
*
* GIVING UP BEFORE TIME: *
* APPRENTICES WHO DO NOT COMPLETE THEIR APPRENTICESHIP *
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Main Customer: Manpower Services Commission

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FEBRUARY 1984

SUMMARY

Nearly a thousand members of the cohort, about a third of those who started an apprenticeship, gave up before it was completed. A higher proportion of women than men gave up their apprenticeship. Most gave up their apprenticeship of their own accord. Relatively few of either sex stopped their apprenticeship because of redundancy or plant closure. Most left the job in which they were doing their apprenticeship at the same time as they abandoned their apprenticeship. The majority of those who gave up their apprenticeship did not start another, but most of those who did start another, did so straight away.

Trade of apprenticeship did not seem to make very much difference to the propensity to give up an apprenticeship. Those who had an abortive apprenticeship were less likely to have signed articles of apprenticeship than those who completed an apprenticeship without interruption. However, those who subsequently completed an apprenticeship after an abortive start were more likely than those who abandoned their apprenticeship to have had a formal apprenticeship. Those who had an abortive apprenticeship were more likely to be employed in small firms. However, those who gave up an apprenticeship did not appear to be earning less than their contemporaries who completed an apprenticeship. They were less likely to have obtained 'O' levels before starting the apprenticeship, but were more likely to have taken the first job offered, after leaving school.

Apprentices living in the North were the most likely to have subsequently completed their apprenticeship after an unsuccessful start. Those who did eventually complete an apprenticeship tended to stay in the same trades, but they were less likely than those who had completed an apprenticeship without interruption, to have had off-the-job training or to have gained a qualification. However, they had similar views about the usefulness of the apprenticeship to their long term prospects.

INTRODUCTION

1. This paper, the second in a series about apprenticeship, examines the characteristics of those who gave up an apprenticeship before it was completed; it considers the reasons for leaving the apprenticeship and the characteristics of the job in which the apprenticeship was undertaken. Where appropriate, they are compared with the members of the cohort who completed an apprenticeship without any interruption. This latter group were the subject of working paper no. 15.

2. A total of 2660 members of the cohort, 22 per cent of the ever employed had started an apprenticeship at some time. Of these 908 (a third) gave up the apprenticeship, before it was completed. The great majority (79 per cent) of those who gave up the apprenticeship abandoned this form of training whereas the remainder did subsequently complete an apprenticeship. Two thirds of those who started an apprenticeship completed it without any interruptions. This is shown schematically in Figure 1. Figure 1 also shows that 45 per cent of women who started an apprenticeship gave it up compared with 32 per cent of men. Once the apprenticeship had been given up a greater proportion of women abandoned apprenticeship training completely - 83 per cent compared to 77 per cent of men.

3. Table 1 shows that 72 per cent of women started their uncompleted apprenticeship within 12 months of the end of the school year in which they were 16 and 87 per cent of men did so. Nineteen per cent of women and five per cent of men started their abortive apprenticeship when they were over 18. Sixty-eight per cent of women and 80 per cent of men started their uncompleted apprenticeship when they were in their first job, see Table 2.

4. The group considered in this paper were those who started their abortive apprenticeship in their first job when they were under 18. Reasons for taking this approach are described in more detail in working paper number 15. However, they are, briefly, as follows. Firstly, this group is the most likely to have been recruited as a 'proper' apprentice. Secondly, there is substantial information in NCDS 4 about the characteristics of the job for first and current (or last) job only. It is unlikely that an uncompleted apprenticeship

was embarked upon in the current (or last) job and therefore, only those doing their abortive apprenticeship in the first job have been considered. Only those under 18 are included in order to omit those taking a professional apprenticeship. Table 3 shows that three-quarters of those who had an abortive apprenticeship started it in their first job when they were under 18.

5. The purpose of this paper, is to see whether there were any differences between those who completely abandoned their apprenticeship and those, who after an abortive attempt, subsequently completed an apprenticeship. First of all, the circumstances in which the apprenticeship came to an end will be examined; the characteristics of the abortive apprenticeship and the firm in which it was undertaken will then be considered. Throughout this section, the characteristics of abortive apprenticeships will be compared with those who completed an apprenticeship without interruption, in order to see what factors are influential in a young apprentice's decision not to continue his/her apprenticeship training. The number of women who completed an apprenticeship after an abortive start is too small, only 17, to make meaningful comparisons.

HOW THE APPRENTICESHIP CAME TO AN END

Reasons for ending apprenticeship

6. Table 4 shows that a quarter of abortive apprenticeships came to an end because they were stopped by the employer. A lower proportion of women had their apprenticeship terminated in this way. There was no difference for men in the reason why the apprenticeship came to an end between those who abandoned and those who subsequently completed an apprenticeship.
7. Table 5 shows the circumstances in which employers terminated the apprenticeship. Of those who had their apprenticeship terminated by the employer, 40 per cent of those who abandoned the apprenticeship reported that they were sacked. Forty-two per cent were made redundant or their firm closed. In contrast, only eight per cent of those who eventually completed an apprenticeship were sacked.

Eighty-four per cent were victims of redundancy or plant closure.

8. To summarise, of all those who had an abortive apprenticeship, only 12 per cent of those who abandoned the apprenticeship left it as a result of redundancy or plant closure. A higher proportion (25 per cent) of those who subsequently completed an apprenticeship left their original apprenticeship because of redundancy or firm closure.

Duration of uncompleted apprenticeship

9. Table 6 shows that, for women, over two-thirds of the abandoned apprenticeships lasted less than a year. For men, over half of abortive apprenticeships lasted less than a year. This was the case whether the apprenticeship was abandoned or subsequently completed. One reason why a higher proportion of women gave up their apprenticeship within a year may be because women tend to embark on shorter apprenticeships. Working paper number 15 showed that 80 per cent of women interrupted completed apprenticeships lasted less than three years compared with 30 per cent of those completed by men. The great majority left the job in which they did their abortive apprenticeship at the same time as their apprenticeship finished (see Table 7). None of the women remained in the same job more than 12 months after the apprenticeship finished, whereas six per cent of the men who abandoned their apprenticeship and four per cent of the men who subsequently completed one did so.

Subsequent training

10. Throughout this paper those who had an abortive apprenticeship have been divided into two sub-groups, those who abandoned and those who subsequently completed an apprenticeship. However, when the abortive apprenticeship came to an end, some apprentices did transfer their apprenticeship to another trade or employer before finally abandoning it. Others who abandoned their original apprenticeship later took up and completed another one. Table 8 shows the different courses of action which could be taken at

the end of the apprenticeship. Most (79 per cent of women and 70 per cent of men) gave up their apprenticeship and did not attempt to start another one. A higher proportion of those who subsequently completed an apprenticeship transferred their apprenticeship to another employer rather than to another trade. Thirteen per cent of both men and women transferred to another employer and whereas two per cent of men transferred to another trade, no women did so. Five per cent of women and ten per cent of men abandoned the apprenticeship when it came to an end, but later did complete another.

11. Table 9 shows the length of time between the end of the abortive apprenticeship and the start of the completed one. Two thirds of the men who eventually completed an apprenticeship started it within a month of leaving the abortive apprenticeship. The short time period is probably due to the fact that the majority of men who subsequently completed an apprenticeship transferred their apprenticeship.

Further training

12. In comparison with men who had completed their apprenticeships, those who had abandoned it were rather more likely to go on other training courses; 15 per cent compared with 27 per cent respectively (see table 10). One reason for the higher proportion among those who abandoned their apprenticeship is that they had a comparatively longer period in which to go on a training course, as it would not be very usual to take an additional training course while doing an apprenticeship. Some of those who abandoned their apprenticeship may have taken up other training because opportunities to continue the apprenticeship were not available to them. An examination of the type of training undertaken by those who abandoned the apprenticeship will be contained in a future paper.

CHARACTERISTICS OF ABORTIVE APPRENTICESHIPS

13. A number of factors might be expected to affect whether an apprentice gave up his or her apprenticeship or whether the apprentice decided to continue elsewhere with this type of training. It has already been shown that most apprentices gave up their apprenticeships of their own accord. Ryrie and Weir (1978) suggested that changing or abandoning an apprenticeship was associated with certain trades, industries, the size of firm, and the extent to which the apprenticeship agreement was seen to be binding. Other factors which could be associated with the completion of apprenticeship are pay, method of entry into apprenticeship and region. Previous school qualifications could also have an effect. These are discussed in turn, and comparisons are made between those who abandon and those who subsequently complete their apprenticeship together with those who complete their apprenticeship without interruption.
14. One major influence on whether an apprenticeship is completed may be the provision made for both on and off-the-job training. Unfortunately, respondents were not asked about the training provided during the abortive apprenticeship.

Trades of apprenticeship

15. Trade can affect whether the apprenticeship is given up in a number of different ways. For example, some trades are concentrated in small firms where there are few opportunities for training. Some, such as the construction trades, may be particularly prone to peaks and troughs in demand. Others, for example motor trades, may not turn out to be quite as attractive as had been anticipated. Others may have been entered as a result of parental pressure to 'get a good trade' such as engineering. The perceived usefulness of having a particular trade may affect whether an apprentice decides subsequently to complete the apprenticeship.

16. Table 11 shows the trade of apprenticeship aggregated into CODOT major groups. The distribution of trades is broadly similar for those who had abortive apprenticeships and also completed an apprenticeship without interruptions. The main exception, for men, is in the metal and electrical trades which make up a higher proportion (64 per cent) of those who eventually complete an apprenticeship, than those who abandon one (53 per cent). Construction and mining account for a rather higher proportion of abandoned apprenticeships than completed ones.
17. Table 12 shows a more detailed breakdown of the trade of apprenticeship and again there is a striking similarity in trades between those who completed an apprenticeship without interruption and those who had an abortive apprenticeship. For men, the most common trades which were: motor mechanics, production, fitters, carpenters, electricians, bricklayers and sheet metal workers together form 46 per cent of all abandoned apprenticeships and a rather higher proportion (53 per cent) of all completed apprenticeships.
18. It will be recalled that overall around a third of men who started an apprenticeship, subsequently gave it up. Among the most common trades, about a quarter of electricians and carpenters abandoned their apprenticeship, 35 per cent of production fitters, sheet metal workers and motor mechanics did so, whereas the proportion of bricklayers was 48 per cent. Overall about a quarter of those who abandoned their apprenticeship subsequently completed one. For all the main trades except production fitters and sheet metal workers, the proportion subsequently completing an apprenticeship was higher than the overall figure. The proportion for carpenters, electricians and motor mechanics was 34 per cent and over a half (56 per cent) for bricklayers.
19. Thus even though motor mechanics and bricklayers did show a greater propensity than apprentices generally to give up their apprenticeship, they were also more likely to subsequently complete them. Similarly, those in the construction related trades, carpenters and electricians, though less likely to abandon their apprenticeship in the first

place were more likely to subsequently complete it if they did do so. Those in the rather 'safer' trades (in 1974) in the engineering industry showed a lower propensity to complete an apprenticeship once it had been given up.

20. Four-fifths of the women who abandoned their apprenticeship were hairdressers. This is a similar proportion to those who completed an apprenticeship without interruption.

Formal apprenticeships

21. Table 13 shows the proportion signing articles of apprenticeship. Due to the ordering of the question on the questionnaire about signing articles, it is not possible to distinguish (if there was more than one apprenticeship) to which apprenticeship the question referred. However, the table does show that women who abandoned their apprenticeship were less likely to have entered a formal apprenticeship. Only just under two-fifths did so. About half of the men who abandoned their apprenticeship signed a formal agreement. The proportion of those with abortive apprenticeships entering formal arrangements is much lower than for those with an uninterrupted apprenticeship, the proportions in the latter case being 83 per cent for women and 75 per cent for men.

Characteristics of firms

22. Around 90 per cent of those who had an abortive apprenticeship were employed in private companies. The proportion in private companies for women with an uninterrupted apprenticeship was very similar but for men a rather lower proportion (78 per cent) was employed in the private sector (see table 14).
23. It could be suggested that those who started their apprenticeship in small firms would be more likely to give them up for a number of reasons. Small firms may not be able to provide so many opportunities for on-the-job training, they might also not be willing to release the young person for off-the-job training. Smaller establishments may be more prone to personality clashes between employees.

24. Table 15 shows the size of firm in which those who had an abortive apprenticeship trained. Almost a third of men were employed in small (under 25 employees) one branch firms, compared with only 15 per cent of those who had an uninterrupted apprenticeship. Similarly, men with an abortive apprenticeship were much less likely to have been employed in large (over 500 employees) firms than those with uninterrupted apprenticeship. For men the size of the firm is very similar whether the apprenticeship was subsequently abandoned or completed.
25. Table 16 shows industries classified using 1980 SIC in which those with abortive apprenticeships did their training. Amongst the men, compared with those who completed an apprenticeship without interruption, the metal goods industry is under-represented amongst abortive apprenticeships (25 per cent of abortive apprenticeships compared with 32 per cent of uninterrupted apprenticeships). The distribution industry accounts for a higher proportion of abortive apprenticeships (23 per cent) than interrupted ones (13 per cent). Again, there appears to be very little difference between those who abandoned and those who completed an apprenticeship.

Pay in first job

26. It is reasonable to assume that individuals might have given up their apprenticeship because of poor pay while they were training. Respondents were asked how much they were paid when they started work in their first job. They were also asked to say whether the pay stated was take-home pay or pay before deductions and whether they were recalling the exact amount or an estimate. The distributions and means are presented separately for gross and net pay, but exact and estimated amounts have been combined.
27. It should be remembered that the pay discussed in the next few paragraphs is that which was received at the start of the first job. There is no information within NCDS about any progression of earnings during the apprenticeship, so it is not possible to

give a figure for earnings when the apprentice actually left the job in which he/she was doing the apprenticeship. However, since over two-thirds of the women and half the men who gave up their apprenticeship did so within a year of starting it, the figures quoted are probably reasonably close to those being earned when the apprenticeship ended.

28. Table 17 shows that about two-thirds of women who abandoned their apprenticeships and who had an uninterrupted apprenticeship took home less than £10 per week. Ninety-one per cent of women who had an uninterrupted apprenticeship earned less than £15 per week compared with 82 per cent of those who abandoned their apprenticeship. The numbers are too small to make any comment about women who quoted their gross pay.
29. A greater proportion of men who had had an uninterrupted apprenticeship also had lower net earnings than those who had abandoned their apprenticeship. Sixty-two per cent of the former earned less than £15 per week compared with 56 per cent of the latter. This pattern was repeated when figures for gross pay were quoted. Forty-two per cent of those with abandoned apprenticeships earned less than £15 per week, compared with 47 per cent of those with uninterrupted apprenticeships (see Table 17).
30. Table 18 shows that the average pay of those who abandoned their apprenticeship was higher than that of those who had an uninterrupted apprenticeship. This was the case for both men and women. Women who abandoned their apprenticeship earned on average 10 per cent more per week than those who had an uninterrupted apprenticeship. Average net pay was £9.10 per week in uninterrupted apprenticeships and £10 per week in abandoned apprenticeships.

31. Those men who had abandoned their apprenticeship earned an average six per cent more than those who had an uninterrupted apprenticeship. This applied when both gross and net earnings were quoted. Gross earnings at the beginning of the uninterrupted apprenticeship were £17.6 and at the beginning of the abandoned apprenticeship £18.7. Net earnings were £14.7 and £15.6 respectively. Men who had the lowest mean gross weekly earnings at the start of their apprenticeship were those who gave up that apprenticeship but subsequently completed another one.
32. It does not seem from this evidence that those who abandoned their apprenticeship were earning notably less than those who did not give up their apprenticeship. However, it is hard to draw firm conclusions based on data which could be quite inaccurate as it relies on respondents recalling specific amounts earned seven years previously.
33. There are other factors connected with earnings which could influence whether an apprenticeship was abandoned. It is possible for example, that changed circumstances such as leaving home or parenthood may have resulted in apprentices leaving their training for a better paid job. Further work may draw light on this. Another pay related reason for leaving could be that apprentices considered that the earning potential of a craftsman was not sufficient for them to continue with training. However, NCDS does not contain the data needed to comment on this.

Previous qualifications

34. It could be suggested that previous qualifications would have an effect on whether an apprenticeship was given up. It may be for example, that the less well qualified were not able to cope with the demands of the training and chose to abandon their apprenticeship altogether. Those with better qualifications who were dissatisfied may have been more able to transfer their apprenticeship because employers were more willing to take them on. As explained in more detail in working paper number 15, at

present the only data available on school qualifications, which are relevant to apprenticeship, are the number of 'O' level passes.

35. It seems to be the case that the less well qualified were more likely to abandon their apprenticeship and that the better qualified were more likely to have completed an apprenticeship after an abortive start. Table 19 shows that only 29 per cent of all those who abandoned had 'O' levels before starting their apprenticeship. There were no differences between women and men. On the other hand, just under half of the men who completed their apprenticeship had 'O' levels. This figure is very similar to that for men (53 per cent) who had an uninterrupted apprenticeship. Once examination data are available the relationship between school qualifications and abortive apprenticeships can be explored in more depth.

Entry into apprenticeship

36. It is possible that methods of recruitment might affect whether an apprenticeship was stopped before it was due to end. For example, it might be that employers who use more formal methods of recruitment also have more formal arrangements for apprenticeships which can, in turn, lead to greater satisfaction both on the part of the employer and the apprentice. However, it is clear from Table 20 that methods of recruitment into apprenticeships which were abandoned or subsequently completed on the whole were very similar, both to each other, and to the methods of entry into uninterrupted apprenticeships. One notable difference is that relatives or friends had tried to get the job for almost a quarter of men who abandoned the apprenticeship compared with only 16 per cent of men who had an interrupted apprenticeship. Women who had an uninterrupted apprenticeship were however, more likely (21 per cent) to have been got the job by a relative than those who abandoned their apprenticeship (16 per cent).

37. Table 21 shows that those who abandoned their apprenticeship were rather more likely (73 per cent) to have taken the first job offered than those who completed an abortive or uninterrupted apprenticeship (65 per cent). The difference is, however, less marked for women; 90 per cent of those who abandoned their apprenticeship took the first job they were offered compared with 86 per cent of those who had an uninterrupted apprenticeship.

Region

38. Geographical areas have different industrial structures, unemployment rates and opportunities for training and all these factors can have an effect on apprenticeship training. In some areas there is a strong emphasis on getting a trade (perhaps as a protection from unemployment) and in others there are more opportunities for apprenticeship training. Table 22 shows the region in which those with an abortive apprenticeship did their training. Again there is a good deal of similarity between those who abandoned their apprenticeship and those who completed one. The main exception is the North, which accounts for only five per cent of abandoned apprenticeships and 13 per cent of completed ones. Indeed, in the North, just over half of those with an abortive apprenticeship abandoned it completely compared with an overall figure of 75 per cent.

CHARACTERISTICS OF COMPLETED APPRENTICESHIP

39. Table 23 shows that when an abortive apprenticeship was completed, most individuals stayed within the same group of trades. Note that the table presents raw numbers. Men who completed their apprenticeship in making and repairing (metal and electrical) had done their abortive apprenticeship in a number of unrelated trades.

40. Although there are no data about the training provision during the abortive apprenticeship, there is information about the type of training undertaken if the apprenticeship was subsequently completed. Table 24 shows that 14 per cent of men who subsequently completed an abortive apprenticeship received no off-the-job training compared with only six per cent who completed an uninterrupted apprenticeship. Fewer of those who completed an abortive apprenticeship only did block release during off-the-job training.
41. Related to the provision of off-the-job training, Table 25 shows that those who completed an abortive apprenticeship were less likely to have obtained any qualifications during their apprenticeship - 85 per cent compared with 92 per cent of those with an uninterrupted apprenticeship. They were also less likely to have obtained a City and Guilds qualification - 72 per cent compared with 82 per cent of those with an uninterrupted apprenticeship.
42. Table 26 shows that having completed an apprenticeship after an abortive start did not make any difference to its perceived usefulness.

FURTHER WORK

Uncompleted apprenticeships and career success

43. Those who started an apprenticeship but did not complete it will feature again in analyses of the effect of training on career success at 23. These analyses will consider a number of different forms of training and will look at career success in terms such as current employment status, incidence and duration of unemployment, income and job satisfaction.

Staying in a trade

44. Further analyses are planned to identify those who are still working in their apprenticeship trade at 23 and those who are not. The two groups will be compared in terms of the characteristics of current jobs and labour market experience.

Entry into jobs which provide training

45. When data from the 16-year-old follow up are available analyses will be carried out to examine the characteristics of those who started apprenticeship training, whether or not it was completed. This examination will be in the context of an exploration of the characteristics of those who take up jobs with a range of training opportunities such as no training or induction training only, as well as apprenticeship and other formalised training. The characteristics under consideration will include careers plans and aspirations at age 16, careers guidance, parents' occupation and aspirations, race and school qualifications.

REFERENCES

RYRIE, A.C., & WEIR, A.D., Getting a trade: "A Study of Apprentices' Experience of Apprenticeship". Hodder and Stoughton, 1978.

APPENDIX : DERIVED VARIABLES

<u>Description</u>	<u>Name</u>
1. Whether abortive apprenticeship was transferred or abandoned when it finished. Source: N4427, N4438, N4439	UCAPP
2. Whether abortive apprenticeship was undertaken in first job Source: R4145, R4150, R4428	FJUCAPP
3. Age when respondent started abortive apprenticeship Source: R4428	YNGUCAPP
4. Trade of abortive apprenticeship aggregated into CODOT major groups Source: N6268	UCAGTRAD
5. Duration of abortive apprenticeship Source: R4428, R4432	UCAPDUR
6. How long respondent in job after ending abortive apprenticeship Source: R4150, R4432	APPJOB
7. Time between ending abortive apprenticeship and beginning subsequent apprenticeship Source: R4432, R4440	LTBAP
8. 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, N4523, N4448.	N4655

LIST OF FIGURES.

Figure

- 1 Routes through apprenticeship - All apprentices.

LIST OF CROSSTABULATIONS.

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.

All abortive apprenticeships.

Table.

- 1 Date started abortive apprenticeship, by sex.
- 2 Whether started abortive apprenticeship in first job, by sex.
- 3 Age of entry into abortive apprenticeship by whether

Abortive apprenticeship started in first job when apprentice was under 18.

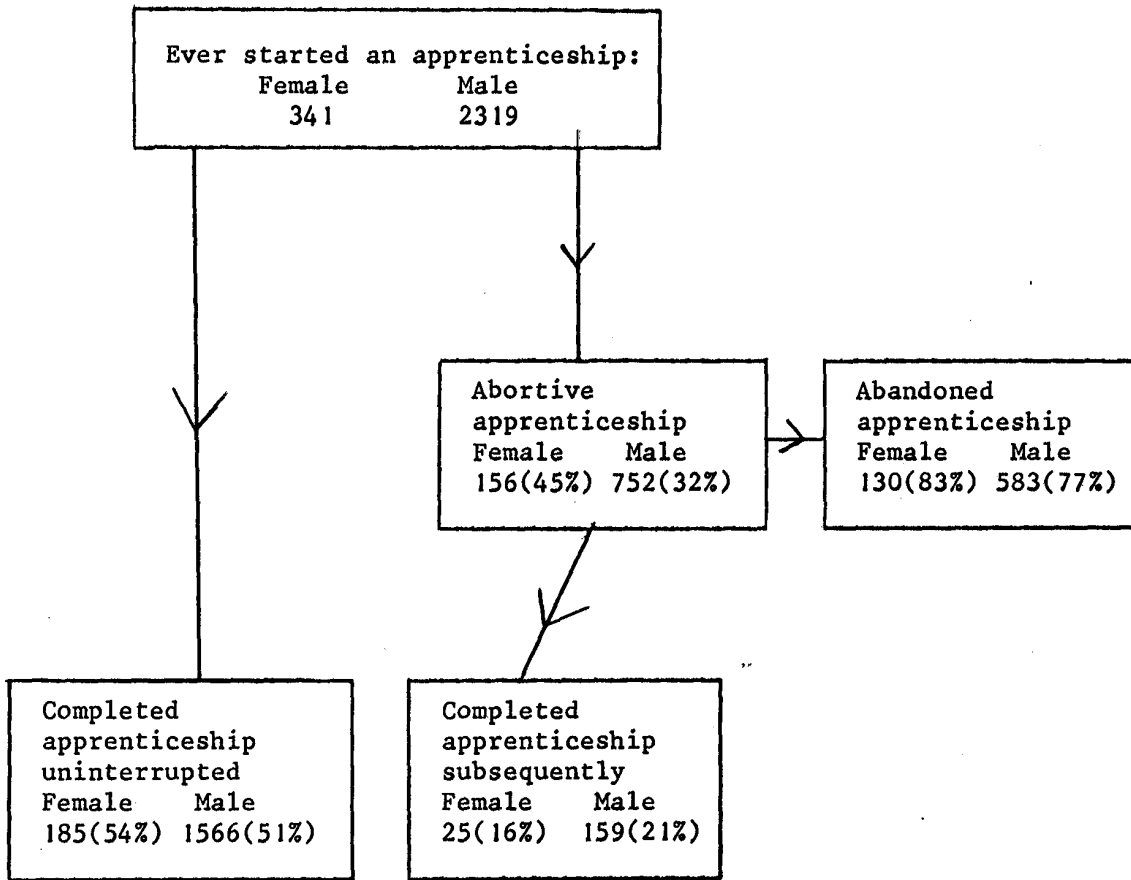
Table.

- 4 Reason for leaving abortive apprenticeship by whether apprenticeship was subsequently abandoned or completed, by sex.
- 5 Reason employer terminated abortive apprenticeship by whether apprenticeship was subsequently abandoned or completed, by sex.
- 6 Duration of abortive apprenticeship by whether apprenticeship was subsequently abandoned or completed, by sex.
- 7 Interval between stopping abortive apprenticeship and leaving first job by whether apprenticeship was subsequently abandoned or completed, by sex.
- 8 What happened at the end of abortive apprenticeship, by sex.
- 9 Interval between stopping abortive apprenticeship and starting apprenticeship which was subsequently completed, by sex.
- 10 Whether further training by whether abortive apprenticeship was abandoned or completed, by sex.

Table

- 11 Aggregated trade of abortive apprenticeship compared with uninterrupted apprenticeship, by sex (1972 CODOT).
- 12 Trade of abortive apprenticeship compared with uninterrupted apprenticeship, by sex. (1972 CODOT).
- 13 Proportion signing articles: abortive apprenticeship compared with uninterrupted apprenticeship, by sex.
- 14 Type of employer: abortive apprenticeship compared with uninterrupted apprenticeship, by sex.
- 15 Size of firm of abortive apprenticeship compared with uninterrupted apprenticeship, by sex.
- 16 Industry of abortive apprenticeship compared with uninterrupted apprenticeship, by sex.
- 17a Pay in first job: abortive apprenticeship compared with uninterrupted apprenticeship. Females.
- 17b Pay in first job: abortive apprenticeship compared with uninterrupted apprenticeship. Males.
- 18 Mean pay in first job: abortive apprenticeship compared with uninterrupted apprenticeship, by sex.
- 19 Whether had 'O' levels before starting apprenticeship: abortive apprenticeship compared with uninterrupted apprenticeship, by sex.
- 20 How obtained first job: abortive apprenticeship compared with uninterrupted apprenticeship, by sex.
- 21 Whether took first job offered: abortive apprenticeship compared with uninterrupted apprenticeship, by sex.
- 22 Region abortive apprenticeship compared with uninterrupted apprenticeship, by sex.
- 23 Movement between trades: abortive and uninterrupted apprenticeships, by sex.
- 24 Type of off-the-job training completed apprenticeship compared with uninterrupted apprenticeship, by sex.
- 25 Type of qualification completed apprenticeship compared with uninterrupted apprenticeship, by sex.
- 26 Whether apprenticeship improved long term job prospects completed apprenticeship compared with uninterrupted apprenticeship.

Figure 1. Routes through apprenticeship - All apprentices



Note: Proportions in brackets refer to proportion of the preceding total.

TABLE 1. Date started abortive apprenticeship by sex
(All uncompleted apprenticeships)

	<u>Female</u> <u>%</u>	<u>Male</u> <u>%</u>
March 1973 - June 1974 (before legal leaving date)	17	13
July 1974 - July 1975 (16-17 years)	55	73
Aug. 1975 - July 1976 (17-18 years)	15	8
Aug. 1976 - July 1977 (18-19 years)	5	3
After August 1977 (over 19 years)	8	2
<hr/>		
N = 100%	153	744
<hr/>		
Missing information	4	8

TABLE 2. Whether started abortive apprenticeship in first job
by sex (All uncompleted apprenticeships).

	<u>Female</u> <u>%</u>	<u>Male</u> <u>%</u>
First job	68	80
Not first job	31	19
<hr/>		
N = 100%	151	714
<hr/>		
Missing information	4	38

TABLE 3. Age of entry into abortive apprenticeship by whether apprenticeship was in first job, by sex
(All uncompleted apprenticeships)

	<u>Female</u> <u>%</u>	<u>Male</u> <u>%</u>	<u>Total</u> <u>%</u>
Uncompleted apprenticeship in first job:			
Under 18	64	79	76
Over 18	5	2	3
Uncompleted apprenticeship not in first job:			
Under 18	23	16	17
Over 18	8	3	4
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N = 100%	150	709	859
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Missing information	6	43	49

TABLE 4. Reason for leaving abortive apprenticeship by whether apprenticeship was subsequently abandoned or completed by sex

	<u>Female</u>		<u>Male</u>		TOTAL
	Abandoned %	Completed %	Abandoned %	Completed %	
Employer stopped	16	(3)	27	28	25
Other reasons	83	(14)	72	72	75
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N = 100%	77	17	414	134	642

TABLE 5. Reason employer terminated abortive apprenticeship by whether apprenticeship was subsequently abandoned or completed, by sex

	Female		Male	
	Abandoned %	Completed %	Abandoned %	Completed %
Made redundant	(2)	(1)	27	46
Firm closed	(3) } (5)	(1) } (2)	15 } 42	38 } 84
Sacked	(3)	(1)	40	8
Other	(7)		15	8
N = 100%	15	3	118	39

TABLE 6. Duration of abortive apprenticeship by whether apprenticeship was subsequently abandoned or completed, by sex

	Female		Male	
	Abandoned %	Completed %	Abandoned %	Completed %
Under 3 months	18	(1)	14	14
3-6 months	14	(3)	18	14
7-12 months	37	(4)	24	25
13-18 months	12	(2)	10	12
19-24 months	8	(2)	15	15
Over 2-3 years	12	(4)	14	12
Over 3-4 years		(1)	4	6
Over 4 years			1	2
N = 100%	78	17	411	33

TABLE 7. Interval between stopping abortive apprenticeship and leaving first job by whether apprenticeship was subsequently abandoned or completed, by sex

	Female		Male	
	Abandoned %	Completed %	Abandoned %	Completed %
Before	1	(1)	1	
At the same time	94	(16)	89	95
2-3 months after	1		2	
4-6 months after	1		2	
7-12 months after	1		1	1
More than a year after			6	4
N = 100%	79	17	417	135

TABLE 8. What happened at the end of abortive apprenticeship, by sex

	Female %	Male %
Apprenticeship abandoned straight away	79	70
Apprenticeship transferred: another trade)then another employer)abandoned	1 2	3 2
Apprenticeship transferred: another trade)Then another employer)completed	3	2 13
Apprenticeship abandoned subsequent apprenticeship completed	5	10
N = 100%	96	555

TABLE 9. Interval between stopping abortive apprenticeship and starting apprenticeship which was subsequently completed, by sex.

	<u>Female</u> <u>%</u>	<u>Male</u> <u>%</u>
Within 1 month	(10)	67
2-3 months later	(2)	12
4-6 months later	(0)	3
7-12 months later	(3)	9
13-18 months later		2
19-24 months later		5
Over 2 years later	(1)	2
<hr/>		
N = 100%	16	134

TABLE 10. Whether further training by whether abortive apprenticeship was abandoned or completed, by sex

	Female		Male	
	Abandoned %	Completed %	Abandoned %	Completed %
Further training	10	(1)	27	15
<hr/>				
N = 100%	79	17	420	135

TABLE 11. Aggregated trade of abortive apprenticeship compared with uninterrupted apprenticeship by sex. 1972 CODOT

	Female			Male		Uninter- rupted apprentice- ship. %
	Aban- doned. %	Comp- leted. %	Uninter- rupted- apprentice- ship %	Aban- doned. %	Comp- leted. %	
Professional and managerial.				(2)	2	(2)
Education, health & welfare	6	(1)	2	1		(2)
Literary arts			1	1	2	1
Professional science		(1)	2	3	1	2
Clerical & Sales	6			2	2	1
Security & personal services.	79	(14)	89	5	6	2
Farming.				2	1	1
Material processing (not metal)	3			4	1	1
Making & repairing (not metal & electrical)	3		4	12	15	15
Making & repairing (metal & electrical)	1		2	53	64	68
Painting & assembling	1			6	4	4
Construction & mining			1	9	5	6
Transport				3		(7)
N=100%	77	16	129	416	133	1276

TABLE 12. Trade of abortive apprenticeship compared with uninterrupted apprenticeship, by sex, 1972 CODOT.

	Female.		Male.	
	Abandoned. %	Completed. %	Abandoned. (%)	Completed. %
		Uninterrupted Apprenticeship. %	Uninterrupted Apprenticeship. (%)	Uninterrupted Apprenticeship. (%)
01. Accountancy				
02. Other profession			(1)	(1)
03. Nursing				
04. Dentistry			(2)	(2)
07. Art and design			(1)	(1)
09. Sports		(1)	1	(6)
10. Draughtsmen			1	1
11. Other science & engineering.			1	
12. Clerical and sales.	4	2	(1)	1
13. Selling & distribution			1	(5)
14. Cooks and bakers.		6	4	1
15. Hairdressing	81	(14)	1	(5)
17. Farming.			1	1
18. Horticulture/Gardening.				
21. Other agricultural.			(2)	(3)
22. Textiles & Fabric	3		1	(2)
23. Butchery			2	1
24. Other food etc.			(1)	
25. Other material processing			(1)	
26. Compositing and typesetting.			(2)	2
27. Other printing			2	1
28. Bookbinding & papermaking	1	2	(1)	(2)
29. Tailoring, Dressmaking, Leatherwork	1	1	(2)	(1)
30. Carpenters		1	6	10
31. Cabinet makers & woodfitting			1	(1)

Table 12 (Contd)

	Female.		Uninterrupted Apprenticeship.		Male.		Uninterrupted Apprenticeship.	
	Abandoned. %	Completed. %	Abandoned. %	Completed. %	Abandoned. %	Completed. %	Abandoned. %	Completed. %
32. Other woodworking.			2	1	2	1	(2)	1
33. Other making & repairing			(2)	2	(2)	2	(4)	2
34. General Engineering	1		2	3	2	3	2	2
35. General Mechanical Engineering			2	1	2	1	4	4
36. Mechanical Eng. Technician.			1	1	1	1	2	2
37. Maintenance Engineer			(2)	1	(2)	1	1	1
38. Machining			3	1	3	1	2	2
39. Toolmakers			2		2		3	3
40. Precision Instrument making.			(1)		(1)		1	1
41. Production fitters.			11	7	11	7	8	8
42. Aircraft installation/fitting			1		1		1	1
43. Marine installation/fitting			(2)		(2)		1	1
44. Motor Mechanic			13	19	13	19	11	11
45. Electrical fitters.			2	4	2	4	4	4
46. Electrical Technician.			1	1	1	1	2	2
47. Electrician.			6	10	6	10	9	9
48. Telephone/Telecomms Eng.		1	(2)		(2)		3	3
49. T.V. Engineer.			1	1	1	1	(11)	(11)
50. Plumb, Heating & Vent. Eng			2	3	2	3	6	6
51. Sheet Metal work/Plating			5	5	5	5	4	4
52. Steel erecting.			(1)		(1)		(1)	(1)
53. Welding			2	4	2	4	3	3
54. Other Engineering			1	1	1	1	(6)	(6)
55. Painting & Decorating			4	3	4	3	3	3
56. Other painting and assembling	1	1	1		1		(3)	(3)
57. Bricklaying			5	2	5	2	4	4
58. Plastering			1	1	1	1	1	1

Table 12 (Contd)

	Female.			Male.		
	Abandoned. %	Completed. %	Uninterrupted Apprenticeship. %	Abandoned. %	Completed. %	Uninterrupted Apprenticeship. %
59. Roofing.				1	1	(3)
60. Glazing.				(2)		(3)
61. Other construction.				(1)		(3)
62. Coal Mining.				(1)		(3)
64. Sea Transport.				(1)		(3)
67. Civil Engineering.				(1)		(1)
69. Other apprenticeships	3			1	1	(4)
70. Moulder				(1)		(7)
71. Spray Painter.				1	1	(4)
72. Scaffolder				(1)		(3)
80. Catering and Hotels.				(1)		(4)
81. Chartered Surveyor				(1)		
82. Agricultural Engineer.				(2)		(4)
84. Pharmacy Dispenser		(1)	1	(1)		
86. Jeweller.					1	(3)
87. Florist.	3		1			
89. Firefighter.					1	
91. Wiring winding.				(1)		(2)
N=100%	71	16	128	409	134	1276

TABLE 13. Proportion signing articles: abortive apprenticeship compared with uninterrupted apprenticeship, by sex.

Proportion signing articles.	Female		Male	
	Abandoned. %	Completed. %	Abandoned. %	Completed. %
Uninterrupted apprenticeship.	39	(12)	83	47
Uninterrupted apprenticeship.	75	61	128	384
N = 100%	70	17	129	1272

TABLE 14. Type of employer of abortive apprenticeship compared with uninterrupted apprenticeship, by sex.

	Uninterrupted apprenticeship.		Uninterrupted apprenticeship.	
	Abandoned. %	Completed. %	Abandoned. %	Completed. %
Private Company	87	(15)	89	91
Public	13	(6)	11	7
N = 100%	79	16	129	134
				1276

TABLE 15. Size of firm of uncompleted apprenticeship compared with uninterrupted apprenticeship, by sex.

	Under 25		25-99.	100-499.	500+	N=100%
	One branch %	Multi branch %				
<u>Female.</u>						
Abandoned	62	14	8	8	8	77
Completed	(4)	(2)				16
Uninterrupted apprenticeship	65	17	6	9	3	128
<u>Male.</u>						
Abandoned.	30	13	23	17	16	410
Completed	29	11	27	20	13	131
Uninterrupted apprenticeship	15	6	23	21	31	1267

TABLE 16. Industry of uncompleted apprenticeship compared with interrupted apprenticeships by sex. (1980 SIC)

	Female.			Male.		
	Abandoned.	Completed.	Uninter- rupted.	Abandoned.	Completed.	Uninter- rupted.
Agriculture				1	1	1
Energy			1	3		5
Metal manufacture			1	6	5	5
Metal goods	3		1	24	26	32
Other manufacturing	6		3	11	8	9
Construction	1		1	23	24	24
Distribution	8		6	21	26	13
Transport			1	3	2	6
Building			1	1	1	1
Other services	82	(17)	86	5	5	5
N = 100%	79	17	129	409	131	1260

TABLE 17. Pay in first job: abortive apprenticeship compared with uninterrupted apprenticeship

<u>Females</u>	<u>Under £10</u>	<u>£10-£14</u>	<u>£15-£19</u>	<u>£20-£29</u>	<u>£30+</u>	<u>N=100%</u>
<u>Net pay</u>						
Abandoned	68	14	5	11	2	57
Completed	(12)	(1)	(1)			14
Uninterrupted apprenticeship	66	25	7	2		101
<u>Gross pay</u>						
Abandoned	(7)	(3)	(2)			12
Completed						
Uninterrupted apprenticeship	(10)	(5)	(2)			17
 <u>Males</u>						
<u>Net pay</u>						
Abandoned	7	49	24	15	5	261
Completed	12	51	20	13	5	86
Uninterrupted apprenticeship	8	54	25	11	3	845
<u>Gross pay</u>						
Abandoned	4	38	26	18	14	127
Completed		34	39	14	7	29
Uninterrupted apprenticeship	4	43	25	18	9	333

TABLE 18. Mean pay in first job: abortive apprenticeship compared with uninterrupted apprenticeship, by sex

	Female		Interrupted apprenticeship		Male		Interrupted apprenticeship	
	Abandoned %	Completed N	Abandoned %	Completed N	Abandoned %	Completed N	Abandoned %	Completed N
Gross weekly pay	11.3	13	9.6	17	18.7	131	17.4	31
Net weekly pay	10	60	7.7	14	9.1	105	15.6	270
							15.3	12
							14.7	879

TABLE 19. Whether had 'O' levels before starting apprenticeship: abortive apprenticeship compared with uninterrupted apprenticeship, by sex

	Female			Male		
	Abandoned.	Completed.	Uninter- rupted.	Abandoned.	Completed.	Uninter- rupted.
	%	%	%	%	%	%
Had 'O' levels	29	(8)	44	29	48	53
Did not have 'O' levels	71	(9)	56	71	52	47
N=100%	76	17	128	414	126	1232

TABLE 20. How obtained first job; abortive apprenticeships compared with uninterrupted apprenticeship, by sex.

	Female			Male		
	Abandoned.	Completed.	Uninter- rupted.	Abandoned.	Completed.	Uninter- rupted.
	%	%	%	%	%	%
Approached employer	13	(5)	14	20	24	21
Job Centre	4			6	4	5
Careers office	13		12	16	17	20
College careers	1		(1)	4	2	3
Friend told of job	13	(2)	17	14	15	18
" spoke up for	16	(6)	21	23	19	16
Advert	19	(1)	13	10	7	9
Employer action	4	(1)	2	1	1	2
Worked there	11	(1)	14	1	2	(6)
Private agency	1			1		(3)
Other	5		5	5	7	5
N=100%	79	16	129	419	135	1271

TABLE 21. Whether took first job offered: abortive apprenticeship compared with uninterrupted apprenticeship by sex

	Female			Male		
	Abandoned	Completed	Uninterrupted	Abandoned	Completed	Uninterrupted
First job	90	(16)	86	73	65	64
N = 100%	79	(16)	128	418	135	1266

TABLE 22. Region : abortive apprenticeship compared with uninterrupted apprenticeship by sex

	Female			Male		
	Abandoned	Completed	Uninterrupted Apprenticeship	Abandoned	Completed	Uninterrupted Apprenticeship
Greater London	9	(1)	6	6	6	6
South East	19	(1)	21	14	13	15
South West	11	(2)	9	4	6	7
West Midlands	3	(1)	7	11	8	10
East Midlands	2		9	6	7	8
East Anglia			4	3	1	3
Yorks. and Humberside	9	(1)	4	13	14	14
North west	14	(1)	9	14	15	11
North	11		8	5	13	9
Scotland	17	(1)	13	17	16	14
Wales	6	(2)	1	7	3	5
N = 100%	64	10	102	262	88	746

TABLE 23.

Movement between trades - abortive and uninterrupted apprenticeships, by sex.

MALES.	Trade of uncompleted apprenticeship.												
	Prof. & Man.	Prof. & Educ. Man.	Educ. Lit. H. & W. arts.	Lit. Prof. Sci.	Clerical & Sales.	Security & Pers. servs.	Material process Farmg. not metal.	Making & repairing (not met & elec).	Making & rep. (metal & elec)	Paint & assembl.	Construct. & mining.	Transport.	
Trades of Uninterrupted apprenticeship.	1												
Prof. & Man.													
Educ. H. & W.													
Literary arts			1										
Prof. Science	2			6		1			1				
Cler. & Sales													
Secur. & pers. services.						5			1				
Farming													
Mat. Products (not metal)							1		1				
Making & rep. (not met. & elec)											16	4	
Making & rep. (met & elect)			1	1	2	2	1		3	78	1		
Paint & assembling.									1	1	4		
Cons. & Mining.									1	4		5	
Transport										1			
None	1	3	4	6	7	19	6	16	48	222	25	36	2

TABLE 23 (Continued).

FEMALES.	Trade of uncompleted apprenticeship.									
	Educ.	Liter.	Clerical	Security &	Mat.Proc.	Making &	Making &	Painting &		
	H.&W. arts.	arts.	& sales	Pers. Servs.	not metal.	repairing (not metal & elect)	repairing (met.&elect)	assembling		
Trades of Uninterrupted apprenticeship.										
Literary arts		1								
Clerical & sales			1							
Security & personal servs.	1			13						
None	5	0	4	61	2	2	1			1

TABLE 24. Type of off-the-job training completed apprenticeship compared with uninterrupted apprenticeship, by sex.

	Female.		Male.	
	Completed. %	Uninterrupted apprenticeship. %	Completed. %	Uninterrupted apprenticeship %
Day release	(7)	68	56	54
Block release	(1)	2	11	21
Day & block release	(1)	2	19	19
Neither	(8)	28	14	6
N=100%	17	129	135	1275

TABLE 25 Type of qualification completed apprenticeship compared with uninterrupted apprenticeship, by sex

	Female		Male.	
	Completed. %	Uninterrupted apprenticeship. %	Completed. %	Uninterrupted apprenticeship. %
GCE			2	(1)
RSA		1		
City & Guilds	(2)	50	72	84
Joint Industry Board			2	3
National Diploma		4	6	4
TEC and BEC			1	2
Professional	(2)		1	(5)
University				(3)
Other technical/ business	(1)	1	1	(6)
Other qualifications	(5)	17	2	5
None	(6)	27	15	8
N=100%	16	131	134	1278

TABLE 26. Whether apprenticeship improved long term job prospects
Completed apprenticeships compared with uninterrupted
apprenticeships.

	Female Completed %	Uninter- rupted	Male Completed. %	Uninter- rupted
Improved a lot	(11)	67	65	66
Improved a little	(5)	19	18	19
Made no difference		14	15	13
Better off not doing apprenticeship	(1)	1	3	2
N=100%	17	129	135	1276