

2009

EMPLOYERS' USE AND VIEWS OF THE VET SYSTEM

Australian vocational
education & training statistics



Australian Government
Department of Education, Employment
and Workplace Relations

Australian vocational education and training statistics

Employers' use and views of the VET system 2009

Highlights

56.7% of employers used the VET system in the last 12 months as a result of:

- having jobs requiring vocational qualifications (34.2% of employers)
- having at least one apprentice or trainee (30.6% of employers)
- having staff undertaking other nationally recognised training (not as part of an apprenticeship or traineeship) (26.1% of employers).

Employers' satisfaction with the VET system as a way of meeting their skill needs is high, at:

- 83.4% for employers with jobs requiring vocational qualifications
- 83.2% for employers with apprentices and trainees
- 85.8% for employers using other nationally recognised training (not as part of an apprenticeship or traineeship).

Employers' use of training has increased. Between 2007 and 2009:

- use of the VET system increased by 2.7 percentage points to 56.7%
- the percentage of employers with jobs requiring vocational qualifications remained stable
- the percentage of employers with apprentices and trainees increased by 1.5 percentage points to 30.6%
- use of nationally recognised training (not as part of an apprenticeship or traineeship) increased by 4.0 percentage points to 26.1%
- use of unaccredited training increased by 3.7 percentage points to 52.7%.

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Contents

Introduction	4
Scope	4
Technical notes	4
More information	4
Employer skill needs	5
Employer training choices	5
Vocational qualifications	5
Apprenticeships and traineeships	5
Nationally recognised training	6
Unaccredited training	6
Tables	7
Terms	18
Notes on tables	19

Tables

1	Key findings 2005, 2007 and 2009 (%)	7
2	Current skill level of employees and recruitment difficulties, 2005, 2007 and 2009 (% of all employers)	8
3	Methods used to determine training needs, 2005, 2007 and 2009 (% of all employers)	8
4	Use of training in the last 12 months by employer characteristics, 2007 and 2009 (%)	9
5	Use of the VET system and unaccredited training in the last 12 months by employer characteristics, 2007 and 2009 (%)	10
6	Reasons for using the VET system by type of training, 2007 and 2009 (%)	11
7	Reasons for not using the VET system by type of training, 2007 and 2009 (%)	12
8	Employers who are satisfied with training as a way of meeting their skill needs by type of training and employer characteristics, 2007 and 2009 (%)	13
9	Reasons for dissatisfaction with the VET system as a way of meeting skill needs by type of training, 2007 and 2009 (%)	14
10	Type of provider used for training in the last 12 months by type of training and provider, 2007 and 2009 (%)	15
11	Satisfaction with the quality of training delivered by main provider in the last 12 months, by type of training and main provider, 2007 and 2009 (%)	16
12	Employers who expect to increase staff training in the next three years by employer characteristics, 2009 (%)	17

Introduction

This publication presents information on employers' use and views of the vocational education and training (VET) system. The findings relate to the various ways in which Australian employers use the VET system and unaccredited training to meet their skill needs and their satisfaction with these methods of training. The publication also looks at the amount of training employers expect to use over the next three years.

The figures in this publication are derived from the Survey of Employer Use and Views of the VET System. The survey was conducted by telephone interview between March and May 2009 and the results relate to employers' training experiences in the 12 months preceding their interview.

Scope

All organisations in Australia with at least one employee are in the scope of the survey. For this survey, an employee is defined as 'a person working in, or operating from, this organisation including full-time, part-time and casual employees'. An owner-operator is not classed as an employee, regardless of whether or not they pay themselves a wage.

The following organisations are out of the scope of the survey:

- self-employed persons who do not employ staff
- private households employing staff
- foreign diplomatic missions
- consulates in Australia
- defence force establishments
- superannuation funds.

Technical notes

The Survey of Employer Use and Views of the VET System is undertaken as a randomly selected sample, stratified by state/territory, employer size and industry. Survey responses are weighted to population benchmarks from the Australian Bureau of Statistics (ABS) Business Register. The estimates in this publication are subject to sampling variability as they are based on a sample rather than a population; that is, they may differ from the estimates that would have been produced if all employers had been included and responded to the survey.

For further technical details, please refer to Technical notes (<<http://www.ncver.edu.au/publications/2188.html>>).

More information

For additional data tables on employers' use and views of the VET system, including data from the 2005 and 2007 surveys, please refer to <<http://www.ncver.edu.au/publications/2188.html>>. These data tables include information on each type of training by state, industry and employer size.

Employer skill needs

- 53.3% of employers view the skill level of their employees as adequate and 42.4% as above what is required. *Table 2*
- 55.1% of employers had no difficulty recruiting staff, compared with 42.3% in 2007. *Table 2*
- 33.7% of employers found it difficult to recruit staff compared with 44.4% of employers in 2007. The proportion of employers having a lot of difficulty recruiting staff decreased from 24.1% in 2007 to 16.9% in 2009. *Table 2*

Employer training choices

- The main methods used by employers to determine their training needs are informal methods (62.8%), and performance management and analysis of training needs (23.5%). *Table 3*
- The proportion of employers using the VET system has increased to 56.7% from 54.0% in 2007. *Table 1*
- The proportion of employers using unaccredited training has increased to 52.7% from 49.0% in 2007. *Table 1*
- The proportion of employers providing no training has decreased to 9.3% from 13.9% in 2007. *Table 1*

Vocational qualifications

34.2% of employers have jobs that require vocational qualifications, compared with 33.3% in 2007. *Table 1*

Of these employers:

- The main reasons for having jobs that require vocational qualifications are to meet legislative, regulatory or licensing requirements (55.2%), and to maintain professional or industry standards (34.1%). These reasons are similar to those provided in 2007. *Table 6*
- 83.4% are satisfied that vocational qualifications provide employees with the skills they require for the job, an increase of 2.6 percentage points from 2007. *Table 1*
- 7.2% are dissatisfied with vocational qualifications in providing employees with the skills required for the job, compared with 9.6% in 2007. Of these, 41.6% believe that relevant skills are not taught, 31.6% that there is not enough focus on practical skills, and 26.5% that the training is of poor quality or low standard. *Table 9*

Apprenticeships and traineeships

30.6% of employers have apprentices and trainees, compared with 29.1% in 2007. *Table 1*

Of these employers:

- The main reasons for employing apprentices and trainees are to train them to their own requirements (37.2%), to fill a specific roll in the organisation (25.6%), and to get skilled staff and improve staff skills (25.2%). These reasons are consistent with those provided in 2007. *Table 6*
- 83.2% are satisfied that apprentices and trainees meet their skill needs, with levels remaining stable compared with 2007. *Table 1*
- 10.2% are dissatisfied with apprentices and trainees as a way of meeting their skill needs, compared with 8.0% in 2007. Of these, 39.7% believe that relevant skills are not taught, 32.1% that the training is of poor quality or low standard, and 29.7% that there is not enough focus on practical skills. *Table 9*
- 65.6% use TAFE as their main provider to train apprentices and trainees, an increase of 3.9 percentage points from 2007. Of these, 81.1% were satisfied with the quality of the training delivered by TAFE compared with 78.6% in 2007. *Tables 10, 11*
- 24.4% expect to increase their use of apprentices and trainees over the next three years, compared with 30.0% in 2007. *Table 16 (available online)*

Nationally recognised training

26.1% of employers use nationally recognised training to train their employees, compared with 22.1% in 2007. *Table 1*

Of these employers:

- The main reasons for using nationally recognised training are for legislative, regulatory and licensing requirements (39.7%), to provide the required skills for their job (30.0%), and to meet and maintain professional or industry standards (25.0%). These reasons are consistent with those provided in 2007. *Table 6*
- 85.8% are satisfied with nationally recognised training as a way of meeting their skill needs, an increase of 5.3 percentage points from 2007. *Table 1*
- 6.7% are dissatisfied with nationally recognised training as a way of meeting their skill needs, compared with 6.1% in 2007. Of these, 39.4% believe that the training is of poor quality or low standard, 39.2% that relevant skills are not taught, and 34.3% that there is not enough focus on practical skills. *Table 9*
- 40.3% use private training providers as their main provider of nationally recognised training, an increase of 5.9 percentage points from 2007. Of these, 93.6% were satisfied with the quality of the training delivered by private training providers compared with 87.7% in 2007. *Tables 10, 11*
- 27.0% use TAFE as their main provider of nationally recognised training, a decrease of 3.3 percentage points from 2007. Of these, 87.6% were satisfied with the quality of the training delivered by TAFE compared with 85.4% in 2007. *Tables 10, 11*
- 35.5% expect to increase their use of nationally recognised training over the next three years, compared with 38.8% in 2007. *Table 17 (available online)*

Unaccredited training

52.7% of employers use unaccredited training to train their employees, compared with 49.0% in 2007. *Table 1*

Of these employers:

- The main reasons for using unaccredited training are to provide the required skills for their job (49.1%), to meet and maintain professional or industry standards (29.5%), and to improve the quality of goods and services (16.6%). These reasons are consistent with those provided in 2007. *Table 6*
- 95.3% are satisfied with unaccredited training as a way of meeting their skill needs, an increase of 2.8 percentage points from 2007. *Table 1*
- 44.2% use private training providers as their main provider of unaccredited training, compared with 43.5% in 2007. Of these, 96.3% were satisfied with the quality of the training delivered by private training providers compared with 94.4% in 2007. *Tables 10, 11*
- 33.1% expect to increase their use of unaccredited training over the next three years, compared with 41.3% in 2007. *Table 18 (available online)*

Tables

Table 1 Key findings 2005, 2007 and 2009 (%)

	2005	2007	2009
Training choices			
Employers using the VET system (Base: all employers)	57.1	54.0	56.7
▪ with jobs that require vocational qualifications	35.0	33.3	34.2
▪ with apprentices and trainees	28.2	29.1	30.6
▪ using nationally recognised training ¹	24.1	22.1	26.1
Employers using unaccredited training	53.0	49.0	52.7
Employers using informal training	72.1	71.0	76.8
Employers providing no training	12.6	13.9	9.3
Training importance and satisfaction			
Vocational qualifications as a job requirement (Base: all employers with jobs requiring a vocational qualification)			
▪ Employers who consider it important	93.4	90.1	90.9
▪ Employers who are satisfied	76.8	80.8	83.4
Apprenticeships and traineeships (Base: all employers with apprentices/trainees)			
▪ Employers who consider it important	88.4	91.1	89.7
▪ Employers who are satisfied	79.1	83.3	83.2
Nationally recognised training ¹ (Base: all employers using nationally recognised training)			
▪ Employers who consider it important	85.1	76.7	81.6
▪ Employers who are satisfied	80.3	80.5	85.8
Unaccredited training (Base: all employers using unaccredited training)			
▪ Employers who consider it important	92.8	93.8	94.6
▪ Employers who are satisfied	92.1	92.5	95.3

For notes on tables, see page 19.

Table 2 Current skill level of employees and recruitment difficulties, 2005, 2007 and 2009 (% of all employers)

	2005	2007	2009
Current skill level of employees relative to the needs of the organisation:			
▪ above what is required	37.4	40.3	42.4
▪ adequate	57.5	54.5	53.3
▪ below what is required	5.1	5.1	4.3
Level of difficulty in recruiting staff:			
▪ a lot of difficulty	20.7	24.1	16.9
▪ some difficulty	19.9	20.3	16.8
▪ no difficulty	44.6	42.3	55.1
▪ have not looked for staff	14.9	13.2	11.2

For notes on tables, see page 19.

Table 3 Methods used to determine training needs, 2005, 2007 and 2009 (% of all employers)

	2005	2007	2009
Advised of courses from supplier or training provider	5.1	10.3	6.7
Employees identify their own training needs	10.4	8.6	4.8
Formal assessment of organisational skill and training needs	2.6	11.4	10.2
Informal methods or as needs arise	45.4	60.5	62.8
Performance management and analysis of training needs	45.5	24.9	23.5
Staff already have the requisite skills	2.4	2.0	2.6
To meet legislative, regulatory and licensing requirements	13.4	16.5	18.2
When new products are released	7.1	3.2	3.0
Other reasons	7.6	4.1	1.8

For notes on tables, see page 19.

Table 4 Use of training in the last 12 months by employer characteristics, 2007 and 2009 (%)

Employer characteristics	Employers using the VET system		Employers using unaccredited training		Employers using informal training		Employers providing no training	
	2007	2009	2007	2009	2007	2009	2007	2009
State (Base: all employers within state)								
New South Wales	56.2	58.3	50.8	49.9	73.4	77.0	11.6	8.0
Victoria	54.4	57.5	44.7	53.1	68.9	76.6	16.0	10.1
Queensland	51.2	54.4	48.0	53.5	70.2	77.7	14.4	9.5
South Australia	49.8	53.0	48.5	54.9	68.4	75.5	16.8	11.0
Western Australia	52.4	56.3	55.3	56.7	69.8	74.4	14.1	10.4
Tasmania	57.2	54.2	48.9	53.5	70.0	76.8	13.4	10.6
Northern Territory	52.7	62.9	54.3	58.6	79.2	83.6	7.7*	7.6*
Australian Capital Territory	54.4	54.1	54.5	57.6	78.1	81.0	11.9	8.6
Employer size (Base: all employers within employer size)								
Small	45.7	49.1	41.8	44.5	64.8	72.2	17.9	12.4
Medium	75.1	74.6	66.5	72.3	87.3	88.5	2.8*	1.3*
Large	95.1	96.7	91.2	95.1	95.6	92.7	**	**
Industry (Base: all employers within industry)								
Agriculture, forestry and fishing	29.1	27.0	32.7	32.6	52.9	58.6	25.6	24.7
Mining	82.7	59.1	46.0*	69.6	88.2	58.0	4.3*	7.7*
Manufacturing	58.2	65.4	48.0	49.9	74.3	72.7	12.2*	10.2
Electricity, gas, water and waste services	31.0*	30.1*	33.9*	54.6*	86.8	77.4	**	**
Construction	78.0	79.0	35.6	44.5	73.2	75.5	8.8*	6.5
Wholesale trade	41.7	42.6	44.2	43.9	65.6	75.0	17.1*	10.5*
Retail trade	44.0	45.2	45.4	58.3	67.2	80.1	17.7	9.8
Accommodation and food services	49.6	42.3	36.6	43.6	75.9	81.1	17.3*	11.5*
Transport, postal and warehousing	46.9	36.0	49.6	57.6	71.9	80.7	21.0	10.8*
Information media and telecommunications	35.0	40.0*	41.4	53.5	66.2	84.9	26.8*	**
Financial and insurance services	68.4	62.7	73.1	65.3	80.7	77.1	6.2*	9.9*
Rental, hiring and real estate services	49.9	68.9	59.0	55.6	72.1	61.5	12.3	11.1*
Professional, scientific and technical services	44.5	54.5	53.4	56.9	68.2	79.8	26.2*	6.0*
Administrative and support services	43.1*	45.8	44.7*	68.1	83.2	90.2	**	5.8*
Public administration and safety	90.9	68.0	90.3	58.1	90.1	82.6	**	**
Education and training	63.8	70.2	67.9	68.2	74.8	78.0	10.0*	5.1*
Health care and social assistance	57.7	62.1	59.4	64.8	72.2	86.3	6.0*	7.3*
Arts and recreation services	45.0	47.2	45.7	53.6	73.4	75.5	16.9*	12.3*
Other services	73.1	73.1	52.3	46.9	70.2	73.5	9.9*	9.1*
Total	54.0	56.7	49.0	52.7	71.0	76.8	13.9	9.3

For notes on tables, see page 19.

Table 5 Use of the VET system and unaccredited training in the last 12 months by employer characteristics, 2007 and 2009 (%)

Employer characteristics	The VET system						Employers using unaccredited training	
	Employers with vocational qualifications as a job requirement		Employers with apprentices/trainees		Employers using nationally recognised training ¹		2007	2009
	2007	2009	2007	2009	2007	2009		
State								
(Base: all employers within state)								
New South Wales	37.9	36.9	27.8	28.1	24.1	26.9	50.8	49.9
Victoria	34.1	34.8	31.0	32.3	19.8	27.1	44.7	53.1
Queensland	27.2	30.5	30.9	34.0	19.8	23.7	48.0	53.5
South Australia	26.6	28.9	26.2	30.1	21.9	24.3	48.5	54.9
Western Australia	33.0	34.2	25.6	28.2	23.6	25.9	55.3	56.7
Tasmania	31.3	30.2	35.2	31.4	25.2	27.6	48.9	53.5
Northern Territory	32.1	41.7	32.5	35.2	29.3	34.1	54.3	58.6
Australian Capital Territory	30.1	36.7	30.1	26.3	26.8	26.8	54.5	57.6
Employer size								
(Base: all employers within employer size)								
Small	26.6	27.2	22.2	25.6	15.9	19.6	41.8	44.5
Medium	49.4	50.4	47.1	41.1	36.4	39.7	66.5	72.3
Large	76.8	77.0	62.2	68.3	64.2	78.4	91.2	95.1
Industry								
(Base: all employers within industry)								
Agriculture, forestry and fishing	13.0*	9.7	9.6*	9.4	11.9*	17.0	32.7	32.6
Mining	38.7*	45.9	53.8*	27.6*	63.5	40.8	46.0*	69.6
Manufacturing	41.0	41.6	34.9	43.6	15.6	24.1	48.0	49.9
Electricity, gas, water and waste services	20.8*	20.1*	17.1*	7.0*	17.2*	17.1*	33.9*	54.6*
Construction	42.0	41.6	59.0	63.1	27.7	22.1	35.6	44.5
Wholesale trade	30.1	17.3*	8.1*	16.9*	13.1*	24.7	44.2	43.9
Retail trade	23.8	21.8	26.7	27.7	16.7	24.4	45.4	58.3
Accommodation and food services	23.6	23.4	36.4	27.6	18.4	21.3	36.6	43.6
Transport, postal and warehousing	24.5	15.0*	25.4	14.0*	33.8	26.1	49.6	57.6
Information media and telecommunications	21.7*	20.3*	15.1*	23.9*	9.7*	17.5*	41.4	53.5
Financial and insurance services	51.3	45.1	23.8*	18.1	41.1	37.9	73.1	65.3
Rental, hiring and real estate services	34.8	46.7	19.6	19.7*	21.1	31.5	59.0	55.6
Professional, scientific and technical services	27.4*	37.9	16.9*	15.7	16.0*	26.3	53.4	56.9
Administrative and support services	32.1*	18.5	2.9*	15.8*	14.5*	31.9	44.7*	68.1
Public administration and safety	82.1	32.7*	69.3	34.5*	37.4*	42.8*	90.3	58.1
Education and training	53.4	57.5	30.0	17.2	32.2	41.9	67.9	68.2
Health care and social assistance	35.7	45.3	28.2	27.6	25.3	40.4	59.4	64.8
Arts and recreation services	19.6	22.6	22.1	24.0	26.5	27.6	45.7	53.6
Other services	59.2	54.5	37.9	50.6	19.5*	22.0	52.3	46.9
Total	33.3	34.2	29.1	30.6	22.1	26.1	49.0	52.7

For notes on tables, see page 19.

Table 6 Reasons for using the VET system by type of training, 2007 and 2009 (%)

	2007	2009
Reasons for having vocational qualifications as a job requirement (Base: all employers with jobs requiring vocational qualifications)		
In response to new technology	2.7*	2.3*
Legislative, regulatory or licensing requirements	48.9	55.2
To improve the quality of goods and services provided	8.7	6.7
To meet and maintain professional/industry standards	33.5	34.1
To provide the skills required for the job	42.8	33.7
To remain competitive	3.4*	1.4*
Other reasons	1.5*	1.5*
Reasons for employing apprentices and trainees (Base: all employers with apprentices/trainees)		
Cheap source of labour/ cost-effective	6.4	7.6
Financial incentives	2.3*	3.2
Staff gain a nationally recognised qualification	5.6	3.5
To fill a specific role or need more staff	27.2	25.6
To get skilled staff and improve staff skills	31.3	25.2
To give young people a head start	18.7	17.5
To support the industry	8.2	8.8
To train to own requirements	34.0	37.2
Usual business practice to employ apprentices/trainees	12.4	16.3
Other reasons	11.9	3.7
Reasons for using nationally recognised training¹ (Base: all employers using nationally recognised training)		
Formalise qualifications and skills	9.6	6.0
In response to new technology	2.2*	3.7
Legislative, regulatory or licensing requirements	33.2	39.7
Staff career development	23.9	17.1
To develop and maintain a flexible and responsive workforce	7.7	6.0
To improve staff moral and retention	2.5*	1.7*
To improve the quality of goods and services provided	19.7	11.8
To meet and maintain professional/industry standards	27.8	25.0
To provide the skills required for the job	29.8	30.0
To remain competitive	6.4	4.4
Other reasons	3.4*	3.8*
Reasons for using unaccredited training (Base: all employers using unaccredited training)		
In response to new technology	13.4	16.0
Legislative, regulatory or licensing requirements	13.1	16.4
Staff career development	3.8	2.8
There is no accredited training for this industry	0.7*	1.6*
To develop and maintain a flexible and responsive workforce	11.8	8.1
To improve the quality of goods and services provided	23.6	16.6
To meet and maintain professional/industry standards	27.0	29.5
To meet highly specific training needs	15.1	12.3
To provide the skills required for the job	49.7	49.1
To remain competitive	7.0	4.5
Other reasons	5.2	1.6

For notes on tables, see page 19.

Table 7 Reasons for not using the VET system by type of training, 2007 and 2009 (%)

	2007	2009
Reasons for not having vocational qualifications as a job requirement		
(Base: all employers that do not have vocational qualifications as a job requirement)		
Current employees are adequately trained	9.8	9.7
Experience is more important than qualifications	10.9	13.9
No one suitable was available	7.2	3.7
Prefer other ways of meeting skill needs	9.1	7.7
Specific skills are required for the job	11.7	8.6
Tried this option before and was dissatisfied	4.5*	1.6*
Unsuitable or not relevant to the organisation	69.3	73.5
Other reasons	7.0	4.4
Reasons for not employing apprentices and trainees		
(Base: all employers not using apprentices/trainees)		
Current employees are adequately trained	6.0	6.2
Lack of time and resources to train apprentices/trainees	7.7	4.4
No suitable apprentices/trainees available	7.6	6.9
Not aware of this option	1.1*	0.6*
Prefer other ways of meeting skill needs	4.8	4.5
Specific skills are required for the job	8.1	5.4
Training is too expensive	5.5	4.1
Too much paperwork and administration	0.1*	0.7*
Tried this option before and was dissatisfied	5.0	4.8
Unsuitable or not relevant to the organisation	70.2	74.9
Other reasons	5.6	2.9
Reasons for not using nationally recognised training¹		
(Base: all employers not using nationally recognised training)		
Current employees are adequately trained	16.8	16.0
Employees are not interested in this type of training	0.6*	1.5
Lack of time and resources to train employees	1.8	1.4
Not aware of this option	2.0	0.9*
Prefer other ways of meeting skill needs	7.6	5.7
Specific skills are required for the job	6.3	5.4
Suitable training not available	5.6	4.0
Training is too expensive	4.6	4.2
Tried this option before and was dissatisfied	0.6*	1.0*
Unsuitable or not relevant to the organisation	65.9	71.3
Other reasons	5.5	2.1

For notes on tables, see page 19.

Table 8 Employers who are satisfied with training as a way of meeting their skill needs by type of training and employer characteristics, 2007 and 2009 (%)

Employer characteristics	The VET system						Employers using unaccredited training	
	Employers with vocational qualifications as a job requirement		Employers with apprentices/trainees		Employers using nationally recognised training ¹		2007	2009
	2007	2009	2007	2009	2007	2009		
State (Base: all employers within state)								
New South Wales	80.7	81.3	87.1	78.8	74.2	82.5	93.4	96.9
Victoria	85.4	84.5	82.3	86.5	82.0	88.2	90.6	95.4
Queensland	76.2	83.6	83.9	83.6	87.7	83.4	92.7	93.1
South Australia	88.4	85.2	81.7	89.0	88.2	87.8	91.6	95.8
Western Australia	72.1	87.2	70.4	83.0	81.9	95.5	92.7	94.2
Tasmania	85.5	86.9	89.6	87.1	83.7	84.6	95.9	97.9
Northern Territory	76.8	83.9	82.7	77.5	73.9	91.7	88.5	95.3
Australian Capital Territory	84.4	79.6	81.8	84.8	83.9	79.5	94.0	93.6
Employer size (Base: all employers within employer size)								
Small	81.5	82.6	84.8	82.3	75.8	84.2	92.4	94.9
Medium	79.8	85.0	80.6	83.7	86.2	88.4	92.9	95.8
Large	80.2	81.6	86.8	89.5	82.0	85.2	89.4	97.4
Industry (Base: all employers within industry)								
Agriculture, forestry and fishing	88.9	68.6	79.9	80.7	59.0	62.6	87.5	94.2
Mining	67.0	90.0	98.5	95.3	94.8	97.1	98.1	94.2
Manufacturing	77.6	84.3	83.6	84.5	92.6	88.6	95.2	94.5
Electricity, gas, water and waste services	85.1	80.3	94.2	86.9	91.4	22.6*	98.6	100.0
Construction	90.4	84.6	83.7	84.6	73.5	92.7	94.3	96.3
Wholesale trade	86.9	98.3	97.1	78.9	87.2	96.7	99.1	85.9
Retail trade	78.7	75.9	84.8	88.7	81.9	81.8	89.0	96.7
Accommodation and food services	75.0	86.9	78.0	66.8	91.8	89.3	89.4	99.1
Transport, postal and warehousing	77.1	92.0	86.1	81.4	77.1	97.2	93.6	95.9
Information media and telecommunications	74.4	86.4	90.7	94.0	82.0	97.7	99.6	96.3
Financial and insurance services	75.4	89.5	85.7	78.5	82.4	91.5	94.7	95.5
Rental, hiring and real estate services	76.5	81.7	87.6	86.5	76.4	86.8	91.5	98.0
Professional, scientific and technical services	70.0	87.6	83.6	83.5	55.9*	85.8	75.3	91.5
Administrative and support services	58.9*	64.0	77.4	60.0*	94.1	49.9	76.4	92.0
Public administration and safety	91.4	93.4	94.7	95.7	91.3	96.9	96.0	98.5
Education and training	91.5	87.8	86.0	86.8	80.5	86.8	94.9	92.2
Health care and social assistance	90.0	87.7	71.9	94.8	93.6	93.0	99.4	97.2
Arts and recreation services	82.3	95.3	76.5	67.2	92.3	95.9	97.6	94.3
Other services	72.9	73.0	79.1	81.6	64.5	80.1	87.9	98.9
Total	80.8	83.4	83.3	83.2	80.5	85.8	92.5	95.3

For notes on tables, see page 19.

Table 9 Reasons for dissatisfaction with the VET system as a way of meeting skill needs by type of training, 2007 and 2009 (%)

	2007	2009
Reasons for dissatisfaction with vocational qualifications as a job requirement		
<i>(Base: dissatisfied employers with jobs requiring a vocational qualification)</i>		
Instructors do not have enough industry experience	6.9*	19.3*
Insufficient communication between training provider and employer	12.8*	0.4*
Not enough focus on practical skills	36.3	31.6
Poor access to training in regional/rural areas	4.0*	5.9*
Relevant skills are not taught	37.9	41.6
Training content is outdated	5.6*	14.2*
Training is of a poor quality or low standard	25.2	26.5*
Training is too general and not specific enough	18.3*	21.6*
Other reasons	13.0*	15.8*
Reasons for dissatisfaction with apprentices and trainees		
<i>(Base: dissatisfied employers with apprentices/trainees)</i>		
Apprentice/ trainee had a poor attitude	20.1*	25.2
Insufficient communication between training provider and employment agency	2.6*	7.5*
Not enough focus on practical skills	16.6*	29.7
Poor access to training in regional/rural areas	11.9*	0.9*
Relevant skills are not taught	28.4*	39.7
Training content is outdated	2.8*	6.1*
Training is of a poor quality or low standard	21.4*	32.1
Training is too general and not specific enough	5.8*	19.6*
Other reasons	24.3*	16.6*
Reasons for dissatisfaction with nationally recognised training¹		
<i>(Base: dissatisfied employers using nationally recognised training)</i>		
Instructors do not have enough industry experience	1.0*	**
Lack of flexibility in provision of training	13.1*	16.1*
Not enough focus on practical skills	30.5*	34.3*
Poor access to training in regional/rural areas	18.0*	4.4*
Relevant skills are not taught	28.9*	39.2
Training is of a poor quality or low standard	18.8*	39.4
Training is too expensive	4.0*	0.0
Training is too general and not specific enough	10.4*	28.2*
Other reasons	36.5*	27.5*

For notes on tables, see page 19.

Table 10 Type of provider used for training in the last 12 months by type of training and provider, 2007 and 2009 (%)

Type of provider	Employers using this type of provider		Employers using as main provider	
	2007	2009	2007	2009
Apprenticeships and traineeships				
(Base: all employers with apprentices/trainees)				
TAFE	64.2	68.9	61.7	65.6
Private training provider	22.2	21.9	18.6	18.9
Industry association	4.6*	3.8	4.3*	3.1
Other providers ²	12.7	10.1	10.2	8.5
No external training provider used	5.7*	4.9	5.1*	3.9
Nationally recognised training¹				
(Base: all employers using nationally recognised training)				
TAFE	38.0	34.8	30.3	27.0
University	10.4	13.0	5.6	10.2
Private training provider	41.4	46.3	34.4	40.3
Government department or agency	7.2	4.9	4.5	2.5*
Professional association	13.7	7.0	12.2	5.3
Industry association	10.2	11.1	8.0	9.1
Other providers ³	4.9	6.3	5.0*	5.5
Unaccredited training				
(Base: all employers using unaccredited training)				
TAFE	6.9	6.0	3.5*	4.6
Private training provider	51.5	46.6	43.5	44.2
Government department or agency	12.6	7.3	8.8	5.7
Professional association	13.0	9.8	9.2	8.6
Industry association	17.0	16.8	14.4	14.0
Supplier/manufacturer of equipment and/or product	18.6	22.0	16.0	20.4
Other providers ⁴	6.6	5.0	4.6*	2.5*

For notes on tables, see page 19.

Table 11 Satisfaction with the quality of training delivered by main provider in the last 12 months, by type of training and main provider, 2007 and 2009 (%)

Type of main provider	Employers satisfied with the quality of training delivered by main provider	
	2007	2009
Apprenticeships and traineeships		
(Base: all employers with apprentices/trainees and using provider as main provider)		
TAFE	78.6	81.1
Private training provider	76.8	86.3
Industry association	94.4	95.5
Nationally recognised training¹		
(Base: all employers using nationally recognised training and using provider as main provider)		
TAFE	85.4	87.6
University	95.5	84.6
Private training provider	87.7	93.6
Government department or agency	90.0	80.5
Professional association	99.7	98.0
Industry association	81.6	92.4
Unaccredited training		
(Base: all employers using unaccredited training and using provider as main provider)		
TAFE	98.2	99.7
Private training provider	94.4	96.3
Government department or agency	86.3	91.7
Professional association	97.7	96.1
Industry association	99.4	99.8
Supplier/manufacturer of equipment and/or product	89.5	96.0

For notes on tables, see page 19.

Table 12 Employers who expect to increase staff training in the next three years by employer characteristics, 2009 (%)

Employer characteristics	The VET system		Employers using unaccredited training
	Employers with apprentices/trainees	Employers using nationally recognised training ¹	
State (Base: all employers within state)			
New South Wales	24.0	32.1	33.0
Victoria	26.1	28.6	33.1
Queensland	22.0	50.4	34.1
South Australia	25.3	39.1	29.5
Western Australia	23.8	35.3	34.6
Tasmania	25.2	39.2	28.3
Northern Territory	33.8	47.7	33.5
Australian Capital Territory	30.7	37.1	32.4
Employer size (Base: all employers within employer size)			
Small	24.7	32.3	31.8
Medium	23.4	36.8	35.1
Large	26.7	51.2	35.6
Industry (Base: all employers within industry)			
Agriculture, forestry and fishing	8.4*	28.8*	33.3
Mining	51.1*	49.2	28.3*
Manufacturing	23.7	41.0	30.5
Electricity, gas, water and waste services	51.4*	18.5*	47.6*
Construction	22.0	36.7	26.1
Wholesale trade	17.7*	18.2*	35.4
Retail trade	29.6	41.6	38.5
Accommodation and food services	21.5*	46.8	34.5
Transport, postal and warehousing	45.1*	14.2*	25.5*
Information media and telecommunications	41.8*	78.0	9.6*
Financial and insurance services	28.0*	33.0	31.1
Rental, hiring and real estate services	**	31.4*	47.8
Professional, scientific and technical services	17.2*	28.4	37.6
Administrative and support services	18.0*	43.4*	30.9
Public administration and safety	61.4	32.9*	67.3
Education and training	22.2*	63.3	29.8
Health care and social assistance	33.1*	29.9*	26.2
Arts and recreation services	27.4*	32.8*	31.3*
Other services	23.3	41.6	37.4
Total	24.4	35.5	33.1

For notes on tables, see page 19.

Terms

For more information, please see Technical notes, Terms and definitions, and other supporting documents at <http://www.ncver.edu.au/publications/2188.html>.

Apprentice or trainee is a person who undertook a contract of training with an employer and a training provider.

Employees are defined as wage and salary earners who received pay for any part of the last pay period. This includes: employees on paid or prepaid leave, employees who commenced or terminated employment during the pay period, and employees on workers' compensation who continue to be paid through the payroll. It excludes persons paid solely by commission, without a retainer, wage or salary.

Employer refers to an organisation operating within Australia that employed at least one employee in the 12 months preceding the interview.

Employer size is defined as:

- small: an employer with between 1 and 9 employees
- medium: an employer with between 10 and 99 employees
- large: an employer with 100 or more employees.

Employer using the VET system refers to an employer that has met skill needs in the past 12 months by:

- hiring staff with vocational qualifications
- employing an apprentice or trainee
- having staff undertake other nationally recognised training.

Important was rated as 4 or 5 on a 5-point scale. It includes employers who consider training important or very important as a way of meeting skill needs.

Industry is defined by the Australian and New Zealand Standard Industry Classification (ANZSIC 2006). This is an Australian Bureau of Statistics classification that identifies the industry or principal activity in which an employer is engaged. Industry is defined based on survey responses.

Informal training refers to training that usually occurs on the job through interactions with co-workers as part of the day-to-day work.

Nationally recognised training is an accredited program of study that leads to vocational qualifications that are recognised across Australia. Only registered training organisations that meet government quality standards can provide nationally recognised training (such as TAFE, private providers and vocational divisions of universities). It can apply to a whole course (qualification) or components of a course (units of competency and modules). For the purposes of this survey, employers with apprenticeships and traineeships are reported separately.

Registered training organisation is a training provider that is registered by a state/territory training authority as nationally recognised for the provision of training and services.

Satisfaction was rated as 4 or 5 on a 5-point scale and includes employers who were satisfied or very satisfied. Dissatisfied was rated as 1 or 2 and includes employers who were dissatisfied or very dissatisfied.

TAFE refers to technical and further education institutes.

Unaccredited training is training that does not lead to a nationally recognised qualification. The training activity must have a specified content or predetermined plan designed to develop employment-related skills and competencies.

Vocational education and training (VET) is that education (excluding higher education) which provides people with work-related knowledge and skills.

Vocational qualifications are nationally recognised completed qualifications. These qualifications are delivered by registered training organisations such as TAFE, private providers and vocational divisions of universities.

Notes on tables

- * The estimate has a relative standard error greater than 25% and therefore should be used with caution.
- ** NCVET does not report on estimates based on less than five respondents because the estimates are unreliable.
- 1 Nationally recognised training is defined as nationally recognised training other than as part of an apprenticeship or traineeship. For the purposes of this survey, employers with apprenticeships and traineeships are reported separately.
- 2 Other providers used for training apprentices and trainees include universities, government departments or agencies, professional associations, suppliers/manufacturers of equipment/product, parent companies, subsidiaries or franchise dealers or other providers.
- 3 Other providers used for providing nationally recognised training include suppliers/manufacturers of equipment/ product, parent companies, subsidiaries or franchise dealers, other providers or no external provider used.
- 4 Other providers used for providing unaccredited training include universities, parent companies, subsidiaries or franchise dealers, other providers or no external provider used.



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