

Australian vocational education and training statistics

# Employers' use and views of the VET system 2023

National Centre for Vocational Education Research



## Highlights

In 2023:

- 56.8% of employers used the VET system to meet their training needs, similar to 2021.
- 38.6% of employers had jobs that require vocational qualifications, similar to 2021.
  - Of these, 74.0% were satisfied that vocational qualifications provide employees with the skills they need for the job.
- 31.3% of employers had apprentices and trainees, up 3.9 percentage points from 2021.
  - Of these, 73.2% were satisfied that apprentices and trainees are getting the skills they need from training.
- 28.5% of employers arranged or provided their employees with nationally recognised training, similar to 2021.
  - Of these, 78.5% were satisfied that nationally recognised training provides employees with the skills they need for the job.

# Summary

## Employers' use of training

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 accredited and unaccredited training to meet their skill needs and their satisfaction with the training.

Australian employers can engage with accredited training in three main ways, by:

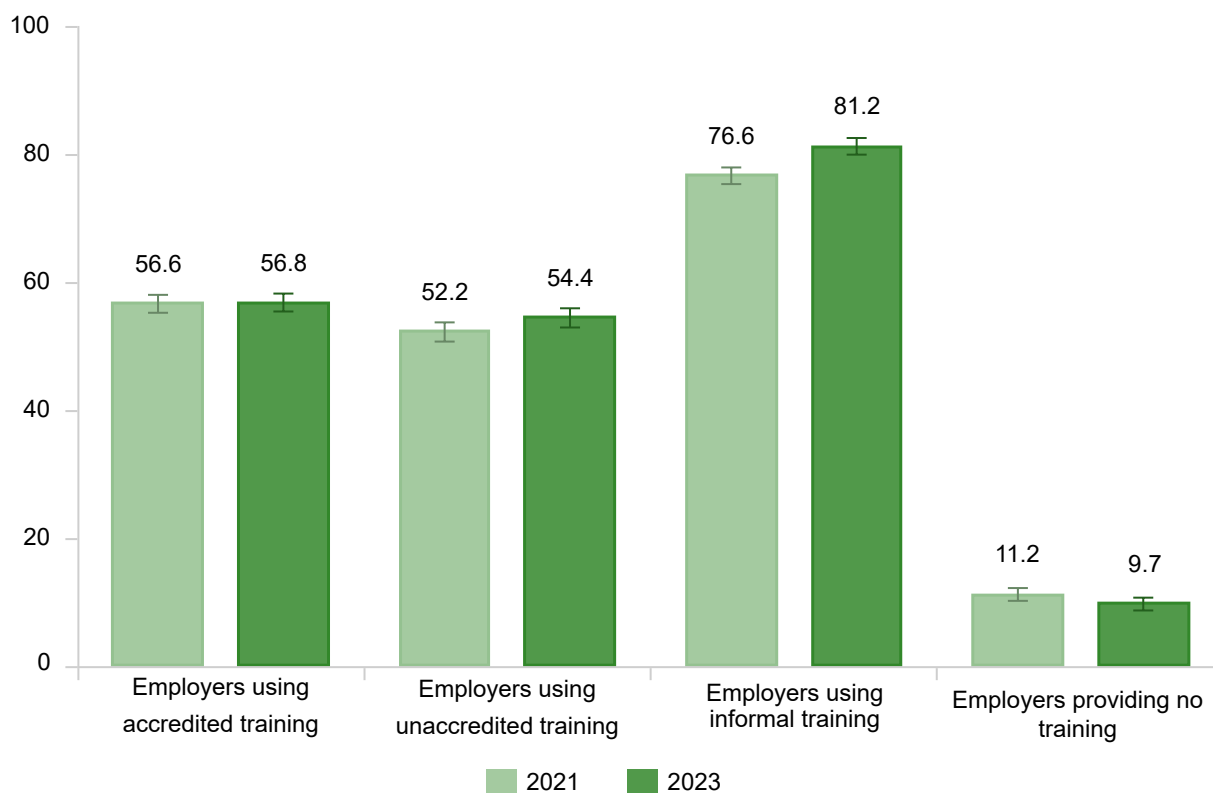
- having jobs that require vocational qualifications
- employing apprentices and trainees
- using nationally recognised training, other than through apprenticeships and traineeships.

Employers can also use unaccredited and informal training.

In 2023:

- 56.8% of employers used accredited training to meet their skills needs, similar to 2021
- 54.4% provided unaccredited training to their staff, up 2.2 percentage points from 2021
- 81.2% provided informal training to their staff, up 4.6 percentage points from 2021
- 9.7% did not provide any training to their employees, down 1.5 percentage points from 2021.

Figure 1 Employers' use of different types of training, 2021 and 2023 (%)



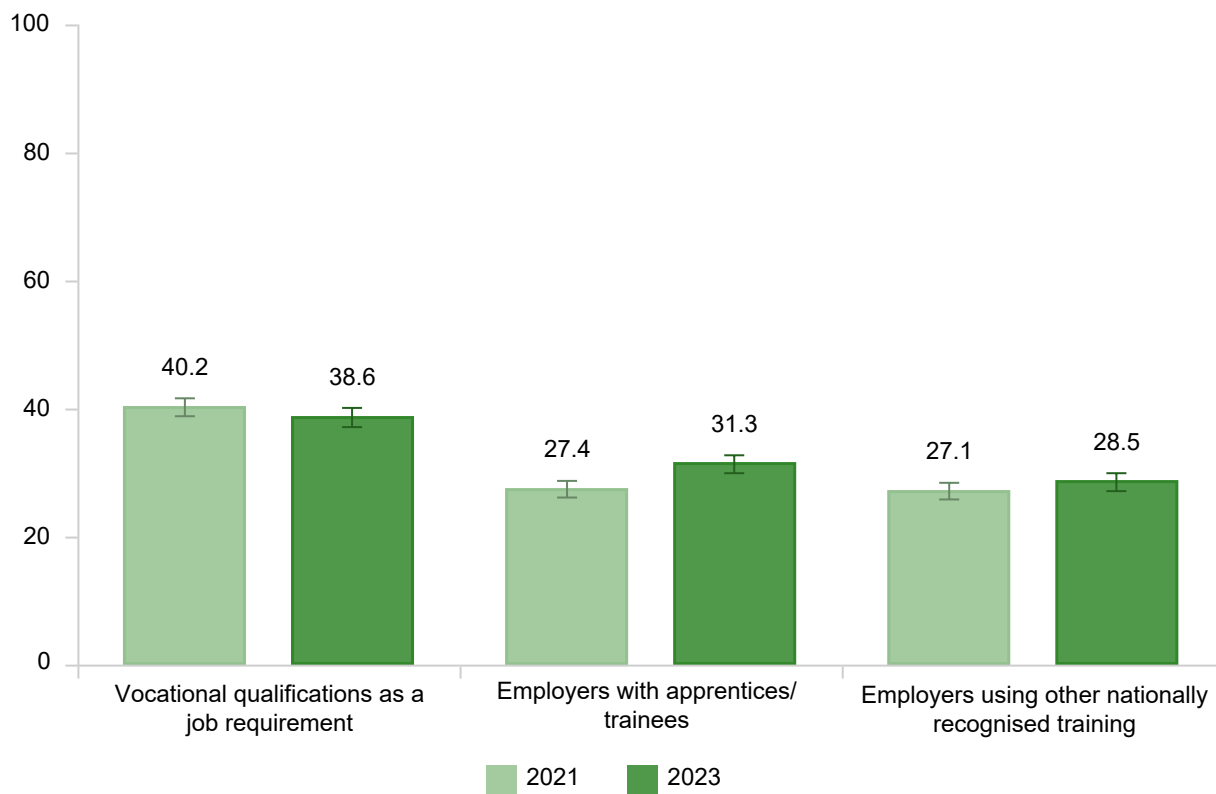
Of the employers who did not provide any training in the last 12 months, the top reasons were:

- No need/not relevant to our organisation (52.2%)
- Current employees are adequately trained (49.5%).

## Employers' use of accredited training

In 2023, 56.8% of employers used accredited training to meet their skills needs, similar to 2021.

Figure 2 Employers' use of accredited training by choice of training, 2021 and 2023 (%)



### Vocational qualifications as a job requirement

In 2023, 38.6% of employers had jobs that require vocational qualifications, similar to 2021.

### Apprentices and trainees

In 2023, 31.3% of employers had apprentices and trainees, up 3.9 percentage points from 2021.

- Of these, 62.5% employed apprentice and trainees to get skilled staff and improve staff skills, and 52.1% to fill a specific role in the organisation.

### Other nationally recognised training

In 2023, 28.5% of employers arranged or provided their employees with nationally recognised training (other than through apprenticeships and traineeships), similar to 2021. Of these,

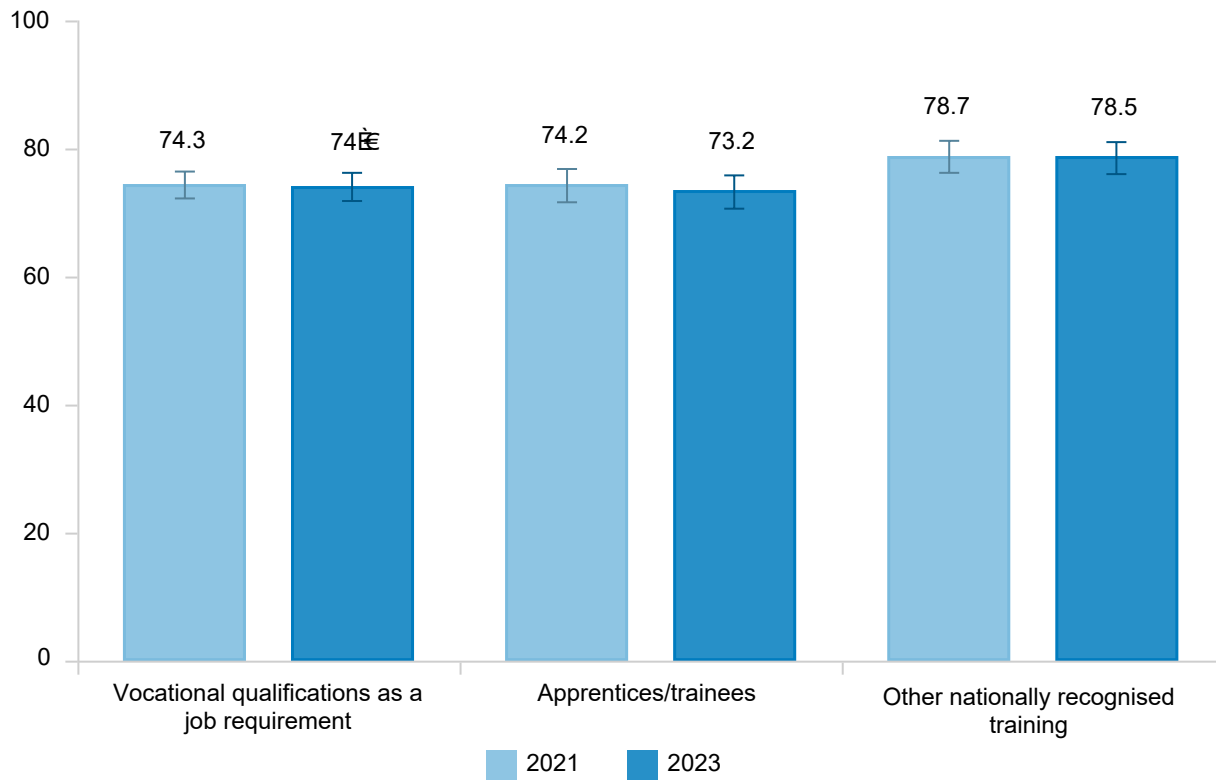
- 55.5% mainly used nationally recognised training for full qualifications (instead of specific subjects or modules).
- 62.6% cited providing skills required for the job and 57.2% cited legislative, regulatory or licensing requirements as the top reasons for using nationally recognised training.

## Employers' satisfaction with accredited training

In 2023, the proportion of employers satisfied that training met their skill needs was:

- 74.0% for vocational qualifications, similar to 2021
- 73.2% for training provided to apprentices and trainees, similar to 2021
- 78.5% for other nationally recognised training, similar to 2021.

Figure 3 Employers' satisfaction with accredited training by choice of training, 2021 and 2023 (%)



## Reasons for dissatisfaction

### Vocational qualifications as a job requirement

10.5% of employers with jobs that require vocational qualifications were dissatisfied with the training as a way of meeting their skill needs. The top reasons for dissatisfaction were:

- Training is of a poor quality or low standard
- Relevant skills are not taught
- Not enough focus on practical skills.

### Apprentices and trainees

12.2% of employers who had apprentices and trainees were dissatisfied with the skills apprentices and trainees were getting from training. The top reasons for dissatisfaction were:

- Relevant skills are not taught
- Training is of a poor quality or low standard
- Insufficient communication between training provider and employment agency.

### Other nationally recognised training

8.5% of employers who used other nationally recognised training were dissatisfied with the training in providing their employees with the skills they need for the job. The top reasons for dissatisfaction were:

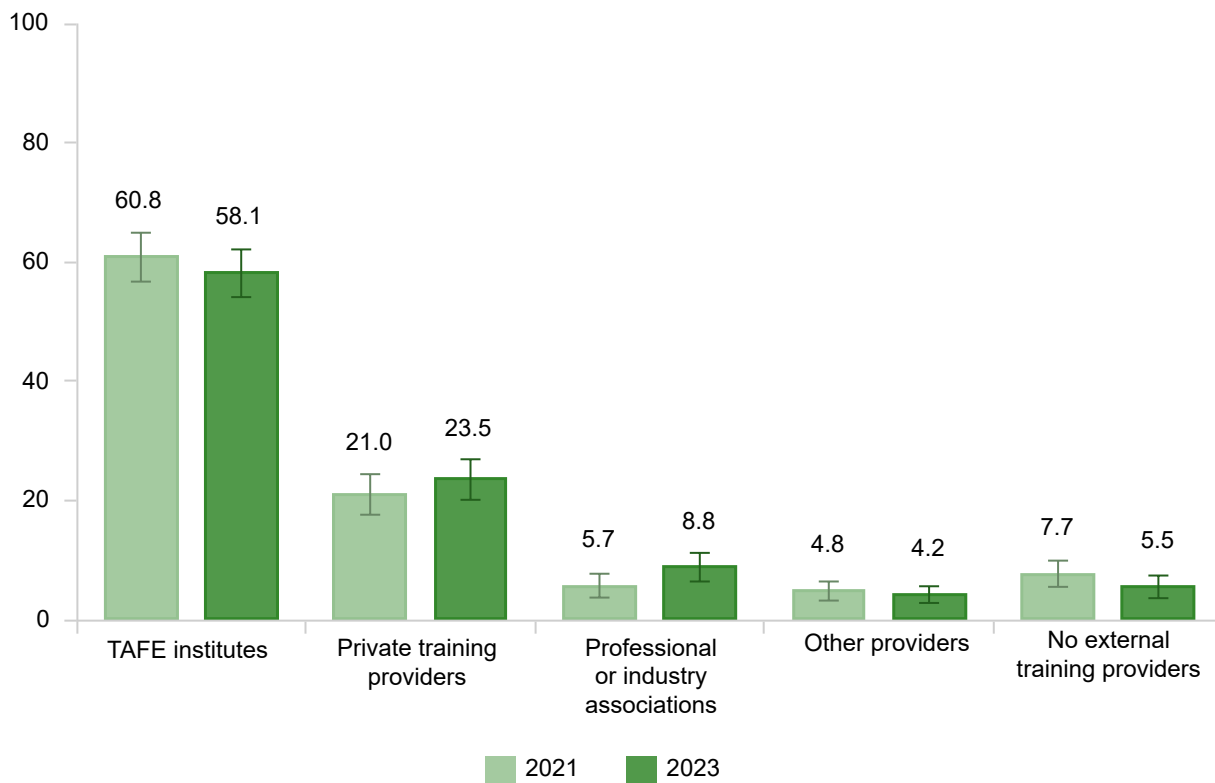
- Relevant skills are not taught
- Training is of a poor quality or low standard
- Poor access to training in regional/rural areas.

# Employers' use and satisfaction with main training providers

## Apprentices and trainees

Of the employers with apprentices and trainees, 58.1% used TAFE institutes as their main provider to train apprentices and trainees. Of these, 74.7% were satisfied overall with the training provided.

Figure 4 Provider types used to conduct training for apprentices and trainees, 2021 and 2023 (%)



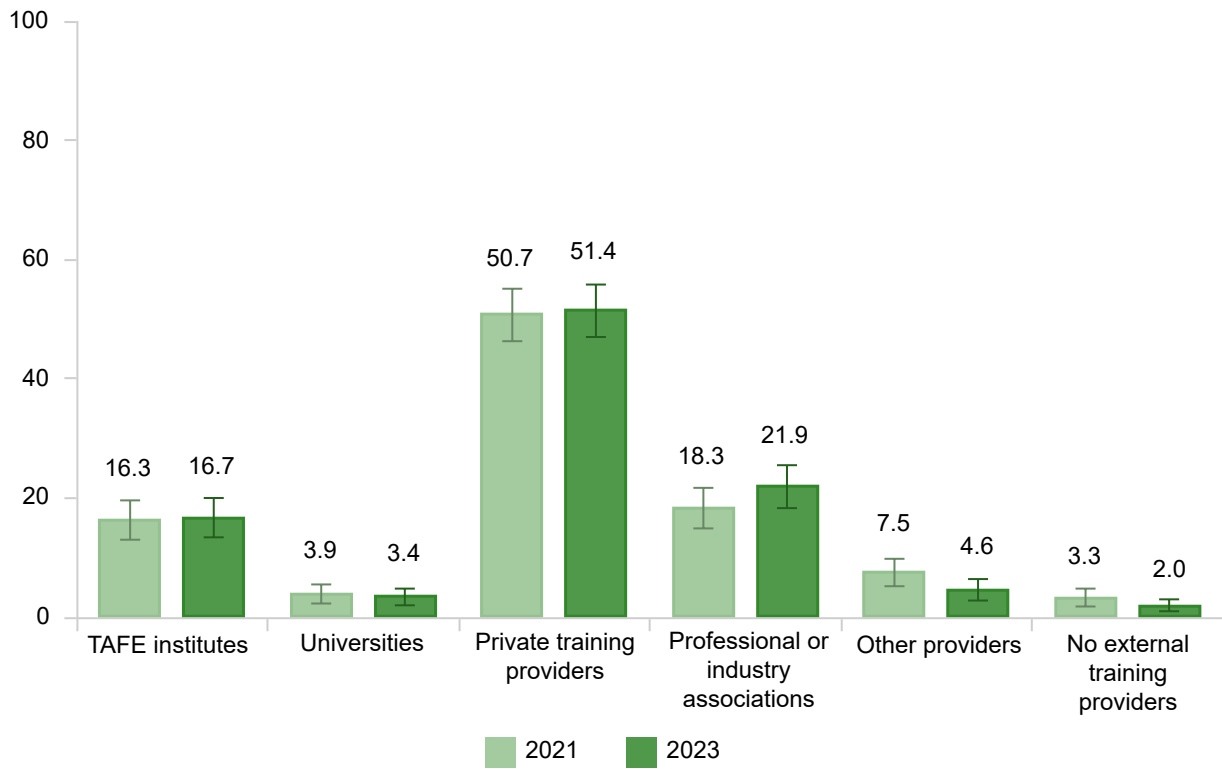
Of the employers who used TAFE institutes as their main provider to train apprentice and trainees, the top reasons for doing so were:

- because it was the only suitable provider available (50.5%)
- because the training course was suitable (24.0%).

## Other nationally recognised training

Of the employers who provided nationally recognised training (other than through apprenticeships and traineeships), 51.4% used private training providers as their main provider to conduct the training. Of these, 85.9% were satisfied overall with the training provided.

**Figure 5 Provider types used to conduct nationally recognised training, 2021 and 2023 (%)**



Of the employers who used private training organisations as their main provider of nationally recognised training, the top reasons for doing so were:

- because of the convenient access or location (36.0%)
- because the content of the training was suitable (31.0%).

## Employers' use of unaccredited training

In 2023, 54.4% of employers used unaccredited training to train their employees, up 2.2 percentage points from 2021. Of these, the top reasons for doing so were to:

- provide skills required for the job (69.3%)
- meet and maintain professional/industry standards (43.8%)
- meet highly specific training needs (43.6%).

Of employers who used unaccredited training to train their employees:

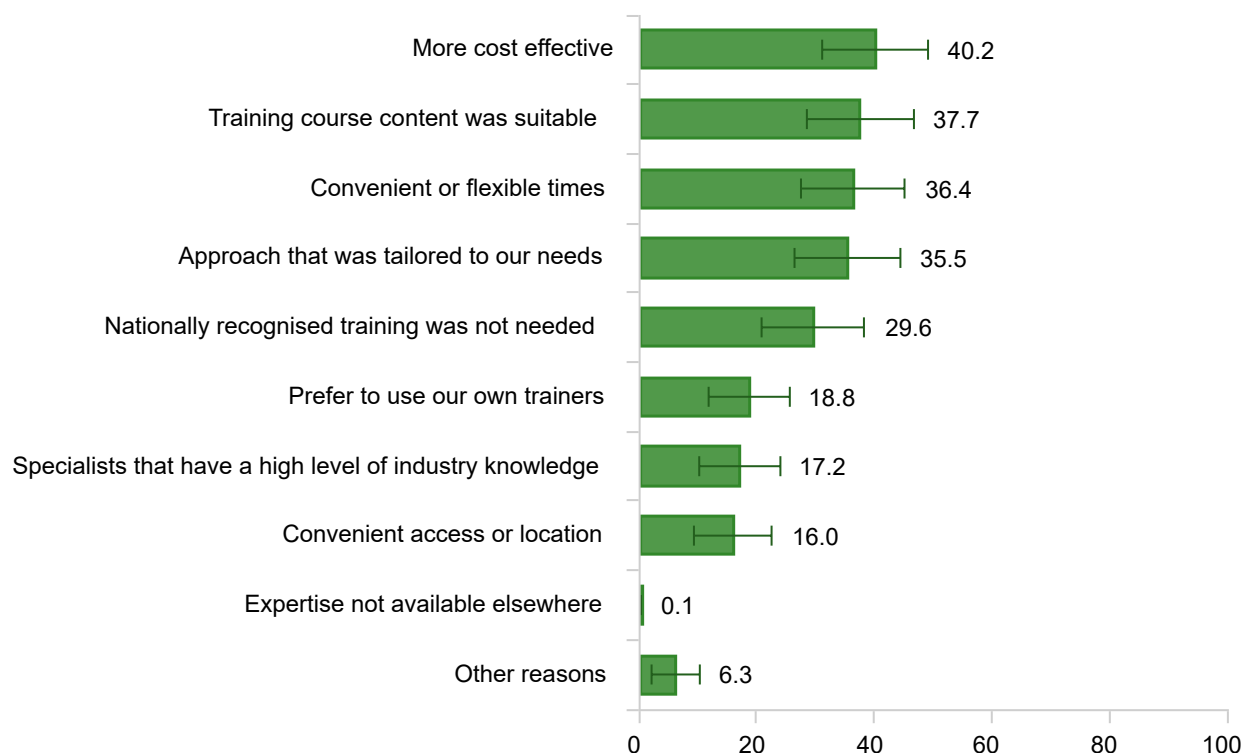
- 58.9% could not find any comparable nationally recognised training available, similar to 2021
- 27.5% did not explore if there was any comparable nationally recognised training, similar to 2021
- 13.6% found comparable nationally recognised training available, similar to 2021.

### Reasons for choosing unaccredited training over nationally recognised training

Of the 13.6% of employers who found comparable nationally recognised training but chose unaccredited training, the top reasons for doing so were:

- because the unaccredited training was more cost effective (40.2%)
- because the training course content was suitable (37.7%)
- because of the more convenient or flexible times (36.4%)
- because the approach was more tailored to their needs (35.5%).

Figure 6 Reasons for choosing unaccredited training over nationally recognised training, 2023 (%)





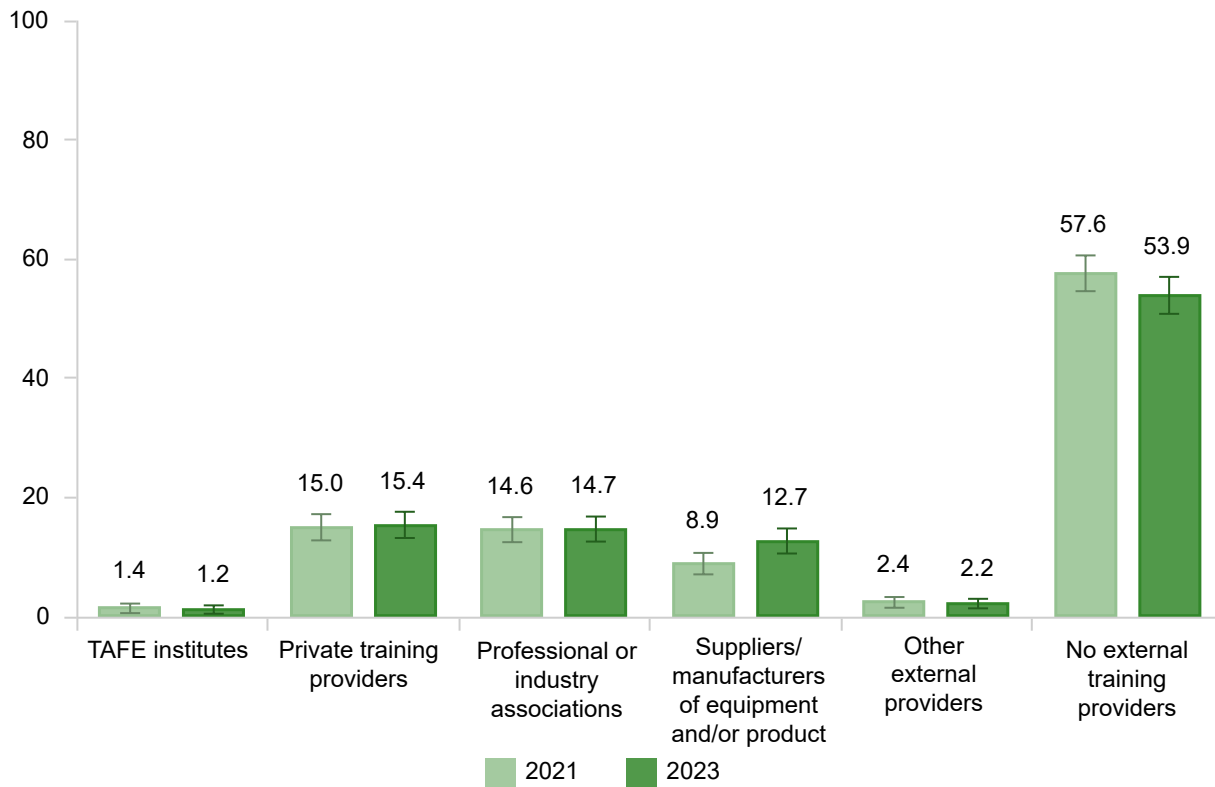
In 2023, the proportion of employers satisfied with unaccredited training was 86.1%, up 2.6 percentage points from 2021.

### Main training providers used to conduct unaccredited training

Of the employers who used unaccredited training to train their employees:

- 53.9% conducted the training internally, similar to 2021
- 15.4% used private training providers to conduct the training, similar to 2021
- 14.7% used professional or industry associations, similar to 2021
- 12.7% used suppliers/manufacturers of equipment and/or products, up 3.8 percentage points from 2021.

Figure 7 Provider types used to conduct unaccredited training, 2021 and 2023 (%)



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