

# Apprentice retention

## What we found



### Why do apprentices withdraw?

The people we talked to had lots of interconnected reasons for withdrawing. We can categorise these as system-level factors, employment factors and personal factors.



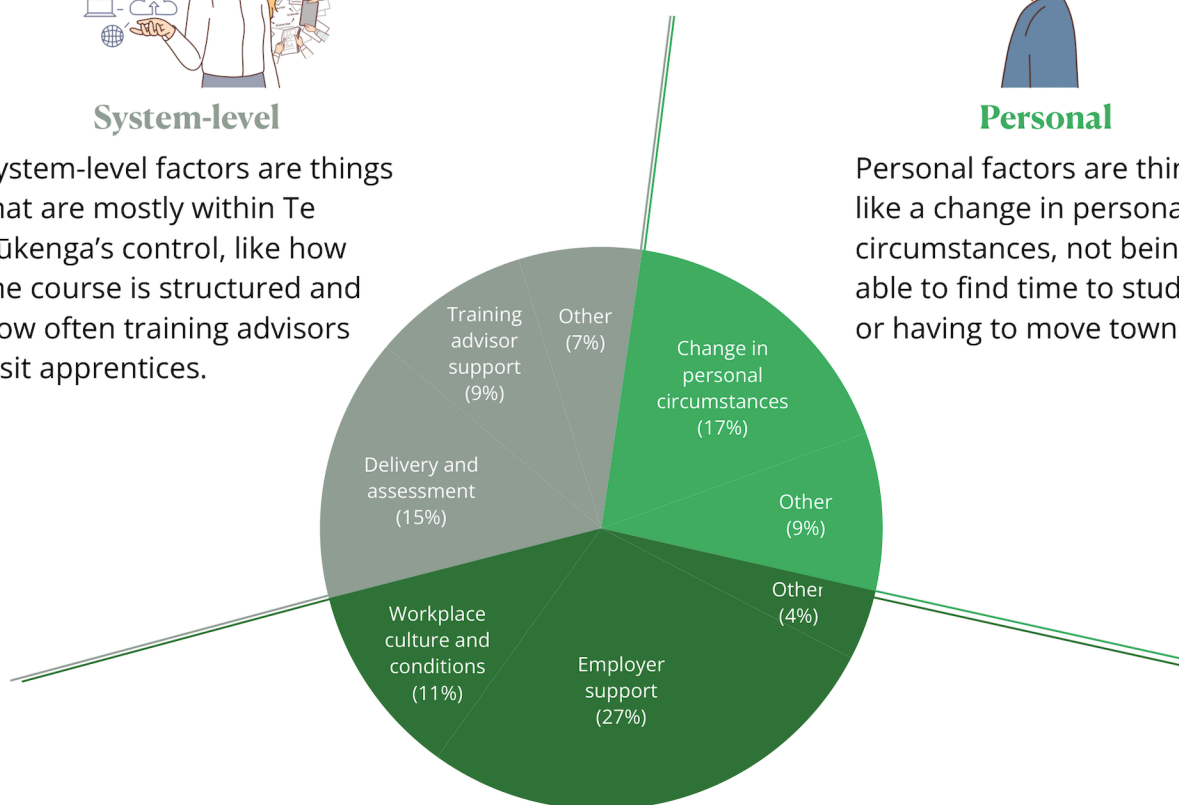
#### System-level

System-level factors are things that are mostly within Te Pūkenga's control, like how the course is structured and how often training advisors visit apprentices.



#### Personal

Personal factors are things like a change in personal circumstances, not being able to find time to study, or having to move towns.



#### Employment

Employment factors are things like whether there is someone to supervise the apprentice, and whether the workplace is safe and free from bullying and sexual harassment.