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\* CURRENT LABOUR MARKET EXPERIENCE OF THE APPRENTICE-TRAINED \*  
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## SUMMARY.

At the time of interview about 3-4 years after they had completed their apprenticeships, a quarter of employed men and a third of employed women were not working in the trade in which they trained. Trades with the highest proportion working out of trade were non-metal manufacturing trades and construction and mining. Some of those leaving engineering trades were working as professional engineers or technicians, but a large proportion were working in less skilled jobs. Men who had done their apprenticeship in other services, in larger firms and in Greater London, showed the greatest propensity to leave their trade. Previous qualifications, formal apprenticeships and qualifications obtained during apprenticeship did not seem to affect whether an apprentice remained in trade.

Men working out of trade tended to be working in medium-sized firms, and they tended to be earning, on average, less than those who had remained working in trade. However, a greater proportion of men working out of trade considered that their job was very secure, but more of them also worked unsocial hours. There was little difference between men working in and out of trade in their overall satisfaction with their job. However, men working in trade were more satisfied with the interest of their job and the use made of their abilities.

A slightly higher proportion of those working out of trade were unemployed at the time of interview. Most of the unemployed men who had last worked in trade had been made redundant. More of those working out of trade had at some time experienced a spell of unemployment, and a greater percentage had experienced multiple spells. On average they had also spent more months unemployed but there was very little difference between those working in and out of trade in the average duration of the current unemployment spell or the longest spell of unemployment.

## INTRODUCTION.

1. This paper, the third and final one in a series about apprentices, considers what those who completed an apprenticeship were doing at the time of interview. The main focus is the extent to which they were working in the trade in which they trained. The paper considers the destination of those working out of trade and, where possible, the circumstances of leaving the trade. Some characteristics of the apprenticeship are examined in order to suggest associations with particular kinds of apprenticeship and propensity to leave the trade. The characteristics of the jobs in which the apprentice-trained were employed at the time of interview will be described and finally the unemployment experience of the apprentices will be considered.
2. The apprentices under discussion in this working paper are those who started the apprenticeship which they eventually completed, in their first job when they were under 18. As working paper No. 15 showed, this represents 75 per cent of those in the cohort who completed an apprenticeship. The paper will concentrate on the post-apprenticeship labour market experiences of male apprentices, since males form the great majority (80 per cent) of the apprentice-trained. Some information about female apprentices will be given at the end of the paper.
3. One of the recurrent labour market problems of the 1970's was the shortage of skilled labour, particularly in the engineering industry. Some of these difficulties occurred because of the inability of the industries to retain skilled workers. One group which has been identified as being at particular risk of leaving skilled work were those aged between 20 - 35, (NEDO 1980).
4. While previous studies have been able to identify the jobs entered by craftsmen leavers and also describe the reasons for leaving the trade, they have been limited in a number of ways.

They have not been able to make comparisons in any systematic way, in terms of pay, conditions and satisfaction between the job of those who remain working in trade and those who leave. Neither have they measured the rate of leaving at fixed points after the completion of the apprenticeship. NCDS has data which allow these issues to be examined and, because there is detailed information about the apprenticeship and the environment in which it was undertaken, the likelihood of leaving can be related to the characteristics of the apprenticeship.

5. One limitation of the data however, is that they do not provide a complete job history, so that it is not possible to check movement in and out of trade for all apprentices. Neither is it possible, except for a proportion of those working out of trade, to examine the reason for leaving the job in which they were last working in trade. Also, it should be borne in mind that by 1981, when the cohort were interviewed, rapidly rising unemployment was having a profound effect on the operation of the labour market.

#### DEFINITIONS.

6. The way in which 'working in trade' has been defined requires some explanation. The apprentice trades were aggregated to represent 13 CODOT major groups. Current, or where appropriate, last jobs (i.e. most recent jobs) which were coded using the OPCS Classification of Occupations 1980, were also aggregated into 18 KOS orders. The definition of working in trade was arrived at by combining similar trades and groups of occupations. Thus, if an individual completed his apprenticeship in major group 10 "making and repairing (metal and electrical)" and his most current job was in order 12 "processing, making and repairing and related (metal and electrical)" he would be considered to be working in trade.

7. One major adjustment was made in the case of those working in KOS order 3 "managerial". This group was broken down into the type of occupation in which the manager worked; so for example, hairdressers' managers were combined with CODOT major group 6 of the apprenticeship classification and considered to be hairdressers working in trade. Those who completed a trade apprenticeship and whose most recent job was in the Forces were considered separately, and were excluded from the analysis.
8. The definition of working in trade is thus rather broad in that if the apprenticeship was completed in an engineering trade and the individual was currently employed in an engineering trade then he was considered to be working in trade even though the specific occupation may be different from the trade in which he did his apprenticeship. However, those who did a craft/technician engineering apprenticeship at age 16 who were now working in higher level jobs, for example draughtsmen or technician engineers, were considered to be working out of trade.
9. Within NCDS, a job was defined as a period working with one employer, although it was recognised that the kind of work might have changed during that period. Therefore, it was possible for an individual to be working out of trade and yet only to have had one job. Indeed, a number of engineering/craft apprentices who had become draughtsmen and were therefore working out of trade had remained with the same employer since leaving school.
10. The term 'working in trade' refers to both the employed and those not currently working. In the case of the unemployed and the economically inactive, 'working in trade' refers to the most recent job the individual had before becoming unemployed or leaving the labour force.

CHARACTERISTICS OF THOSE WORKING IN AND OUT OF TRADE.

11. The proportion of men whose most current job had been in or out of trade is shown in Table 1. Around 3-4 years after completing their apprenticeship, a quarter were, or had been, working out of trade. As can be seen from Table 2, of those who were currently employed, 24 per cent were working out of trade, but among unemployed, the proportion whose last job had been out of trade was 29 per cent.
  
12. Table 3 shows the proportion of men in each group of apprenticeship trades who were currently employed and who were working out of trade. The lowest proportion working out of trade was among those in painting and assembling trades (15 per cent) and the highest percentage was amongst "making and repairing (not metal and electrical)" trades and "construction and mining" (26 per cent). In engineering trades, 22 per cent were working out of trade.
  
13. Table 4 shows the occupation groups of those working out of trade and who were currently employed. As only small numbers in each trade were working outside their trade, only two trades are shown: "making and repairing (not metal and electrical)" trades - printers, carpenters etc., and "making and repairing (metal and electrical)" - the engineering trades. The occupation which employed the greatest proportion (18 per cent) of former "making and repairing (not metal and electrical)" apprentices was construction and mining. Thirteen per cent were employed in both "making and repairing (metal and electrical)" and "painting and repetitive assembly" occupations. A third of engineering apprentices working out of trade were employed in professional/scientific occupations including draughtsmen and technician occupations. A further fifth were employed in transport and storing occupations.

14. Table 5a shows the skill level (as measured by OPCS 1980 Social Class) of the economically active men who did their apprenticeship in "making and repairing" trades and who were working out of trade. Almost 40 per cent of those working in "making and repairing (not metal and electrical)" were still employed in skilled work and a third were in semi-skilled employment. Only around a quarter were in higher level occupations. By contrast, more than half those who did their apprenticeship in "making and repairing (metal and electrical)" were employed in professional, intermediate or skilled non-manual occupations. Around a quarter were employed in semi or unskilled manual occupations, and a similar proportion remained in skilled work. Table 5b<sup>1</sup> shows in more detail occupations in which those who had used an apprenticeship as a stepping stone to higher level jobs were found. It also shows the variety of unrelated occupations in which the less skilled were working.

Circumstances of leaving the trade job.

15. As NCDS IV data do not include the reason for leaving each job, it is only possible to examine the reasons for leaving the trade if the individual had had two jobs and the current job was out of trade. Thus it is possible to find out reason for leaving the trade job for a third of the men working out of trade. Also, it is not possible to separate every reason for leaving the job, since the answers to this question were precoded. Table 6 shows that 78 per cent of men left their trade job of their own accord, 18 per cent had been made redundant. So, even though this finding is based on partial data, it points to the conclusion that redundancy is not a major reason for leaving a trade, at least for the currently employed.

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1. In the case of "making and repairing (not metal and electrical)", those occupations in which two or more were employed have been selected. Occupations where three or more were employed were selected for the "making and repairing (metal and electrical)" trades.

CHARACTERISTICS OF THE APPRENTICESHIP.

16. The next section examines some characteristics of the apprenticeship to see which, if any, are associated with the propensity to be employed out of trade around 3-4 years after completing the apprenticeship. All the Tables in this section relate to men who were working at the time of interview.

Industry in which apprenticeship was undertaken.

17. The proportions working out of trade varied quite widely according to the industry in which the apprenticeship was undertaken. As shown in Table 7, the highest proportion working out of trade were those who had done their apprenticeship in Other Services i.e. public and personal services - (39 per cent). The lowest proportion working out of trade were those who had trained in the Energy and Water (15 per cent), Transport (16 per cent) and Construction (19 per cent) industries.

Size of firm in which apprenticeship was undertaken.

18. Around 15 per cent of male apprentices undertook their apprenticeship in small (under 25) one branch firms. Nearly a third undertook them in larger (over 500) firms. (See Working Paper 15). Table 8 shows that a smaller proportion of those who did their apprenticeship in small firms were working out of trade at the time of interview. Nineteen per cent of those working in small (under 25) firms, both single unit and branch firms, were working out of trade, compared with about 26 per cent of those working in medium (25 - 499 employees) and large (over 500 employees) firms.

Qualifications held prior to entering apprenticeship.

19. Working Paper 15 showed that 53 per cent of men had 'O' levels before entering the apprenticeship<sup>1</sup>. Table 9 shows that the proportion of those working out of trade was slightly higher for those who had obtained 'O' levels before starting their apprenticeship - 26 per cent compared with 23 per cent who had no 'O' levels.

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1. When these analyses were carried out there was no information available about the proportion who had obtained CSE Grades 2 - 5 at school. These data have recently become available.



Formal apprenticeships.

20. The majority (75 per cent) of men had signed articles on embarking on their apprenticeship (Working Paper 15). As can be seen from Table 10, a slightly higher proportion of those doing formal apprenticeships were working out of trade. Those were probably engineering apprentices who took higher level jobs.

Off-the-job training and qualifications obtained during apprenticeship.

21. The vast majority of men who completed an apprenticeship were sent on some form of off-the-job training during their apprenticeship. Table 11 shows that a higher proportion of those who had no off-the-job training were employed out of trade at the time of interview. Thirty per cent of those who had no off-the-job training were working out of trade compared with 24 per cent who had had training of this sort. Obtaining qualifications during apprenticeship was related to the provision of off-the-job training. However, Table 12 shows that a larger proportion of those who obtained qualifications during the apprenticeship were working out of trade - 25 per cent compared with 20 per cent of those who had obtained no qualifications.

Region.

22. The region in which the apprenticeship was undertaken did seem to make some difference to the propensity to remain in the trade of apprenticeship. Thirty per cent of men who did their apprenticeship in Greater London were working out of trade. An above average proportion of those who did their apprenticeship in the West Midlands, the North West and Scotland were currently working out of trade. Regions with the fewest working out of trade were Wales (16 per cent) the North (18 per cent) and the South-West (20 per cent).

APPRENTICES EMPLOYED AT THE INTERVIEW DATE.

23. This part of the paper examines the characteristics of the jobs in which those who did an apprenticeship were employed at the time of interview. The discussion will focus on the characteristics of the firms in which they were employed and will make some attempt to judge the quality of the jobs in terms of provision of training opportunities, unsocial hours worked, pay, promotion opportunities and the satisfaction expressed by the job incumbent. Throughout, comparisons will be made between those working in and out of trade. Table 14 shows that for around 45 per cent of male apprentices who were employed at the time of interview, their current job was with the same employer as they had been with during their apprenticeship. Where appropriate, a distinction will be made between those who remained with the same employer and those who had more than one.

Size and type of firm.

24. Table 15 shows that a greater proportion of men working in trade worked in small firms (under 25), 27 per cent compared with 21 per cent of those working out of trade. A higher proportion of those working out of trade worked in medium-sized firms (25 - 499 employees) compared with 36 per cent working in trade. An interesting feature of the table is the relatively high proportion of those employed in large firms (over 500 employees), who had remained with the same employer throughout their working life. Thirty-five per cent of those who were working in trade were in such firms, compared with 46 per cent of those working out of trade. This latter group tend to be craft apprentices who were now employed in technician-level jobs.

Promotion and Training opportunities.

25. Just over a quarter (27 per cent) of those working in trade and a third of those working out of trade had been promoted in their current job, see Table 16. These proportions actually vary considerably when those who have stayed in the same job, i.e. with the same employer, are considered separately. A third of those with only one job who were still in trade had been

promoted compared with three-quarters of those who had remained with the same employer and were working out of trade. It is not surprising that the latter group had such a high level of promotion, since it mainly consists of those who had started a craft apprenticeship but had a current job at technician level. Men who had changed jobs had obviously had less time in which to be promoted and may have obtained better jobs by changing their employer. There was very little difference between those with more than one employer who were working in and out of trade in the proportions who had been promoted in their current job - 17 per cent and 19 per cent respectively.

26. The type of training received in their current job by men who had had more than one job is shown in Table 17. It would not be sensible to include those who had had only one job as by definition they would have received some training because that was the job in which they had done their apprenticeship. Only a third of men working in trade had received training in their current job compared with almost a half (46 per cent) of men working out of trade. Nineteen per cent of men working out of trade received induction training compared with eight per cent of those working in trade. However, similar proportions of those working in and out of trade did further training. It seems that craftsmen changing jobs are not generally considered to be in need of further training while the type of training provided for ex-craftsmen probably depends on the level of job undertaken. Further information of job level and length of time in current job would be needed to draw firm conclusions.

Pay.

27. Seventy-three per cent of men working in trade had wages negotiated by a trade union, compared with 63 per cent of those working out of trade. Table 18 shows the distribution of gross weekly pay of current job of those working in and out of trade. A higher proportion (20 per cent) of men working out of trade were earning less than £100 per week compared with those working in trade (26 per cent). However, there was little difference in the proportion earning more than £150 per week.

28. The distribution of gross weekly pay for those who had only one job compared with those who have had more than one is shown in Table 19. However, it did not seem to make much difference to the distribution of earnings of those still working in trade whether or not they remained with their first employer. On the other hand, those who were working out of trade but who had more than one job seemed to be more concentrated at the lower end of the earnings distribution. This is not surprising, since many of this latter group were working in relatively unskilled jobs, compared with those working out of trade who had remained with the same employer, many of whom had been promoted.
29. Table 20 shows the mean gross weekly pay for those working in and out of trade. Among men, those working in trade on average earned £2.50 per week more than those working out of trade. Those who had remained in trade but had more than one job earned on average £5.30 per week more than those who had remained in the same job since the beginning of their apprenticeship (Table 21). Men who were working out of trade and had more than one job were earning on average £2.40 per week less than those who had been promoted out of trade while working with the same employer.
30. Table 22 shows for each apprenticeship trade the differences in the pay of those working in and out of trade. For most trades the numbers are rather small to make comparisons. However, among those trades where there are sufficient numbers, "making and repairing (not metal)", "making and repairing (metal and electrical)" and "construction and mining", those who had remained working in their trade earned more than those who had left the trade. Those who did their apprenticeship in "making and repairing (metal and electrical)" - engineering trades - and were still working in trade earned £2.30 per week more on average than those who were working out of trade. The figure for those who had done an apprenticeship in "making and repairing (not metal and electrical)" was £3.70. Those who had an apprenticeship in construction and mining and who were working in their trade earned £18.40 per week more than those who had left their trade.

Promotion prospects and job security.

31. Respondents were asked whether they would describe the sort of work they did as offering a career with the prospects of promotion in years to come. Table 23 shows that there was little difference between those working in and out of trade in the proportion who considered that their job offered prospects of promotion. The figures are 60 per cent and 64 per cent respectively. Overall, a greater proportion of men who had only one job thought their job offered prospects of promotion. However, substantially more (90 per cent) of those who were working out of trade considered that the job offered such prospects than did those who were working in trade (63 per cent).
32. Table 24 shows that a greater proportion of men working out of trade thought that their job was 'very secure', 40 per cent compared with 34 per cent of those working in trade. Almost a fifth of men working in trade who had more than one job considered that their job was 'not very secure'. Nevertheless, most (about 75 per cent) of men expected to be working for the same employer a year after the interview, see Table 25. The proportions were similar whether or not the man was working in trade. However, amongst the men who had remained in the same job since they had started their apprenticeship, more than 80 per cent expected to remain with the same employer at least a further year.

Unsocial hours.

33. Table 26 shows the proportions of those regularly working unsocial hours. A greater proportion of men working out of trade regularly worked some kind of unsocial hours. Saturday working was the most common form of 'unsocial hours' and was only slightly more common amongst those working out of trade than amongst those who had remained in their trade.

Additional jobs.

34. The proportions of men who had an additional job were fairly similar for those working in and out of trade, 20 per cent and 17 per cent respectively. A rather higher proportion (28 per cent) of those working out of trade derived a regular income from this work, compared with those working in trade (11 per cent).

Satisfaction with job

35. Table 27 shows that around a quarter of men, both those working in and out of trade, were very satisfied with their job overall. More of those working in trade were satisfied with the interest of the job and with the way in which their abilities were utilised. A greater proportion of those working out of trade were very satisfied with their job prospects but if the 'satisfied' and 'very satisfied' groups are combined, there is very little difference in satisfaction with prospects of those working in and out of trade; there was also very little difference between those working in and out of trade in their satisfaction with pay.

UNEMPLOYMENT AMONG APPRENTICES.

36. This section considers the experience of unemployment among apprentices working in and out of trade. The experience of those unemployed at the time of interview will be described first and then there will be a more general discussion of the unemployment experience of the apprentice-trained.
37. Table 28 shows the current economic status of those working in and out of trade. A slightly higher proportion of men whose most recent job had been out of trade were employed compared with those who had most recently been employed in trade - 10 per cent compared with eight per cent.

Reason the currently unemployed left their most recent job.

38. The circumstances of leaving the last job is shown in Table 29. Two-thirds of those who had last worked in trade had been made redundant, only 25 per cent of those last working out of trade had left their job for this reason. Twenty per cent of those last working in trade had left their job of their own accord compared with over a third of those working out of trade. However, a greater percentage of those working out of trade had been in temporary jobs - 22 per cent compared with 7 per cent of those last working in trade. It is possible therefore, that a number of those working out of trade had taken a temporary job in response to losing a previous job in trade through redundancy. It is interesting to compare the reasons for leaving a trade job, presented in Table 29, with the partial data presented in Table 6. Among the currently employed, redundancy as a reason for leaving a job in trade was much less common than among the currently unemployed.

Duration of current unemployment spell.

39. Table 30 and Figure 1 shows the duration of the current spell of unemployment. The Figure shows a 'U' shaped distribution for those working out of trade with over half (45 per cent) having been unemployed for less than three months and almost a quarter having become long term unemployed) i.e. unemployed for more than 12 months). Those who had last worked in trade had most frequently been unemployed for between 3 - 6 months.

Number of unemployment spells.

40. More of those working out of trade had experienced a spell of unemployment at some time during their working life. However, those working out of trade would have been more at risk of unemployment because a greater proportion had changed their employer. Table 31 shows that 31 per cent of those working in trade had been unemployed at some time compared with 38 per cent of those whose most recent job had been out of trade.

Fifteen per cent of men working out of trade had two or more spells of unemployment compared with only 7 per cent of those working in trade; the average number of unemployment spells for men whose most current job was in trade was 0.5, for those out of trade 0.6.

Number of months ever-unemployed.

41. Table 32 and Figure 2 shows that almost half (44 per cent) of the men whose last job had been in trade and who had ever been unemployed had less than three months unemployment during their working lives. A third of those whose last job had been out of trade had been unemployed for a total of less than three months. Men working out of trade, had on average, spent more time unemployed since leaving than those working in trade, 6.6 months compared with 5.4 months.

Duration of longest unemployment spell.

42. The duration of the longest unemployment spell shows a pattern similar to that for total months unemployed. Table 33 and Figure 2 shows that, for almost a half of men who had worked in trade, their longest spell of unemployment lasted for less than three months. The proportion for those working out of trade was just over a third (37 per cent). However, the average longest duration spell was very similar whether or not the apprentice had been working out of trade: 4.3 months for men whose most recent job was in trade, 4.9 months if it was out of trade.

FEMALE APPRENTICES.

43. The following section presents some findings about the labour market experience of apprentice-trained women. As Working Paper 15 showed, apprenticeship formed a very small part of the training provision for women. Because of the small numbers (132) of women undertaking apprenticeships, and the



fact that most (82 per cent) of them were in hairdressing and therefore did their apprenticeship in small firms in the personal services industry, it is not possible to ascertain the differential effects of characteristics of the apprenticeship on the propensity to be working out of trade. Neither is it possible, because of the small numbers, to examine the effect of working for more than one employer since the completion of the apprenticeship.

44. Table 34 shows that thirty per cent of women apprentices were, or had been in their most recent job, working out of trade. A third of the currently employed were working out of trade, and 22 per cent of those currently out of the labour force had most recently done so. Only eight of the women apprentices were unemployed and three of these had last been working out of trade.
45. Of the 23 women who had trained as hairdressers and who were working out of trade, 35 per cent were in clerical and related occupations, 13 per cent were each employed in managerial, selling or repetitive assembly occupations.

Off the job training and qualifications during apprenticeship.

46. More of the women who had received day release training during their apprenticeship were working out of trade, 37 per cent compared with 33 per cent of those who had not been on day release. However, the differences in the proportion working out of trade who obtained qualifications during apprenticeship were much greater. Forty per cent of women who had gained qualifications were working out of trade compared with 16 per cent of those who had not done so.

Size of firm - current job.

47. Table 35 shows that sixty per cent of women who were working in trade were employed in small (under 25 employees) firms, mostly hairdressing salons. Only 14 per cent of women working out of trade worked in such firms. A slightly higher

proportion of those working in trade had been promoted in their present job, 40 per cent compared with 32 per cent who were working out of trade.

Pay in current job.

48. Almost half of the women working in trade had their wages negotiated by a trade union compared with 37 per cent of those working out of trade. Table 36 shows that there was little difference in the distribution of gross weekly earnings between those working in and out of trade. However, these figures do not take account of the fact that nine women, six working in trade and three working out of trade, were working part time. There was also little difference in the overall average gross weekly pay of women working in and out of trade, but among those who had trained as hairdressers, those working out of trade earned an average £7 per week more than those who remained in trade.

Promotion prospects and job security in current job.

49. There was very little difference between those working in and out of trade in the proportion who considered that their jobs offered prospects of promotion - 57 per cent working in trade compared with 59 per cent working out of trade. However, a higher proportion of women working in trade considered their job to be 'very secure', 50 per cent compared with 34 per cent of those working out of trade. Most women working in trade expected to be working for the same employer for at least another year. The proportion for those working out of trade was only 45 per cent. A similar proportion of women working out of trade expected not to be working or were unsure of their plans. Only 12 per cent of those working in trade had such expectations.

50. A large majority (84 per cent) of women working in trade regularly worked on Saturdays; again, these were mainly hairdressers. Almost half those working out of trade worked on Saturdays, they were probably employed in selling occupations.

Satisfaction with current job.

51. A greater proportion (43 per cent) of women working in trade were very satisfied overall with their current job compared with those working out of trade (31 per cent) see Table 37. A similar proportion of women working in and out of trade were much less satisfied with their pay, the use of their abilities and their job prospects.

NON-APPRENTICESHIP TRAINING AND EDUCATION.

52. Whilst this paper has discussed the labour market experience of the apprentice-trained, NCDS data also offer scope to examine the labour market effects of training obtained by other means. They also make possible a comparison of the longer term benefits of obtaining qualifications through the training or the education route.

REFERENCES

National Economic Development Office 1980. Focus on  
engineering craftsmen: Studies of retention and  
utilisation.

## LIST OF FIGURES

### FIGURE

- 1 Length of current unemployment spell by whether last job was in trade. Males only.
- 2 Total months unemployed by whether most recent job was in trade. Ever unemployed males only.
- 3 Duration of longest unemployment spell by whether most recent job was in trade. Ever unemployed males only.

## 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 one 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.

Apprentice trained - Apprenticeships started in first job when apprentice was under 18. Males only .

### TABLE

- 1 Whether most recent job in trade
- 2 Most recent job out of trade by current economic status
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- 5b Occupations of economically active male apprentices in making and repairing trade working out of trade (OPCS 1980 Social class).
- 6 Reason for leaving trade: currently employed with only two jobs.
- 7 Proportion currently employed working out of trade by industry in which apprenticeship was undertaken (1980 SIC).
- 8 Proportion currently employed working out of trade by size of firm in which apprenticeship was undertaken.
- 9 Proportion currently employed working out of trade by whether had '0' levels prior to start of apprenticeship.

- 10 Proportion currently employed working out of trade by whether signed articles.
- 11 Proportion currently employed working out of trade by whether had off-the-job training during apprenticeship.
- 12 Proportion currently employed working out of trade by whether obtained any qualifications during apprenticeship
- 13 Proportion currently employed working out of trade by region in which apprenticeship was undertaken.
- 14 Whether with same employer as apprenticeship by whether most recent job was in trade
- 15 Size of firm in which currently employed by whether working in trade
- 16 Had been promoted in current job by whether working in trade
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Male apprentices having had more than one job.
- 18 Gross weekly pay in current job by whether working in trade.
- 19 Gross weekly pay in current job by whether working in trade by whether more than one job.
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- 21 Mean gross weekly pay in current job by whether working in trade by whether more than one job.
- 22 Mean gross weekly pay by whether working in trade by trade of apprenticeship.
- 23 Current job promotion prospects by whether working in trade
- 24 Current job security by whether working in trade.
- 25 Expectations of employment one year hence by whether working in trade.
- 26 Proportion working different types of unsocial hours by whether working in trade.
- 27 Satisfaction with current job by whether working in trade.
- 28 Current economic status by whether most recent job in trade.
- 29 Reason for leaving last job by whether last job was in trade.
- 30 Length of current unemployment spell by whether last job was in trade
- 31 Number of unemployment spells by whether most recent job in trade.
- 32 Total months unemployed by whether most recent job was in trade
- 33 Duration of longest unemployment spell by whether most recent job in trade.

Apprentice-trained - apprenticeship started in first job when apprentice was under 18. Females only.

TABLE.

- 34 Most recent job out of trade by current economic status
- 35 Size of firm in which currently employed by whether working in trade.
- 36 Gross weekly pay in current job by whether working in trade.
- 37. Satisfaction with current job by whether working in trade.

FIGURE 1.

Length of current unemployment spell by whether last job was in trade. Males only.

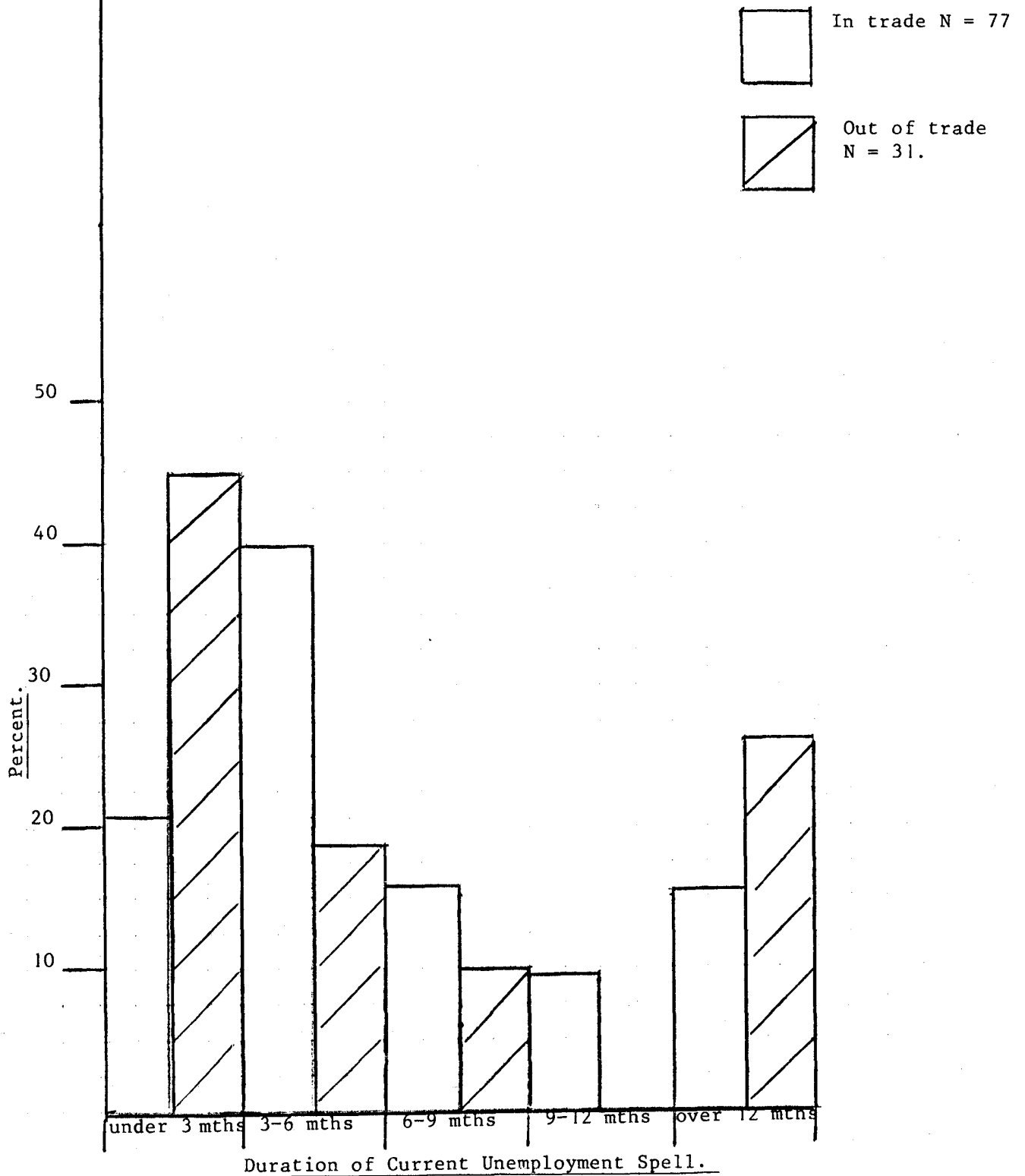
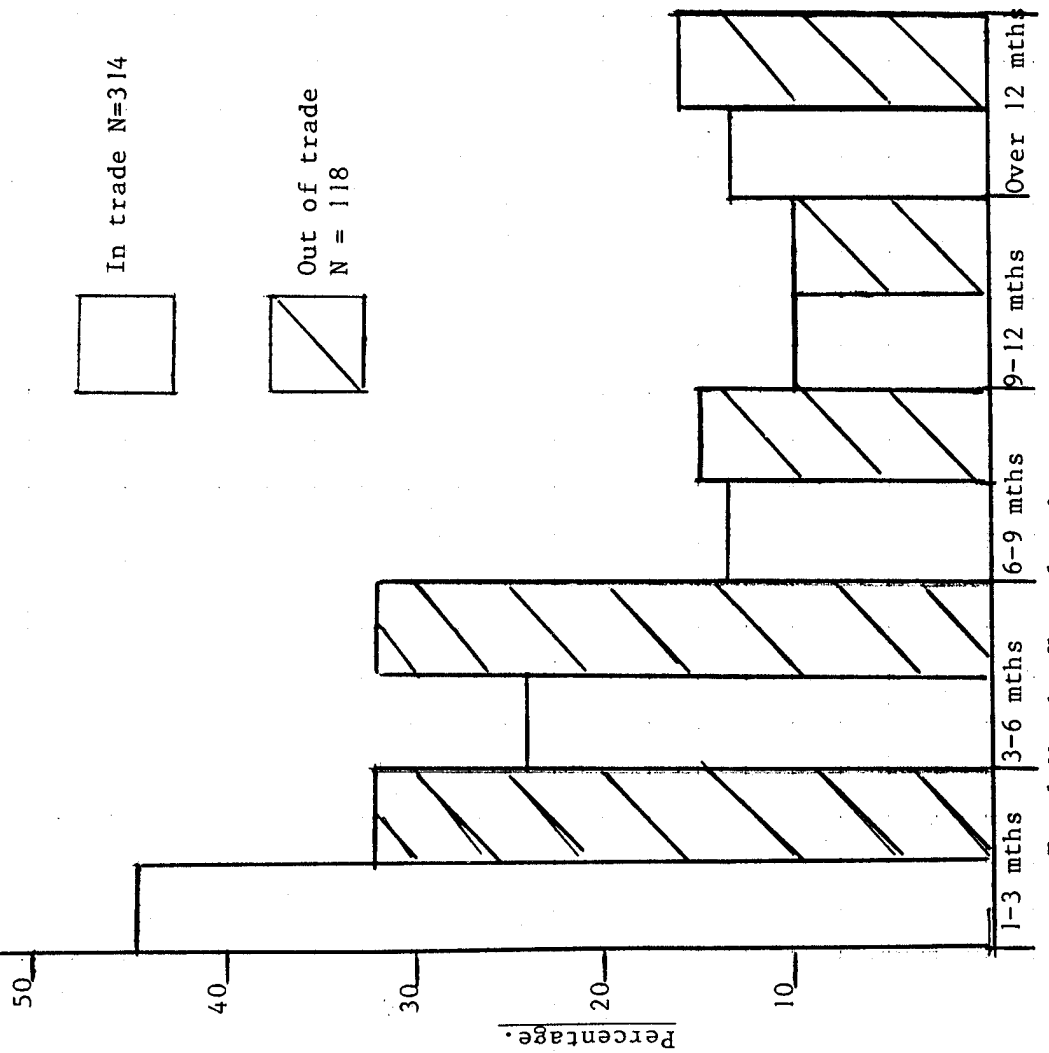




FIGURE 2.

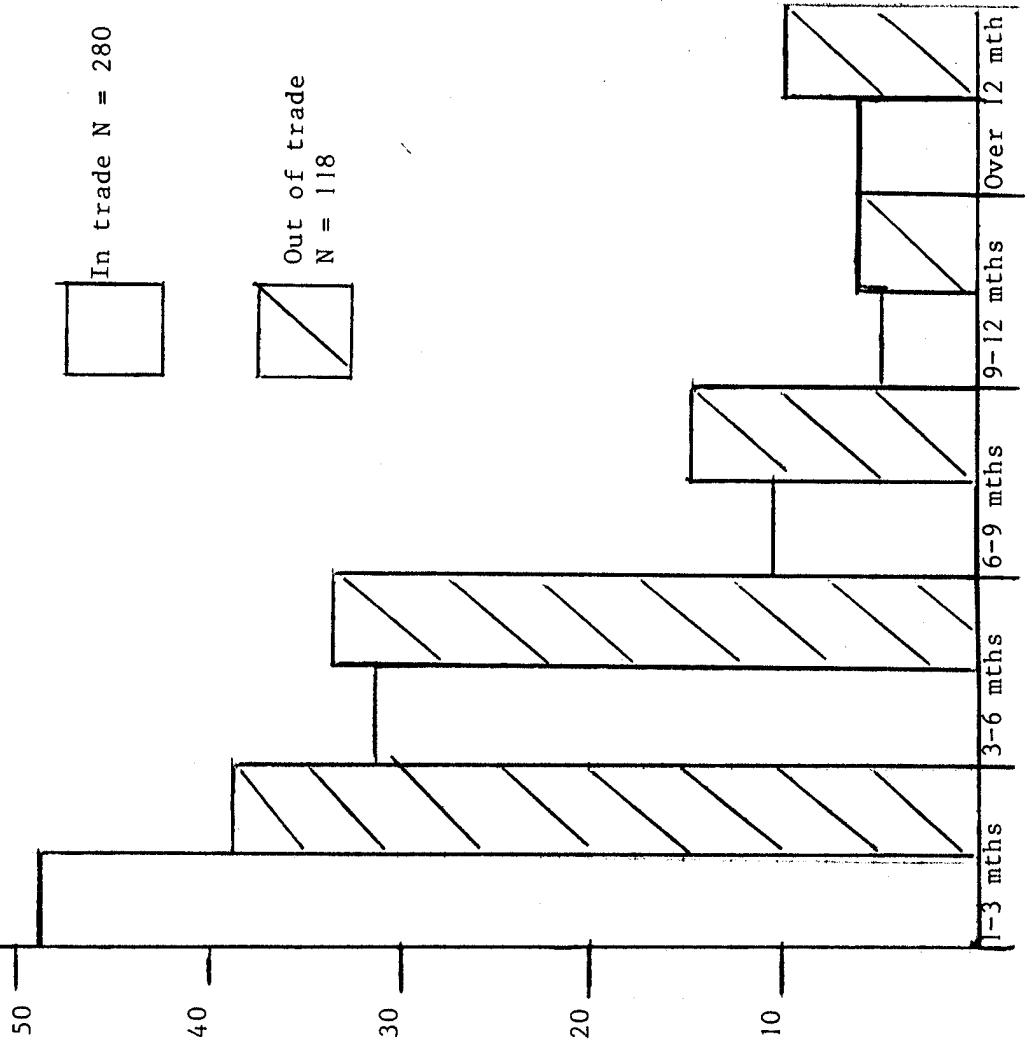
Total months unemployed by whether most recent job was in trade. Ever unemployed males only.



Total Months Unemployed.

FIGURE 3.

Duration of longer unemployment spell by whether most recent job was in trade. Ever Unemployed males only.



Duration of longest unemployment spell.

Table 1. Whether most recent job in trade. Males only.

	Male %
Most recent job in trade	74
Most recent job not in trade	25
Most recent job in forces	1
All apprentices	1280

Table 2. Most recent job out of trade by current economic status.  
Males only

	Male % out of trade	N = 100%
Full-time education	36	14
Employed	24	1142
Unemployed	29	108
Out of Labour Force	(2)	12
All apprentices	25	1276

Table 3. Proportion currently employed working out of trade, by trade of apprenticeship. Males only.

Trade of apprenticeship	Males % Out of trade	N = 100%
Professional and managerial	(11)	13
Education Health and Welfare	(0)	2
Literary & Arts	(4)	8
Professional Science	(8)	19
Clerical and Sales	(1)	11
Security and Personal Service	23	22
Farming	(5)	14
Material Processing (not metal)	(3)	9
Making and repairing	26	180
Making and repairing (metal and electrical)	22	752
Painting and assembling	15	41
Construction and mining	26	62
Transport	(4)	7
All trades	24	1142

TABLE 4.      Occupation groups of those currently employed and working out of trade (2 selected trades) (1980 condenses KOS)

KOS Groups of current occupation.	Males.	
	Making and repairing (not metal and electrical)	Making and repairing (metal and electrical)
	%	%
Management	4	2
Education Health Welfare	2	1
Litery Art Sports.		2
Science Engineering Technology		30
Managerial	9	7
Clerical & related.	4	6
Selling	4	7
Security and Protective.	7	3
Personal Service.	4	2
Fishing	4	2
Material processing (not metal and electrical)	7	5
Material processing (metal and electrical)	13	
Painting repetitive.	13	8
Construction mining	18	5
Transport Storing	4	19
Miscellaneous.	4	0
N = 100%	45	167

TABLE 5a.

Skill level of economically active male apprentices  
in making and repairing trades working out of trade.  
(OPCS 1980 Social Class.)

Social class of most recent job.	Making and repairing. (not metal and electrical) %	Making and repairing (metal and electrical) %
Professional		9
Intermediate	15	20
Skilled Non manual	9	25
Skilled manual	39	23
Semi skilled non manual		5
Semi skilled manual	33	16
Unskilled manual.	4	7
N = 100%	46	201

TABLE 5b. Occupations of economically active male apprentices in making and repairing trades working out of trade (OPCS 1980 Occupation Group).

Making and repairing (not metal and electrical)		Making and repairing (metal and electrical)	
	N		N
Fitters	3	Draughtsmen	21
Office Machine Operators	2	HGV Drivers	11
Roundsmen	2	Sales reps	8
Gardeners	2	Engineering technicians.	7
French Polishers	2	Other drivers.	7
Assemblers	2	Clerks	6
Craftsmens mates	2	Inspectors	5
Others.	32	Store keepers.	5
<hr/>		Design engineers	4
Total.	47	Electronic engineers.	4
<hr/>		Laboratory technicians.	4
		Gardeners	4
		Builders	4
		Builders labourers	4
		Production engineers	3
		Radio officers	3
		Technical workers	3
		Works Managers	3
		Other Managers	3
		Other Clerks	3
		Policemen	3
		Barmen	3
		Widow cleaners	3
		Foremen	3
		Labourers	3
		Others.	74
		<hr/>	
		Total	201
		<hr/>	

TABLE 6.

Reason for leaving trade; currently employed  
with only two jobs, males only.

	Male.
	%
Redundant/firm closed.	19
Sacked	3
Left of own accord	78
N = 100%	106

TABLE 7.      Proportion currently employed working out of trade by industry  
in which apprenticeship was undertaken. Males only. (1980 SIC)

	Males	
	%	N = 100%
Agriculture	(1)	9
Energy	15	54
Metal manufacture	24	59
Metal goods	29	341
Other manufacturing	24	106
Construction	19	267
Distribution and catering	26	145
Transport	16	70
Banking	(4)	9
Other services.	39	54
All industries.	25	1114

TABLE 8.      Proportion currently employed working out of trade, by  
size of firm in which apprenticeship undertaken.  
Males only.

Size of firm in which apprenticeship taken.	Males	
	%	N = 100%
Under 25 single firm.	19	186
Under 25 branch	19	78
25 - 99	26	262
100 - 499	26	234
500+	27	331
All firms.	25	1061.



TABLE 9.      Proportion currently employed working out of trade by whether had 'O' levels prior to start of apprenticeship. Males only.

	Males	
	N	N = 100%
Had 'O' levels	26	580
Did not have 'O' levels.	23	492

TABLE 10.      Proportion currently employed working out of trade by whether signed articles. Males only.

	Males	
	N	N = 100%
Signed articles.	25	852
Did not sign articles	23	229

TABLE 11.      Proportion currently employed working out of trade, by whether had off-the-job training during apprenticeship. Males only.

	Males	
	%	N = 100%
Off-the-job training	24	1061
No off-the-job training	30	58

TABLE 12.      Proportions currently employed working out of trade by whether obtained any qualifications during apprenticeship. Males only.

	Males	
	%	N = 100%
Qualifications.	25	1032
No qualifications.	20	89

TABLE 13. Proportion currently working out of trade by region in which apprenticeship was undertaken. Males only.

	Males	
	%	N = 100%
Greater London	30	79
South East	23	191
South West	20	76
West Midlands	29	101
East Midlands	26	93
East Anglia	21	34
Yorks & Humberside	24	127
North West	28	118
North	18	91
Scotland	28	131
Wales.	16	44
All regions.	25	1085

TABLE 14. Whether with same employer as apprenticeship by whether most recent job in trade by economic activity. Males only.

	Male	
	Employed %	Unemployed %
In trade 1 employer.	39	31
In trade >1 employer	36	41
Out of trade 1 employer	6	3
Out of trade >1 employer	19	26
All apprentices	1129	108

TABLE 15.     Size of firm in which currently employed by whether working in trade. Males only.

	Males					
	In trade			Out of trade		
	1 employer.	>1 employer.	All.	1 employer.	>1 employer.	All.
	%	%	%	%	%	%
Under 25 single firm	13	20	16	21	7	13
Under 25 branch	8	16	11	13	5	8
25 - 99	20	26	14	18	30	27
100 - 499	23	18	22	23	19	20
500+	35	19	18	46	21	28
N = 100%	440	350	790	61	179	240

TABLE 16.     Had been promoted in current job, by whether working in trade. Males only.

	Males.					
	In trade			Out of trade		
	1 employer.	>1 employer.	All.	1 employer.	>1 employer.	All.
	%	%	%	%	%	%
Promotion in current job.	34	17	27	75	19	33
N = 100%	440	354	794	61	182	243

TABLE 17.     Training received in current job, by whether working in trade. Male apprentices having had more than one job.

	Males	
	In trade %	Out of trade. %
Induction training.	8	19
Short on-the-job training	3	7
Off-the-job training course.	25	26
No training	66	54
N = 100%	354	182

TABLE 18.     Gross weekly pay in current job by whether working in trade. Males only.

	Males	
	In trade %	Out of trade %
Under £50. per week	1	1
£50 - £75 per week	3	5
£75 - £100 per week	21	24
£100 - £125 per week	36	35
£125 - £150 per week	21	18
£150 - £200 per week	15	13
£200 - £300 per week	4	3
£300 + per week	1	1
N = 100%	785	242

Table 19. Gross weekly pay in current job by whether working in trade by whether more than one job. Males only

	<u>In Trade</u>		<u>Out Trade</u>	
	1 employer %	>1 employer %	1 employer %	>1 employer %
Under £50 per week	1	1	2	1
£50-£75 per week	2	3		7
£75-£100 per week	20	21	19	25
£100-£125 per week	37	35	41	33
£125-£150 per week	22	19	22	17
£150-£200 per week	16	13	12	13
£200-£300 per week	2	6	3	2
£300+ per week		1		2
N = 100%	426	359	58	184

Table 20. Mean gross weekly pay in current job by whether working in trade. Males only

	<u>Mean</u>	<u>N</u>
Working in trade	£126.4	785
Not working in trade	£123.9	242

Table 21. Mean gross weekly pay in current job by whether working in trade by whether more than one job. Males only

<u>Working in Trade</u>	<u>Mean</u>	<u>N</u>
One employer only	£124.0	426
More than one employer	£129.3	359
<u>Working out of trade</u>		
One employer only	£125.7	58
More than one employer	£123.3	184

Table 22. Mean gross weekly pay by whether working in trade by trade of apprenticeship. Males only

<u>Apprenticeship trade:</u>	<u>Mean</u>	<u>N</u>
Professional managerial in trade	£127.7	1
out trade	£121.6	10
Education Health Welfare in trade	£124.5	2
out trade		
Literary Artistic in trade	£197.5	2
out trade	£104.9	4
Professional Science in trade	£117.4	9
out trade	£121.2	6
Clerical and Sales in trade	£115.3	10
out trade	£106.9	1
Security and Personal Service in trade	£108.2	15
out trade	£ 96.0	5
Farming in trade	£ 93.7	8
out trade	£144.8	4
Material processing not metal in trade	£ 86.6	6
out trade	£119.0	2
Making and repairing not metal in trade	£128.2	119
out trade	£124.5	41
Making and preparing metal and electrical		
in trade	£127.1	539
out trade	£124.8	146
Painting and assembling in trade	£112.2	34
out trade	£127.2	5
Construction and mining in trade	£145.3	39
out trade	£126.9	14
Transport in trade	£128	1
out trade	£120	4

Table 23. Current job promotion by whether working in trade. Males only

	<u>In Trade</u>			<u>Out of trade</u>		
	1 employer %	>1 employer %	All %	1 employer %	>1 employer %	All %
Current job promotion prospects	63	57	60	91	56	64
N = 100%	442	411	853	63	213	176

Table 24. Current job security by whether working in trade. Males only

	<u>In trade</u>			<u>Out of trade</u>		
	1 employer %	>1 employer %	All %	1 employer %	>1 employer %	All %
Very secure	34	35	34	41	42	40
Fairly secure	51	45	48	49	46	46
Not very secure	14	19	16	10	12	12
Don't know	1	1	1		1	1
N = 100%	443	410	853	63	214	277

Table 25. Expectations of employment one year hence by whether working in trade. Males only

	<u>In trade</u>			<u>Out of trade</u>		
	1 employer %	<1 employer %	All %	1 employer %	<1 employer %	All %
Same employer	82	68	75	75	73	73
Another employer	10	21	15	16	18	18
Not working	1	1	1		1	1
Don't know	7	10	8	10	9	8
N = 100%	443	409	852	63	214	277

Table 26. Proportion working different types of unsocial hours by whether working in trade by sex.

	<u>In trade</u>		<u>Out of trade</u>	
	%	N=100%	%	N=100%
Evening work	26	853	39	277
Night work	13	852	23	276
Early morning work	19	852	31	277
Saturday work	49	852	52	276
Sunday work	25	831	34	276



Table 27. Satisfaction with current job by whether working in trade. Males only

		Very Satisfied %	Satisfied %	Neither %	Dissatisfied %	Very Dissatisfied %	N = 100% %
Pay	in trade	9	54	13	21	3	853
"	Out of trade	13	50	13	19	4	277
Prospects	in trade	10	54	13	20	3	852
"	out of trade	18	45	16	14	4	277
Use of ability	in trade	9	60	10	16	4	852
"	" out of trade	10	51	16	19	3	277
Interest	in trade	23	59	10	7	1	852
"	out of trade	18	53	14	11	3	277
Overall	in trade	23	55	8	10	3	852
"	out of trade	24	52	12	10	1	277

Table 28. Current economic status by whether most recent job in trade.  
Males only

	In trade %	Out of trade %
Full-time education	1	2
Full-time job	89	87
Part-time job	1	1
Unemployed	8	10
TOPS	(4)	(2)
OLF Housework	-	-
OLF Sick	(2)	
OLF Other	(4)	
N = 100%	949	314

Table 29. Reason for leaving last job by whether last job was in trade.  
Males only

	In trade %	Out of trade %
Temporary	7	22
Redundancy/firm closed	65	25
Sacked	7	18
Left own accord	20	35
N = 100%	84	40

Table 30. Length of current unemployment spell by whether last job was in trade. Males only

	In Trade %	Out of Trade %
Less than 3 months	21	45
3 - 6 months	40	19
6 - 9 months	16	10
9 - 12 months	9	
Over 12 months	16	26
N = 100%	77	31
Mean length of current employment spell	6.4 months	6.2 months

Table 31. Number of unemployment spells by whether most recent job in trade. Males only

	In Trade %	Out of Trade %
None	69	62
1	22	23
2	6	10
3	1	5
4 or more	2	1
N = 100%	949	314
Mean number of unemployment spells	0.5	0.6

Table 32. Total months ever unemployed by whether most recent job was in trade. Males only

	In Trade %	Out of Trade %
Less than 3 months	44	32
3 - 6 months	24	31
6 - 9 months	13	15
9 - 12 months	8	8
Over 12 months	11	14
N = 100%	314	118
Mean total months unemployed	3.4	6.6

Table 33. Duration of longest unemployment spell by whether most recent job was in trade. Males only

	In Trade %	Out of Trade %
Less than 3 months	47	37
3 - 6 months	31	34
6 - 9 months	11	14
9 - 12 months	5	6
Over 12 months	6	9
N = 100%	280	118
Mean longest unemployment spell	4.3	4.9

Table 34. Most recent job out of trade by current economic status.  
Females only

	% Out of Trade	N = 100%
Full-time education	0	0
Employed	33	87
Unemployed	(3)	8
Out of the labour force	22	37
All apprentices	30	132

Table 35. Size of firm in which currently employed by whether working in trade. Females only

	In Trade %	Out of Trade %
Under 25 single firm	60	14
Under 25 branch	5	29
25 - 99	9	14
100 - 499	23	18
500+	2	21
N = 100%	43	28

Table 36. Gross weekly pay in current job by whether working in trade.  
Females only

	In Trade %	Out of Trade %
Under £50 per week	25	25
£50 - £75 per week	48	46
£75 - £100 per week	21	21
£100 - £125 per week	10	4
£125 - £150 per week		4
N = 100%	48	28
Mean gross weekly pay	£66.6	£66.9

Table 37. Satisfaction with current job by whether working in trade. Females only

		Very Satisfied %	Satisfied %	Neither %	Dissatisfied %	Very Dissatisfied %	N = 100% %
Pay	in trade	21	62	3	14		58
"	Out of trade	10	52	14	14	11	29
Prospects	in trade	24	57	10	3	3	58
"	out of trade		48	34	7	10	29
Use of ability	in trade	29	60	3	3		58
"	" out of trade	4	68	21	11		29
Interest	in trade	23	59	10	7	1	58
"	out of trade	24	55	10	10		29
Overall	in trade	43	53		3		58
"	out of trade	31	51	10	3	3	29

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Females only

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Under £50 per week	25	25
£50 - £75 per week	48	46
£75 - £100 per week	21	21
£100 - £125 per week	10	4
£125 - £150 per week		4
N = 100%	48	28
Mean gross weekly pay	£66.6	£66.9



Table 34. Most recent job out of trade by current economic status.  
Females only

	% Out of Trade	N = 100%
Full-time education	0	0
Employed	33	87
Unemployed	(3)	8
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500+	2	21
N = 100%	43	28