

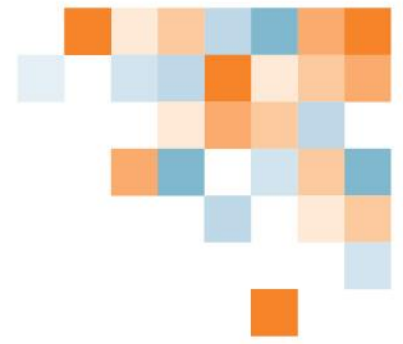
Record: The data from ITA’s annual employer survey.

In November 2019, 636 employers who are not currently sponsoring apprentices were surveyed as part of ITA’s Annual Key Performance Indicator Survey. Sentis Market Research conducted the research on behalf of the ITA. The results have a maximum margin of error of $\pm 3.9\%$, at 95% confidence interval.

The following question asked about the reasons why employers stopped or have not sponsored apprentices. The results for lapsed sponsors are presented in the table below.

Q. Why did your company stop sponsoring apprentices? Select all that apply.

| Lapsed Sponsors (not currently sponsoring but have previously sponsored) | 2019 |
|---|------------|
| Base | 270 |
| Additional tradespersons not required | 34% |
| Difficult to find an apprentice with right technical skills | 23% |
| Difficult to find an apprentice with right level of experience | 21% |
| Concerned that apprentice will be poached | 11% |
| Cost of training and supervision | 11% |
| Apprentices not employed/required right now* | 10% |
| Uncertain of the return on investing in an apprenticeship | 7% |
| Releasing apprentices for in-school training negatively impacts operations and scheduling | 6% |
| Difficult to find an apprentice* | 5% |
| No one to supervise apprentices | 4% |



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|--|------------|
| Burdensome administrative requirements | 3% |
| The apprentice graduated* | 3% |
| Other | 15% |

*unaided answers provided by respondents as open-ended