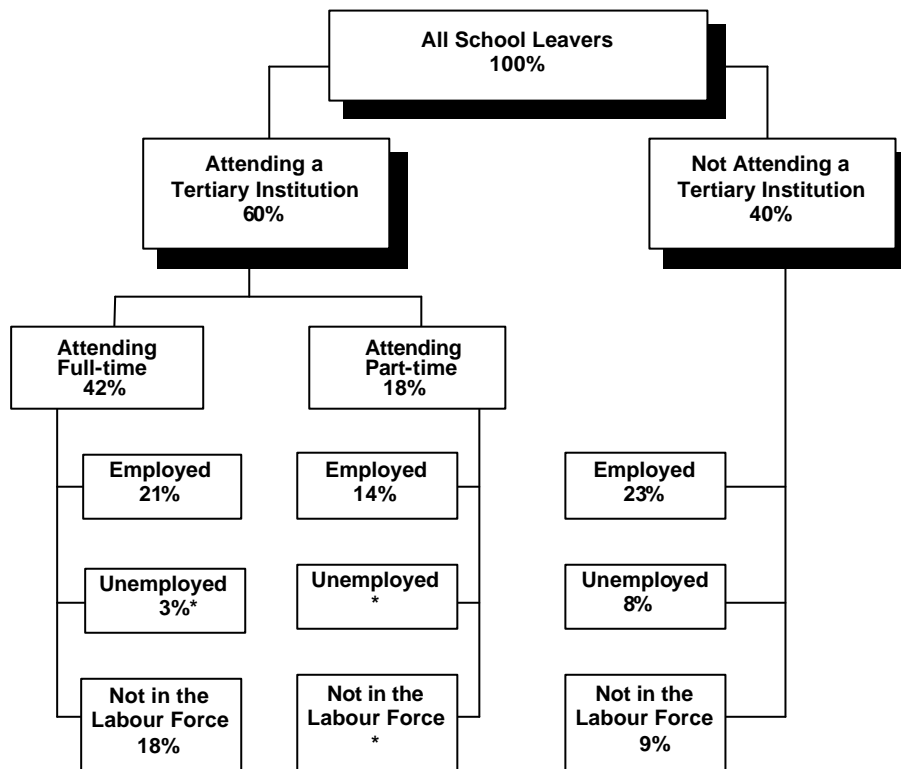
Source: ABS Education and Work Survey (unpublished data), May 2003. People who left school between July 2002 and May 2003.

The data in the table above is not fully comparable with our previous report, as the earlier data covered leavers over a 17 month period. Other tertiary education includes entry to TAFE, business colleges, industry skill centres, etc.

Around 34% of male school leavers and 30% of female school leavers were aged 15 to 17. Overall 60% of these leavers were in employment, 41% were in tertiary education and 14% were unemployed. The corresponding figures for 18 to 20 year olds were 58%, 69% and 9%.

The diagram below summarises the May 2003 activities of the people aged 20 or less who left school in the period between July 2002 and May 2003. Around 59% of the leavers were in employment, of whom 62% were working part-time. Of those working part-time, 72% were in tertiary education. These figures are not directly comparable with those in our previous report.

Destination of School Leavers Aged 20 or Less



Source: ABS Education and Work Survey (unpublished data), May 2003.

* Figure is very imprecise.

Note: All the figures are percentages of the total number of school leavers with, for example, 8% of the leavers being unemployed and not attending a tertiary institution.

Around 60% of NSW persons aged 15 to 20 who had left school between July 2002 and May 2003 were living in Sydney in May 2003, though some may have moved to Sydney after completing school. The table below suggest the proportion of leavers in tertiary education was higher in Sydney and, correspondingly, the proportion in

employment and the labour force participation rate were lower. It is not possible to obtain useful data for smaller regions from surveys. Appendix 4 contains information for smaller regions from the 2001 Census.

Destination of School Leavers by Area

Destination	Sydney	Non-Sydney NSW
In Employment	50%	71%
In Tertiary Education	67%	50%
<i>% of this group in employment</i>	51%	74%
Unemployed	16%	9%*
Unemployment Rate	24%	11%*
Participation in Labour Market	66%	80%

Source: ABS Education and Work Survey (unpublished data), May 2003.

* Data is very imprecise.

Industries and occupations by region and gender

Appendices 5 to 7 contain 2001 Census data on the industries and occupations entered by school leavers by region and by gender. Of course for many leavers the employment they enter represents an interim destination while they obtain post-school qualifications. Therefore industries and occupations which have relatively high proportions of skilled workers tend to be under-represented among the school leaver destinations.

Some of the key features of the data are:

- Retail is particularly dominant as a source of employment for school leavers (52% for females and 44% for males). The next most important industry in most regions for females was Accommodation, cafes and restaurants (13%) while in half the regions that industry was also the second most important industry for males (9%). Manufacturing was also prominent for males (10%).
- Half of the employment entered by females was into the Elementary clerical, sales and service category, with a further quarter being into Intermediate clerical sales and service. The employment of males was more evenly spread among a number of occupational groups with the most prominent being Elementary clerical, sales and service (27%), Labourers and related (21%) and Tradespersons (19%).
- In each region Retail was the major source of entry to *full-time* employment for both males and females (26% for both). Within Sydney regions entry to full-time Retail employment tended to be less important for females than males whereas for most other regions the reverse was the case. Overall, around a quarter of the entry to full-time retail employment was in the Motor vehicle retailing and services sector.
- Overall, Retail, Manufacturing, Property and business services and Construction accounted for two thirds of the entry to full-time employment, with the proportion ranging from 58% in Hunter Balance to 73% in Wollongong.

Apparent composition of school leavers by region

As for total NSW, it is possible to derive estimates of apparent number of school leavers for regions using enrolments data. However, regional estimates have an additional degree of imprecision due to the impacts of intra-state movements of families.

The proportion that Year 12 students comprise of school leavers appears to be relatively high in Sydney and only around 1% of leavers appear to leave in Years 8 or 9. It appears that, of the regions outside Sydney, Illawarra and South Eastern has the highest proportion of leavers who are from Year 12, closely followed by North Coast and the Hunter.

Apparent Composition of 2001-02 School Leavers by Region*

	Highest Year Enrolled				% of Total NSW Leavers
	Yrs 8-9	Yr 10	Yr 11	Yr 12	
Sydney	1%	11%	9%	79%	59%
Hunter	5%	22%	12%	61%	9%
Illawarra & South Eastern	3%	23%	12%	63%	9%
North Coast	8%	18%	12%	62%	9%
Western NSW	9%	20%	13%	59%	9%
Riverina	9%	21%	12%	57%	5%
NSW average	3%	15%	10%	72%	100%

Source: Based on unpublished enrolment data by stage of school for 2001 and 2002 from DEST and the NSW Department of Education and Training. All Year 12 students in 2001 are assumed to have left school and Year 11 leavers are estimated by comparing Year 11 enrolments in 2001 with Year 12 enrolments in 2002. Year 7 leavers are excluded.

** Apart from rounding, the values in the first four columns of data in a row sum to 100%.*

The proportion of school leavers who apparently left in Year 12 was lower in each region for males than for females. Sydney recorded the highest proportion for both males (75%) and females (84%). For the non-Sydney regions, there was little variation in the proportion of females who apparently left in Year 12 (from 69% in Illawarra and South Eastern to 66% in Western NSW). Males recorded a greater range, from 57% in Illawarra and South Eastern to 48% in Riverina.

The table below shows the apparent composition of Indigenous school leavers by stage of schooling. The figures should only be taken as prima facie evidence of differences between regions. The negative figure for Sydney for Years 8-9 together with the high positive figures for other regions indicate a movement to students to Sydney for those years. However it is clear that in each region it is much more common for Indigenous youth to leave school at relatively early stages of schooling than is the case for all students. The proportion of Indigenous Year 12 leavers was less than half the proportion of all Year 12 leavers.

Apparent Composition of Indigenous 2001-02 School Leavers by Region*

	Highest Year Enrolled				% of Total NSW Leavers
	Yrs 8-9	Yr 10	Yr 11	Yr 12	
Sydney	-12%	45%	20%	47%	22%
Hunter	17%	37%	15%	32%	10%
Illawarra & South Eastern	23%	35%	15%	27%	11%
North Coast	24%	34%	12%	30%	17%
Western NSW	21%	28%	24%	26%	34%
Riverina	27%	39%	9%	25%	7%
NSW average	15%	35%	18%	32%	100%

Source: Based on unpublished enrolment data by stage of school for 2001 and 2002 from DEST and the NSW Department of Education and Training. See footnote to previous table for calculations. This data would be more imprecise than for all students. Year 7 leavers are excluded.

Destinations by regions

To gain insight into regional differences in the destinations of school leavers, a sample of people who would mostly have left school during the 12 months prior to the August 2001 Census was selected. Some features of the sample (see Appendix 4 for more details including the definitions of regions) include:

- The highest unemployment rates were in Richmond-Tweed (21.3%), Mid North Coast (21.1%), Newcastle District (19.9%) and Fairfield-Liverpool (19.6%).
- The unemployment rate for males was higher than that for females (17.2% v 14.6%), with this being true in every region except Hunter Balance, South Eastern, Murray-Murrumbidgee and Western NSW. The male and female rates were almost the same in Outer Western Sydney.
- The proportion of people who were unemployed ranged from 5% for Baulkham Hills to 13% for the Newcastle District.
- The percentage of unemployed persons who were seeking full-time work varied greatly between regions (reflecting, among other things, differences in the incidence of attending educational institutions). It ranged from 20% in Baulkham Hills to 60% in Outer South West Sydney and the Central Coast.
- The proportion of persons in full-time education and, or, full-time employment ranged from 73% for the Central Coast to 90% for Hornsby/Ku-ring-gai, with the overall proportion being 79%.
- The proportion of employed people who were working full-time varied from 21% in Lower Northern Sydney and Hornsby/Ku-ring-gai to 44% in Blacktown. Among people who were not attending a tertiary institution, the percentage was 60% overall, being lowest in Newcastle District (47%) and the Mid North Coast (50%) and highest in Inner Sydney, St George/Sutherland and Blacktown (66% in each region).

- The percentage of people who were not in the labour force and who were not studying full-time was 5% overall, ranging from 2% in Hornsby/Ku-ring-gai and Baulkham Hills to 7% in several regions including Blacktown and Outer South Western Sydney.

This data covers people whose age (in years) at the Census was one year more than the most common mid-year age for students in the highest level of schooling they completed. For example, people no longer attending school whose highest completed stage of schooling was Year 9 and who were aged 15 at the Census were included. School enrolment data indicates that roughly a year (13 months) before the Census 77% of people attending Year 9 in NSW schools were aged 14.

The sample excludes people who had been relatively old for their stage of schooling, with all people who left school prior to completing Year 9 being excluded. Some people who were relatively young for their stage of schooling are excluded but many will be included. (e.g. A person who was a year younger than the norm when they completed Year 10 two years prior to the Census would be included.) Because a person's educational and labour force status two years after leaving school may be quite different from that within a year of leaving school, the inclusion of these people will distort the sample and the extent of this may differ between regions.

The data are not comparable with the 1996 data provided in our last report as in selecting the 1996 sample use was made of answers to a question on the age at which a person left school. That question was not repeated in the 2001 Census.

The regions used are those in which people usually resided a year before the Census. This is because people may move between regions after completing school.

Due to the inclusion of people other than recent school leavers in the 2001 sample, and ABS adjustments (to ensure confidentiality) to small cells in the tables used, the regional data should be treated as being broadly indicative of differences between regions.

School retention rates

Comparing Year 7 enrolments in 1998 with Year 12 enrolments in 2003 yields a rough estimate of 70.5% for student retention over the six years of schooling. Of course over the period migration and other factors affect the size of the cohort of students. After reaching a peak in 1993, apparent retention rates declined to 1997 but have generally risen since then to just above the 1993 peak for females and just below for males.

	Males	Females	Persons
1993	66.3%	75.0%	70.6%
1998	62.3%	73.2%	67.2%
2003	65.8%	75.3%	70.5%

Source: ABS Schools (Catalogue No. 4221.0)

Note: Covers students in both Government and non-Government schools.

TERTIARY EDUCATION

Overview of entry to tertiary education

The main sources of information on school-leaver entry to tertiary education are the ABS Education and Work survey and the records of tertiary institutions. While the ABS data is subject to imprecision associated with sampling, a major reason for differences in estimates from the two sources is that the ABS *excludes* students studying courses of less than one semester (or the equivalent of 200 hours full-time study).

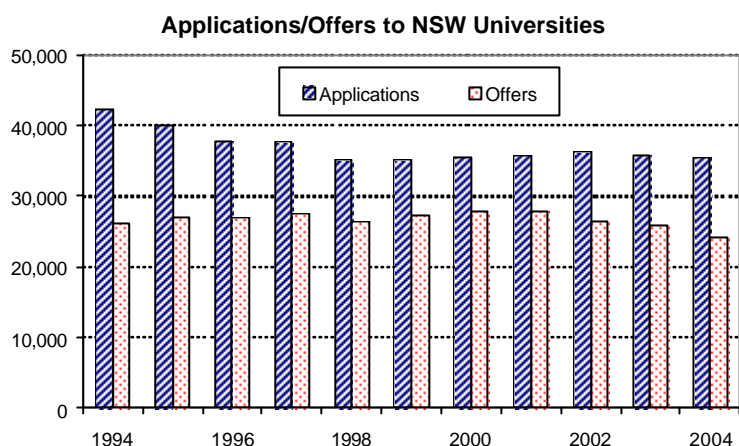
Another factor is that the ABS survey counts students at a single point in time whereas the institutions count participation in courses over the year. As a result of these factors the ABS figures generally show a smaller incidence of entry to TAFE (see the first dot point below).

The ABS estimates that of those persons *aged 15 to 20* who left school between July 2002 and May 2003:

- 31% were attending Higher Education courses in May 2003 and 23% were attending TAFE courses (with a further 6% attending other types of tertiary training). A number of school leavers may have attended TAFE courses that ceased before May 2003.
- Around 54% of those in Higher Education courses were in employment as were 67% of those attending TAFE courses.
- Females comprised 48% of the leavers attending Higher Education courses and 47% of leavers attending TAFE courses.

Entry to higher education

As illustrated in the table below, there were 24,290 offers of university entry places in 2004 to people who completed Year 12 in NSW. This was 13% below the peak of 2001. The proportion of offers to applications has fallen from 78% in 2001 to 68% in 2004. However, this does not include full-fee paying students.



Source: NSW Universities Admissions Centre. Data is for NSW Year 12 Completers only and does not include full fee-paying applicants.

In addition to the above there were 1,484 offers in 2004 to people who completed Year 12 in the ACT and 1,955 offers to people who completed Year 12 in other parts of Australia.

The table below indicates that around 18,250 recent Year 12 completers enrolled in NSW diploma or degree level courses in 2003. Of these around 238 had completed Year 12 at TAFE. In addition over 8,300 who left school in earlier years enrolled in the courses, some of whom would have been changing between different courses. There were over 10,900 commencements by people aged under 25 who had completed some type of qualification beyond Year 12 (whether in higher education or other tertiary education). Note that this table includes a category for persons aged 25 or less whereas the following two tables cover persons aged 24 or less.

Commencements of NSW Undergraduate Courses in 2003 by Australian and NZ Students

	Age 25 or less	Age over 25	Total	% Age 25 or less
Qualification beyond Year 12	10,932	9,296	20,228	54.0%
Year 12 in 2002 or 2003	18,253	29	18,282	99.8%
Year 12 prior to 2002	8,321	1,608	9,929	83.8%
Other *	1,039	972	2,011	51.7%
Total	38,545	11,905	50,450	76.4%

Source: Department of Education, Science and Training (DEST). Data excludes enrolments in "enabling" and non-award courses as well as in award courses in other than diplomas or undergraduate degrees.

** Includes unknown.*

In 2003 there were 1,163 commencements of undergraduate degrees in the ACT by Australian and New Zealanders aged 25 or less who had completed Year 12 (or its equivalent) in 2002 or 2003.

Persons from non-English speaking backgrounds comprised 6.1% of persons aged 24 or less commencing NSW university courses in 2003 (around 14% of all 15-24 year olds are from non-English speaking backgrounds).

Indigenous persons comprised 0.9% of persons aged 24 or less commencing NSW university courses in 2003 (around 2.6% of all 15-24 year olds are Indigenous). Only 41% of the 441 commencements by Indigenous persons were in universities located in Sydney (compared to 63% by all persons). Around two thirds of Indigenous commencements were by females.

As the table below demonstrates there continues to be some substantial differences in the composition of courses entered by females and males. Females are most dominant in Education and Health and have their lowest representation in Engineering and Related Technologies and Information Technology.

**NSW 2003 Higher Education Course Commencements
by Persons Aged 24 Years or Less***

Field of Study	Males	Females	Persons	% Female
Society and Culture	4298	8242	12,540	66%
Management and Commerce	4539	4862	9,401	52%
Health	1324	3881	5,205	75%
Natural and Physical Sciences	2148	2433	4,581	53%
Education	1026	3395	4,421	77%
Creative Arts	1369	2706	4,075	66%
Engineering and Related Technologies	2418	408	2,826	14%
Information Technology	1905	444	2,349	19%
Agriculture, Environmental and Related Studies	582	564	1,146	49%
Architecture and Building	618	457	1,075	43%
Total	20,227	27,392	47,619	58%

Source: Department of Education, Science and Training (DEST)

* Excludes non award courses but otherwise covers all commencements including post graduate courses.

The table below indicates around 62% of course commencements were by persons in the Sydney region. The University of Wollongong had the highest proportion of full-time students (91%). Charles Sturt University has campuses at Albury-Wodonga, Bathurst, Dubbo and Wagga Wagga. Southern Cross University has campuses at Lismore, Coffs Harbour and Tweed Heads.

**NSW 2003 Higher Education Course Commencements
by Persons Aged 24 Years or Less***

Region or University	Males	Females	Persons	% Full-time
Sydney region **	12,006	15,565	27,571	83%
Avondale	64	108	172	89%
Newcastle	2,081	3,014	5,095	81%
Wollongong	1,513	1,761	3,274	91%
New England	810	1,460	2,270	70%
Charles Sturt	1,566	2,458	4,024	65%
Southern Cross	726	1,174	1,900	77%
Total	18,766	25,540	44,306	80%

Source: Department of Education, Science and Training (DEST)

* *Excludes non award courses.*

** *Excluding Avondale College students in Sydney.*

New Apprenticeships

The table below shows the approximate regional distribution of New Apprenticeship approvals for recent school leavers for the 12 months to November 2003. These shares differ somewhat from the region's shares of the NSW 15-19 population (see footnote to table). Sydney's share of approvals is less than its share of the 15-19 population whereas for all other regions their share of approvals is higher (especially for Riverina).

**Distribution of NSW New Apprenticeship Approvals
(For persons who commenced within two years of leaving school)**

	AQF Certificate 2	AQF Certificate 3+	TOTAL (incl. other AQF)	Share of NSW *
Sydney	4,382	8,628	13,013	54.1%
Hunter	1,104	1,537	2,641	11.0%
Illawarra	581	1,028	1,609	6.7%
South Eastern	289	473	762	3.2%
North Coast	1,278	904	2,182	9.1%
Western NSW	1,126	1,176	2,302	9.6%
Riverina	785	776	1,562	6.5%
Total (incl. unknown)	9,546	14,525	24,074	100.0%

Source: NSW Department of Education and Training. Region refers to a person's workplace.

* *2001 Census data shows the region's shares of the NSW population aged 15-19 as being Sydney (62.1%), Hunter (9.0%), Illawarra (6.2%), South Eastern (3.1%), North Coast (7.4%), Western NSW (8.0%) and Riverina (4.3%).*

Of the 24,074 commencements of new apprenticeships by recent school leavers, 43% related to traditional apprenticeships and the balance of 57% to traineeships. For all persons (recent school leavers and others), there were around 14,700 approvals of traditional apprenticeships and 39,800 approvals of traineeships in NSW (excluding 20,900 existing workers).

Approvals for Food and for Primary Industry and Forestry comprised relatively high proportions of approvals in Non-Sydney NSW compared to Sydney. Approvals for Retail and Wholesale and for Utilities and Electro Technology were relatively more important in Sydney than elsewhere.

New Apprenticeship Approvals by Industry
Year to November 2003
(For persons who commenced within two years of leaving school)

SYDNEY	AQF		TOTAL (incl. other AQF) No.	%
	Certificate 2	Certificate 3+		
Automotive	82	1,164	1,245	10%
Building and Construction	9	1,659	1,671	13%
Communications	74	214	288	2%
Community Services and Health	0	498	498	4%
Finance, Insurance and Business Servs	280	866	1,145	9%
Food Industry	43	666	709	5%
Furnishing, Light Manufng, Textile Clothing & Footwear	35	154	189	1%
Manufacturing Engineering	51	441	492	4%
Primary Industry and Forestry	94	209	303	2%
Property Services	85	264	349	3%
Retail and Wholesale	2,763	1,199	3,963	30%
Sport and Recreation	73	50	123	1%
Tourism	654	219	873	7%
Transport and Distribution	77	117	194	1%
Utilities and ElectroTechnology	58	873	931	7%
Other	5	36	41	0%
TOTAL	4,382	8,628	13,013	100%

NON-SYDNEY NSW	AQF		TOTAL (incl. other AQF) No.	%
	Certificate 2	Certificate 3+		
Automotive	219	775	995	9%
Building and Construction	116	1,181	1,297	12%
Communications	95	95	190	2%
Community Services and Health	0	231	231	2%
Finance, Insurance and Business Servs	558	532	1,091	10%
Food Industry	391	665	1,056	10%
Furnishing, Light Manufng, Textile Clothing & Footwear	150	50	200	2%
Manufacturing Engineering	205	602	807	7%
Primary Industry and Forestry	330	225	555	5%
Property Services	21	93	114	1%
Retail and Wholesale	2,248	686	2,933	27%
Sport and Recreation	21	12	33	0%
Tourism	676	167	843	8%
Transport and Distribution	65	32	97	1%
Utilities and ElectroTechnology	41	520	561	5%
Other	27	30	57	1%
TOTAL	5,164	5,897	11,061	100%

Source: NSW Department of Education and Training. Region refers to a person's workplace.

Appendix 8 contains details of selected new apprentice approvals by field for regions in NSW.

Entry to TAFE

A total of around 28,000 people who ceased school in 2001 enrolled at TAFE in 2002. This included leavers from interstate and was equivalent to around a third of the number of NSW school leavers. The leavers enrolled in around 32,500 TAFE courses. Some leavers would only have been enrolled in short courses that did not result in recognized qualifications and some others would have enrolled with view to doing the HSC through TAFE. Around 60% of the leavers were from Year 12 and 54% of the leavers were males. (See the last column of the table below.)

**Composition Of School Leaver Entry To TAFE Courses In 2002
By Highest Level of School Attended**

Highest School Level	Prepar./ Operative	Trade	Other Skilled	Profess'nal / Para-prof	Total *	Proportion of Leavers
Year 9 or lower	85%	9%	11%	0%	106%	7%
Year 10	46%	34%	33%	2%	115%	24%
Year 11	52%	28%	29%	2%	112%	9%
Year 12	41%	12%	39%	25%	116%	60%
All leavers	46%	18%	35%	15%	115%	100%
Female leavers	51%	6%	40%	18%	114%	46%
Male leavers	42%	29%	30%	14%	115%	54%

Source: Strategic Information and Planning Directorate, NSW Department of Education and Training

*Figures exceed 100% because some students enrol in more than one course category. (Due to rounding the total for a row may differ slightly from the sum of the percentages shown for the four categories of courses.)

Figures in the last column are based on data which covers only a person's main course. (i.e. there is no multiple-counting.)

Trade courses remain much more important for males than for females. Among Year 10 leavers, around 41% of the enrolments by males were in trade courses (compared to 12% for females) while for Year 11 leavers the proportion was 37% (8%).

As expected, Year 12 leavers comprise the vast majority (96%) of school leaver enrolments in Professional/Para-professional courses, with around a fifth of all female and male Year 12 enrolments being in those courses. A higher proportion of enrolments by female school leavers were in Preparatory/Operative courses than was the case for males (45% v 37%). This was particularly the case for leavers from years 10 (50% v 34%) and 11 (57% v 39%).

A higher proportion of females than males were enrolled in a full-time course (35% v 28%).¹ This is consistent with the importance of trade courses for males. The percentage of school leaver *enrolments* in all *non-trade* courses that were full-time was the same for females and males (28%).

The only course level in which full-time enrolments exceeded part-time enrolments was Professional/Para-professional, with the full-time share for that level being around 57% for both females and males.

¹ Full-time study entails at least 540 annual student contact hours.

The broad contrasts between male and female school leavers in the types of courses entered were very similar in 2002 to those in other recent years. Around 57% of female enrolments were in Management and commerce and Food, hospitality and personal services courses. Females outnumbered males by a considerable ratio for those courses as well as Society and culture, Creative arts and Health courses. However, there were only 179 enrolments of females in Engineering and related technologies courses compared to 4,690 enrolments by males.

Composition of School Leaver 2002 Enrolments in TAFE

Field of Study	2002 Enrolments		
	Female	Male	Total
Management and Commerce	37%	14%	24%
Mixed Field Programmes	19%	16%	17%
Food, Hospitality and Personal Services	20%	11%	15%
Engineering and Related Technologies	1%	27%	15%
Society and Culture	13%	3%	8%
Architecture and Building	1%	14%	8%
Information Technology	3%	12%	8%
Creative Arts	5%	3%	4%
Agriculture, Environment and Related	2%	4%	3%
Health	4%	1%	2%
Natural and Physical Sciences	0.4%	0.2%	0.3%
Total (including unspecified)	106%*	105%*	105%*

Source: Strategic Information and Planning Directorate, NSW Department of Education and Training

* Figure exceeds 100% because some students enrol in more than one field.

Entry to TAFE by school leavers identified as having a disability was considerably less for females than for males (771 v 1,033). Overall, 3.3% of enrolments of school leavers were by Indigenous persons, 22% by persons speaking a non-English language at home and 6% by persons identified as having a disability.

Composition of School Leaver by Selected Groups, 2002

Group	Prepar. & Operative	Trades	Other Skilled	Profess'/'l/ Para-prof	Total	Persons
Indigenous	642	93	272	27	1,034	934
With Disability	1,217	242	474	149	2,082	1,804
Speaks A Non-English Language At Home	2,468	759	2,139	1,847	7,213	6,151

Source: Strategic Information and Planning Directorate, NSW Department of Education and Training

Note: A person may be included in more than one of these categories and therefore be counted more than once.

Apart from the Hunter, the proportion of school leaver enrolments that were in Preparatory/Operative courses was relatively high outside Sydney (38% compared to 35% for Sydney). The reverse was the case for Professional/Para-professional courses (14% v 19%).

Enrolments in the Professional/Para-professional courses comprised 13% of all the school leaver enrolments, with the proportion being well above this average for Southern Sydney (23%), Sydney (21%), Northern Sydney (19%) and South West Sydney (18%). In Western Sydney the proportion of enrolments that were in Trade courses was relatively high (20% v 16% overall). Over half of enrolments in New England, North Coast and Riverina were in Preparatory/Operative courses (whose overall share of school leaver enrolments was 40%.)

Home Location of School Leaver TAFE Enrolments in 2002

Area	Prepar. & Operative	Trades	Other Skilled	Profess'./ Para-prof	Total	Persons
Sydney						
Northern	1,025	396	734	501	2,656	2,219
Sydney	528	206	352	291	1,377	1,232
Southern	1,588	715	1,295	1,072	4,670	3,987
South Western	1,747	934	1,506	943	5,130	4,396
Western	1,351	806	1,308	505	3,970	3,502
Hunter	1,502	675	1,437	369	3,983	3,588
North Coast	1,355	292	630	153	2,430	2,159
New England	700	115	384	32	1,231	1,099
Illawarra	1,456	456	969	311	3,192	2,694
Western	780	250	572	60	1,662	1,453
Riverina	844	256	427	43	1,570	1,411
Total (incl. other)	13,124	5,181	9,789	4,365	32,459	28,269

Source: Strategic Information and Planning Directorate, NSW Department of Education and Training

Note: The region in which a person enrolls may differ from that in which they mostly lived in the final year of school.

In each region the number of female school leavers entering TAFE courses was less than the number of males, though the difference was fairly small in some regions. The largest difference in percentage terms was in the Riverina (565 females v 846 males) which was the only region, apart from South Western Sydney, where there were substantially fewer female enrolments in Preparatory/Operative courses than male enrolments. In every region, female enrolments in Trade courses were much smaller than male enrolments (with their share being highest in Northern Sydney (23%) and Illawarra (15%).

In 2002 there were around 29,000 **school students** who were enrolled in TAFE courses. Around 63% of their enrolments were in Preparatory/Operatives courses, 2.6% in Trade courses, 32% in Other Skilled courses and 2.3% in Professional/Para-professional courses.

Leavers from higher education

In 2002 there were around 27,700 completions of higher education courses in NSW by local students aged under 25, with the corresponding figure for the ACT being 3,209. Females comprised 60% of the course completers while 69% of the completers were from universities located in Sydney.

2002 Degree Completions for NSW Graduates Aged Under 25

Field of Study	Number	% of Total
Society and Culture	6,272	23%
Management and Commerce	5,985	22%
Health	3,156	11%
Education	3,099	11%
Creative Arts	2,408	9%
Natural and Physical Sciences	2,316	8%
Information Technology	1,727	6%
Engineering and Related Technologies	1,465	5%
Architecture and Building	683	2%
Agriculture, Environmental and Related Studies	589	2%
Total	27,700	100%

Source: Department of Education, Science and Training (DEST)

The April 2004 Graduate Career Council of Australia survey of Australian residents indicated that around 20,800 persons completed first degrees in NSW in 2003. Three quarters of the graduates were in the labour market (75% being the sum of the first three columns of data in the table below).

Note that there are many factors which account for contrasts between the destinations in different fields including the entry of medical students into internships and contrasts between fields in the gender mix (which can affect the incidence of part-time work).

Main Destinations of First Degree Graduates, April 2004

	% in FT work	% in PT work	% Unem- ployed	% Not Available for Emp or Study	% in Unemploy- ment Further FT Study	Rate
Agriculture	51	13	9	2	25	12.1%
Architecture/Building	56	8	5	13	19	6.7%
Arts/Humanities/Soc Sci	37	19	7	7	30	11.3%
Business/Economics	64	10	6	4	16	7.1%
- Accountancy	76	5	5	2	11	5.9%
Education	63	22	3	3	9	3.5%
Engineering/Surveying	64	4	6	7	19	8.4%
Health	62	11	2	3	22	3.2%
- Basic Nursing	79	10	1	2	8	0.6%
- Medicine	53	1	2	3	40	3.4%
Law	84	3	2	3	9	2.5%
Science	44	13	9	4	30	13.2%
- Life Sciences	40	15	6	4	35	9.6%
Veterinary Science	76	3	0	3	18	0.0%
Total	58	12	5	4	20	6.9%

Source: Graduate Careers Council of Australia

The third column of data in the table shows the proportion of graduates who were unemployed. The final column shows what percentage of graduates *in the labour force* (either employed or unemployed) were unemployed. Around 7% of graduates were working part-time but seeking full-time work. Of course, as the year progresses this proportion would be expected to decline with lengthier job search.

Fields like sciences and humanities often have relatively low percentages of their graduates in full-time work because a high proportion typically go on to post-graduate study.

As the size of the student intake and the employment climate can change over time, the relative outcomes for different courses could be quite different by the time people commencing their first degrees complete them.

Of the various broad fields of study, the graduates within the Science, Agriculture, and Arts/Humanities/Social Science disciplines experienced the highest unemployment rates of 13.2%, 12.1% and 11.3% respectively.

APPENDIX 1

Unemployment Rates by Age Group (2001 Census)

Region of Usual Residence in August 2001*	15-19	20-24	25+	All Persons
Inner Sydney	16.7%	9.3%	5.4%	6.3%
Eastern Suburbs	14.2%	8.4%	3.9%	4.8%
St George-Sutherland	12.8%	8.0%	4.4%	5.4%
Canterbury-Bankstown	17.2%	11.4%	7.1%	8.3%
Fairfield-Liverpool	19.3%	13.0%	9.4%	10.5%
Outer South Western Sydney	16.1%	10.5%	5.3%	6.9%
Inner Western Sydney	14.1%	8.6%	4.5%	5.4%
Central Western Sydney	15.7%	10.4%	7.1%	8.1%
Outer Western Sydney	13.5%	8.5%	4.3%	5.5%
Blacktown	14.9%	9.3%	5.1%	6.3%
Lower Northern Sydney	10.6%	6.1%	3.3%	3.9%
Central Northern Sydney	9.1%	5.6%	2.8%	3.5%
Northern Beaches	7.5%	5.6%	2.9%	3.4%
Gosford-Wyong	17.2%	13.2%	7.0%	8.4%
Newcastle	21.5%	17.5%	7.8%	10.1%
Hunter SD Balance	16.7%	15.9%	6.7%	8.3%
Wollongong	19.7%	14.7%	6.9%	8.9%
Illawarra SD Bal	17.2%	15.9%	7.3%	8.8%
Richmond Tweed	21.2%	22.4%	10.6%	12.5%
Mid North Coast	22.3%	23.6%	11.6%	13.3%
Northern	19.5%	17.1%	6.7%	8.6%
North Western	16.4%	14.0%	6.5%	7.8%
Central West	19.3%	15.6%	5.5%	7.5%
South Eastern	15.5%	12.3%	5.9%	7.1%
Murrumbidgee	15.6%	11.2%	4.7%	6.3%
Murray	15.8%	12.5%	4.7%	6.3%
Far West	23.2%	22.6%	10.2%	12.2%
SYDNEY	14.0%	9.0%	5.0%	6.0%
NON-SYDNEY NSW	17.1%	12.6%	6.3%	7.7%
TOTAL NSW	16.2%	11.4%	5.9%	7.2%

Source: Unpublished ABS 2001 Census data. Unemployment rates would be lower now.

* ABS Statistical Subdivisions. Newcastle SSD covers the Cessnock, Lake Macquarie, Maitland, Newcastle and Port Stephens LGAs. Wollongong SSD covers the Kiama, Shellharbour and Wollongong LGAs. Illawarra SSD Balance covers the Shoalhaven and Wingecarribee LGAs. South Eastern SSD includes the Queanbeyan, Goulburn, Bega Valley and Bombala LGAs. Outer South Western Sydney SSD covers the Camden, Campbelltown and Wollondilly LGAs. Inner Western Sydney SSD covers the Ashfield, Burwood, Concord, Drummoyne and Strathfield LGAs. Central Western Sydney SSD covers the Auburn, Holroyd and Parramatta LGAs. Inner Sydney SSD covers the Botany, Leichhardt, Marrickville, South Sydney and Sydney LGAs.

Note: These figures show the proportion of the labour force (people who are either unemployed or employed) who are unemployed.

APPENDIX 2

Occupational Composition of NSW Employment for Selected Age Groups by Hours of Work

OCCUPATION (ASCO Minor Group)	% 15-19 Year Olds		% 20-24 Year Olds		% All Persons	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
General Managers*	0.5	0.1	0.9	0.3	3.5	1.1
Specialist Managers	0.4	0.1	2.1	0.5	6.3	1.2
Farmers and Farm Managers	0.6	0.1	0.6	0.2	2.4	1.2
Science, Building & Engineering Profs	0.3	0.1	1.5	0.6	2.1	0.7
Business and Information Professionals	2.0	0.6	8.5	2.7	7.6	3.0
Health Professionals	0.2	0.2	2.0	1.0	3.1	4.4
Education Professionals	0.2	0.9	2.2	3.5	4.1	5.4
Social, Arts and Miscellaneous Profs*	0.6	0.6	3.0	2.6	3.8	3.5
Science, Engineering & Related Assoc Profs	0.5	0.1	1.2	0.7	1.6	0.7
Business & Administration Assoc Profs	2.4	0.3	5.0	1.5	5.1	2.6
Managing Supervisors (Sales and Service)	2.7	1.3	4.5	2.0	5.4	2.5
Health and Welfare Associate Profs	0.2	0.1	0.4	0.7	0.6	0.8
Other Associate Professionals	0.4	0.9	1.0	1.1	1.1	0.7
Mechanical & Fabricn Engineering Trades	4.4	0.1	2.8	0.3	2.4	0.4
Automotive Tradespersons	6.4	0.3	2.9	0.3	1.8	0.3
Electrical & Electronics Tradespersons	4.2	0.3	3.2	0.7	2.3	0.7
Construction Tradespersons	8.6	0.6	4.7	1.4	3.4	1.6
Food Tradespersons	4.2	0.8	1.6	0.9	1.0	1.0
Skilled Agricultural & Horticultural Workers	1.7	0.3	1.1	0.6	0.8	0.7
Other Tradespersons & Related Workers	6.7	0.7	3.7	1.5	2.6	1.6
Secretaries and Personal Assistants	2.5	0.3	2.8	1.1	2.2	3.4
Other Advanced Clerical & Service Workers	0.8	0.3	1.6	1.5	1.3	2.4
Intermediate Clerical Workers	12.2	4.3	13.3	8.9	8.8	10.9
Intermediate Sales and Related Workers	1.4	0.6	2.4	1.1	2.3	1.2
Intermediate Service Workers	5.4	10.7	5.5	18.3	3.1	10.7
Other Intermediate Clerical, Sales & Serv	0.1	0.0	0.1	0.1	0.0	0.1
Intermediate Plant Operators	0.9	0.1	1.2	0.5	1.7	0.5
Intermediate Machine Operators	0.9	0.2	0.9	0.5	1.2	0.5
Road and Rail Transport Drivers	0.9	1.1	1.4	1.4	3.3	2.1
Other Interm Productn & Transpt Workers	3.3	5.0	2.7	3.4	2.5	2.5
Elementary Clerks	1.4	0.9	0.6	1.5	0.8	1.4
Elementary Sales	10.9	48.5	6.1	25.4	3.4	15.9
Elementary Service	0.6	2.2	0.9	2.1	1.0	1.8
Other Elementary Clerical, Sales & Serv	0.0	0.1	0.0	0.1	0.0	0.0
Cleaners	0.8	2.2	0.6	2.0	1.1	4.2
Factory Labourers	3.5	1.4	2.4	1.9	2.2	1.5
Other Labourers & Related Workers	6.4	12.1	3.8	6.1	3.1	5.6
Unknown	0.9	1.1	1.0	0.9	1.1	1.1
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

Source: Unpublished ABS 2001 Census data.

* Plus "not further defined" category for the relevant Major Group.

NOTE: This table excludes employed persons who in the week prior to the Census did not work any hours (due to leave, etc) and those whose hours of work were either not stated or were inadequately described. Hours of work refers to total hours in all jobs and therefore some people with several part-time jobs are included in the "full-time" category. People whose hours of work were 1 to 34 hours are in the "part-time" category while those who worked at least 35 hours are in the "full-time" category.

APPENDIX 3

Industry Composition of NSW Employment for Selected Age Groups by Hours of Work

INDUSTRY	% 15-19 Year Olds		% 20-24 Year Olds		% All Persons	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Agriculture, forestry and fishing	3.3	1.1	2.2	1.3	3.7	2.5
Mining	0.2	0.0	0.3	0.1	0.7	0.1
Food, beverage and tobacco manuf	1.7	0.6	1.7	1.1	2.0	1.0
Metal products and machinery manuf	5.4	0.5	4.2	1.1	5.1	1.5
Other manufacturing	7.1	1.4	6.2	2.4	7.1	3.4
Electricity, gas and water	0.4	0.0	0.5	0.2	1.0	0.2
Construction	12.8	1.7	8.7	3.4	7.8	4.8
Wholesale	5.9	2.2	6.4	3.1	6.6	3.5
Food retailing	8.0	37.4	4.5	12.7	2.9	10.2
Motor vehicle retailing	7.2	1.7	4.0	2.0	2.9	1.7
Other retailing	9.1	21.0	7.4	15.9	5.3	10.3
Accommodation, cafes and restrnts	6.4	12.7	5.6	16.4	3.8	8.6
Road transport	0.8	0.3	1.0	0.7	2.3	1.6
Other transport and storage	1.7	0.4	2.6	1.2	2.8	1.6
Communication services	1.0	0.4	2.1	1.1	2.4	1.0
Finance	1.5	0.4	3.8	1.5	2.8	1.9
Insurance	2.1	0.3	3.8	1.2	2.7	1.3
Property services	2.1	0.6	2.1	0.9	1.7	1.3
Business services	8.0	3.8	13.1	8.9	11.3	9.7
Govt admin and defence	2.5	0.5	3.4	1.4	4.5	2.3
Education	1.1	1.7	3.3	5.8	6.0	9.1
Hospitals and nursing homes	0.6	0.6	1.8	2.1	2.8	4.4
Other health	1.7	1.3	2.3	2.8	3.0	5.0
Community services	1.2	1.3	1.7	3.2	1.9	4.3
Cultural and recreational services	1.8	3.9	2.4	4.8	2.2	3.3
Personal and other services	5.0	2.9	3.6	3.4	3.5	3.7
Unknown	1.5	1.4	1.2	1.4	1.0	1.5
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

Source: Unpublished ABS 2001 Census data.

NOTE: This table excludes employed persons who in the week prior to the Census did not work any hours (due to leave, etc) and those whose hours of work were either not stated or were inadequately described. Hours of work refers to total hours in all jobs and therefore some people with several part-time jobs are included in the "full-time" category. People whose hours of work were 1 to 34 hours are in the "part-time" category while those who worked at least 35 hours are in the "full-time" category.

APPENDIX 4

SCHOOL LEAVER EDUCATIONAL AND LABOUR FORCE STATUS, 2001 CENSUS SAMPLE

Region Of Usual Residence In 2000	<u>% In Full-time Employment and or. Full-time Study</u>	<u>% In Part-time Employment And Not Studying Full-time</u>	<u>% Unemployed And Not Studying Full-time</u>	<u>% Not In The Labour Force And Not Studying Full-time</u>	<u>% Unemp-loyed</u>	<u>UE Rate</u>	<u>% Of UE Seeking Full-time work</u>	<u>% of Employed Working Full-time*</u>
Canterbury-Bankstown	80%	7%	5%	6%	8.0%	17.0%	52%	38%
Fairfield-Liverpool	79%	7%	5%	7%	9.2%	19.6%	54%	42%
Outer South Western Sydney	76%	9%	7%	7%	10.2%	16.9%	60%	43%
Inner Western Sydney	87%	6%	2%	3%	6.5%	13.6%	31%	26%
Central Western Sydney	83%	6%	4%	5%	7.9%	15.8%	48%	33%
Blacktown	77%	8%	6%	7%	9.6%	17.8%	54%	44%
Outer Western Sydney	79%	10%	6%	5%	9.0%	14.1%	58%	41%
Central Coast	73%	13%	7%	6%	10.4%	15.7%	60%	34%
Inner Sydney	84%	5%	4%	7%	8.8%	18.2%	38%	34%
Eastern Suburbs	88%	6%	2%	4%	5.6%	12.3%	21%	25%
Lower Northern Sydney	89%	6%	2%	3%	5.7%	11.4%	23%	21%
Hornsby Ku-ring-gai	90%	6%	2%	2%	5.4%	10.1%	27%	21%
Baulkham Hills	89%	7%	1%	2%	5.2%	8.9%	20%	28%
Northern Beaches	84%	9%	2%	3%	5.3%	8.1%	33%	27%
St George Sutherland	85%	7%	3%	4%	6.3%	10.6%	39%	30%
Newcastle District	73%	12%	8%	6%	12.5%	19.9%	58%	29%
Hunter SD Balance	76%	10%	6%	7%	10.9%	18.1%	55%	39%
Wollongong District	78%	9%	6%	6%	10.8%	18.7%	51%	33%
Illawarra Balance	76%	11%	5%	6%	9.3%	15.8%	53%	35%
South Eastern	77%	9%	6%	5%	10.2%	16.3%	46%	37%
Richmond-Tweed	77%	9%	7%	6%	12.1%	21.3%	56%	31%
Mid-North Coast	77%	10%	6%	5%	12.0%	21.1%	44%	32%
Murray-Murrumbidgee	80%	10%	4%	5%	8.7%	14.2%	45%	43%
Western NSW	78%	9%	5%	6%	10.4%	18.7%	51%	41%
Total (incl off-shore & migratory)	80%	8%	5%	5%	8.9%	15.8%	49%	34%

People whose age (in years) at the 2001 Census was one year more than the most common mid-year age for students in the highest level of schooling they completed. See page 19 for further details.

Note: For each region the first four columns cover most outcomes for school leavers. However, the percentages sum to less than 100% due to there being some of the sample for whom these details were unknown and some who worked zero hours. Newcastle District covers the Cessnock, Lake Macquarie, Maitland, Newcastle and Port Stephens LGAs. Wollongong District covers the Wollongong, Shellharbour and Kiama LGAs as well as Nowra/Bomaderry. Illawarra Balance covers part of Shoalhaven LGA and all of Wollondilly LGA. Central Western Sydney covers the Auburn, Holroyd and Parramatta LGAs.

* Persons working 35+ hours per week as a proportion of employed persons whose hours of work exceeded zero.

APPENDIX 5

INDUSTRY COMPOSITION OF SCHOOL LEAVER ENTRY TO EMPLOYMENT BY GENDER, 2001 CENSUS SAMPLE

Region Of Usual Residence In 2000	<u>Retail Trade</u>		<u>Accomm. Cafes and Rest's</u>		<u>Property and Business Services</u>		<u>Manufacturing</u>		<u>Construct-ion</u>		<u>Health and Community Services</u>		<u>Personal and Other Services</u>		<u>Cultural and Recreat'l Services</u>		<u>Wholsale Trade</u>		<u>Finance and Insurance</u>		<u>Agricult.</u>		<u>Total (incl. other known inds)</u>		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Canterbury-Bankstown	44	53	7	6	7	9	11	2	12	2	*	6	2	5	3	4	6	3	3	4	*	*	100	100	
Fairfield-Liverpool	41	51	6	9	7	8	15	4	10	*	*	6	2	5	4	3	6	3	2	3	*	*	100	100	
Outer South Western Syd	38	50	6	11	5	10	17	2	13	*	*	5	2	5	3	3	5	2	1	4	2	*	100	100	
Inner Western Sydney	38	48	11	10	14	8	7	*	5	*	3	7	*	8	6	6	4	*	4	*	*	*	100	100	
Central Western Sydney	44	52	11	12	9	10	8	1	9	1	*	6	2	4	4	5	4	3	3	2	*	*	100	100	
Blacktown	45	48	7	8	8	9	12	4	10	1	2	6	2	5	1	3	6	3	3	5	*	*	100	100	
Outer Western Sydney	40	46	10	14	5	9	13	2	12	1	1	5	2	6	3	5	5	2	2	3	2	2	100	100	
Central Coast	47	60	9	10	6	7	10	2	10	*	*	7	2	4	3	2	3	2	*	3	*	*	100	100	
Inner Sydney	45	47	11	12	7	6	5	3	7	*	*	9	3	6	6	5	*	3	3	2	*	*	100	100	
Eastern Suburbs	34	39	16	17	11	8	3	*	8	*	*	8	*	3	7	7	3	2	*	4	*	*	100	100	
Lower Northern Sydney	43	47	13	19	10	10	4	2	3	*	4	7	5	3	5	3	3	2	*	2	*	*	100	100	
Hornsby Ku-ring-gai	48	44	12	17	9	9	5	2	6	*	2	7	2	5	4	4	2	2	2	2	*	*	100	100	
Baulkham Hills	45	53	9	11	8	8	5	2	6	2	2	7	2	4	6	3	6	2	*	3	*	*	100	100	
Northern Beaches	49	45	10	15	8	11	7	3	9	*	2	7	3	6	4	4	3	1	*	2	*	*	100	100	
St George Sutherland	45	50	9	14	8	8	8	3	9	*	2	6	3	5	4	3	3	1	3	2	*	*	100	100	
Newcastle District	50	61	10	12	5	4	10	3	8	1	1	4	2	4	4	4	5	2	*	2	*	*	100	100	
Hunter SD Balance	38	57	8	18	*	6	11	*	10	*	*	*	*	*	*	*	9	*	*	*	10	*	100	100	
Wollongong District	47	56	11	12	6	7	8	2	8	1	*	6	2	3	4	3	3	2	*	2	*	*	100	100	
Illawarra Balance	45	50	11	21	4	7	9	3	11	*	*	3	*	4	*	4	4	*	*	*	3	*	100	100	
South Eastern	40	52	10	17	6	6	9	3	10	*	*	5	2	3	3	4	5	2	*	*	6	2	100	100	
Richmond-Tweed	49	60	11	13	4	6	8	2	7	*	*	5	*	3	3	2	5	*	*	*	5	*	100	100	
Mid-North Coast	45	58	11	16	4	6	10	1	7	*	*	4	2	5	3	2	4	2	*	*	4	*	100	100	
Murray-Murrumbidgee	40	54	7	14	4	6	14	3	6	*	1	6	*	4	3	2	7	3	*	*	9	2	100	100	
Western NSW	42	54	8	15	4	5	11	2	7	*	1	4	1	6	2	2	5	2	*	1	11	2	100	100	
Total (incl. off-shore, etc)	44	52	9	13	6	8	10	2	9	1	1	6	2	5	3	3	4	2	1	2	3	1	100	100	

People whose age (in years) at the 2001 Census was one year more than the most common mid-year age for students in the highest level of schooling they completed. See page 19 for further details.

Note: Where a percentage is based on a count of ten or less the percentage has been replaced with an asterix.

Newcastle District covers the Cessnock, Lake Macquarie, Maitland, Newcastle and Port Stephens LGAs. Wollongong District covers the Wollongong, Shellharbour and Kiama LGAs as well as Nowra/Bomaderry. Illawarra Balance covers part of Shoalhaven LGA and all of Wollondilly LGA. Central Western Sydney covers the Auburn, Holroyd and Parramatta LGAs.

APPENDIX 6

OCCUPATIONAL COMPOSITION OF SCHOOL LEAVER EMPLOYMENT

	<u>Managers and admin</u>		<u>Profess'ls</u>		<u>Assoc. Profess'ls</u>		<u>Trades</u>		<u>Adv clerical. sales and serv</u>		<u>Inter clerical. sales and serv</u>		<u>Inter prod and transport</u>		<u>Elem clerical. sales and serv</u>		<u>Labourers and related</u>		<u>Total (excl. inad desc and not stated)</u>	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Canterbury-Bankstown	*	*	3	2	3	2	24	*	5	8	11	27	10	2	27	54	17	4	100	100
Fairfield-Liverpool	*	*	3	2	4	4	23	1	5	7	9	30	9	2	25	48	21	6	100	100
Outer South Western Syd	1	*	3	3	4	4	26	*	5	6	6	29	11	2	21	50	22	7	100	100
Inner Western Sydney	*	*	7	4	6	5	11	*	3	6	20	31	7	*	30	52	16	*	100	100
Central Western Sydney	*	*	3	3	4	3	19	*	5	6	11	29	10	1	30	50	18	6	100	100
Blacktown	*	*	2	3	3	4	20	1	5	6	8	28	15	2	27	47	20	8	100	100
Outer Western Sydney	1	*	3	3	5	3	22	1	6	6	9	30	11	2	22	48	21	6	100	100
Central Coast	*	*	3	2	5	3	20	1	4	4	7	21	13	2	24	59	24	7	100	100
Inner Sydney	*	*	4	*	5	3	14	*	5	8	15	30	6	*	37	54	15	*	100	100
Eastern Suburbs	*	*	7	5	6	4	12	*	4	2	21	36	6	*	32	47	12	3	100	100
Lower Northern Sydney	*	*	4	4	3	3	8	*	4	3	19	36	9	*	39	48	13	4	100	100
Hornsby Ku-ring-gai	*	*	6	4	6	5	9	*	3	4	16	32	10	1	34	48	15	5	100	100
Baulkham Hills	*	*	5	5	3	3	14	*	4	4	15	32	10	*	28	51	20	3	100	100
Northern Beaches	*	*	4	4	5	6	15	1	5	5	9	31	12	*	33	48	17	4	100	100
St George Sutherland	*	*	4	4	6	4	17	*	3	5	15	29	10	1	29	51	16	4	100	100
Newcastle District	*	*	3	2	4	3	19	1	4	4	7	20	13	3	27	60	24	7	100	100
Hunter SD Balance	*	*	*	*	*	4	30	*	5	4	6	28	14	5	15	46	24	10	100	100
Wollongong District	*	*	4	3	6	4	22	*	5	4	7	24	10	3	26	56	20	6	100	100
Illawarra Balance	*	*	*	*	*	*	21	*	6	6	7	30	13	3	24	52	24	5	100	100
South Eastern	*	*	4	2	4	5	18	*	7	4	8	29	10	*	20	51	29	7	100	100
Richmond-Tweed	*	*	*	2	3	2	13	2	6	4	6	21	14	3	31	61	26	6	100	100
Mid-North Coast	2	*	2	2	3	4	18	2	5	3	6	22	12	2	26	57	27	7	100	100
Murray-Murrumbidgee	2	*	3	2	5	3	26	2	3	5	7	22	10	3	22	53	22	10	100	100
Western NSW	2	*	3	2	3	3	21	1	3	5	7	23	10	3	21	53	30	9	100	100
Total incl. off-shore, etc	1	0	3	3	4	4	19	1	4	5	10	27	11	2	27	52	21	6	100	100

People whose age (in years) at the 2001 Census was one year more than the most common mid-year age for students in the highest level of schooling they completed. See page 19 for further details.

Note: Where a percentage is based on a count of ten or less the percentage has been replaced with an asterix.

Newcastle District covers the Cessnock, Lake Macquarie, Maitland, Newcastle and Port Stephens LGAs. Wollongong District covers the Wollongong, Shellharbour and Kiama LGAs as well as Nowra/Bomaderry. Illawarra Balance covers part of Shoalhaven LGA and all of Wollondilly LGA. Central Western Sydney covers the Auburn, Holroyd and Parramatta LGAs.

APPENDIX 7

INDUSTRY COMPOSITION OF SCHOOL LEAVER ENTRY TO FULL-TIME EMPLOYMENT, 2001 CENSUS SAMPLE

Region Of Usual Residence In 2000	Retail	Accomm. Cafes and Rests	Property and Business Services	Manuf- uring	Construc- tion	Health and Comm. Services	Personal and Other Services	Cultural and Recreat'l Services	Wholesale Trade	Finance and Insurance	Agricult.	Total (incl. other inds. but excl. not stated)
Canterbury-Bankstown	22	5	12	13	12	5	7	*	7	7	*	100
Fairfield-Liverpool	25	5	12	18	10	4	4	*	7	5	*	100
Outer South Western Sydney	23	5	12	17	12	4	4	1	6	5	2	100
Inner Western Sydney	22	7	19	11	9	*	10	*	6	6	*	100
Central Western Sydney	24	11	16	9	10	4	4	2	6	6	*	100
Blacktown	27	5	13	14	8	4	4	*	7	8	*	100
Outer Western Sydney	24	6	13	13	14	4	5	2	6	5	2	100
Central Coast	29	6	11	14	11	5	5	*	4	5	*	100
Inner Sydney	23	9	14	9	11	5	6	*	*	7	*	100
Eastern Suburbs	18	11	17	9	15	*	*	*	6	*	*	100
Lower Northern Sydney	23	9	20	8	*	4	*	*	6	6	*	100
Hornsby Ku-ring-gai	26	8	19	8	10	3	4	*	5	6	*	100
Baulkham Hills	30	6	13	8	9	3	5	3	9	5	*	100
Northern Beaches	25	8	16	11	13	4	7	*	4	5	*	100
St George Sutherland	22	7	16	12	12	4	5	2	4	6	*	100
Newcastle District	29	9	9	16	10	3	4	*	6	3	*	100
Hunter SD Balance	21	12	6	15	9	*	*	*	9	*	9	100
Wollongong District	29	8	10	13	10	5	3	*	4	3	*	100
Illawarra Balance	27	10	12	12	13	*	7	*	*	*	*	100
South Eastern	27	9	9	11	11	4	3	*	6	*	7	100
Richmond-Tweed	29	11	10	11	7	6	5	*	5	*	*	100
Mid-North Coast	29	11	9	13	9	4	5	*	4	*	5	100
Murray-Murrumbidgee	29	6	7	16	6	5	3	2	7	*	9	100
Western NSW	29	6	7	12	7	3	5	2	5	1	12	100
Total (including off-shore, etc)	26	7	12	13	10	4	5	2	6	4	3	100

People whose age (in years) at the 2001 Census was one year more than the most common mid-year age for students in the highest level of schooling they completed. See page 19 for further details.

Note: Where a percentage is based on a count of ten or less the percentage has been replaced with an asterix.

Newcastle District covers the Cessnock, Lake Macquarie, Maitland, Newcastle and Port Stephens LGAs. Wollongong District covers the Wollongong, Shellharbour and Kiama LGAs as well as Nowra/Bomaderry. Illawarra Balance covers part of Shoalhaven LGA and all of Wollondilly LGA. Central Western Sydney covers the Auburn, Holroyd and Parramatta LGAs.

APPENDIX 8

Selected New Apprentice Approvals by Field and Work Location, 2003*

	Construction	Automotive	Food	Electrical & Electronics	Hair-dressing	Mech and Fab Eng	Horticultural	Printing	Other	TOTAL
Sydney	2,023	1,428	1,211	957	555	535	554	75	380	7,719
Hunter	330	189	209	104	58	47	109	15	33	1,093
Illawarra	120	63	41	20	16	18	24	2	6	310
South Eastern	316	200	672	102	130	65	98	11	43	1,637
North Coast	286	156	526	82	93	74	117	4	35	1,373
Western NSW	1,113	680	1,125	393	261	283	226	26	105	4,213
Riverina	817	755	1,294	195	165	170	266	20	113	3,796
TOTAL	5,005	3,471	5,079	1,854	1,278	1,192	1,394	153	716	20,141
% of Total										
Sydney	26%	19%	16%	12%	7%	7%	7%	1%	5%	100%
Hunter	30%	17%	19%	10%	5%	4%	10%	1%	3%	100%
Illawarra	39%	20%	13%	7%	5%	6%	8%	1%	2%	100%
South Eastern	19%	12%	41%	6%	8%	4%	6%	1%	3%	100%
North Coast	21%	11%	38%	6%	7%	5%	9%	0%	3%	100%
Western NSW	26%	16%	27%	9%	6%	7%	5%	1%	3%	100%
Riverina	22%	20%	34%	5%	4%	4%	7%	1%	3%	100%

Source: NSW Department of Education and Training (DET)

* Only covers New Apprenticeships relating to trade training.

The fields here differ slightly from the ones used by DET and are based on the Australian Standard Classification of Occupations.