FEEDBACK FORM

Review of the Survey of Employer Use and Views of the VET System

Instructions

This feedback form accompanies the *Review of the Survey of Employer Use and Views of the VET System: discussion paper* <http://www.ncver.edu.au/publications/2349.html>.

This form is intended for feedback on the boxed questions in each section of the discussion paper. It is also the place to raise issues not covered in the paper. It is not necessary to respond to all the questions in this form – only those areas of interest to you and your organisation. Feel free to delete those not applicable.

Once completed, please save this form, with the name of your organisation and the date as part of the header, and email to toni.rittie@ncver.edu.au by close of business Friday 8 April 2011.

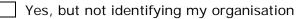## Contact details

We require a contact person for each submission to clarify any questions that may arise.

Name: Alan Ross
Position: CEO
Organisation: Construction and Property Services Industry Skills Council (CPSISC)
Address: PO Box 151, Belconnen, ACT 2616
Phone: 02 6243 0002
Email: alan.ross@cpsisc.com.au

Publication permission

Please note that all responses will be consolidated and made available on the NCVER website unless advised otherwise. Responses will only be identified by organisation. Do you give permission for this submission to be made publically available?

[x] Yes, including my organisation

[ ] Yes, but not identifying my organisation

[ ] No, this submission is not to be made publically available

Feedback relating to issues in the discussion paper

1. Purpose of the survey

1.1 From a policy perspective, interest will remain in collecting information on employers' engagement and satisfaction with the VET system. Are there any other areas of employer' interaction with the VET system that are of interest from a policy/research perspective?

CPSISC Response: The current survey focuses predominantly on whether an employing organisation uses the VET system or not and in what way. The data gathering on their satisfaction is rather more limited. Future surveys should concentrate more on what experiences they have had and how this improved (or did not improve) overall workforce development of the pool of workers they draw from and what particular benefits such as improved productivity (or otherwise) they gained internally.

1.2 What information does your organisation need to better understand the relationship between employers and the VET system?

CPSISC Response: It would be useful to have cross-referenced tables between the industry breakdown of employer views and the State/territory breakdown of the same item in each case. For example tables 4, 5 and 7 provide useful data by State and by industry groups but we cannot tell if there are differences by industry and State which would help inform us of any anomalies and issues between State VET systems.

2. Data items currently collected in the survey

2.1 What information do you use from the survey (if any)?

CPSISC Response: All the survey data is utilised in CPSISC planning, advice to governments and to inform our annual Industry Environmental Scan.

2.2 Do you agree with the priorities we have assigned the current data items?

CPSISC Response: Not completely. Please see responses below.

2.3 Do you agree with the data items we have ranked as high priority and are proposing to retain?

CPSISC Response: No issues with identified core data requirements but there are more.

2.4 Do you agree with the data items we have ranked as low priority and are proposing to remove? If not, have you used any of this information in the past? How do you propose using this information in the future if the questions are retained?

CPSISC Response: Asking what recruitment difficulties an employer has experience in the past 12 months as a core collection of data but following up

with why this might be as low priority is not useful. At the very least it is necessary to know if recruiting difficulties have a relationship with skills supply or an aspect of available training or is another factor entirely such as employer location or work conditions/remuneration.

Similarly the core question on whether an organisation has jobs requiring vocational qualifications without following up on why this is the case makes the data less complete. Licensing and regulation is increasing in many industries and becoming more nationally consistent and mandated in areas such as OHS and sustainability. We need to know if this is driving employers to seek vocationally qualified personnel or if there are other valid reasons and the results should be broken down by industry sector.

2.5   Are there any data items we have ranked as medium priority that you believe should be removed from the survey?

CPSISC Response: The informal training questions should be a core requirement for the survey. Also in this question set the two items on employers contributing to university or VET study seem to be support of formal rather than informal training.

The medium priority question on whether jobs requiring vocational qualifications are full or part time does not add much value aggregated as a national percentage and it's not obvious where it has been reported in previous publications.

Reasons for dissatisfaction with vocational qualifications providing employees with skills required for the job should be a core survey requirement.

Reasons for dissatisfaction with apprenticeships/traineeships in meeting skill needs should be a core requirements and broken down by industry sector.

Questions on whether nationally recognised training was in full qualifications or subjects/modules (should include units of competency) may be useful to know but it does not seem to be reported in previous publications.

The question on the level of satisfaction with the quality of training from a main training provider is a core survey requirement not medium priority.

The three questions on who conducted the majority of unaccredited training, types of organisation, etc. can be collapsed to a single question.

2.6   Are there any data items you consider should be added to the survey? How would you use this information?

CPSISC Response: The Discussion Paper indicates that the question on reasons for choosing unaccredited training or nationally accredited training is not to be included in the 2011 survey. This is a fundamental question that CPSISC would like to see answered.

3.   Scope and methodology

3.1   Does the current scope satisfy your needs from a policy/research perspective?

CPSISC Response: Essentially yes with the suggestions above.

3.2   Do you favour a mixed mode approach for the survey (both telephone and online)?

CPSISC Response: Yes on-line alone would not get a reliable response – particularly from SMEs.

3.3   What levels of accuracy do you require from the survey?

CPSISC Response: As indicated in the survey design parameters on page 11 of the Discussion Paper.

3.4   Would you favour a shorter survey in exchange for more accurate estimates?

CPSISC Response: Yes, as long as the core requirements were covered with probing question for reasons.

4.   Options for 2013 onwards

4.1   What are your views on having a core set of questions (as noted in table 2 of the paper) each year with the option for including a separate module on a topic of interest?

 CPSISC Response: Table two, plus suggested essential probing questions noted above, would be the minimum needed by industry. It's not clear what statistical value an optional bank of questions would provide so it would need to be reported simply as useful commentary in published reports.

4.2 Do you have any suggestions for issues that could be included in a question module approach, either past or present?

CPSISC Response: Probably questions around key barriers to accessing formal VET and if/how organisations have overcome them.

Additional feedback or issues:

Please list feedback on any other issues you would like covered in the review.

Note: For NCVER to make maximum use of this information, it is important to outline why this issue needs to be considered, what changes you would propose making and why and how it would benefit the survey.

N/a