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COMPLETED APPRENTICESHIPS

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SUMMARY.

This paper is concerned with two main issues, the definition of the term apprenticeship and the description of the characteristics of the apprenticeships undertaken by young school leavers in their first job.

In attempting more closely to define the term apprenticeship, some interesting facts emerged about those who considered that the training they received was an apprenticeship. The majority of those who said they had entered an apprenticeship started it in their first job when they were under 18. Women were very underrepresented within this type of training and those who did become apprentices were confined to a very narrow range of trades, received a shorter training and were less likely to obtain qualifications.

For apprentices who were under 18 when they started their apprenticeships, whether the apprenticeship was taken in the first job or not, did not make much difference to the duration of the apprenticeship or to the trade entered. However, fewer of those apprentices who had had another job before starting their apprenticeship entered a formal apprenticeship or obtained qualifications. Interestingly those who were over 18 and had held a previous job when they started their apprenticeship entered similar trades to those of young school leaver apprentices. However, the duration of the former apprenticeship was much shorter. Furthermore, of all groups of apprentices they were the least likely to sign formal articles. Nevertheless, the qualifications they obtained were similar to those obtained by 16 and 17 year olds starting their apprenticeship in their first job.

A more detailed consideration of young first job apprenticeships showed that a high proportion signed articles on entry to their apprenticeship. Formal apprenticeships were associated with a greater likelihood of receiving some form of off-the-job training.

Men who obtained 'O' levels prior to entering an apprenticeship were no more likely to have entered a formal apprenticeship, neither did the completion of a formal apprenticeship make any difference to the perception of how the apprenticeship had affected long-term job prospects. There seemed to be a relative lack of training for men who did their apprenticeships in small firms.

The paper once again high-lights the extent to which apprenticeship forms an insignificant part of training provision for women. Where women did obtain an apprenticeship, they were much less likely than men to receive any off-the-job training. Women were also less likely to have done post apprenticeship training.

INTRODUCTION.

1. This paper, the first in a series about apprenticeship, examines the trades of completed apprenticeship, and the characteristics of the firm in which apprentices received their training. It also looks at the type of training undertaken, the qualifications which the apprentices had prior to taking up training, and the qualifications they obtained during the apprenticeship. Those who started an apprenticeship but did not complete it will be described in a subsequent paper.

2. NCDS IV respondents were asked about education and training courses they had undertaken. Education was defined as a course of study outside a job leading to a qualification. Training was defined as a job related course of study, which was sponsored by the employer. Respondents were asked for details of up to three training courses and up to four education courses which they had undertaken. To be counted, a training course had to include at least 100 hours or 14 days attendance at a college, training centre or skill centre. Details of apprenticeships undertaken were collected separately. In addition, details collected about first job, and current or last job contained some information about the training provision within these jobs.

3. NCDS IV is an extremely useful source of information about apprenticeship because, unlike many previous studies (e.g. Venables 1974, Ryrie and Weir 1978) it has data on both men and women. It is also not confined to a small cluster of trades, for example engineering, but covers the whole range of apprenticeships which young people enter on leaving full-time education. It also covers the whole of Great Britain rather than selected geographical areas which can show localised patterns of apprenticeship training. In addition, unlike records of training boards, NCDS data can

identify not only those who start an apprenticeship, but also those who drop-out or change their trade.

4. Definitions.

A total of 1906 (15 per cent of the ever-employed) cohort members, said they had completed an apprenticeship or were still on one. However, within the NCDS questionnaire, apprenticeship was self-defined and therefore covers a multitude of training relationships. Individuals as diverse as school leavers taken on by a garage with no formal arrangements for training and graduates who were completing Solicitors' articles were included within the term.

5. In the literature, there seems to be no consensus as to what form of training constitutes an apprenticeship. For Venables (1974), the term includes those who had day release facilities provided at a technical college, but she recognised that they did not have to be indentured. Ryrie and Weir (1978) stress the attachment of a trainee for a particular period as the means of defining an apprenticeship. Training Boards classify those on particular courses of training as apprentices. Within NCDS IV there is no means of knowing whether, in the eyes of their employer or the training board, the training the members of the cohort undertook was considered to be an apprenticeship.

6. To try to ensure that those normally considered as apprentices by firms and training boards are considered in this paper, those who did not do their apprenticeship in their first job and those who were over 18 when they started it, have been excluded from most analyses. However tables at the beginning of the paper do compare those later excluded with school leaver apprentices, who are the main focus of the paper.

7. There are three reasons for excluding those who did not do their apprenticeship in their first job. Firstly, most employers only

recruit apprentices straight from school and because of institutional factors such as age-related pay rates, they are unlikely to take on as an apprentice a young person who has had a previous job.

8. A second reason for considering only those who did their apprenticeship in their first job is that NCDS does not have a full-job history for every member of the cohort. For those with more than two jobs there is information about size and type of firm for only the first and current (or last) job. While it would have been possible to include the latter, at this stage only the former have been included.

9. Thirdly some of those who did not complete their apprenticeship in their first job changed employers part way through their apprenticeship. This group is likely to be different from those who completed their apprenticeship with one employer and will be the subject of another paper.

10. The exclusion of the over 18's omits from the discussion those who were doing a professional apprenticeship on leaving further or higher education. This criterion also excludes those who had previously started an abortive apprenticeship and who started the apprenticeship they eventually completed when they were over 18.

11. Table 1 shows the four groups of apprentices which are created as a result of applying these exclusions. However, even when these groups are excluded, 1419 cohort members will be included in the discussion. This represents 75 per cent of those who said that they completed an apprenticeship.

CHARACTERISTICS OF THOSE WHO COMPLETED APPRENTICESHIPS.

12. In the next few tables, the characteristics of those who said they took an apprenticeship after their first job and when they were over 18 will be compared with those who were under 18 and in their first

job when they did their apprenticeship. For simplicity, those under 18 will be referred to as 'young' apprentices and those over 18 as 'older' apprentices. Those who completed their apprenticeship in their first job will be known as 'first job apprentices', the rest as 'non first job apprentices'. All groups will be referred to as 'apprentices' to indicate that they considered that the training they received was an apprenticeship.

Sex differences.

13. Table 2 shows that, overall, only 11 per cent of those who completed apprenticeships (and for whom we have information regarding age and location of apprenticeship) were women. However, among older apprentices, the proportion of women doubles. The same pattern is evident whether or not the apprenticeship was completed in the first job.

Duration of apprenticeship.

14. Table 3 shows that almost half of all men who completed an apprenticeship undertook training which lasted 3 - 4 years. Women's apprenticeships were shorter, almost four-fifths of their apprenticeships were completed within 3 years.

15. Table 4 shows that men who started their apprenticeship before they were 18 tended to undertake more lengthy training than young female apprentices. Among other groups of apprentices, however, sex differences are difficult to detect because of the small numbers of women. For older males a higher proportion of non first job apprenticeships lasted less than a year - twenty six per cent as compared with one per cent of first job apprenticeships. However, for young males there was very little difference in duration of apprenticeship between first and non first job apprenticeships.

Trade of the apprenticeship.

16. The differences in the duration of apprenticeship can probably be accounted for by the differences between the trades entered by men and women and by those aged under and over 18. Table 5 shows the trades

entered aggregated to represent Codot major groups. Almost 90 per cent of female young first job apprentices took up their apprenticeship in the Codot category "personal service and security" which includes hairdressing and catering. Two-thirds of men in this group entered apprenticeships in "making and repairing (metal and electrical)"; this group includes fitters, electricians and motor mechanics. A further 15 per cent entered "making and repairing (not metal and electrical)" which includes printing and carpentry. Five per cent were in "construction and mining". The trades which young non first job apprentices entered were similar to those entered by young first job apprentices, and the sex differences remained.

17. Almost forty percent of older male first job apprentices trained in "professional and managerial" trades. A similar proportion entered "making and repairing metal and electrical" trades. Both groups of non first job apprentices completed their training in trades similar to those completed by school leavers in their first job. This is not surprising if it is the case that some of the older apprentices were those who had transferred their apprenticeship. Although the numbers of women are small, Table 5 shows that most women over 18 completed "professional and managerial" apprenticeships.

Formal apprenticeship.

18. Table 6 shows that those most likely to have signed articles of apprenticeship were female young first job apprentices. Four-fifths of these women did so. The group least likely to have signed articles were male older non first job apprentices. In all groups except older first job apprentices, where the proportions were very similar, women were more likely than men to have entered into a formal commitment for training. This may be as a result of the more formal arrangements for training which exist in the restricted range of trades entered by women.

Qualifications.

19. Although women were more likely to have entered a formalised training

arrangement, they were far less likely to have received a qualification as a result of their training (see Table 7). Overall 34 per cent of women did not obtain any qualifications compared with only 10 per cent of men.

20. Young first job apprentices were most likely to have received a qualification even so, just over a quarter of the women in this group received no qualifications at all compared with only eight per cent of men. A third of the men who were older first job apprentices did not receive any qualifications. Given the high proportion of professional/management apprenticeships in this group, it is possible that many were either still obtaining a qualification or had gained their professional qualifications prior to their period of training. This could be clarified by an examination of those who, at the time of the interview, were completing an apprenticeship. The proportion of men not obtaining any qualifications is similar for both young and older non first job apprentices. The numbers of women in this group are rather small to make meaningful comparisons.

21. Table 8 shows the qualifications which were obtained during apprenticeship. The numbers of women in the groups other than young first job apprentices were very small. Seventy per cent of female first job young apprentices obtained City and Guilds Operative, Craft or Advanced qualifications. Almost a quarter obtained qualifications coded as 'other' which includes specialist hairdressing qualifications. Three-quarters of the men in this group obtained City and Guilds Craft or Advanced qualifications. Male non first job apprentices (both under and over 18) gained qualifications similar to those obtained by young first job apprentices. However male older first job apprentices tended to gain higher level qualifications. A quarter obtained qualifications awarded by professional institutions, and 12 per cent obtained a first degree. Only 30 per cent obtained City and Guilds qualifications.

YOUNG FIRST JOB APPRENTICES.

22. The group of young first job apprentices will now be considered in more detail. An earlier section of this paper showed the trades entered by young apprentices aggregated into major Codot groups. Table 9 gives a more detailed breakdown of the trades in which young apprentices completed their apprenticeships. Women undertook apprenticeships in a much narrower range of trades, and are represented in only 13 of the 77 listed trades. Eighty-two per cent completed hairdressing apprenticeships. Cooks and bakers, which form the next largest trade, account for only six per cent of apprenticeships. Only 7 women (five per cent) completed an apprenticeship in what could be considered a non-traditional female trade. The trades were bookbinding (3) production fitter, T.V. engineer, bricklayer and upholsterer.

23. Motor mechanics was the single largest trade for men but accounted for only 11 per cent of all apprenticeships entered by them. Other trades in which a relatively high proportion of men trained were carpenters (nine per cent) production fitters (eight per cent) electricians (eight per cent) plumbers (five per cent) sheet metal workers (four per cent) bricklayers (four per cent).

24. Table 6 shows that 83 per cent of women and 75 per cent of male apprentices signed articles of apprenticeship. Table 10 shows the proportion signing articles in each group of trades. For men, the proportion entering 'formal' apprenticeship remained fairly constant. The main exception is in construction and mining where 88 per cent entered into a formal arrangement. A further cross-tabulation will reveal the specific trades in which it was not customary to enter into binding training arrangements, although for some trades the numbers will be small. Within the narrow range of apprenticeships which women entered, formal training arrangements were very likely to exist. Because of this, it will be difficult to make any meaningful comparisons between those women who signed articles of apprenticeship and those who did not.

Firms where young apprentices trained.

25. Only a tiny minority of apprentices said they were self-employed in the job in which they undertook their apprenticeship. The one women had a film apprenticeship, three out of the five men were farmers.

26. Eighty-nine per cent of women and 78 per cent of men completed their apprenticeship when they were employed in private companies. Men in "making and repairing (excluding metal and electrical)" were most likely (94 per cent) to be employed in private companies. Those in "painting and assembly" were least likely to be employed in the private sector, but even so almost two-thirds had trained in private companies.

27. Table 11a shows that 65 per cent of women apprentices were employed in small (less than 25 employees), one branch firms; these were probably mostly hairdressing salons. Only 15 per cent of men were employed in firms as small as this (see Table 11b). Trades in which a fairly high proportion were employed in small, one branch units were "painting and assembling" (33 per cent) "making and repairing (excluding metal and electrical)" (28 per cent) and "construction and mining" (22 per cent). Almost a third of male apprentices were employed in firms with over 500 employees. Men in metal and electrical trades were most likely to have completed their apprenticeship in large firms.

28. Table 12 shows the industries in which the apprentices received their training as classified by 1980 Standard Industrial Classification. Nine out of ten women undertook their apprenticeship in "other services", the industry group which includes hairdressers. Six per cent of women apprentices trained in the distribution industry. Almost a third of men undertook their apprenticeship in the metal goods industry and almost a quarter were trained as apprentices in the construction industry. Twelve per cent of men trained in distribution.

29. Table 13 shows the proportion of apprentices among young entrants to each industry. These entrants have been defined as those who started their first job when they were under 18. Only three per cent of all women entrants compared with 28 per cent of men were taken on as apprentices. The highest proportion of apprentice entrants for women was 11 per cent in "other services". Men whose first job was in the metal goods industries were most likely to have been taken on as an apprentice (48 per cent). Nearly half of the intake of men into energy (47 per cent) and construction (45 per cent) were apprentices. Industries with a low proportion of male apprentice entrants were, as might be expected, banking (four per cent) and agriculture (five per cent).

30. Of course, apprenticeship is only one kind of training relationship (albeit the main method of entry into skilled manual work). Another paper will discuss the extent to which those who enter industries which have minimal apprenticeship provision are provided with any other opportunities for training. This is a particularly important issue to investigate in the case of women within the cohort, given the relative insignificance of apprenticeship training for them.

Entering an apprenticeship.

31. Some industries have always used informal methods of recruitment into apprenticeship. There is evidence however that more employers are beginning to rely on this means of filling vacancies for apprentices e.g. (Lee and Wrench, 1983). Informal methods militate against those who have no connections with the firm, for example ethnic minorities. Table 14 shows the method by which young first job apprentices heard about their first job. Two-fifths of the women and one-third of the men obtained their apprenticeship through a relative or friend. In about half of these instances, the contact had actually tried to get the job for them. Women (14 per cent) were much more likely than men (0.5 per cent) to have worked for the employer previously. Fewer women (12 per cent) than men (20 per cent) used the careers service. Four-fifths of women and two-thirds of men took the first job they were offered.

32. Obviously, a prime area of interest is the importance of qualifications in securing the apprenticeship. At this stage the only information available on school qualifications is the number of 'O' and 'A' level passes. Until the exam result data is available for analysis, whether or not the individual has 'O' levels will be used to provide some indication of the school achievement of apprentices. 'A' levels are not considered in this discussion as it is very unlikely that young apprentices will have obtained such qualifications prior to securing an apprenticeship. A variable has been derived to exclude those who have obtained any 'O' levels post school. This is necessary because it is not easy to identify from among those who had acquired 'O's since leaving school, those who held them prior to starting their apprenticeship. A result of the exclusion will be to under-estimate the numbers of those who did obtain 'O' levels at school.

33. Table 15 shows that just under half the women (44 per cent) and just over half the men (53 per cent) had obtained at least one 'O' level or CSE grade 1 prior to starting their apprenticeship. Possession of 'O' levels did not seem to affect the likelihood of obtaining a formal apprenticeship. Once exam data are available, the relationship between school qualifications and obtaining and completing an apprenticeship can be explored in much more depth.

Type of training and type of firm.

34. Respondents were asked whether they had attended day release or block release as part of their apprenticeship. Table 16 shows that seventy two per cent of women and ninety four per cent of men had attended some form of off-the-job training of this kind. A higher proportion of women (68 per cent) than men (54 per cent) attended day release but men were much more likely to have attended block release or a combination of day and block release - 40 per cent of men compared with four per cent of women. There is very little difference between the trades in the proportion not receiving either day or block release. However aggregated data may mask differences in participation in off-the-job training within specific trades. Almost all apprentices (97 per cent of women 94 per cent of men) did their off-the-job training at college.

35. Men who entered formal apprenticeships were more likely to have received some form of off-the-job training - 96 per cent compared to 85 per cent of those who did not sign articles. Table 17 shows that men who did formal apprenticeships were more likely to do block release or a combination of day and block release (47 per cent) rather than day release alone (25 per cent).

36. Table 18 shows that men employed in the public sector (48 per cent) were more likely than those employed in the private sector (38 per cent) to have done block release or a combination of day and block release. Those in the public sector were also more likely to have received training at an employer's or industry centre (12 per cent) compared with (3 per cent) in the private sector.

37. Seventeen per cent of men employed in small, one branch firms received no off-the-job training, compared with a figure of four per cent for those employed in larger firms. Men employed in these small firms were most likely to receive day release training. Nearly two-thirds received day release compared with just over half of those in other firms. The off-the-job training provision within small firms which were branches of larger organisations mirrored that provided in larger firms, see Table 19. Because such a high proportion of women apprentices were employed in small firms, it is difficult to see any relationship between size of firm and type of training offered for women.

Qualifications gained during apprenticeship.

38. The earlier section of the paper showed that women obtained a much narrower range of qualifications than men, and that they were also much more likely to have not received any qualifications at all. This is hardly surprising as women were less likely to receive any off-the-job training. Twenty-eight per cent of women received no qualifications as a result of their apprenticeship compared with eight per cent of men. Table 20 shows that only five per cent of those men who entered 'formal' apprenticeships did not obtain any qualifications compared with 19 per cent of those who did not sign articles. Four-fifths of those men with a 'formal' apprenticeship obtained City and Guilds compared with two-thirds of those who did not sign articles.

39. Women in the cohort who obtained 'O' levels before starting their apprenticeship were no more likely than those who did not, to obtain a qualification during their apprenticeship. Table 21 shows 77 per cent of women with 'O' levels obtained a qualification compared with 70 per cent of those without 'O' levels. Three-fifths of women with 'O' levels received a City and Guilds qualification compared with two-fifths of those without 'O' levels.

Seven per cent of men with 'O' levels and 10 per cent of those without 'O' levels obtained no qualification. There is not much difference in the proportion gaining City and Guilds awards between those who had previously obtained 'O' levels (74 per cent) and those who had not (78 per cent). However, those with 'O' levels were much more likely to have obtained higher qualifications such as OND and HND. Eleven per cent of those with 'O' levels obtained such qualifications compared with 2 per cent of those who did not have 'O' levels.

Further opportunities for training.

40. Twelve per cent of women apprentices and one-fifth of men apprentices had been on other training courses subsequent to the completion of their apprenticeship training. Those who completed a formal apprenticeship were no more likely to have undergone further training than those who had not done so. Men who worked for public sector employers in their first job were more likely to have been on other training courses (28 per cent in the public sector compared with 17 per cent in private companies). Fifteen per cent of men who did their apprenticeship in firms employing less than 25 people went on other training courses compared with 26 per cent of those in firms employing over 500. The type of further training undertaken by those who completed an apprenticeship will be the subject of a future paper.

Attitudes to apprenticeship.

41. Table 22 shows that two-thirds of both men and women considered that their apprenticeship had improved their job prospects a lot. Around 13 per cent said it had made no difference, less

than one per cent of women and three per cent of men considered that they would have been better off not doing their apprenticeship. These proportions remained fairly constant regardless of trade of apprenticeship and type and size of employer where the apprenticeships were undertaken. The extent to which training through apprenticeship does in fact affect job prospects up to the age of 23 will be investigated in a future paper. Obviously this is too short a time span to see any real effects of training on career developments and this issue will need to be investigated in a subsequent follow-up of the cohort.

FURTHER WORK.

The relationship between training, trade and size of firm.

42. Further analyses are planned to tease out the relationship between the size and type of firm, the trade entered and the type of training undertaken. These will show, for example, whether the lack of training provision in small firms is due to their unwillingness to provide training or because, in the kinds of trades most often found in small firms, off-the-job training is generally not provided. Similarly the greater provision of block release in large firms may be related to the different organisational features of the firms or to the kinds of trades found in such firms.

Qualifications and apprenticeship.

43. The effect of school qualifications on securing and completing an apprenticeship will be examined as soon as complete exam result data are available.

Training and career 'success'.

44. Another analysis will investigate the extent to which training affects career success at 23. This will involve looking at both apprenticeship and other training provision and also those who abandon training courses or apprenticeships.

APPENDIX: DERIVED VARIABLES.

	Description	Name.
1.	Whether completed apprenticeship was undertaken during first job. Source: N4145, N4150, N4440.	FJAPP
2.	Age when respondent started completed apprenticeship grouped into two age bands under 18, over 18. Source: N4440.	YOUNGAPP
3.	Aggregated trade of apprenticeship Aggregates apprenticeship trades to Codot major groups Source: N6270.	AGTRADE
4.	Age when respondent started first job grouped into two age bands under 18, over 18. Source: N4145.	YNGJOB
5.	Identifies those who have taken at least one of the 'O' levels they have obtained, since leaving school. Source: N4529, N4573, N4575, N4622, N4624, N4634, N4636, N4465, N4473, N4523, N4448.	N4655

References.

Lee, G. and Wrench, J.	Skill Seekers, Black Youth, apprenticeships and disadvantage.	National Youth Bureau. 1983
Ryne, A.C. and Weir, A.D.	Getting a Trade: A Study of Apprentices' Experience of Apprenticeship.	Hodder and Stoughton, 1978.
Venables, E.	Apprentices out of their time: a follow up study.	Faber and Faber 1974

LIST OF CROSS-TABULATIONS.

Most tables are percentages. All percentages are rounded to the nearest whole number. Values 0.6 to 0.9 per cent are shown as 1 per cent. Where the percentage value within any table is less than 1, the number of individuals within that cell is reported in brackets. Percentages have not been computed when the total is less than 20. Empty cells in the tables have been left blank.

<u>All completed apprenticeships.</u>

Table.

1. Age of entry into apprenticeship by whether apprenticeship was in first job.

2. Age of entry into apprenticeship by whether apprenticeship was in first job, by sex.

3. Duration of apprenticeship by sex.

4. Duration of apprenticeship by age of entry by whether apprenticeship was in first job by sex.

5. Trade of apprenticeship by age of entry by whether apprenticeship was in first job by sex.

6. Proportion signing articles by age of entry by whether apprenticeship was in first job by sex.

7. Proportion who did not obtain any qualifications during apprenticeship by age of entry by whether apprenticeship was in first job by sex.

8. Type of qualification obtained by age of entry by whether apprenticeship was in first job by sex.

<u>Young first job apprentices.</u>

Table

9. Trade of apprenticeship by sex.

10 Proportion signing articles of apprenticeship by trade by sex.

11a. Size of firm by trade of apprenticeship Females.

11b. Size of firm by trade of apprenticeship Males.

Table

12	Industry of firm in which apprenticeship was undertaken by sex.
13.	Ratios of apprentice entrants to all entrants under 18 by industry by sex.
14	Source of information about apprenticeship job by sex.
15	Whether had '0' levels before apprenticeship by sex.
16	Off-the-job training during apprenticeship by sex.
17	Type of off-the-job training by whether formal apprenticeship by sex.
18	Type of off-the-job training by type of firm by sex.
19a.	Type of off-the job training by size of firm Females
19b	Type of off-the-job training by size of firm Males.
20	Type of qualification by whether formal apprenticeship by sex.
21	Type of qualification by whether had '0' levels before apprenticeship by sex.
22	Whether apprenticeship improved long term job prospects by sex.

TABLE 1. Age of entry into apprenticeship by whether apprenticeship was in first job. All completed apprenticeships.

Apprentice in first job	%
Under 18	75
Over 18	5
Apprenticeship not in first job	
Under 18	12
Over 18	7
N = 100%	1882

TABLE 2. Age of entry into apprenticeship by whether apprenticeship was in first job, by sex. All completed apprenticeships.

		Apprentice in first job			Apprentice not in first job			Total		
		Female	Male	N=100%	Female	Male	N=100%	Female	Male	N=100%
Apprentice Under 18.	%	9	91	1419	9	91	230	9	91	1639
Apprentice Over 18	%	22	78	94	19	81	139	21	79	233
All ages		10	90	1513	13	83	369	11	89	1882

TABLE 3. Duration of apprenticeship by sex. All completed apprenticeships

	Apprenticeship duration: Under 1 year.	1-2 years.	2-3 years.	3-4 years.	Over 4 years.	N=100%
Female	7	18	54	12	6	197
Male	3	6	21	50	20	1657
Total	3	8	25	46	18	1854

TABLE 4. Duration of apprenticeship by age of entry by whether apprenticeship was in first job, by sex. All completed apprenticeships.

		Apprenticeship in first job. Apprenticeship duration						Apprenticeship not in first job. Apprenticeship duration					
		Under 1 yr.	1-2 yrs.	2-3 yrs.	3-4 yrs.	Over 4 yrs.	N=100%	Under 1 yr.	1-2 yrs	2-3 yrs	3-4 yrs	Over 4 yrs	N=100%
Under 18 Female	%	3	10	67	14	7	132	15	25	25	25	10	20
Under 18 Male	%	7	3	20	54	22	1272	2	6	24	52	16	206
Over 18 Female	%	(1)	(6)	(6)	(5)	(1)	19	19	46	31	4	0	26
Over 18 Male	%	1	23	35	28	13	71	26	33	26	7	7	108

TABLE 5. Trade of apprenticeship by age of entry by whether apprenticeship was in first job by sex. (1972 Codot)
All completed apprenticeships.

Trade.	Apprenticeship in first job.				Apprenticeship not in first job			
	Under 18		Over 18		Under 18		Over 18	
	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %
Professional & Managerial.		(2)	(14)	39			35	7
Education, Health and Welfare	2	(2)	(2)			1	4	
Literary Arts	1	1	(1)	4		(1)	8	2
Prof. Science		2	(1)	7		3	4	
Clerical & Sales	2	1		1		(1)	4	
Security and personal services.	89	2		3	(16)	2	42	7
Farming		1		1		1		
Material processing (not metal)		1			(1)	1		2
Making & repairing (not metal and electrical)	4	15		6	(1)	17	4	12
Making and repairing metal and electrical	2	68	(1)	38		61		61
Painting and assembling		4				4		2
Construction & Mining	1	6		1		8		7
Transport		(7)		1		1		1
N=100%	129	1276	19	72	18	205	26	106

TABLE 6. Proportion signing articles by age of entry by whether apprenticeship was in first job by sex. All completed apprenticeships.

		Percentage signing articles	N = 100%
Apprenticeship in first job.			
Under 18.	Female	83	129
	Male	75	1272
Over 18	Female	62	22
	Male	63	72
Apprenticeship not in first job			
Under 18	Female	(14)	19
	Male	69	206
Over 18	Female	78	27
	Male	33	112
All completed apprenticeships	Female	80	197
	Male	62	1662

TABLE 7. Proportion who did not obtain any qualification during apprenticeship by age of entry by whether apprenticeship was in first job by sex. All completed apprenticeships.

		Percentage not obtaining a qualification.	N = 100%
Apprenticeship in first job			
Under 18	Female	28	129
	Male	8	1272
Over 18	Female	35	22
	Male	14	72
Apprenticeship not in first job			
Under 18	Female	(11)	19
	Male	32	206
Over 18	Female	55	27
	Male	17	112
All completed apprenticeships			
	Female	34	197
	Male	10	1662

TABLE 8. Type of qualification obtained by age of entry into apprenticeship by whether apprenticeship was in first job by sex.

All who completed an apprenticeship and obtained a qualification

	Apprenticeship in first job				Apprenticeship not in first job			
	Under 18		Over 18		Under 18		Over 18	
	Female.	Male	Female.	Male	Female.	Male.	Female.	Male
	%	%	%	%	%	%	%	%
Other tech or business	1	(6)			(1)	(1)		1
Other qualification	24	6		4	(4)	9	(3)	7
GCE.'O' level		(4)		2		(1)		1
C.E.E.		(4)		2				1
GCE.'A' Level				2				1
RSA Stage 2.	(1)							
C.&.G. Operative	13	2			(1)	2	(1)	2
C.&.G. Craft	44	33		6	(4)	31	(1)	32
C.&.G. Advanced	14	39		20		35	(1)	34
C.&.G. FTC.		7		4		8	(1)	9
C.&.G. CGIA		(2)				(1)		
JIB NJC.		4				4		1
ONC/OND	4	3		6		5		4
HNC/HND	1	2	(1)	8		2		
TEC./BEC.CERT/DIP		2		6		1		2
Higher TEC/BEC		(5)		6		(1)		1
Prof level		(5)	(9)	22	(3)	(1)	(3)	4
Nursing level			(1)					
Poly Dip Cert		(1)		2				
Univ. Dip. Cert			(1)					
First Degree				12			(1)	1
Post Grad Diploma			(1)					
N = 100%	93	1176	13	49	13	178	11	92

TABLE 9. Trade of apprenticeship by sex. (1972 Codot)

All young first job apprentices.

		Female %	Male %
01.	Accountancy		(1)
02.	Other profession		(1)
04.	Dentistry	1	(2)
06.	Other education, welfare health		
07.	Art and Design		(1)
08.	Sound, Film, Photography, Theatre.	1	(1)
09.	Sports.		(6)
10.	Draughtsmen		1
12.	Clerical & Sales.	2	1
13.	Selling & distribution		(5)
14.	Cooks and Bakers.	6	1
15.	Hairdressing	82	(5)
16.	Other security & personal services.	1	
17.	Farming.		1
18.	Horticulture/Gardening		(3)
20.	Fishing.		(1)
22.	Textiles & Fabric.		(2)
23.	Butchery		(7)
26.	Compositing and typesetting.		2
27.	Other printing		1
28.	Bookbinding & papermaking.	2	(2)
29.	Tailoring, Dressmaking, Leatherwork.	1	(1)
30.	Carpentry/Joinery.	1	9
31.	Cabinet makers and woodfitting.		1
32.	Other woodworking		1
33.	Other making and repairing		(4)
34.	General Engineering		2
35.	Gen. Mechanical Eng.		4
36.	Mechanical Engineering Technician.		2
37.	Maintenance Engineer		1
38.	Machining.		2
39.	Toolmakers		3

/Cont.

TABLE 9 (Contd) Trade of apprenticeship by Sex.

		Female %	Male %
40.	Precision Instrument making.		1
41.	Production fitters.		8
42.	Aircraft installation/ fitting.		1
43	Marine installation/ fitting.		1
44.	Motor Mechanic		11
45.	Electrical fitters.		4
46.	Electrical Technician.		2
47.	Electrician.		9
48.	Telephone/Telecomms Eng.		3
49.	T.V.Engineer.	1	(11)
50.	Plumbing, Heating and Ventilating Engineer.		6
51.	Sheet Metal work/Plating		4
52.	Steel erecting		(1)
53.	Welding		3
54.	Other Engineering		(6)
55.	Painting & decorating		3
56.	Other painting & assembling		(3)
57.	Bricklaying	1	4
58.	Plastering		1
60.	Glazing		(3)
61.	Other construction		(3)
62.	Coal mining.		(3)
64.	Sea Transport		(3)
65.	Rail Transport		(1)
66.	Road Transport		(2)
67.	Civil Engineering		(1)
69.	Other apprenticeships		(4)
70.	Moulder		(7)
71.	Spray painter		(4)
74.	Upholsterer	1	(3)
75.	Watch repairer		(1)
79.	Prof Engineer		(1)
80.	Catering and Hotels		(4)
82.	Agricultural Engineer		(4)
83.	Mining Engineer		(1)

/Continued. .....

TABLE 9 (Contd) Trade of Apprenticeship by sex.

	Female %	Male %
84. Pharmacy Dispenser	1	
86. Jeweller.		(3)
87. Florist.	1	
88. Police		(1)
90. Quality control		(1)
91. Wiring winding		(2)
92. Coppersmith		(2)
93. Blacksmith		(1)
94. Lift Engineer		(3)
95. Metallurgy		(1)
N = 100%	128	1276.

TABLE 10 Proportion signing Articles of apprenticeship by trade, by sex. (1972 Codot) All young first job apprentices.

	Female		Male	
	Percentage signing articles	N=100%	Percentage signing articles	N=100%
Professional and Managerial			(2)	2
Health Education Welfare	(0)	2	(2)	2
Literary Artistic Sports	(1)	1	(6)	8
Professional Science			78	23
Clerical and Sales	(0)	3		13
Security and personal service	87	115	68	22
Farming			(12)	14
Material processing (ex metal)	(4)	5	(4)	9
Making and repairing (not metal and electrical)			73	190
Making and repairing metal and electrical	(1)	2	76	860
Painting and assembling			73	48
Construction and Mining	(1)	1	88	73
Transport.			(5)	7
All trades	83	129	76	1271.

TABLE 11a. Size of firm by trade of apprenticeship. Females. (1972 Codot)

All young first job apprentices.

	Under 25 One branch %	Under 25 Multi branch %	25-99 %	100-499 %	Over 500. %	Dont know %	N=100% %
Education, health, welfare			(1)	(1)			2
Clerical and sales		(1)	(1)	(1)			3
Security Personal services	71	19	4	4	3	1	115
Making & repairing (not metal and electrical)			(1)	(4)			5
Making & repairing (metal and electrical)	(1)				(1)		2
Construction & mining				(1)			1
All trades	65	17	6	9	3	1	128

TABLE 11b Size of firm by trade of apprenticeship. Males. (1972 Codot)
Young first job apprentices.

	Under 25 One branch %	Under 25 Multi branch %	25-99 %	100-499 %	Over 500 %	Dont know %	N=100%.
Professional & managerial				(1)	(1)		2
Educational, health welfare	(1)		(1)				2
Literary Arts	(3)		(3)	(1)	(1)		8
Prof. science.		9	35	26	30		23
Clerical & sales	(1)	(2)	(1)	(2)	(6)		12
Security and personal services.	18	5	27	23	23	5	22
Farming.	(5)		(4)	(1)	(1)		11
Material processing not metal	(1)	(4)	(2)	(1)	(1)		9
Making and repairing (not metal & electrical)	28	5	30	20	12	5	189
Making and repairing metal & electrical.	11	6	20	21	39	2	858
Painting & assembling	33	17	19	19	6	6	48
Construction & Mining	22	5	24	27	17	4	72
Transport			(2)		(5)		7
All trades	15	6	23	21	31	3	1267

TABLE 12. Industry of firm in which apprenticeship was undertaken by sex. (1980 SIC) Young first job apprentices.

1980 SIC	Female %	Male %
Diplomatic		(1)
Agriculture		1
Energy	1	5
Metal Manufacture	1	5
Metal goods	1	32
Other manufacture	3	9
Construction	1	24
Distribution	6	13
Transport	1	6
Banking	1	1
Other services	86	5
N = 100%	129	1260

TABLE 13. Ratio of apprentice entrants to all entrants under 18 by industry by sex. (1980 SIC)

	Apprenticeship First job under 18.		All entrants First job under 18		Ratio of Apprenticeships to entrants.	
	Female	Male	Female	Male	Female	Male
Diplomatic	0	1	0	4	0	25
Agriculture	0	9	39	181	0	5
Energy	1	60	43	128	2.3	46.9
Metal Manufacture	1	68	138	240	0.7	28.3
Metal goods	1	400	334	833	0.3	48
Other manufacture	4	115	726	613	0.6	18.8
Construction	1	297	54	668	1.9	44.5
Distribution	8	157	1239	985	0.6	15.9
Transport	1	78	140	219	0.7	35.6
Banking	1	8	596	188	0.2	4.3
Other services.	111	67	980	465	11.3	14.4
All industries	129	1260	4289	4524	3.0	27.9

TABLE 14. Source of information about apprenticeship job by sex. Young first job apprentices.

	Female %	Male %
Approached Employer	14	21
Job Centre	0	5
PER	0	(3)
Careers Office	12	20
College careers	(1)	3
Friend	39	34
Advertisement	13	9
Trade Union	0	(1)
Approached by Employer	2	2
Previously worked there	14	(6)
Private Agency	0	(3)
Other	5	5
N = 100%	129	1271

TABLE 15 Whether had 'O' levels before apprenticeship by sex. Young first job apprentices.

	Female %	Male %
Has 'O' levels	44	53
Does not have 'O' levels	56	47
N = 100%	128	1232

* Note: All those with post school 'O' levels have been excluded

TABLE 16. Off the job training during apprenticeship by sex. Young first job apprentices.

	Females %	Males. %
Day release	68	54
Block release	2	21
Day and block release	2	19
Neither	28	6
N = 100%	129	1275

TABLE 17. Type of off the job training by whether formal apprenticeship by sex. Young first job apprentices.

	Female		Male	
	Formal %	Not formal %	Formal %	Not formal %
Day release	68	(14)	52	60
Block release	2		23	13
Day and block release	2		22	12
Neither	28	(5)	4	15
N = 100%	109	19	969	260

TABLE 18. Type of off-the-job training by type of firm by sex. Young first job apprentices.

	Female		Male	
	Private Company %	Other employer %	Private Company %	Other Employer %
Day release	68	(10)	56	44
Block release	2	(1)	16	28
Day and block release	2		19	20
Neither	29	(1)	6	8
N = 100%	117	12	985	281

TABLE 19a. Type of off-the-job training by size of firm. Female. Young first job apprentices.

	Under 25 One branch %	Under 25 Multi branch %	25-99 %	100-499. %	Over 500 %	Dont know. %
Day release	78	50	(2)	(7)	(4)	(1)
Block release	2	5				
Day and block release	2					
Neither	16	45	(6)	(5)		
N=100%	84	22	8	12	4	1

TABLE 19b Type of off-the-job training by size of firm. Males. Young first job apprentices.

	Under 25 One branch %	Under 25 Multi branch %	25-99 %	100-499 %	Over 500 %	Dont know %
Day release	64	49	51	50	56	3
Block release	14	28	22	22	18	38
Day and block release	5	14	22	26	22	18
Neither	17	9	6	2	4	10
N=100%	199	86	292	262	400	39

TABLE 20 Type of qualification by whether formal apprenticeship by sex. Young first job apprentices.

	Female		Male	
	Formal. %	Not formal %	Formal %	Not formal %
CSE '0' level etc			1	(1)
RSA		(2)		
City & Guilds	50	(8)	79	65
Joint Industry Board			4	1
National Diplomas	5		4	4
TEC and BEC			2	2
Professional			(3)	1
University			(3)	
Other technical business	1		(4)	1
Other qualification	17	(3)	5	6
None.	27	(3)	5	19
N=100%	109	18	963	258

TABLE 21. Type of qualification by whether had 'O' levels before apprenticeship by sex. Young first job apprentices.

	Female		Male	
	'O' levels %	No 'O' levels %	'O' levels %	No 'O' levels %
CSE 'O' level				(2)
RSA		1		
City & Guilds	63	41	74	7
Joint Industry Board			4	3
National Diplomas			7	1
TEC and BEC	4	4	3	1
Professional			1	
University			(3)	
Other technical business		1	(3)	(3)
Other qualification	11	22	4	6
None.	23	30	7	10
N=100%	57	73	658	577

TABLE 22. Whether apprenticeship improved long term job prospects by sex. Young first job apprentices.

	Female %	Male %
Long term job prospects improved a lot	67	66
Long term job prospects improved a little	19	19
Made no difference	14	13
Better off not doing apprenticeship	1	2
N=100%	129	1276