



Employers' use and views of the VET system 2023: data dictionary

National Centre for Vocational
Education Research

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<https://www.ncver.edu.au/research-and-statistics/collections/employers-use-and-views-of-the-vet-system>.

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Contents

Contents	3
Introduction	5
Data elements.....	6
Part A: Organisational Characteristics	7
Main industry - Questionnaire	8
Operates from more than one location.....	10
Number of employees - Questionnaire.....	11
Registered Training Organisation	13
RTOs - Provide training to own employees or others.....	14
Part C: Skill needs/Formal vocational qualifications	15
Employs people with formal vocational qualifications	16
Formal vocational qualifications as requirement for job	17
Formal vocational qualifications - Satisfaction.....	19
Formal vocational qualifications - Reasons for dissatisfaction	21
Part D: Training requirements	24
Employs apprentices or trainees.....	25
Provided nationally recognised training	26
Provided unaccredited formal training	27
Has organisation had supervisor provide informal, or on-the-job training as required	28
Reasons for not providing any training in the last 12 months.....	32
Part E: Apprenticeships/Traineeships	34
Apprenticeships/traineeships - Reasons for using	35
Apprenticeships/traineeships - Types of providers conducting formal training.....	38
Apprenticeships/traineeships - Main provider conducting formal training	41
Apprenticeships/traineeships - Reasons for using provider	44
Apprenticeships/traineeships - Satisfaction with aspects of training	48
Apprenticeships/traineeships - Satisfaction with main provider	50
Apprenticeships/traineeships - Satisfaction	52
Apprenticeships/traineeships - Reasons for dissatisfaction	54
Part F: Nationally recognised training	57
Nationally recognised training - Reasons for using	58
Nationally recognised training - Full qualification or specific subjects or modules as the majority of provision.....	61
Nationally recognised training - Internal or external provider (enterprise RTOs)	62
Nationally recognised training - Types of providers	63
Nationally recognised training - Main provider.....	66
Nationally recognised training - Reasons for using provider	69
Nationally recognised training - Satisfaction with aspects of training	72
Nationally recognised training - Satisfaction with main provider	75
Nationally recognised training - Satisfaction	77
Nationally recognised training - Reasons for dissatisfaction	79
Part G: Unaccredited Training	82
Unaccredited training - Reasons for using	83
Unaccredited training - Whether nationally recognised training available	86
Unaccredited training - Reasons for choosing over nationally recognised training.....	87
Unaccredited training - Internal or external provider	90
Unaccredited training - Main provider.....	91
Unaccredited training - Satisfaction	94
Additional items.....	96
Engagement with VET (derived)	97

Satisfaction with VET (derived)	98
Combination of training (derived)	99
Weight	100
Question number map	101

Introduction

The Survey of Employers' Use and Views of the VET system is a biennial survey that collects information about employers' engagement and satisfaction with the VET system and the various ways employers use the VET system to meet their skill needs. The survey covers training provided in the previous 12 months. The sample of employers is randomly selected from the commercial business registry (illion).

The primary purpose of this document is to assist users of unit record files to understand the variables. Users of the unit record files are also referred to the Unit record file (URF) guide which provides information about using the URF. The URF guide, along with the 2023 questionnaire, can be found at <https://www.ncver.edu.au/research-and-statistics/publications/all-publications/employers-use-and-views-of-the-vet-system-2023>.

Data elements

Part A: Organisational Characteristics

Main industry – Questionnaire

Current name: A1

Purpose

Determine main type of business activity (industry) carried out by organisation as reported by respondent during the interview.

Survey

Survey of Employer Use and Views of the VET System (SEUV)

Questionnaire

Survey year

2023

Population

All employers (in-scope)

Question number:

A1

Question

A1 What is the **MAIN** type of business activity carried out by the organisation in [Selected State].

(PROBE FULLY – RECORD DETAILS TO ALLOW FOR ANZSIC CODING)

95. Record verbatim (specify)

98. Refused

99. Don't know

Source

NCVER devised.

Values

Name: A1 **Label:** A1. Main industry – Questionnaire – ANZSIC 2006

VALUE	LABEL
1	Agriculture, Forestry and Fishing
2	Mining
3	Manufacturing
4	Electricity, Gas, Water and Waste Services
5	Construction
6	Wholesale Trade
7	Retail Trade
8	Accommodation and Food Services
9	Transport, Postal and Warehousing
10	Information Media and Telecommunications
11	Financial and Insurance Services
12	Rental, Hiring and Real Estate Services
13	Professional, Scientific and Technical Services
14	Administrative and Support Services
15	Public Administration and Safety
16	Education and Training
17	Health Care and Social Assistance
18	Arts and Recreation Services
19	Other Services
95	Other
98	Refused
99	Don't know

Response: Single

History

In 2007 this question changed to verbatim due to the introduction of the new ANZSIC 2006 code frame. ANZSIC 1993 code frame was used as well to enable comparison of outcomes with 2005 outcomes

The data from 2011 onwards is only coded to the ANZSIC 2006 codeframe.

In 2005, 2009, 2011 and 2013 Can't say had a coded value of 98. From 2015 onwards Can't say had a code value of 99.

In 2007, Can't say had a coded value of 99.

Operates from more than one location

Current name: A2

Purpose

Determine whether organisation operates from more than one location in Australia.

Survey

Survey of Employer Use and Views of the VET System (SEUV)

Questionnaire

Survey year

2023

Population

All employers (in-scope)

Question number:

A2

Question

A2 Does this organisation operate from more than one State or Territory in Australia?

01. Yes

02. No

Source

NCVER devised.

Values

Name: A2 Label: A2. Operates from more than one location

VALUE	LABEL
1	Yes
2	No

Response: Single

History

Number of employees – Questionnaire

Current name: A5, A5sum

Purpose

Determine total number of employees in the organisation (size) to be able to calculate small, medium and large organisations.

Survey

Survey of Employer Use and Views of the VET System (SEUV)

Questionnaire

Survey year

2023

Population

All employers (in-scope)

Question number:

A5

Question

A5 Could you please tell me the **TOTAL** number of employees working in, or operating from (organisation), that received pay in the **LAST PAY PERIOD**? Please include full time, part time and casual employees. Please exclude contractors, people working solely on commission and owners of the business.

IF NECESSARY: Probe for best estimate.

IF A5=0, don't know or refusal Terminate here

Source

NCVER devised.

Values

Name: A5 Label: A5. Number of employees – Questionnaire

VALUE	LABEL
# [numeric]	Number of employees

Response: Single

Additional output items

Name: A5sum **Label:** A5sum. Number of employees – Questionnaire (summary)

VALUE	LABEL	DERIVED
1	Small	A5 = 1 to 9 (inclusive)
2	Medium	A5 = 10 to 99 (inclusive)
3	Large	A5 = 100+ (inclusive)

Response: Single

History

Notes

A5Sum is the variable to be used for reporting “employer size” and it is provided in Unit Record Files. A5Sum is different to Ilion’s size variable used for survey sampling. This variable is not provided in Unit Record Files.

Registered Training Organisation

Current name: A6

Purpose

Determine whether organisation is a Registered Training Organisation.

Survey

Survey of Employer Use and Views of the VET System (SEUV)

Questionnaire

Survey year

2023

Population

All employers (in-scope)

Question number:

A6

Question

A6 Is your organisation an RTO or registered training organisation – that is, an organisation registered under the Australian Quality Training Framework (AQTF) to provide nationally recognised training?
IF NECESSARY: RTO stands for registered training organisation

01. Yes

02. No

99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: A6

Label: A6. Registered Training Organisation

VALUE	LABEL
1	Yes
2	No
99	Don't know/can't say

Response: Single

History

From 2015 the code for Don't know/can't say changed to 99. It was code 9 in 2013 and earlier surveys.

RTOs – Provide training to own employees or others

Current name: A7

Purpose

Determine whether the organisation provides training mainly to its own employees, to other organisations, or to both groups equally.

Survey

Survey of Employer Use and Views of the VET System (SEUV)

Questionnaire

Survey year

2023

Population

All employers (in-scope) who indicated that they are an RTO.

Question number:

A7

Question

A7 As an RTO, do you mainly provide training to your own employees, or is training a service you provide to other organisations and individuals?

01. Mainly to own employees

02. Mainly to others

03. Both equally

Source

NCVER devised.

Values

Name: A7

Label: A7. Registered Training Organisation – Provide to training to own staff or others

VALUE	LABEL
1	Mainly to own employees
2	Mainly to others
3	Both equally

Response: Single

History

This question was not included in the 2011 survey.

Part C: Skill needs/Formal vocational qualifications

Employs people with formal vocational qualifications

Current name: C1A

Purpose

Determine whether people with formal vocational qualifications have worked for the organisation in last 12 months.

Survey

Survey of Employer Use and Views of the VET System (SEUV)

Questionnaire

Survey year

2023

Population

All employers (in-scope)

Question number:

C1A

Question

C1A Thinking about the people working in this organisation in the last 12 months, do any of the employees have formal vocational qualifications, such as VET diplomas and certificates I-IV?

This includes trade qualifications (e.g. Diploma of Information Technology, Certificate IV in Ageing Support, plumbing, electrician etc.)

Please exclude staff with higher education qualifications and Apprentices and Trainees who are still completing their training.

- 01. Yes
- 02. No
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: C1A **Label:** C1A - Employs people with formal vocational qualifications

VALUE	LABEL
1	Yes
2	No
99	Don't know/can't say

Response: Single

History

Formal vocational qualifications as requirement for job

Current name: C2, C2all

Purpose

Determine whether having a formal vocational qualification was a requirement for any jobs (for people with formal vocational qualifications who have worked for the organisation over the last 12 months).

Survey

Survey of Employer Use and Views of the VET System (SEUV)

Questionnaire

Survey year
2023

Population

Employers (in-scope) with employees with formal vocational qualifications (who have worked for the organisation over the last 12 months).

Question number:

C2

Question

C2 Was having a formal vocational qualification a **requirement** for any jobs? (e.g. as part of their job description).

- 01. Yes
- 02. No
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: C2 **Label:** C2 - Formal vocational qualification as requirement for the job

VALUE	LABEL
1	Yes
2	No
99	Don't know/can't say

Response: Single

Name: C2all **Label:** C2all. (ALL EMPLOYERS) Formal vocational qualifications as requirement for job(s)

VALUE	LABEL	DERIVED
1	Employers having jobs that require vocational qualifications	C2 = 01
2	Not having jobs that require vocational qualifications	C2 = 02 or missing
99	Don't know/can't say	C2 = 99

Response: Single

History

Notes

C2all generates proportions from 'all employers'.

In 2005 and 2007, there was an extra variable C2a, which had to be added to results in C2 to create a variable C2total. This C2total variable was used to derived C2all. In 2009 and 2011, C2 was recoded so that C2total did not need to be created.

In 2015 the code for Don't know/can't say changed to 99 for C2 and C2all. It was code 9 in 2013 and earlier surveys.

Formal vocational qualifications – Satisfaction

Current name: C5, C5Sum

Purpose

Determine level of satisfaction with formal vocational qualifications in providing employees with the skills required for their job.

Questionnaire

Survey year

2023

Population

Employers (in-scope) that have employees who require formal vocational qualifications as part of their job.

Question number:

C5

Question

C5 Thinking about the overall needs of your organisation, how satisfied or dissatisfied are you with formal vocational qualifications in providing employees with the skills required for their job? Are you...
(READ OUT)

- 01. Very satisfied
- 02. Satisfied
- 03. Neither satisfied nor dissatisfied
- 04. Dissatisfied
- 05. Very dissatisfied
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: C5 **Label:** C5 – Satisfaction with FVQ

VALUE	LABEL
1	Very satisfied
2	Satisfied
3	Neither satisfied nor dissatisfied
4	Dissatisfied
5	Very dissatisfied
99	Don't know/can't say

Response: Single

Additional output items

Name: C5sum **Label:** C5sum. FVQ – Satisfaction (Summary – All with FVQ as job requirement)

VALUE	LABEL	DERIVED
1	Satisfied	C5 = 01 or 02 (very satisfied or satisfied)
2	Neither satisfied nor dissatisfied	C5 = 03 (neither)
3	Dissatisfied	C5 = 04 or 05 (very dissatisfied or dissatisfied)
99	Don't know/can't say	C5 = 99 (Don't know/can't say)

Response: Single

History

In 2015 the code for Don't know/can't say changed to 99. It was code 9 in 2013 and earlier surveys.

Formal vocational qualifications – Reasons for dissatisfaction

Current name: C6S01-12, 95, 99; fvq_dissat1-10, 99

Purpose

Determine reasons for dissatisfaction with formal vocational qualifications as a way of providing employees with the skills required for their job.

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream A) that have employees who require formal vocational qualifications as part of their job; AND who are either dissatisfied or very dissatisfied with formal vocational qualifications.

Question number:

C6

Question

C6 Why are you dissatisfied with formal vocational qualifications in providing employees with the necessary skills?

(PROBE FULLY)

(MULTIPLE CHOICE ALLOWED – DO NOT READ OUT)

- 02. Don't teach relevant skills/ mismatch between skills
- 01. Training is poor quality/ low standard
- 03. Not enough hands on/ practical skills taught
- 04. Qualification/ training too general/ not specific enough
- 07. Standards are inconsistent across institutions
- 05. Trainers do not have enough skills/ industry experience
- 09. Poor access/availability of training (regional/rural areas)
- 95. Other (please specify)
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: C6S01-12, 95 Label: C6 - Reasons for dissatisfaction

NAME	LABEL
C6S01	Training is poor quality/low standard
C6S02	Don't teach relevant skills/mismatch between skills
C6S03	Not enough hands on/practical skills taught
C6S04	Qualification/training too general/not specific enough
C6S05	Trainers do not have enough skills/industry experience
C6S06	Training content outdated
C6S07	Standards are inconsistent across institutions
C6S08	Courses are too short/ should be longer
C6S09	Poor access/ availability of training (regional/rural areas)
C6S10	It is too expensive
C6S11	Access/ amount of funding available
C6S12	Lack of flexibility with training/ too rigid (time and method)
C6S95	Other
C6S99	Don't know/can't say

VALUE	LABEL
0	No
1	Yes

Response: Single

Additional output items

Name: fvq_dissat1-10, 99

VALUE	LABEL	DERIVATION
1	Instructors do not have enough industry experience	C6S05=1
2	Not enough focus on practical skills	C6S03=1
3	Poor access to training in regional/rural areas	C6S09=1
4	Relevant skills are not taught	C6S02=1
5	Standards are inconsistent across institutions	C6S07=1
6	Training content is outdated	C6S06=1
7	Training is of a poor quality or low standard	C6S01=1
8	Training is too expensive	C6S10=1
9	Training is too general and not specific enough	C6S04=1
10	Other reasons	C6S08, C6S11, C6S12 or C6S95=1
99	Don't know/can't say	C6S99=1

Response: Multiple

History

In 2015 the code for Other specify changed to 95. It was code 97 in 2013.

Each year the most common responses from the previous survey were retained on the questionnaire. Other verbatim responses were coded into the remaining verbatim response codes.

Values for additional output items

Name: fvq_dissat1-10, 99

VALUE	LABEL	2005-2011	2013	2015-2021
1	Instructors do not have enough industry experience	D8S07=1	C6S05=1	C6S05=1
2	Not enough focus on practical skills	D8S01=1	C6S03=1	C6S03=1
3	Poor access to training in regional/rural areas	D8S09=1	C6S09=1	C6S09=1
4	Relevant skills are not taught	D8S02=1	C6S02=1	C6S02=1
5	Standards are inconsistent across institutions	D8S03=1	C6S07=1	C6S07=1
6	Training content is outdated	D8S04=1	C6S06=1	C6S06=1
7	Training is of a poor quality or low standard	D8S08=1	C6S01=1	C6S01=1
8	Training is too expensive	D8S16 =1	C6S10=1	C6S10=1
9	Training is too general and not specific enough	D8S05=1	C6S04=1	C6S04=1
10	Other reasons	D8S06, D8S10, D8S11, D8S12, D8S13, D8S14, D8S15, D8S17 or D8S97=1	C6S08, C6S11, C6S12 or C6S97=1	C6S08, C6S11, C6S12 or C6S95=1
99	Don't know/can't say	D8S99=1	C6S99=1	C6S99=1

Part D: Training requirements

Employs apprentices or trainees

Current name: D1

Purpose

Determine whether organisation has had any employees undertaking apprenticeships or traineeships over the last 12 months.

Survey

Survey of Employer Use and Views of the VET System (SEUV)

Questionnaire

Survey year

2023

Population

All employers (in-scope)

Question number:

D1

Question

D1 Firstly, (based on the definition of apprenticeships and traineeships in the brochure,) has your organisation had any employees undertaking apprenticeships or traineeships in the last 12 months?

01. Yes

02. No

99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: D1

Label: D1 - Employs apprentices or trainees in the last 12 months

VALUE	LABEL
1	Yes
2	No
99	Don't know/can't say

Response: Single

History

In 2015 the code for Don't know/Can't say changed to 99. It was code 9 in 2013 and earlier surveys.

Provided nationally recognised training

Current name: D2a

Purpose

Determine whether organisation has arranged or provided any nationally recognised training to employees over the last 12 months (excluding apprentices and trainees).

Survey

Survey of Employer Use and Views of the VET System (SEUV)

Questionnaire

Survey year

2023

Population

All employers (in-scope)

Question number:

D2a

Question

D2a (Excluding any training undertaken as part of an apprenticeship or traineeship,) has your organisation arranged or provided any nationally recognised training to employees over the last 12 months? This includes training that leads to a nationally recognised qualification and can include whole courses or components of a course.

01. Yes

02. No

03. Unsure if course was nationally recognised

99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: D2a Label: D2a - Provided nationally recognised training

VALUE	LABEL
1	Yes
2	No
3	Unsure if course was nationally recognised
99	Don't know/can't say

Response: Single

History

In 2015 the code for Don't know/Can't say changed to 99. It was code 9 in 2013 and earlier surveys.

Provided unaccredited formal training

Current name: D3a

Purpose

Determine whether organisation provided any unaccredited formal training to employees over the last 12 months.

Survey

Survey of Employer Use and Views of the VET System (SEUV)

Questionnaire

Survey year

2023

Population

All employers (in-scope)

Question number:

D3a

Question

D3a Has any unaccredited training been provided to employees over the last 12 months? This refers to training that does not lead to a nationally recognised qualification. It is structured training and can include short courses, product specific training, and industry specific or technical training.

01. Yes

02. No

99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: D3a Label: D3a - Provide unaccredited formal training

VALUE	LABEL
1	Yes
2	No
99	Don't know/can't say

Response: Single

History

In 2015 the code for Don't know/Can't say changed to 99. It was code 9 in 2013 and earlier surveys.

In 2021 and 2023 the code for Unsure has been removed from the questionnaire. It was code 3 in 2019 and earlier surveys.

Has organisation had supervisor provide informal, or on-the-job training as required

Current name: D4S1, Informal

Purpose

Determine whether organisation has supervisors providing informal, or on-the-job training as required.

Survey

Survey of Employer Use and Views of the VET System (SEUV)

Questionnaire

Survey year

2023

Population

All employers (in-scope)

Question number:

D4a

Question

D4a Has your organisation had supervisors provide informal, or on-the-job training as required in the last 12 months?

01. Yes

02. No

99. (DO NOT READ) Don't know/can't say

Values

Name: D4s1 **Label:** D4s1 – Has supervisor provide informal, or on-the-job training as required

VALUE	LABEL
1	Yes
2	No
99	Don't know/can't say

Response: Single

Additional output items

Name: informal

Label: Summary of informal training

VALUE	LABEL	DERIVED
1	Informal training	D4S1=1 (supervisors provided informal training)
2	No informal training	D4S1 ≠ 1 (supervisors DID NOT provide informal training)
99	Don't know if provided informal training	D4S1 = 99

History

This question was new in 2021. In previous years employers were asked this question along with 4 other training support activities with responses rotating in the order asked.

Questions

2021

D4a Has your organisation had supervisors provide informal, or on-the-job training as required in the last 12 months?

01. Yes
02. No
99. (DO NOT READ) Don't know/can't say

Values

2021

Name: D4s1 **Label:** D4s1 - Has supervisor provide informal, or on-the-job training as required

VALUE	LABEL
1	Yes
2	No
99	Don't know/can't say

Response: Single

Additional output items

Name: informal **Label:** Summary of informal training

VALUE	LABEL	2021
1	Informal training	D4S1=1 (supervisors provided informal training)
2	No informal training	D4S1 ≠ 1 (supervisors DID NOT provide informal training)
99	Don't know if provided informal training	D4S1 = 99

Questions

2013-2019

D4 And has your organisation done any of the following in the last 12 months? Have you:

- a. Had supervisors provide informal, or on-the-job training as required
- b. Provided or arranged relevant training whenever new technology or equipment is installed
- c. Provided employees with training manuals or software to assist them with self-directed study
- d. Contributed to the cost for employees to undertake HIGHER EDUCATION TRAINING, INCLUDING UNIVERSITY study
- e. Contributed to the cost for employees to undertake VOCATIONAL EDUCATION TRAINING, INCLUDING TAFE study

Values

2013-2019

Name: D4S1-5 **Label:** D4 – Other training and support for employees

NAME	LABEL
D4S1	Had supervisors provide informal, or on-the-job training as required

D4S2	Provided or arranged relevant training whenever new technology installed
D4S3	Provided employees with training manuals or software to assist them with self-directed study
D4S4	Contributed to the cost for employees to undertake higher education training, including university study
D4S5	Contributed to the cost for employees to undertake vocational education training, including TAFE study

Response: Multiple

Additional output items

Name: informal **Label:** Summary of informal training

VALUE	LABEL	2013-2019
1	Informal training	D4S1=1 (supervisors provided informal training)
2	No informal training	D4S1 ≠ 1 (supervisors DID NOT provide informal training)
99	Don't know if provided informal training	D4S1 = 99

Questions

2005-2011

C6 And has your organisation done any of the following in the last 12 months? Have you:

1. Had supervisors provide informal training as required
2. Provided or arranged relevant training whenever new technology or equipment is installed
3. Provided employees with training manuals or software to assist them with self-directed study
4. Contributed to the cost for employees to undertake UNIVERSITY study
5. Contributed to the cost for employees to undertake VOCATIONAL EDUCATION TRAINING, INCLUDING TAFE study
8. (None of the above)

Values

2005-2011

Name: C6S1-8 **Label:** C6. Other training and support for employees

NAME	LABEL
C6S1	Had supervisors provide informal, or on-the-job training as required
C6S2	Provided or arranged relevant training whenever new technology installed
C6S3	Provided employees with training manuals or software to assist them with self-directed study
C6S4	Contributed to the cost for employees to undertake University study
C6S5	Contributed to the cost for employees to undertake VOCATIONAL EDUCATION TRAINING, including TAFE study
C6S8	None of the above

Response: Multiple

Additional output items

Name: informal **Label:** Summary of informal training

VALUE	LABEL	2005-2011
1	Informal training	C6S1=1 (supervisors provided informal training)

2	No informal training	C6S1 #1 (supervisors DID NOT provide informal training)
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Reasons for not providing any training in the last 12 months

Current name: D5S01-4, 95, 97, 99

Purpose

Determine the reasons the organisation has not provided any training to employees in the last 12 months.

Questionnaire

Survey year
2023

Population

Employers (in-scope) that has not provided training to employees (in the last 12 months).

Question number:

D5

Question

D5 You have indicated that your organisation has not provided any training to employees in the last 12 months. What are the reasons for your organisation not providing any training in this time?

(PROBE FULLY)

(MULTIPLE CHOICE ALLOWED - DO NOT READ OUT)

- 01 No need/not relevant to our organisation
- 02 Current employees are adequately training
- 03 Cost/too expensive
- 04 Couldn't find suitable training
- 95 Other (specify)
- 97 No particular reason

Source

NCVER devised.

Values

Name: D5S01-4, 95, 97, 99 **Label:** D5 – Reasons for not providing any training in the last 12 months

NAME	LABEL
D5S01	No need/not relevant to our organisation
D5S02	Current employees are adequately training
D5S03	Cost/too expensive
D5S04	Couldn't find suitable training
D5S95	Other (specify)
D5S97	No particular reason
D5S99	Don't know

VALUE	LABEL
0	No
1	Yes

Response: Single

History

This question was first included in 2021.

Part E: Apprenticeships/Traineeships

Apprenticeships/traineeships – Reasons for using

Current name: E2S01-17, 94, 95, 99; at_rsn1-10, 99

Purpose

Determine reasons why organisation has apprentices or trainees (in last 12 months).

Questionnaire

Survey year
2023

Population

Employers (in-scope, Stream A) that have apprentices or trainees (in the last 12 months).

Question number:

E2

Question

E2 What are the main reasons your organisation has had apprentices or trainees in the last 12 months?
(PROBE FULLY)
(MULTIPLE CHOICE ALLOWED - DO NOT READ OUT)

- 03. To get skilled staff/improve staff skills
- 02. To fill a specific role/need more staff
- 01. Gain skills specific to the business/train to own requirements
- 04. Give young people a head start
- 07. Part of business 'training culture'/the way we do things
- 05. Support our industry/give something back to our industry
- 08. Usual business practice/have always employed apprentices/trainees
- 11. Cost effective
- 06. Staff gain a nationally recognised qualification
- 94. DOES NOT HAVE APPRENTICES OR TRAINEES
- 95. Other (please specify)
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: E2S01-17, 94, 95, 99

Label: E2 - Apprenticeships/Traineeships – Reasons for using

NAME	LABEL
E2S01	Gain skills specific to the business/train to own requirements
E2S02	To fill a specific role/need more staff
E2S03	To get skilled staff/improve staff skills
E2S04	Give young people a head start
E2S05	Support our industry/give something back to our industry
E2S06	Staff gain a nationally recognised qualification
E2S07	Part of business 'training culture'/ the way we do things
E2S08	Usual business practice/ have always employed apprentices/trainees
E2S09	Legislative, regulatory or licensing requirements
E2S10	To improve staff satisfaction and employee retention
E2S11	Cost effective
E2S12	Subsidy/ funding/reimbursement (Government or other)
E2S13	Client requirements/ clients requested
E2S14	They approached/ contacted us/ marketed themselves
E2S15	Workforce planning/ succession/ ageing workforce
E2S16	Benefits the local community
E2S17	Through client or other affiliation
E2S94	Does not have apprentices or trainees
E2S95	Other
E2S99	Don't know/can't say

VALUE	LABEL
0	No
1	Yes

Response: Single

Additional output items

Name: at_rsn1-10, 99

VALUE	LABEL	DERIVATION
1	Cheap source of labour/ cost effective	E2S11=1
2	Financial incentives	E2S12=1
3	Staff gain a nationally recognised qualification	E2S06=1
4	To fill a specific role or need more staff	E2S02=1
5	To get skilled staff and improve staff skills	E2S03=1
6	To give young people a head start	E2S04=1
7	To support the industry	E2S05=1
8	To train to own requirements	E2S01=1
9	Usual business practice to employ apprentices/trainees	E2S07 or E2S08=1
10	Other reasons	E2S09, E2S10, E2S13, E2S14, E2S15, E2S16, E2S17 or E2S95=1
99	Don't know	E2S99=1

Response: Multiple

History

Question not asked in 2021.

In 2015 the code for Other specify changed to 95. It was code 97 in 2013.

Each year the most common responses from the previous survey were retained on the questionnaire. Other verbatim responses were coded into the remaining verbatim response codes.

Values for additional output items

Name: at_rsn1-10, 99

VALUE	LABEL	2005-2011	2013	2015-2019
1	Cheap source of labour/ cost effective	E5S04=1	E2S11=1	E2S11=1
2	Financial incentives	E5S03=1	E2S12=1	E2S12=1
3	Staff gain a nationally recognised qualification	E5S07=1	E2S06=1	E2S06=1
4	To fill a specific role or need more staff	E5S02=1	E2S02=1	E2S02=1
5	To get skilled staff and improve staff skills	E5S08=1	E2S03=1	E2S03=1
6	To give young people a head start	E5S10=1	E2S04=1	E2S04=1
7	To support the industry	E5S11=1	E2S05=1	E2S05=1
8	To train to own requirements	E5S01=1	E2S01=1	E2S01=1
9	Usual business practice to employ apprentices/trainees	E5S05 or E5S06=1	E2S07 or E2S08=1	E2S07 or E2S08=1
10	Other reasons	E5S09, E5S12, E5S13, E5S14, E5S15 or E5S97=1	E2S09, E2S10, E2S13, E2S14, E2S15, E2S16 or E2S97=1	E2S09, E2S10, E2S13, E2S14, E2S15, E2S16 or E2S95=1
99	Don't know	E5S99=1	E2S99=1	E2S99=1

Apprenticeships/traineeships – Types of providers conducting formal training

Current name: E3S01-12, 94, 95, 97, 99; at_p_mult1-5, 99

Purpose

Determine what type(s) of organisations conducted the formal training for apprentices and/or trainees.

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream B) that have apprentices or trainees (in the last 12 months)

Question number:

E3

Question

E3 What type of organisations conducted the formal training for these apprentices or trainees?

(PROBE FULLY - MULTIPLE CHOICE ALLOWED)

01. TAFE
02. University
03. Private training provider (e.g. business college)
04. Professional or industry association
05. Supplier/manufacturer of equipment and/or product
95. Other (please specify)
94. Formal training is on the job
97. No external training provider used
99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: E3S01-12, 94, 95, 97, 99 **Label:** E3 – Apprenticeships/Traineeships – Types of providers conducting formal training

NAME	LABEL
E3S01	TAFE
E3S02	University
E3S03	Private training provider (e.g. business college)
E3S04	Professional or industry association
E3S05	Supplier/manufacturer or equipment and/or product
E3S06	Accredited/ registered training organisation – NFI
E3S07	Government department or agency
E3S08	Parent company, subsidiary or franchise dealer
E3S09	Community/ religious groups
E3S10	Specific industry
E3S11	Other specific individuals
E3S12	Other school/college
E3S94	Formal training is on the job
E3S95	Other
E3S97	No external training provider used
E3S99	Don't know/can't say

VALUE	LABEL
0	No
1	Yes

Response: Single

Additional output items

Name: at_p_mult1-5, 99

VALUE	LABEL	DERIVATION
1	TAFE	E3S01=1
2	Private training provider	E3S03=1
3	Professional or industry association	E3S04=1
4	Other providers	E3S02, E3S05, E3S06, E3S07, E3S08, E3S09, E3S10, E3S11, E3S12 or E3S95=1
5	No external provider used	E3S94 or E3S97=1
99	Don't know	E3S99=1

Response: Multiple

History

Question not asked in 2021.

In 2015 the code for Other specify changed to 95. It was code 97 in 2013.

In 2015 the code for No external provider used changed to 97. It was code 98 in 2013.

Each year the most common responses from the previous survey were retained on the questionnaire. Other verbatim responses were coded into the remaining verbatim response codes.

Values for additional output items

Name: at_p_mult1-5, 99

VALUE	LABEL	2005-2011	2013	2015-2019
1	TAFE	E8aS01=1	E3S01=1	E3S01=1
2	Private training provider	E8aS03=1	E3S03=1	E3S03=1
3	Professional or industry association	E8aS05 or E8aS06=1	E3S04=1	E3S04=1
4	Other providers	E8aS02, E8aS04, E8aS07, E8aS08, E8aS09, E8aS10 or E8aS97=1	E3S02, E3S05, E3S06, E3S07, E3S08, E3S09, E3S10, E3S11 or E3S97=1	E3S02, E3S05, E3S06, E3S07, E3S08, E3S09, E3S10, E3S11 or E3S95=1
5	No external provider used	E8aS94 or E8aS98=1	E3S94 or E3S98=1	E3S94 or E3S97=1
99	Don't know	E8aS99=1	E3S99=1	E3S99=1

Apprenticeships/traineeships – Main provider conducting formal training

Current name: E4, at_p_main

Purpose

Determine which organisation conducted the majority of formal training for apprentices and/or trainees.

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream B) that have apprentices or trainees (in the last 12 months)

Question number:

E4

Question

E4 What type of organisation conducted the MAJORITY of formal training for these apprentices or trainees over the last 12 months?
(SINGLE RESPONSE ONLY)

- 01. TAFE
- 02. University
- 03. Private training provider (e.g. business college)
- 04. Professional or industry association
- 05. Supplier/manufacturer of equipment and/or product
- 95. Other (please specify)
- 94. Formal training is on the job
- 97. No external training provider used
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: E4 **Label:** E4 - Apprenticeships/Traineeships – Main provider

VALUE	LABEL
1	TAFE
2	University
3	Private training provider (e.g. business college)
4	Professional or industry association
5	Supplier /manufacturer of equipment and/or product
6	Accredited/ registered training organisation – NFI
7	Government department or agency
8	Parent company, subsidiary or franchise dealer
9	Community/ religious groups
10	Specific industry
11	Other specific individuals
12	Other school/college
94	Formal training is on the job
95	Other
97	No external training provider used
99	Don't know/can't say

Response: Single

Additional output items

Name: at_p_main

VALUE	LABEL	DERIVATION
1	TAFE	E4=1
2	Private training provider	E4=3
3	Professional or industry association	E4=4
4	Other providers	E4=2 or E4=5 or E4=6 or E4=7 or E4=8 or E4=9 or E4=10 or E4=11 or E4=12 or E4=95
5	No external provider used	E4=94 or E4=97
99	Don't know	E4=99

Response: Single

History

In 2015 the code for Other specify changed to 95. It was code 97 in 2013.

In 2015 the code for No external provider used changed to 97. It was code 98 in 2013.

Each year the most common responses from the previous survey were retained on the questionnaire. Other verbatim responses were coded into the remaining verbatim response codes.

Values for additional output items

Name: at_p_main

VALUE	LABEL	2005-2011	2013	2015-2021
1	TAFE	E8b=1	E4=1	E4=1
2	Private training provider	E8b=3	E4=3	E4=3
3	Professional or industry association	E8b=5 or E8b=6	E4=4	E4=4
4	Other providers	E8b=2 or E8b=4 or E8b=7 or E8b=8 or E8b=9 or E8b=10 or E8b=97	E4=2 or E4=5 or E4=6 or E4=7 or E4=8 or E4=9 or E4=10 or E4=11 or E4=97	E4=2 or E4=5 or E4=6 or E4=7 or E4=8 or E4=9 or E4=10 or E4=11 or E4=95
5	No external provider used	E8b=94 or E8b=98	E4=94 or E4=98	E4=94 or E4=97
99	Don't know	E8b=99	E4=99	E4=99

Apprenticeships/traineeships – Reasons for using provider

Current name: E5S01-19, 95, 97, 99; at_prov_rsn2_1-10, 99

Purpose

Determine reasons why organisations use their main training provider.

Questionnaire

Survey year
2023

Population

Employers (in-scope, Stream B) that have apprentices or trainees (in the last 12 months).

Question number:

E5

Question

E5 What were the main reasons for using <INSERT RESPONSE FROM E3 IF SINGLE RESPONSE/E4> over other types of providers to conduct most of your formal training for apprentices or trainees?

(PROBE FULLY)

(MULTIPLE CHOICE ALLOWED - DO NOT READ OUT)

- 01. Only suitable provider available
- 02. Content of training courses was suitable
- 04. Access/convenient location
- 06. Used previously and was satisfied
- 15. Organisation has a good reputation/credible/reliable/good word of mouth
- 05. Convenient/flexible time
- 03. Specialists/have a high level of industry knowledge
- 07. Cost effective
- 08. Expertise not available elsewhere
- 95. Other (please specify)
- 97. Cannot choose provider
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: E5S01-19, 95, 97, 99

Label: E5 - Apprentices/Trainees – Reason for using provider

NAME	LABEL
E5S01	Only suitable provider available
E5S02	Content of training courses was suitable
E5S03	Specialists/have a high level of industry knowledge
E5S04	Access/convenient location
E5S05	Convenient/flexible time
E5S06	Used previously and was satisfied
E5S07	Cost effective
E5S08	Expertise not available elsewhere
E5S09	To train our employees
E5S10	Flexible delivery method
E5S11	They are a TAFE/ TAFEs are better
E5S12	Subsidy/funding/reimbursement (Government or other)
E5S13	Employee chose them
E5S14	They approached/contacted us/ marketed themselves
E5S15	Organisation has a good reputation/ credible/ good word of mouth/ reliable
E5S16	Government policy/legislation/ health and safety policy
E5S17	They conduct onsite training
E5S18	I had no choice/arranged by someone else/we have an affiliation
E5S19	Customised/tailored delivery
E5S97	Cannot choose provider
E5S95	Other
E5S99	Don't know/can't say

VALUE	LABEL
0	No
1	Yes

Response: Single

Additional output items

Name: at_prov_rsn2_1-10, 99

VALUE	VALUE	DERIVATION
1	Content of training course was suitable	E5S02=1
2	Convenient access or location	E5S04=1
3	Convenient or flexible times	E5S05=1
4	Expertise was not available elsewhere	E5S08=1
5	Had used the provider previously and were satisfied	E5S06=1
6	They were more cost effective	E5S07=1
7	They were specialists with a high level of industry knowledge	E5S03=1
8	They were the only suitable provider available	E5S01=1
9	Training organisation has a good reputation	E5S15=1
10	Other	E5S09, E5S10, E5S11, E5S12, E5S13, E5S14, E5S16, E5S17, E5S18, E5S19 or E5S95=1
99	Don't know	E5S99=1

Note: code 97 – No external provider – is not included in the collapsed code frame.

Response: Multiple

History

Question not asked in 2021 or 2011.

In 2015 the code for Other changed to 95. It was code 97 in 2013.

In 2015 the code for No external provider used changed to 97. It was code 98 in 2013.

Each year the most common responses from the previous survey were retained on the questionnaire. Other verbatim responses were coded into the remaining verbatim response codes.

Values for additional output items

Name: at_prov_rsn2_1-10, 99

VALUE	VALUE	2005-2009	2013	2015-2019
1	Content of training course was suitable	E9S04=1	E5S02=1	E5S02=1
2	Convenient access or location	E9S06=1	E5S04=1	E5S04=1
3	Convenient or flexible times	E9S07=1	E5S05=1	E5S05=1
4	Expertise was not available elsewhere	E9S02=1	E5S08=1	E5S08=1
5	Had used the provider previously and were satisfied	E9S08=1	E5S06=1	E5S06=1
6	They were more cost effective	E9S05=1	E5S07=1	E5S07=1
7	They were specialists with a high level of industry knowledge	E9S09=1	E5S03=1	E5S03=1
8	They were the only suitable provider available	E9S01=1	E5S01=1	E5S01=1
9	Training organisation has a good reputation	na	E5S15=1	E5S15=1
10	Other	E9S03, E9S10, E9S11, E9S12 or E9S97=1	E5S09, E5S10, E5S11, E5S12, E5S13, E5S14, E5S16 or E5S97=1	E5S09, E5S10, E5S11, E5S12, E5S13, E5S14, E5S16 or E5S95=1
99	Don't know	E9S99=1	E5S99=1	E5S99=1

Note: code 97 – No external provider – is not included in the collapsed code frame.

Name: at_prov_rsn1-9, 99

VALUE	VALUE	2005-2009	2013	2015-2019
1	Content of training course was suitable	E9S04=1	E5S02=1	E5S02=1
2	Convenient access or location	E9S06=1	E5S04=1	E5S04=1
3	Convenient or flexible times	E9S07=1	E5S05=1	E5S05=1
4	Expertise was not available elsewhere	E9S02=1	E5S08=1	E5S08=1
5	Had used the provider previously and were satisfied	E9S08=1	E5S06=1	E5S06=1
6	They were more cost effective	E9S05=1	E5S07=1	E5S07=1
7	They were specialists with a high level of industry knowledge	E9S09=1	E5S03=1	E5S03=1
8	They were the only suitable provider available	E9S01=1	E5S01=1	E5S01=1
9	Other	E9S03, E9S10, E9S11, E9S12 or E9S97=1	E5S09, E5S10, E5S11, E5S12, E5S13, E5S14, E5S15, E5S16 or E5S97=1	E5S09, E5S10, E5S11, E5S12, E5S13, E5S14, E5S15, E5S16 or E5S95=1
99	Don't know	E9S99=1	E5S99=1	E5S99=1

Note: code 97 – No external provider – is not included in the collapsed code frame.

Apprenticeships/traineeships – Satisfaction with aspects of training

Current name: E6a-f, E6a-fsum

Purpose

Determine level of satisfaction with aspects of training from main training provider for apprentices and trainees.

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream B) that have apprentices or trainees (in the last 12 months).

Question number:

E6

Question

E6 Thinking just about training for apprentices and trainees from (MAIN PROVIDER), overall how satisfied or dissatisfied are you with...
(READ OUT - PROBE FOR LEVEL OF SATISFACTION)

- a) The relevance of skills taught
- b) The condition of equipment and facilities
- c) The cost effectiveness of the training
- d) The flexibility of the provider in meeting your needs
- e) Trainers' knowledge and experience of your industry
- f) The standard of assessment

Source

NCVER devised.

Values

Name: E6a-f **Label:** E6a – Satisfaction with apprentice/trainee training

NAME	LABEL
E6a	Relevance of skills taught
E6b	Condition of equipment and facilities
E6c	Cost effectiveness of the training
E6d	Flexibility of the provider in meeting your needs
E6e	Trainers' knowledge and experience of your industry
E6f	The standard of assessment

For each aspect of training (e.g. E6a, E6b...)

VALUE	LABEL
1	Very satisfied
2	Satisfied
3	Neither satisfied nor dissatisfied
4	Dissatisfied
5	Very dissatisfied
97	N/A
99	Don't know/can't say

Response: Single

Additional output items

Name: E6a-fsum, **Label:** E6a-fsum – Satisfaction with apprentice/trainee training –

NAME	LABEL
E6asum	The relevance of skills taught (Summary – All with apprentices or trainees)
E6bsum	The condition of equipment and facilities (Summary – All with apprentices or trainees)
E6csum	The cost effectiveness of the training (Summary – All with apprentices or trainees)
E6dsum	The flexibility of the provider in meeting your needs (Summary – All with apprentices or trainees)
E6esum	Trainers' knowledge and experience of your industry (Summary – All with apprentices or trainees)
E6fsum	The standard of assessment (Summary – All with apprentices or trainees)

For each aspect of training (e.g. E6asum, E6bsum...)

VALUE	LABEL	DERIVED
1	Satisfied	E6 = 1 or 2 (very satisfied or satisfied)
2	Neither satisfied nor dissatisfied	E6 = 3 (neither)
3	Dissatisfied	E6 = 4 or 5 (very dissatisfied or dissatisfied)
99	Don't know/can't say	E6 = 97 or 99 (N/A or can't say)

Response: Single

History

Question first asked in 2013.

In 2015 the code for Don't know/can't say changed to 99. It was code 9 in 2013.

Apprenticeships/traineeships – Satisfaction with main provider

Current name: E6z, E6zsum

Purpose

Determine level of satisfaction with main provider of training for apprentices and/or trainees.

Questionnaire

Survey year
2023

Population

Employers (in-scope, Stream B) that have apprentices or trainees (in the last 12 months).

Question number:

E6z

Question

E6z And overall, how satisfied or dissatisfied are you with training for apprentices or trainees from (MAIN PROVIDER). Are you....
(READ OUT)

- 01. Very satisfied
- 02. Satisfied
- 03. Neither satisfied nor dissatisfied
- 04. Dissatisfied
- 05. Very dissatisfied
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: E6z **Label:** E6z – Overall satisfaction with apprentice/trainee training from main provider

VALUE	LABEL
1	Very satisfied
2	Satisfied
3	Neither satisfied nor dissatisfied
4	Dissatisfied
5	Very dissatisfied
99	Don't know/can't say

Response: Single

Additional output items

Name: E6zsum **Label:** E6zsum. A/T – Overall satisfaction with main provider (Summary – All with apprentices/trainees)

VALUE	LABEL	DERIVED
1	Satisfied	E6z = 1 or 2 (very satisfied or satisfied)
2	Neither satisfied nor dissatisfied	E6z = 3 (neither)
3	Dissatisfied	E6z = 4 or 5 (very dissatisfied or dissatisfied)
99	Don't know/can't say	E6z = 99 (can't say)

Response: Single

History

Question first asked in 2015.

Apprenticeships/traineeships – Satisfaction

Current name: E7, E7sum

Purpose

Determine level of satisfaction with apprenticeships and/or traineeships in meeting skill needs of organisation.

Questionnaire

Survey year
2023

Population

Employers (in-scope) that have apprentices or trainees (in the last 12 months).

Question number:

E7

Question

E7 Thinking about the overall needs of your organisation, how satisfied or dissatisfied are you with training in providing apprentices or trainees with the required skills? Are you....
(READ OUT - PROBE FOR LEVEL OF SATISFACTION)

- 01. Very satisfied
- 02. Satisfied
- 03. Neither satisfied nor dissatisfied
- 04. Dissatisfied
- 05. Very dissatisfied
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: E7 Label: E7 – Satisfaction with apprentice/trainee training

VALUE	LABEL
1	Very satisfied
2	Satisfied
3	Neither satisfied nor dissatisfied
4	Dissatisfied
5	Very dissatisfied
99	Don't know/can't say

Response: Single

Additional output items

Name: E7sum

Label: E7sum. A/T – Satisfaction (Summary – All with apprentices/trainees)

VALUE	LABEL	DERIVED
1	Satisfied	E7 = 1 or 2 (very satisfied or satisfied)
2	Neither satisfied nor dissatisfied	E7 = 3 (neither)
3	Dissatisfied	E7 = 4 or 5 (very dissatisfied or dissatisfied)
99	Don't know/can't say	E7 = 99 (can't say)

Response: Single

History

In 2015 the code for Don't know/can't say changed to 99. It was code 9 in 2013 and earlier surveys.

Apprenticeships/traineeships – Reasons for dissatisfaction

Current name: E8S01-15, 95, 99; at_dissat1-11, 99

Purpose

Determine reasons for dissatisfaction with apprenticeships and/or traineeships as a way of meeting the skill needs of employees.

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream A) that have apprentices or trainees (in the last 12 months); AND who are either dissatisfied or very dissatisfied with apprenticeships or traineeships.

Question number:

E8

Question

E8 Why are you dissatisfied with that training in providing apprentices and trainees with the required skills?

(PROBE FULLY)

(MULTIPLE CHOICE ALLOWED - DO NOT READ OUT)

01. Training is poor quality/ low standard
02. Don't teach relevant skills/ mismatch between skills taught
03. Not enough hands on/ practical skills taught
05. Trainers do not have enough skills/industry experience
04. Qualification/ training too general/ not specific enough
10. Not enough communication between training provider and employer/workplace
14. Poor access/availability of training (regional/rural)
08. Apprentice/ trainee wrong person/ poor attitude
09. Course are too short/Should be longer
95. Other (please specify)
99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: E8S01-15, 95, 99 **Label:** E8 – Apprenticeships/traineeships - Reasons for dissatisfaction

NAME	LABEL
E8S01	Training is poor quality/ low standard
E8S02	Don't teach relevant skills/ mismatch between skills taught
E8S03	Not enough hands on/ practical skills taught
E8S04	Qualification/ training too general/not specific enough
E8S05	Trainers do not have enough skills/industry experience
E8S06	Training content outdated
E8S07	Standards are inconsistent across institutions
E8S08	Apprentice/trainee wrong person/ poor attitude
E8S09	Courses are too short/ should be longer
E8S10	Not enough communication between training provider and employer/workplace
E8S11	It is too expensive
E8S12	Courses are too long
E8S13	Access/ amount of funding available
E8S14	Poor access/ availability of training (regional/rural)
E8S15	Other issues with the training organisation
E8S95	Other
E8S99	Don't know/can't say

VALUE	LABEL
0	No
1	Yes

Response: Single

Additional output items

Name: at_dissat1-11, 99

VALUE	LABEL	2023
1	Access and the amount of funding available	E8S13=1
2	Apprentice/ trainee had a poor attitude	E8S08=1
3	Instructors do not have enough industry experience	E8S05=1
4	Insufficient communication between training provider and employment agency	E8S10=1
5	Not enough focus on practical skills	E8S03=1
6	Poor access to training in regional/rural areas	E8S14=1
7	Relevant skills are not taught	E8S02=1
8	Training content is outdated	E8S06=1
9	Training is of a poor quality or low standard	E8S01=1
10	Training is too general and not specific enough	E8S04=1
11	Other reasons	E8S07, E8S09, E8S11, E8S12, E8S15 or E8S95=1
99	Don't know	E8S99=1

Response: Multiple

History

In 2015 the code for Other specify changed to 95. It was code 97 in 2013.

Each year the most common responses from the previous survey were retained on the questionnaire. Other verbatim responses were coded into the remaining verbatim response codes.

Values for additional output items

Name: at_dissat1-11, 99

VALUE	LABEL	2005-2011	2013	2015-2021
1	Access and the amount of funding available	E13S14=1	E8S13=1	E8S13=1
2	Apprentice/ trainee had a poor attitude	E13S12=1	E8S08=1	E8S08=1
3	Instructors do not have enough industry experience	E13S07=1	E8S05=1	E8S05=1
4	Insufficient communication between training provider and employment agency	E13S11=1	E8S10=1	E8S10=1
5	Not enough focus on practical skills	E13S01=1	E8S03=1	E8S03=1
6	Poor access to training in regional/rural areas	E13S09=1	E8S14=1	E8S14=1
7	Relevant skills are not taught	E13S02 =1	E8S02=1	E8S02=1
8	Training content is outdated	E13S04=1	E8S06=1	E8S06=1
9	Training is of a poor quality or low standard	E13S08=1	E8S01=1	E8S01=1
10	Training is too general and not specific enough	E13S05=1	E8S04=1	E8S04=1
11	Other reasons	E13S03, E13S06, E13S10, E13S13, E13S15, E13S16, E13S17 or E13S97=1	E8S07, E8S09, E8S11, E8S12, E8S15 or E8S97=1	E8S07, E8S09, E8S11, E8S12, E8S15 or E8S95=1
99	Don't know	E13S99=1	E8S99=1	E8S99=1

Part F: Nationally recognised training

Nationally recognised training – Reasons for using

Current name: F2S01-16, 94, 95, 99; nrt_rsn1-11, 99

Purpose

Determine reasons why organisation arranges for employees to undertake nationally recognised training.

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream A) that have arranged or provided for employees to undertake nationally recognised training (in the last 12 months).

Question number:

F2

Question

F2 Why does your organisation arrange for employees to undertake nationally recognised training?

(PROBE FULLY)

(MULTIPLE CHOICE ALLOWED - DO NOT READ OUT)

- 02. Provides skills required for the job
- 03. Legislative, regulatory or licensing requirements
- 08. Career development/to increase or update skills
- 01. Maintaining professional standards/meeting industry standards
- 04. Improving quality of services/goods provided
- 09. Formalise qualifications/skills
- 06. Developing and maintaining a flexible and responsive workforce
- 94. NO EMPLOYEES UNDERTAKING NATIONALLY RECOGNISED TRAINING
- 95. Other (please specify)
- 99. (DO NOT READ)Don't know/can't say

Source

NCVER devised.

Values

Name: F2S01-16, 94, 95, 99

Label: F2 - NRT – Reasons for using

NAME	LABEL
F2S01	Maintaining professional standards/ meeting industry standards
F2S02	Provides skills required for the job
F2S03	Legislative, regulatory or licensing requirements
F2S04	Improving quality of services/goods provided
F2S05	Responding to new technology
F2S06	Developing and maintaining a flexible and responsive workforce
F2S07	To remain competitive
F2S08	Career development/ to increase or update skills
F2S09	Formalise qualifications/skills
F2S10	To improve staff satisfaction and employee retention
F2S11	Allow them to move around the industry/ to move around Australia with a recognised qualification
F2S12	Subsidy/funding/reimbursement (Government or other)
F2S13	Employee chose to
F2S14	Part of business culture/workforce planning/succession
F2S15	Superior to other forms of training
F2S16	Client/customer stipulation
F2S94	No employees undertaking nationally recognised training
F2S95	Other
F2S99	Don't know/can't say

VALUE	LABEL
0	No
1	Yes

Response: Single

Additional output items

Name: nrt_rsn1-11, 99

VALUE	LABEL	DERIVATION
1	Formalise qualifications and skills	F2S09=1
2	In response to new technology	F2S05=1
3	Legislative, regulatory or licensing requirements	F2S03=1
4	Staff career development	F2S08 or F2S11=1
5	To develop and maintain a flexible and responsive workforce	F2S06=1
6	To improve staff moral and retention	F2S10=1
7	To improve the quality of goods and services provided	F2S04=1
8	To meet and maintain professional/industry standards	F2S01=1
9	To provide the skills required for the job	F2S02=1
10	To remain competitive	F2S07 =1
11	Other reasons	F2S12, F2S13, F2S14, F2S15, F2S16 or F2S95=1
99	Don't know	F2S99=1

Response: Multiple

History

Question not asked in 2021.

In 2015 the code for Other specify changed to 95. It was code 97 in 2013.

Each year the most common responses from the previous survey were retained on the questionnaire. Other verbatim responses were coded into the remaining verbatim response codes.

Values for additional output items

Name: nrt_rsn1-11, 99

VALUE	LABEL	2005-2011	2013	2015-2019
1	Formalise qualifications and skills	F5S14=1	F2S09=1	F2S09=1
2	In response to new technology	F5S05=1	F2S05=1	F2S05=1
3	Legislative, regulatory or licensing requirements	F5S02=1	F2S03=1	F2S03=1
4	Staff career development	F5S13 or F5S15=1	F2S08 or F2S11=1	F2S08 or F2S11=1
5	To develop and maintain a flexible and responsive workforce	F5S08=1	F2S06=1	F2S06=1
6	To improve staff moral and retention	F5S11 or F5S12=1	F2S10=1	F2S10=1
7	To improve the quality of goods and services provided	F5S04=1	F2S04=1	F2S04=1
8	To meet and maintain professional/industry standards	F5S03=1	F2S01=1	F2S01=1
9	To provide the skills required for the job	F5S07=1	F2S02=1	F2S02=1
10	To remain competitive	F5S06 =1	F2S07 =1	F2S07 =1
11	Other reasons	F5S01, F5S09, F5S10, F5S16 or F5S97=1	F2S12, F2S13, F2S14 or F2S97=1	F2S12, F2S13, F2S14 or F2S95=1
99	Don't know	F5S99=1	F2S99=1	F2S99=1

Nationally recognised training – Full qualification or specific subjects or modules as the majority of provision

Current name: F3

Purpose

Determine whether the majority of the nationally recognised training provided was for a full qualification or for specific subjects or modules within a qualification

Survey

Survey of Employer Use and Views of the VET System (SEUV)

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream A) who have provided nationally recognised training (in last 12 months)

Question number:

F3

Question

F3 Was the majority of the nationally recognised training provided, for a full qualification or was it for specific subjects or modules within a qualification?

- 01. Full qualification
- 02. Specific subjects/modules
- 99. (DO NO READ) Don't know/can't say

Source

NCVER devised.

Values

Name: F3 Label: F3 - Majority of NRT for full qualification, or specific subjects/modules

VALUE	LABEL
1	Full qualification
2	Specific subjects/modules
99	Don't know/can't say

Response: Single

History

New question in 2007.

In 2015 the code for Don't know/Can't say changed to 99. It was code 9 in 2013 and earlier surveys.

Nationally recognised training – Internal or external provider (enterprise RTOs)

Current name: F4

Purpose

(If enterprise RTO) Determine whether majority of nationally recognised training was conducted by organisation or by an external organisation.

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream B) that have arranged or provided for employees to undertake nationally recognised training (in the last 12 months); AND are Enterprise RTOs

Question number:

F4

Question

F4 Was the **majority** of this training conducted by an external training provider, or was it conducted by your organisation?

- 01. External training provider
- 02. Conducted internally by organisation
- 99. (DO NO READ) Don't know/can't say

Source

NCVER devised.

Values

Name: F4

Label: F4 - NRT – Majority of NRT conducted by external provider or by your organisation

VALUE	LABEL
1	External training provider
2	Conducted internally by organisation
99	Don't know/can't say

Response: Single

History

In 2015 the code for Don't know/Can't say changed to 99. It was code 9 in 2013 and earlier surveys.

Nationally recognised training – Types of providers

Current name: F5S01-11, 94, 95, 97, 99; nrt_p_mult1-6, 99

Purpose

Determine what type(s) of external organisations conducted nationally recognised training for employees in the last 12 months.

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream B) that have arranged or provided for employees to undertake nationally recognised training (in the last 12 months); AND are not enterprise RTOs conducting majority of training internally

Question number:

F5

Question

F5 What type of organisations conducted the nationally recognised training for employees over the last 12 months?
(PROBE FULLY)
(MULTIPLE CHOICE ALLOWED)

01. TAFE
02. University
03. Private training provider (e.g. business college)
04. Professional or industry association
05. Supplier/manufacturer equipment and/or product
95. Other (please specify)
99. (DO NO READ) Don't know/can't say

Source

NCVER devised.

Values

Name: F5S01-11, 94, 95, 97, 99 **Label:** F5 – NRT – Types of providers conducting formal training

NAME	LABEL
F5S01	TAFE
F5S02	University
F5S03	Private training provider (e.g. business college)
F5S04	Professional or industry association
F5S05	Supplier/manufacturer or equipment and/or product
F5S06	Accredited/ registered training organisation – NFI
F5S07	Government department or agency
F5S08	Parent company, subsidiary or franchise dealer
F5S09	Community/ religious groups
F5S10	Specific industry
F5S11	Other specific individuals
F5S94	Formal training is on the job
F5S95	Other
F5S97	No external training provider used
F5S99	Don't know/can't say

VALUE	VALUE LABEL
0	No
1	Yes

Response: Single

Additional output items

Name: nrt_p_mult1-6, 99

VALUE	LABEL	DERIVATION
1	TAFE	F5S01=1
2	University	F5S02=1
3	Private training provider	F5S03=1
4	Professional or industry association	F5S04=1
5	Other providers	F5S05, F5S06, F5S07, F5S08, F5S09, F5S10, F5S11 or F5S95=1
6	No external provider used	F5S94 or F5S97=1 or F4=2
99	Don't know	F5S99=1 or F4=99

Response: Multiple

History

Question not asked in 2021.

In 2015 the code for Other specify changed to 95. It was code 97 in 2013.

Each year the most common responses from the previous survey were retained on the questionnaire. Other verbatim responses were coded into the remaining verbatim response codes.

From 2005-2011, F7aS94 (Formal training is on the job) and F7aS98 (No external provider used) were grouped into 'Other' for the summary variable for this question. In 2013, the grouping of these responses was revised, with 'Formal training is on the job' and 'No external provider used' now classified as 'No external provider used' - data is presented using this revised classification in the 2013 publication, with results also backcast for previous years.

Values for additional output items

Name: nrt_p_mult1-6, 99

VALUE	LABEL	2005	2007-2011	2013	2015-2019	
1	TAFE	F7aS01=1	F7aS01=1	F5S01=1	F5S01=1	
2	University	F7aS02=1	F7aS02=1	F5S02=1	F5S02=1	
3	Private training provider	F7aS03=1	F7aS03=1	F5S03=1	F5S03=1	
4	Professional or industry association	F7aS05 or F7aS06=1	F7aS05 or F7aS06=1	F5S04=1	F5S04=1	
5	Other providers	F7aS04, F7aS07, F7aS08, F7aS09, F7aS10 or F7aS97=1	F7aS04, F7aS07, F7aS08, F7aS09, F7aS10 or F7aS97=1	F5S05, F5S06, F5S07, F5S08, F5S09, F5S10, F5S11 or F5S97=1	F5S05, F5S06, F5S07, F5S08, F5S09, F5S10, F5S11 or F5S95=1	
6	No external provider used	F7aS11 =1 or F6=2	F7aS11 or F7aS98=1 or F6=2	F5S94 =1 or F4=2	F5S94 =1 or F4=2	
99	Don't know	F7aS99=1 or F6=9	F7aS99=1 or F6=9	F5S99=1 or F4=9	F5S99=1 or F4=9	

Nationally recognised training – Main provider

Current name: F6, nrt_p_main

Purpose

Determine which type of external organisation conducted the majority of nationally recognised training for employees in the past 12 months.

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream B) that have arranged or provided for employees to undertake nationally recognised training (in the last 12 months); AND are not enterprise RTOs conducting majority of training internally

Question number:

F6

Question

F6 What type of organisation conducted the **majority** of the nationally recognised training for employees over the last 12 months?

- 01. TAFE
- 02. University
- 03. Private training provider (e.g. business college)
- 04. Professional or industry association
- 05. Supplier/manufacturer equipment and/or product
- 95. Other (please specify)
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: F6 Label: F6 - NRT – Main provider

Value	Label
1	TAFE
2	University
3	Private training provider (e.g. business college)
4	Professional or industry association
5	Supplier /manufacturer of equipment and/or product
6	Accredited/ registered training organisation – NFI
7	Government department or agency
8	Parent company, subsidiary or franchise dealer
9	Community/ religious groups
10	Specific industry
11	Other specific individuals
94	Formal training is on the job
95	Other
99	Don't know/can't say

Response: Single

Additional output items

Name: nrt_p_main

VALUE	LABEL	DERIVATION
1	TAFE	F6=1
2	University	F6=2
3	Private training provider	F6=3
4	Professional or industry association	F6=4
5	Other providers	F6=5 or F6=6 or F6=7 or F6=8 or F6=9 or F6=10 or F6=11 or F6=95
6	No external provider used	F6=94 or F6=97 or F4=2
99	Don't know	F6=99 or F4=99

Response: Single

History

In 2015 the code for Other specify changed to 95. It was code 97 in 2013.

In 2015 the code for No external provider used changed to 97. It was code 98 in 2013.

Each year the most common responses from the previous survey were retained on the questionnaire. Other verbatim responses were coded into the remaining verbatim response codes.

From 2005-2011, F7bS94 (Formal training is on the job) and F7bS98 (No external provider used) were grouped into 'Other' for the summary variable for this question. In 2013, the grouping of these responses was revised, with 'Formal training is on the job' and 'No external provider used' now classified as 'No external provider used' - data is presented using this revised classification in the 2013 publication, with results also backcast for previous years.

Values for additional output items

Name: nrt_p_main

VALUE	LABEL	2005-2011	2013	2015-2021
1	TAFE	F7b=1	F6=1	F6=1
2	University	F7b=2	F6=2	F6=2
3	Private training provider	F7b=3	F6=3	F6=3
4	Professional or industry	F7b=5 or F7b=6	F6=4	F6=4

	association			
5	Other providers	F7b=4 or F7b=7 or F7b=8 or F7b=9 or F7b=10 or F7b=97	F6=5 or F6=6 or F6=7 or F6=8 or F6=9 or F6=10 or F6=11 or F6=97	F6=5 or F6=6 or F6=7 or F6=8 or F6=9 or F6=10 or F6=11 or F6=95
6	No external provider used	F7b=94 or F7b=98 or F6=2	F6=94 or F6=98 or F4=2	F6=94 or F6=97 or F4=2
99	Don't know	F7b=99 or F6=9	F6=999 or F4=99	F6=999 or F4=99

Nationally recognised training – Reasons for using provider

Current name: F7S01-21, 95, 97, 99; nrt_prov_rsn1-11, 99

Purpose

Determine reasons why organisations use their main training provider.

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream B) that have arranged for their employees to undertake nationally recognised training in the last twelve months.

Question number:

F7

Question

F7 What were the main reasons for choosing <INSERT RESPONSE FROM F5 IF SINGLE RESPONSE/F6> over other types of providers to conduct most of your nationally recognised training?

(PROBE FULLY)

(MULTIPLE CHOICE ALLOWED - DO NOT READ OUT)

- 02. Content of training courses was suitable
- 04. Access/convenient location
- 01. Only suitable provider available
- 05. Convenient/flexible time
- 03. Specialists/have a high level of industry knowledge
- 06. Used previously and was satisfied
- 07. Cost effective
- 09. Courses tailored to suit our needs
- 95. Other (please specify)
- 97. Cannot choose provider
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: F7S01-21, 95, 97, 99

Label: F7. NRT – Reasons for using provider

Name	Label
F7S01	Only suitable provider available
F7S02	Content of training courses was suitable
F7S03	Specialists/have a high level of industry knowledge
F7S04	Access/convenient location
F7S05	Convenient/flexible time
F7S06	Used previously and was satisfied
F7S07	Cost effective
F7S08	Expertise not available elsewhere
F7S09	Course tailored to/ suits our needs
F7S10	Easy to use/ deal with
F7S11	Government subsidy/funding/reimbursement/ arrangement with us and the Government
F7S12	A requirement of our business/industry
F7S13	Staff gain a nationally recognised qualification
F7S14	Were recommended to us/ they have a good reputation
F7S15	Employee chose them
F7S16	They approached/contacted/marketed themselves
F7S17	Legislative, regulatory or licensing requirements
F7S18	They conduct onsite training
F7S19	Flexibility/convenience
F7S20	Superior training/training providers
F7S21	I had no choice/arranged by someone else/we have an affiliation
F7S95	Other
F7S97	Cannot choose provider
F7S99	Don't know/can't say

VALUE	LABEL
0	No
1	Yes

Response: Single

Additional output items

Name: nrt_prov_rsn1-11, 99

VALUE	LABEL	2023
1	Content of training course was suitable	F7S02=1
2	Convenient access or location	F7S04=1
3	Convenient or flexible times	F7S05=1
4	Courses tailored to suit our needs	F7S09=1
5	Expertise not available elsewhere	F7S08=1
6	Had used the provider previously and were satisfied	F7S06=1
7	It is a requirement of our business/industry	F7S12=1
8	They were more cost effective	F7S07=1
9	They were specialists with a high level of industry knowledge	F7S03=1
10	They were the only suitable provider available	F7S01=1
11	Other	F7S10, F7S11, F7S13, F7S14, F7S15, F7S16, F7S17, F7S18, F7S19, F7S20, F7S21 or F7S95=1
99	Don't know	F7S99=1

Note: code 97 – No external provider – is not included in the collapsed code frame.

Response: Multiple

History

Question not asked in 2021 or 2011.

In 2015 the code for Other specify changed to 95. It was code 97 in 2013.

In 2015 the code for No external provider used changed to 97. It was code 98 in 2013.

Each year the most common responses from the previous survey were retained on the questionnaire. Other verbatim responses were coded into the remaining verbatim response codes.

Values for additional output items

Name: nrt_prov_rsn1-11, 99

VALUE	LABEL	2005-2009	2013	2015-2019
1	Content of training course was suitable	F8S04=1	F7S02=1	F7S02=1
2	Convenient access or location	F8S06=1	F7S04=1	F7S04=1
3	Convenient or flexible times	F8S07=1	F7S05=1	F7S05=1
4	Courses tailored to suit our needs	F8S14=1	F7S09=1	F7S09=1
5	Expertise not available elsewhere	F8S02=1	F7S08=1	F7S08=1
6	Had used the provider previously and were satisfied	F8S08=1	F7S06=1	F7S06=1
7	It is a requirement of our business/industry	na	F7S12=1	F7S12=1
8	They were more cost effective	F8S05=1	F7S07=1	F7S07=1
9	They were specialists with a high level of industry knowledge	F8S09=1	F7S03=1	F7S03=1
10	They were the only suitable provider available	F8S01=1	F7S01=1	F7S01=1
11	Other	F8S03, F8S10, F8S11, F8S12, F8S13, F8S15 or F8S97=1	F7S10, F7S11, F7S13, F7S14, F7S15, F7S16 or F7S97=1	F7S10, F7S11, F7S13, F7S14, F7S15, F7S16 or F7S95=1
99	Don't know	F8S99=1	F7S99=1	F7S99=1

Note: code 97 - No external provider - is not included in the collapsed code frame

Nationally recognised training – Satisfaction with aspects of training

Current name: F8a-f, F8a-fsum

Purpose

Determine level of satisfaction with aspects of training from main training provider for employees undertaking nationally recognised training.

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream B) that have arranged for employees to undertake nationally recognised training in the last 12 months.

Question number:

F8

Question

F8 Thinking just about nationally recognised training through (MAIN PROVIDER), overall how satisfied or dissatisfied are you with...
(READ OUT - PROBE FOR LEVEL OF SATISFACTION)

- a) The relevance of skills taught
- b) The condition of equipment and facilities
- c) The cost effectiveness of the training
- d) The flexibility of the provider in meeting your needs
- e) Trainers' knowledge and experience of your industry
- f) The standard of assessment

Source

NCVER devised.

Values

Name: F8a-f **Label:** F8 – Satisfaction with NRT (from main provider)

NAME	LABEL
F8a	Relevance of skills taught
F8b	The condition of equipment and facilities
F8c	The cost effectiveness of the training
F8d	The flexibility of the provider in meeting your needs
F8e	Trainers' knowledge and experience of your industry
F8f	The standard of assessment

For each aspect of training (e.g. F8a, F8b...)

VALUE	LABEL
1	Very satisfied
2	Satisfied
3	Neither satisfied nor dissatisfied
4	Dissatisfied
5	Very dissatisfied
97	(DO NOT READ) N/A
99	(DO NOT READ) Don't know/can't say

Response: Single

Additional output items

Name: F8a-fsum **Label:** F8 – Satisfaction with NRT (from main provider)

NAME	LABEL
F8asum	Relevance of skills taught (Summary – All providing Nationally Recognised training)
F8bsum	The condition of equipment and facilities (Summary – All providing Nationally Recognised training)
F8csum	The cost effectiveness of the training (Summary – All providing Nationally Recognised training)
F8dsum	The flexibility of the provider in meeting your needs (Summary – All providing Nationally Recognised training)
F8esum	Trainers' knowledge and experience of your industry (Summary – All providing Nationally Recognised training)
F8fsum	The standard of assessment (Summary – All providing Nationally Recognised training)

For each aspect of training (e.g. F8asum, F8bsum...)

VALUE	LABEL	DERIVED
1	Satisfied	F8 = 1 or 2 (very satisfied or satisfied)
2	Neither satisfied nor dissatisfied	F8 = 3 (neither)
3	Dissatisfied	F8 = 4 or 5 (very dissatisfied or dissatisfied)
99	Don't know/can't say	F8 = 97 or 99 (N/A or can't say)

Response: Single

History

Question first asked in 2013.

In 2015 the code for Don't know/Can't say changed to 99. It was code 9 in 2013.

In 2015 code 97 - Not applicable - was a new code.

Nationally recognised training – Satisfaction with main provider

Current name: F8z, F8zsum

Purpose

Determine level of satisfaction with main provider of nationally recognised training.

Questionnaire

Survey year
2023

Population

Employers (in-scope, Stream B) that have arranged for employees to undertake nationally recognised training in the last 12 months.

Question number:

F8z

Question

F8z And overall, how satisfied or dissatisfied are you with nationally recognised training from (MAIN PROVIDER). Are you....
(READ OUT)

- 01. Very satisfied
- 02. Satisfied
- 03. Neither satisfied nor dissatisfied
- 04. Dissatisfied
- 05. Very dissatisfied
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: F8z **Label:** F8z – Overall satisfaction with nationally recognised training from main provider

VALUE	LABEL
1	Very satisfied
2	Satisfied
3	Neither satisfied nor dissatisfied
4	Dissatisfied
5	Very dissatisfied
99	Don't know/can't say

Response: Single

Additional output items

Name: F8zsum **Label:** F86zsum. NRT – Overall satisfaction with main provider (Summary – All providing nationally recognised training)

VALUE	LABEL	DERIVED
1	Satisfied	F8z = 1 or 2 (very satisfied or satisfied)
2	Neither satisfied nor dissatisfied	F8z = 3 (neither)
3	Dissatisfied	F8z = 4 or 5 (very dissatisfied or dissatisfied)
99	Don't know/can't say	F8z = 99 (can't say)

Response: Single

History

Question first asked in 2015.

Nationally recognised training – Satisfaction

Current name: F9, F9Sum

Purpose

Determine level of satisfaction with nationally recognised training in meeting skill needs of employees.

Questionnaire

Survey year
2023

Population

Employers (in-scope) that have arranged or provided for employees to undertake nationally recognised training (in the last 12 months)

Question number:

F9

Question

F9 Thinking about the overall needs of your organisation, how satisfied or dissatisfied are you with nationally recognised training in providing employees with the required skills?

Are you:
(READ OUT)

- 01. Very satisfied
- 02. Satisfied
- 03. Neither satisfied nor dissatisfied
- 04. Dissatisfied
- 05. Very dissatisfied
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: F9 Label: F9 – Satisfaction with NRT

VALUE	LABEL
1	Very satisfied
2	Satisfied
3	Neither satisfied nor dissatisfied
4	Dissatisfied
5	Very dissatisfied
99	Don't know/can't say

Response: Single

Additional output items

Name: F9sum **Label:** F9sum. NRT - Satisfaction (Summary - All providing Nationally Recognised Training)

VALUE	LABEL	DERIVED
1	Satisfied	F9 = 1 or 2 (very satisfied or satisfied)
2	Neither satisfied nor dissatisfied	F9 = 3 (neither)
3	Dissatisfied	F9 = 4 or 5 (very dissatisfied or dissatisfied)
99	Don't know/can't say	F9 = 99 (can't say)

Response: Single

History

In 2015 the code for Don't know/Can't say changed to 99. It was code 9 in 2013 and earlier surveys.

Nationally recognised training – Reasons for dissatisfaction

Current name: F10S01-11, 95, 99; nrt_dissat1-10, 99

Purpose

Determine reasons for dissatisfaction with nationally recognised training as a way of meeting the skill needs of employees.

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream A) that have arranged or provided for employees to undertake nationally recognised training (in the last 12 months) AND who are either dissatisfied or very dissatisfied with nationally recognised training.

Question number:

F10

Question

F10 Why are you dissatisfied with nationally recognised training in providing employees with the required skills?

(PROBE FULLY)

(MULTIPLE CHOICE ALLOWED – DO NOT READ OUT)

01. Training is poor quality/ low standard
02. Don't teach relevant skills/ mismatch between skills taught
03. Not enough hands on/ practical skills taught
04. Qualification/training too general/not specific enough
10. It is too expensive
07. Standards are inconsistent across institutions
05. Trainers do not have enough skills/industry experience
08. Poor access/ availability of training (regional/ rural)
06. Training content outdated
09. Lack of flexibility with training/ too rigid (times and method)
95. Other (please specify)
99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: F10S01-11, 95, 99

Label: F10 – NRT – Reasons for dissatisfaction

NAME	LABEL
F10S01	Training is poor quality/low standard
F10S02	Don't teach relevant skills / Mismatch between skills taught and skills required
F10S03	Not enough hands on / practical skills taught
F10S04	Qualification / training too general /not specific enough to industry
F10S05	Trainers do not have enough skills / industry experience
F10S06	Training content outdated
F10S07	Standards are inconsistent across institutions
F10S08	Poor access / availability of training (regional / rural areas)
F10S09	Lack of flexibility with training / too rigid (times and method)
F10S10	It is too expensive
F10S11	Access/ amount of funding available
F10S95	Other
F10S99	Don't know/Can't say

VALUE	LABEL
0	No
1	Yes

Response: Single

Additional output items

Name: nrt_dissat1-10, 99

VALUE	LABEL	2023
1	Access and the amount of funding available	F10S11=1
2	Instructors do not have enough industry experience	F10S05=1
3	Not enough focus on practical skills	F10S03=1
4	Poor access to training in regional/rural areas	F10S08=1
5	Relevant skills are not taught	F10S02=1
6	Training content is outdated	F10S06=1
7	Training is of a poor quality or low standard	F10S01=1
8	Training is too expensive	F10S10=1
9	Training is too general and not specific enough	F10S04=1
10	Other reasons	F10S07, F10S09, or F10S95=1
99	Don't know	F10S99=1

Response: Multiple

History

In 2015 the code for Other specify changed to 95. It was code 97 in 2013.

Each year the most common responses from the previous survey were retained on the questionnaire. Other verbatim responses were coded into the remaining verbatim response codes.

Values for additional output items

Name: nrt_dissat1-10, 99

VALUE	LABEL	2005	2007-2011	2013	2015-2021
1	Access and the amount of funding available	F12S14=1	F12S14=1	F10S11=1	F10S11=1
2	Instructors do not have enough industry experience	F12S07=1	F12S07=1	F10S05=1	F10S05=1
3	Not enough focus on practical skills	F12S01=1	F12S01=1	F10S03=1	F10S03=1
4	Poor access to training in regional/rural areas	F12S09=1	F12S09=1	F10S08=1	F10S08=1
5	Relevant skills are not taught	F12S02=1	F12S02=1	F10S02=1	F10S02=1
6	Training content is outdated	F12S04 =1	F12S04 =1	F10S06=1	F10S06=1
7	Training is of a poor quality or low standard	F12S08=1	F12S08=1	F10S01=1	F10S01=1
8	Training is too expensive	F12S16=1	F12S16=1	F10S10=1	F10S10=1
9	Training is too general and not specific enough	F12S05=1	F12S05=1	F10S04=1	F10S04=1
10	Other reasons	F12S03, F12S06, F12S10, F12S11, F12S12, F12S13, F12S15 or F12S97=1	F12S03, F12S06, F12S10, F12S11, F12S12, F12S13, F12S15, F12S17 or F12S97=1	F10S07, F10S09, or F10S97=1	F10S07, F10S09, or F10S95=1
99	Don't know	F12S99=1	F12S99=1	F10S99=1	F10S99=1

Part G: Unaccredited Training

Unaccredited training – Reasons for using

Current name: G2S01-13, 94, 95, 99; ut_rsn1-10, 99

Purpose

Determine reasons why organisation arranges for employees to undertake unaccredited training.

Questionnaire

Survey year
2023

Population

Employers (in-scope, Stream A) that have arranged or provided for employees to undertake unaccredited training (in the last 12 months)

Question number:

G2

Question

G2 Why does your organisation arrange for employees to undertake unaccredited training?
(PROBE FULLY)
(MULTIPLE CHOICE ALLOWED - DO NOT READ OUT)

- 02. Provides skills required for the job
- 08. To meet highly specific training needs
- 01. Maintaining professional standards/meeting industry standards
- 03. Legislative, regulatory or licensing requirements
- 06. Developing and maintaining a flexible and responsive workforce
- 04. Improving quality of services/goods provided
- 05. Responding to new technology
- 09. Professional/personal development/career growth
- 07. To remain competitive
- 94. NO EMPLOYEES UNDERTAKING UNACCREDITED TRAINING
- 95. Other (please specify)
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: G2S01-12, 95, 99 **Label:** G2 - Unaccredited training – Reasons for using

NAME	LABEL
G2S01	Maintaining professional standards/meeting industry standards
G2S02	Provides skills required for the job
G2S03	Legislative, regulatory or licensing requirements
G2S04	Improving quality of services/goods provided
G2S05	Responding to new technology
G2S06	Developing and maintaining a flexible and responsive workforce
G2S07	To remain competitive
G2S08	To meet highly specific training needs
G2S09	Professional/personal development/career growth
G2S10	To improve staff satisfaction and employee retention
G2S11	Cost effective
G2S12	Better quality than accredited training (more accessible/ flexible/convenient)
G2S13	Company policy/stipulation
G2S94	No employees undertaking unaccredited training
G2S95	Other
G2S99	Don't know/can't say

VALUE	LABEL
0	No
1	Yes

Response: Multiple

Additional output items

Name: ut_rsn1-10, 99

VALUE	VALUE LABEL	DERIVATION
1	In response to new technology	G2S05=1
2	Legislative, regulatory or licensing requirements	G2S03=1
3	Staff career development	G2S09=1
4	To develop and maintain a flexible and responsive workforce	G2S06=1
5	To improve the quality of goods and services provided	G2S04=1
6	To meet and maintain professional/industry standards	G2S01=1
7	To meet highly specific training needs	G2S08=1
8	To provide the skills required for the job	G2S02=1
9	To remain competitive	G2S07=1
10	Other reasons	G2S10, G2S11, G2S12, G2S13 or G2S95=1
99	Don't know	G2S99=1

Response: Multiple

History

Question not asked in 2021.

In 2015 the code for Other specify changed to 95. It was code 97 in 2013.

Each year the most common responses from the previous survey were retained on the questionnaire. Other verbatim responses were coded into the remaining verbatim response codes.

Values for additional output items

Name: ut_rsn1-10, 99

VALUE	VALUE LABEL	2005	2007-2011	2013	2015-2019
1	In response to new technology	G3S05=1	G3S05=1	G2S05=1	G2S05=1
2	Legislative, regulatory or licensing requirements	G3S02=1	G3S02=1	G2S03=1	G2S03=1
3	Staff career development	G3S10=1	G3S10 or G3S13=1	G2S09=1	G2S09=1
4	To develop and maintain a flexible and responsive workforce	G3S08=1	G3S08=1	G2S06=1	G2S06=1
5	To improve the quality of goods and services provided	G3S04=1	G3S04=1	G2S04=1	G2S04=1
6	To meet and maintain professional/industry standards	G3S03=1	G3S03=1	G2S01=1	G2S01=1
7	To meet highly specific training needs	G3S11=1	G3S11=1	G2S08=1	G2S08=1
8	To provide the skills required for the job	G3S07=1	G3S07=1	G2S02=1	G2S02=1
9	To remain competitive	G3S06=1	G3S06=1	G2S07=1	G2S07=1
10	Other reasons	G3S01, G3S09, G3S12 or G3S97=1	G3S01, G3S09, G3S12 or G3S97=1	G2S10, G2S11, G2S12 or G2S97=1	G2S10, G2S11, G2S12 or G2S95=1
99	Don't know	G3S99=1	G3S99=1	G2S99=1	G2S99=1

Unaccredited training – Whether nationally recognised training available

Current name: G3

Purpose

Determine whether any comparable nationally recognised training was available when organisation selected unaccredited training.

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream A) that have arranged or provided for employees to undertake unaccredited training (in the last 12 months)

Question number:

G3

Question

G3 When selecting any of your unaccredited training, was there any comparable nationally recognised training available?

- 01. Yes, there was comparable nationally recognised training
- 02. No, there was no comparable nationally recognised training
- 03. Didn't explore if there was any comparable nationally recognised training
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: G3 Label: G3 - Unaccredited training – Whether Nationally recognised training available

VALUE	LABEL
1	Yes, there was comparable nationally recognised training
2	No, there was no comparable nationally recognised training
3	Didn't explore if there was any comparable nationally recognised training
99	Don't know/can't say

Response: Single

History

In 2015 the code for Don't know/Can't say changed to 99. It was code 9 in 2013 and earlier surveys.

Unaccredited training – Reasons for choosing over nationally recognised training

Current name: G4S01-10, 95, 98, 99; utovernt2_1-10, 99

Purpose

Determine reasons why organisation chose unaccredited training over nationally recognised training.

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream A) that have arranged or provided for employees to undertake unaccredited training (in the last 12 months); AND comparable nationally recognised training was available

Question number:

G4

Question

G4 Why did your organisation choose unaccredited training over nationally recognised training?

(PROBE FULLY)

(MULTIPLE CHOICE ALLOWED – DO NOT READ OUT)

- 01. More cost effective
- 08. Flexibility/customised approach/tailored to our needs
- 04. Convenient time/flexible time
- 02. Prefer to use our own trainers/our trainers meet our needs
- 05. Content of training course was suitable
- 10. Nationally recognised training not needed
- 06. Specialists/have a high level of industry knowledge
- 03. Access/convenient location
- 95. Other (please specify)
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: G4S01-10, 95, 99 **Label:** G4 – Unaccredited training – Why chosen over NRT

NAME	LABEL
G4S01	More cost effective
G4S02	Prefer to use our own trainers/our trainers meet our needs
G4S03	Access/convenient location
G4S04	Convenient/flexible time
G4S05	Content of training course was suitable
G4S06	Specialists/have a high level of industry knowledge
G4S07	Expertise not available elsewhere
G4S08	Flexibility/customised approach/tailored to our needs
G4S09	We use both accredited and unaccredited training
G4S10	Nationally recognised training not needed
G4S95	Other
G4S98	Refused
G4S99	Don't know/can't say

VALUE	LABEL
0	No
1	Yes

Response: Multiple

Additional output items

Name: utovernt2_1-10, 99

VALUE	VALUE LABEL	DERIVATION
1	Approach that was tailored to our needs	G4S08=1
2	Convenient access or location	G4S03=1
3	Convenient or flexible times	G4S04=1
4	Expertise not available elsewhere	G4S07=1
5	More cost effective	G4S01=1
6	Nationally recognised training was not needed	G4S10=1
7	Prefer to use our own trainers	G4S02=1
8	Specialists that have a high level of industry knowledge	G4S06=1
9	Training course content was suitable	G4S05=1
10	Other	G4S09 or G4S95=1
99	Don't know	G4S99=1

Response: Multiple

History

Question not asked in 2011.

In 2015 the code for Other specify changed to 95. It was code 97 in 2013.

Each year the most common responses from the previous survey were retained on the questionnaire. Other verbatim responses were coded into the remaining verbatim response codes.

Values for additional output items

Name: utovernt2_1-10, 99

VALUE	VALUE LABEL	2005-2009	2013	2015-2021
1	Approach that was tailored to our needs	G9S14=1	G4S08=1	G4S08=1
2	Convenient access or location	G9S06=1	G4S03=1	G4S03=1
3	Convenient or flexible times	G9S07=1	G4S04=1	G4S04=1
4	Expertise not available elsewhere	G9S02=1	G4S07=1	G4S07=1
5	More cost effective	G9S05=1	G4S01=1	G4S01=1
6	Nationally recognised training was not needed	G9S10=1	G4S10=1	G4S10=1
7	Prefer to use our own trainers	G9S17=1	G4S02=1	G4S02=1
8	Specialists that have a high level of industry knowledge	G9S09=1	G4S06=1	G4S06=1
9	Training course content was suitable	G9s04=1	G4S05=1	G4S05=1
10	Other	G9S08, G9S11, G9S12, G9S13, G9S15, G9S16, G9S18, G9S19, G9S20, G9S21 or G9S97=1	G4S09 or G4S97=1	G4S09 or G4S95=1
99	Don't know	G9S99=1	G4S99=1	G4S99=1

Name: utovernt1-9, 99

VALUE	VALUE LABEL	2005-2009	2013	2015-2021
1	Approach that was tailored to our needs	G9S14=1	G4S08=1	G4S08=1
2	Convenient access or location	G9S06=1	G4S03=1	G4S03=1
3	Convenient or flexible times	G9S07=1	G4S04=1	G4S04=1
4	Expertise not available elsewhere	G9S02=1	G4S07=1	G4S07=1
5	More cost effective	G9S05=1	G4S01=1	G4S01=1
6	Nationally recognised training was not needed	G9S10=1	G4S10=1	G4S10=1
7	Prefer to use our own trainers	G9S17=1	G4S02=1	G4S02=1
8	Specialists that have a high level of industry knowledge	G9S09=1	G4S06=1	G4S06=1
9	Other	G9S04, G9S08, G9S11, G9S12, G9S13, G9S15, G9S16, G9S18, G9S19, G9S20, G9S21 or G9S97=1	G4S05, G4S09 or G4S97=1	G4S05, G4S09 or G4S95=1
99	Don't know	G9S99=1	G4S99=1	G4S99=1

Unaccredited training – Internal or external provider

Current name: G5

Purpose

Determine whether majority of unaccredited training was conducted by organisation or by an external organisation.

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream B) that have arranged or provided for employees to undertake unaccredited training (in the last 12 months)

Question number:

G5

Question

G5 Was the **majority** of this unaccredited training conducted by an external training provider, or was it conducted by your organisation?

- 01. External training provider
- 02. Conducted internally by organisation
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: G5

Label: G5 – Majority of unaccredited training conducted by external provider or your own organisation

VALUE	LABEL
1	External training provider
2	Conducted internally by organisation
99	Don't know/can't say

Response: Single

History

In 2015 the code for Don't know/Can't say changed to 99. It was code 9 in 2013 and earlier surveys.

Unaccredited training – Main provider

Current name: G7, ut_p_main

Purpose

Determine which type of external organisation conducted the majority of unaccredited training for employees in the last 12 months.

Questionnaire

Survey year

2023

Population

Employers (in-scope, Stream B) that have arranged or provided for employees to undertake unaccredited training (in the last 12 months); AND where an external training provider was used to conduct the majority of unaccredited training

Question number:

G7

Question

G7 What type of organisation conducted the **majority** of unaccredited training for employees over the last 12 months?
(PROBE FULLY - SINGLE RESPONSE ONLY)

- 01. TAFE
- 02. University
- 03. Private training provider (e.g. business college)
- 04. Professional or industry association
- 05. Supplier/manufacturer equipment and/or product
- 95. Other (please specify)
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: G7 Label: G7. Unaccredited training – Main provider

Value	Label
1	TAFE
2	University
3	Private training provider (e.g. business college)
4	Professional or industry association
5	Supplier /manufacturer of equipment and/or product
6	Accredited/ registered training organisation – NFI
7	Government department or agency
8	Parent company, subsidiary or franchise dealer
9	Community/ religious groups
10	Specific industry
11	Other specific individuals
94	Formal training is on the job
95	Other
97	No external training provider used
99	Don't know/can't say

Response: Single

Additional output items

Name: ut_p_main

Value	LABEL	DERIVATION
1	TAFE	G7=1
2	Private training provider	G7=3
3	Professional or industry association	G7=4
4	Supplier/manufacturer of equipment and/or product	G7=5
5	Other providers	G7=2 or G7=6 or G7=7 or G7=8 or G7=9 or G7=10 or G7=11 or G7=13 or G7=95
6	No external provider used	G7=94 or G7=97 or G5=2
99	Don't know	G7=99 or G5=99

Response: Single

History

In 2015 the code for Other specify changed to 95. It was code 97 in 2013.

In 2015 the code for No external provider used changed to 97. It was code 98 in 2013.

Each year the most common responses from the previous survey were retained on the questionnaire. Other verbatim responses were coded into the remaining verbatim response codes.

From 2005-2011, G5bS94 (Formal training is on the job) and G5bS98 (No external provider used) were grouped into 'Other' for the summary variable for this question. In 2013, the grouping of these responses was revised, with 'Formal training is on the job' and 'No external provider used' now classified as 'No external provider used' - data is presented using this revised classification in the 2013 publication, with results also backcast for previous years.

Values for additional output items

Name: ut_p_main

VALUE	LABEL	2005-2011	2013	2015-2021
1	TAFE	G5b=1	G7=1	G7=1
2	Private training provider	G5b=3	G7=3	G7=3
3	Professional or industry association	G5b=5 or G5b=6	G7=4	G7=4
4	Supplier/manufacturer of equipment and/or product	G5b=7	G7=5	G7=5
5	Other providers	G5b=2 or G5b=4 or G5b=8 or G5b=9 or G5b=10 or G5b=97	G7=2 or G7=6 or G7=7 or G7=8 or G7=9 or G7=10=1 or G7=11 or G7=97	G7=2 or G7=6 or G7=7 or G7=8 or G7=9 or G7=10=1 or G7=11 or G7=95
6	No external provider used	G5b=94 or G5b=98 or G4=2	G7=94 or G7=98 or G5=2	G7=94 or G7=97 or G5=2
99	Don't know	G5b=99 or G4=9	G7=99 or G5=9	G7=99 or G5=9

Unaccredited training – Satisfaction

Current name: G10, G10Sum

Purpose

Determine level of satisfaction with unaccredited training in meeting skill needs of employees.

Questionnaire

Survey year
2023

Population

Employers (in-scope) that have arranged or provided for employees to undertake unaccredited training (in the last 12 months)

Question number:

G10

Question

G10 Thinking about the overall needs of your organisation, how satisfied or dissatisfied are you with unaccredited training in providing employees with the required skills? Are you:
(READ OUT)

- 01. Very satisfied
- 02. Satisfied
- 03. Neither satisfied nor dissatisfied
- 04. Dissatisfied
- 05. Very dissatisfied
- 99. (DO NOT READ) Don't know/can't say

Source

NCVER devised.

Values

Name: G10 **Label:** G10 Satisfaction with unaccredited training

VALUE	LABEL
1	Very satisfied
2	Satisfied
3	Neither satisfied nor dissatisfied
4	Dissatisfied
5	Very dissatisfied
99	Don't know/can't say

Response: Single

Additional output items

Name: G10sum **Label:** G10sum. UT - Satisfaction (Summary - All providing Unaccredited training)

VALUE	LABEL	DERIVED
1	Satisfied	G10 = 1 or 2 (very satisfied or satisfied)
2	Neither satisfied nor dissatisfied	G10 = 3 (neither)
3	Dissatisfied	G10 = 4 or 5 (very dissatisfied or dissatisfied)
99	Don't know/can't say	G10 = 99 (can't say)

Response: Single

History

In 2015 the code for Don't know/Can't say changed to 99. It was code 9 in 2013 and earlier surveys.

Additional items

Engagement with VET (derived)

Current name: engage

Purpose

Determine level of engagement with the VET system.

Questionnaire

Survey year
2023

Population
All employers (in-scope).

Question number:

NA

Question source:
Derived from: C2, D1, D2a

Values

Name: engage

Label: engage. Employer engagement with VET system

VALUE	LABEL	DERIVATION
1	Yes	{[If had employees undertaking an apprenticeship or traineeship in the last 12 months] (D1=1) OR [If provided nationally recognised training in the last 12 months] (D2a=1) OR [If had employees with formal vocational qualifications as a requirement of their job] (C2=1) }
2	No	{[If not engaged with the VET system] (engage#1) }

Response: Single

History

Satisfaction with VET (derived)

Current name: sat

Purpose

Determine level of satisfaction of employers engaged with the VET system.

Questionnaire

Survey year
2023

Population
Employers (in-scope) engaged with the VET system.

Question number:

NA

Question source:

Derived from: C5sum, E7sum, F9sum, engage

Values

Name: sat

Label: sat. Satisfaction with VET

VALUE	LABEL	DERIVATION
1	Satisfied with all	{[If engaged with the VET system] (engage=1) AND [If satisfied with formal vocational qualifications in providing employee(s) with the skills required for their job] (C5sum=1 or missing) AND [If satisfied with apprenticeships and/or traineeships in meeting skill needs] (E7sum=1 or missing) AND [If satisfied with nationally recognised training in providing employee(s) with the skills required for their job] (F9sum=1 or missing)}
2	Not fully satisfied or dissatisfied (mixture)	{[If engaged with the VET system] (engage=1) AND [Not satisfied or dissatisfied with all] (sat#1 or 3)}
3	Dissatisfied with all	{[If engaged with the VET system] (engage=1) AND [If dissatisfied with formal vocational qualifications in providing employee(s) with the skills required for their job] (C5sum=3 or missing) AND [If dissatisfied with apprenticeships and/or traineeships in meeting skill needs] (E7sum=3 or missing) AND [If dissatisfied with nationally recognised training in providing employee(s) with the skills required for their job] (F9sum=3 or missing)}

Response: Single

History

Combination of training (derived)

Current name: train

Purpose

Determine the total number of employers who provided training (by type of training provided) as well as those who provided no training.

Questionnaire

Survey year
2023

Population
Employers (in-scope).

Question number:

NA

Question source:
Derived from: Engage, D3a, D4S1

Values

Name: train Label: train. Combination of training

VALUE	LABEL	CODE/VALUE
1	Accredited training only	{engage=1 (engaged with VET) AND D3a≠1 (didn't provide unaccredited formal training) AND D4S1≠1 (didn't provide informal training)}
2	Unaccredited training only	{D3a=1 (provided unaccredited formal training) AND engage≠1 (not engaged with VET) AND D4S1≠1 (didn't provide informal training)}
3	Informal training only	{[D4S1=1 (provided informal training) AND engage ≠ 1 (not engaged with VET) AND D3a ≠ 1 (didn't provide unaccredited formal training)}
4	Accredited and unaccredited training only	{engage=1 (engaged with VET) AND D3a=1 (provided unaccredited formal training) AND D4S1≠1 (didn't provide informal training)}
5	Accredited and informal training only	{engage=1 (engaged with VET) AND D4S1=1 (provided informal training) AND D3a≠1 (didn't provide unaccredited formal training)}
6	Unaccredited and informal training only	{[D3a=1 (provided unaccredited formal training) AND D4S1=1 (provided informal training) and engage≠1 (not engaged with VET)}
7	Accredited and unaccredited and informal training	{engage=1 (engaged with VET) AND D3a=1 (provided unaccredited formal training) AND D4S1=1 (provided informal training)}
8	No training	{None of above}

History

Weight

Current name: weight

Purpose

Used to weight survey data to the estimated population as determined by the ABS Business Register (ABR)

Questionnaire

Survey year
2023

Population
Employers (in-scope).

Question number:

NA

Question source:
NA

Values

Name: weight

Label: weight. Weight

VALUE	LABEL
	Data are continuous values greater than 0.0

History

Up until 2021, the survey sample was drawn from the Australian Bureau of Statistics (ABS) Business Register and weighted back to the same population benchmarks.

In 2021 and 2023, the sample was selected from the illion Business register. In order to represent the ABS population benchmarks, two weighting stages were applied. First the data were adjusted for non-response using the illion population and then weighted to the ABS population benchmarks using the following stratification variables:

- state (each of the 8 states and territories)
- industry (19 ANZSIC divisions)
- employer size (small = 1-9 employees, medium = 10-99 employees, large = 100 or more employees).

Question number map

NAME	VARIABLE NAME 2023	VARIABLE NAME 2021	VARIABLE NAME 2019	VARIABLE NAME 2017	VARIABLE NAME 2015	VARIABLE NAME 2013	VARIABLE NAME 2011	VARIABLE NAME 2009	VARIABLE NAME 2007	VARIABLE NAME 2005
Wallis Survey Identifier	wallisid	wallisid	wallisid	wallisid	wallisid	wallisid	wallisid	newkey	Id	Id
Selected state	state	state	state	state	state	state	state	state	state	state
Main industry (ANZSIC 2006 – questionnaire)	a1	a1	a1	a1	a1	a1	a1	a1b	a1b	N/A
Main industry (ANZSIC 1993 – questionnaire)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	a1a	a1a	a1
Operates from more than one location	a2	a2	a2	a2	a2	a2	a2	a2	a2	a2
Status of organisation – Public/private	N/A	N/A	N/A	N/A	N/A	N/A	N/A	a4	a4	a4
Number of employees (questionnaire)	a5	a5	a5	a5	a5	a5	a5	a5	a5	a5
Number of employees (questionnaire – summary)	a5sum	a5sum	a5sum	a5sum	a5sum	a5sum	a5sum	a5sum	a5sum	a5sum
Registered training organisation	a6	a6	a6	a6	a6	a6	a9	a9	a9	a9
Permanent employees – Percentage	N/A	N/A	N/A	N/A	N/A	N/A	N/A	a6perc_1	a6perc_1	a6perc_1
RTOs – Provide training to own employees or others	a7	a7	a7	a7	a7	a7	N/A	a10	a10	a10
Number of full-time employees – Percentage	N/A	N/A	N/A	N/A	N/A	N/A	N/A	a7perc_1	a7perc_1	a7perc_1
ANZCO category – one employee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	A8-1
ANZCO category – Total percentage of employees Managers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	a8p1total	a8p1total
ANZCO category – Total percentage of employees Professional	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	a8p2total	a8p2total
ANZCO category – Total percentage of employees Technicians and tradespersons	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	a8p3total	a8p3total
ANZCO category – Total percentage of employees Community and personal service workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	a8p4total	a8p4total
ANZCO category – Total percentage of employees Clerical and administrative workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	a8p5total	a8p5total
ANZCO category – Total percentage of employees Sales workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	a8p6total	a8p6total
ANZCO category – Total percentage of employees Machinery operators and drivers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	a8p7total	a8p7total
ANZCO category – Total percentage of employees Labourers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	a8p8total	a8p8total

NAME	VARIABLE NAME 2023	VARIABLE NAME 2021	VARIABLE NAME 2019	VARIABLE NAME 2017	VARIABLE NAME 2015	VARIABLE NAME 2013	VARIABLE NAME 2011	VARIABLE NAME 2009	VARIABLE NAME 2007	VARIABLE NAME 2005
Fully proficient at job	N/A	N/A	N/A	b1	b1	b1	N/A	N/A	N/A	N/A
Whether organisation has a business plan	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b1
Reasons for non-proficiency – They are new to the role	N/A	N/A	N/A	b2s01	b2s01	b2s01	N/A	N/A	N/A	N/A
Reasons for non-proficiency – They are apprentices or trainees	N/A	N/A	N/A	b2s02	b2s02	b2s02	N/A	N/A	N/A	N/A
Reasons for non-proficiency – The have not received the appropriate training	N/A	N/A	N/A	b2s03	b2s03	b2s03	N/A	N/A	N/A	N/A
Reasons for non-proficiency – Their training is currently only partially completed	N/A	N/A	N/A	b2s04	b2s04	b2s04	N/A	N/A	N/A	N/A
Reasons for non-proficiency – They have been on training but their performance has not improved sufficiently	N/A	N/A	N/A	b2s05	b2s05	b2s05	N/A	N/A	N/A	N/A
Reasons for non-proficiency – Unable to recruit staff with the required skills	N/A	N/A	N/A	b2s06	b2s06	b2s06	N/A	N/A	N/A	N/A
Reasons for non-proficiency – Problems retaining staff	N/A	N/A	N/A	b2s07	b2s07	b2s07	N/A	N/A	N/A	N/A
Reasons for non-proficiency – Staff lack motivation	N/A	N/A	N/A	b2s08	b2s08	b2s08	N/A	N/A	N/A	N/A
Reasons for non-proficiency – Development of new products/services	N/A	N/A	N/A	b2s09	b2s09	b2s09	N/A	N/A	N/A	N/A
Reasons for non-proficiency – Introduction of new working practices	N/A	N/A	N/A	b2s10	b2s10	b2s10	N/A	N/A	N/A	N/A
Reasons for non-proficiency – Introduction of new technology	N/A	N/A	N/A	b2s11	b2s11	b2s11	N/A	N/A	N/A	N/A
Reasons for non-proficiency – Training is on-going/ there is always more to learn	N/A	N/A	N/A	b2s12	b2s12	b2s12	N/A	N/A	N/A	N/A
Reasons for non-proficiency – Incompetent/ uninformed/ intelligence problems	N/A	N/A	N/A	b2s13	b2s13	b2s13	N/A	N/A	N/A	N/A
Reasons for non-proficiency –Disabilities/ mental health problems	N/A	N/A	N/A	b2s14	b2s14	b2s14	N/A	N/A	N/A	N/A
Reasons for non-proficiency – Language/ cultural problems	N/A	N/A	N/A	b2s15	b2s15	b2s15	N/A	N/A	N/A	N/A
Reasons for non-proficiency –Government policy/ legislation/health and safety policy	N/A	N/A	N/A	b2s16	b2s16	b2s16	N/A	N/A	N/A	N/A
Reasons for non-proficiency – Other	N/A	N/A	N/A	b2s95	b2s95	b2s97	N/A	N/A	N/A	N/A
Reasons for non-proficiency – No particular cause	N/A	N/A	N/A	b2s98	b2s98	b2s98	N/A	N/A	N/A	N/A
Reasons for non-proficiency – Don't know/can't say	N/A	N/A	N/A	b2s99	b2s99	b2s99	N/A	N/A	N/A	N/A
Whether staff training is part of a business plan	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b2
Importance of training (business plan)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b3

NAME	VARIABLE NAME 2023	VARIABLE NAME 2021	VARIABLE NAME 2019	VARIABLE NAME 2017	VARIABLE NAME 2015	VARIABLE NAME 2013	VARIABLE NAME 2011	VARIABLE NAME 2009	VARIABLE NAME 2007	VARIABLE NAME 2005
Importance of training (No business plan)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b4
Importance of training (combined)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b3_b4
Importance of training (summary)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b3_b4sum
Impact of proficiency on organisational performance	N/A	N/A	N/A	b3	b3	b3	N/A	N/A	N/A	N/A
Impact of proficiency causing – Not able to take on as much business as you would like	N/A	N/A	N/A	b4s01	b4s01	b4s01	N/A	N/A	N/A	N/A
Impact of proficiency causing – Loss of business or orders to competitors	N/A	N/A	N/A	b4s02	b4s02	b4s02	N/A	N/A	N/A	N/A
Impact of proficiency causing – Delays in developing new products or services	N/A	N/A	N/A	b4s03	b4s03	b4s03	N/A	N/A	N/A	N/A
Impact of proficiency causing – Difficulty in meeting quality standards	N/A	N/A	N/A	b4s04	b4s04	b4s04	N/A	N/A	N/A	N/A
Impact of proficiency causing – Increased operating costs	N/A	N/A	N/A	b4s05	b4s05	b4s05	N/A	N/A	N/A	N/A
Impact of proficiency causing – Difficulty in introducing new working practices	N/A	N/A	N/A	b4s06	b4s06	b4s06	N/A	N/A	N/A	N/A
Impact of proficiency causing – Increased workload for other staff	N/A	N/A	N/A	b4s07	b4s07	b4s07	N/A	N/A	N/A	N/A
Impact of proficiency causing – Need to outsource work	N/A	N/A	N/A	b4s08	b4s08	b4s08	N/A	N/A	N/A	N/A
Impact of proficiency causing – The withdrawal of certain products or services altogether	N/A	N/A	N/A	b4s09	b4s09	b4s09	N/A	N/A	N/A	N/A
Impact of proficiency causing – Difficulties in meeting customer services objectives	N/A	N/A	N/A	b4s10	b4s10	b4s10	N/A	N/A	N/A	N/A
Impact of proficiency causing – Difficulties in introducing technological change	N/A	N/A	N/A	b4s11	b4s11	b4s11	N/A	N/A	N/A	N/A
Coping with lack of proficiency – Trained existing staff	N/A	N/A	N/A	b5s01	b5s01	b5s01	N/A	N/A	N/A	N/A
Coping with lack of proficiency – Internal reorganisation	N/A	N/A	N/A	b5s02	b5s02	b5s02	N/A	N/A	N/A	N/A
Coping with lack of proficiency – Recruitment of new staff	N/A	N/A	N/A	b5s03	b5s03	b5s03	N/A	N/A	N/A	N/A
Coping with lack of proficiency – Taken other action	N/A	N/A	N/A	b5s04	b5s04	b5s04	N/A	N/A	N/A	N/A
Coping with lack of proficiency – None of these	N/A	N/A	N/A	b5s98	b5s98	b5s98	N/A	N/A	N/A	N/A
Coping with lack of proficiency – Don't know/ can't say	N/A	N/A	N/A	b5s99	b5s99	b5s99	N/A	N/A	N/A	N/A
How determines training needs – Performance management/ Skills appraisal/ Training needs analysis	N/A	N/A	N/A	N/A	N/A	N/A	b5s01	b5s01	b5s01	b5s01
How determines training needs –Informal methods	N/A	N/A	N/A	N/A	N/A	N/A	b5s02	b5s02	b5s02	b5s02

NAME	VARIABLE NAME 2023	VARIABLE NAME 2021	VARIABLE NAME 2019	VARIABLE NAME 2017	VARIABLE NAME 2015	VARIABLE NAME 2013	VARIABLE NAME 2011	VARIABLE NAME 2009	VARIABLE NAME 2007	VARIABLE NAME 2005
How determines training needs – Legislative, regulatory or licensing requirements	N/A	N/A	N/A	N/A	N/A	N/A	b5s03	b5s03	b5s03	b5s03
How determines training needs –Award or enterprise bargaining agreements	N/A	N/A	N/A	N/A	N/A	N/A	b5s04	b5s04	b5s04	b5s04
How determines training needs – Employees flag own training requirements	N/A	N/A	N/A	N/A	N/A	N/A	b5s05	b5s05	b5s05	b5s05
How determines training needs – Client needs/ feedback	N/A	N/A	N/A	N/A	N/A	N/A	b5s06	b5s06	b5s06	b5s06
How determines training needs – When new products are released	N/A	N/A	N/A	N/A	N/A	N/A	b5s07	b5s07	b5s07	b5s07
How determines training needs – Advised of courses form supplier or training provider	N/A	N/A	N/A	N/A	N/A	N/A	b5s08	b5s08	b5s08	b5s08
How determines training needs – As need arises/ job requirements/ identifying needs	N/A	N/A	N/A	N/A	N/A	N/A	b5s09	b5s09	b5s09	b5s09
How determines training needs – Formally through own organisational plan/ strategic plan	N/A	N/A	N/A	N/A	N/A	N/A	b5s10	b5s10	b5s10	b5s10
How determines training needs – Organisational needs/ management/ or head office identifies needs	N/A	N/A	N/A	N/A	N/A	N/A	b5s11	b5s11	b5s11	b5s11
How determines training needs – Provide induction/ job specific training when staff commence work	N/A	N/A	N/A	N/A	N/A	N/A	b5s12	b5s12	b5s12	b5s12
How determines training needs – No need for training/ don't train staff/ they're already trained	N/A	N/A	N/A	N/A	N/A	N/A	b5s13	b5s13	b5s13	b5s13
How determines training needs – Performance management/ Skills appraisal/ Training needs analysis	N/A	N/A	N/A	N/A	N/A	N/A	b5s97	b5s97	b5s97	b5s97
How determines training needs – Performance management/ Skills appraisal/ Training needs analysis	N/A	N/A	N/A	N/A	N/A	N/A	b5s99	b5s99	b5s99	b5s99
Current skill level	N/A	N/A	N/A	N/A	N/A	N/A	b6	b6	b6	b6
Recruitment in the last 12 months	N/A	N/A	b7a	b7a	b7a	b7a	N/A	N/A	N/A	N/A
Recruitment difficulties	N/A	N/A	b7b	b7b	b7b	b7b	N/A	N/A	N/A	N/A
Recruitment difficulties	N/A	N/A	N/A	N/A	N/A	N/A	b7	b7	b7	b7
Reasons for recruitment difficulties – Shortage of skilled people in the industry	N/A	N/A	b8s01	b8s01	b8s01	b8s01	b8s01	b8s01	b8s01	b8s01
Reasons for recruitment difficulties – Limited applicants/ limited appropriate applicants	N/A	N/A	b8s02	b8s02	b8s02	b8s02	b8s14	b8s14	b8s14	b8s14
Reasons for recruitment difficulties – Issues with workplace location	N/A	N/A	b8s03	b8s03	b8s03	b8s03	N/A	N/A	N/A	N/A

NAME	VARIABLE NAME 2023	VARIABLE NAME 2021	VARIABLE NAME 2019	VARIABLE NAME 2017	VARIABLE NAME 2015	VARIABLE NAME 2013	VARIABLE NAME 2011	VARIABLE NAME 2009	VARIABLE NAME 2007	VARIABLE NAME 2005
Reasons for recruitment difficulties – Wages/salaries considered too low	N/A	N/A	b8s04	b8s04	b8s04	b8s04	b8s04	b8s04	b8s04	b8s04
Reasons for recruitment difficulties – Unattractive job/ not a career which is aspired to	N/A	N/A	b8s05	b8s05	b8s05	b8s05	b8s13	b8s13	b8s13	b8s13
Reasons for recruitment difficulties – Keep losing skilled workers to other industries or companies	N/A	N/A	b8s06	b8s06	b8s06	b8s06	b8s02	b8s02	b8s02	b8s02
Reasons for recruitment difficulties – Lack of existing workers in the industry who are being skilled up/ lack of existing workers who have a good standard of skills	N/A	N/A	b8s07	b8s07	b8s07	b8s07	b8s05	b8s05	b8s05	b8s05
Reasons for recruitment difficulties – Unwillingness to take shift/ nights/ weekend/ seasonal work/ casual/ part-time work	N/A	N/A	b8s08	b8s08	b8s08	b8s08	b8s11	b8s11	b8s11	b8s11
Reasons for recruitment difficulties – Poor attitude to work or work ethic	N/A	N/A	b8s09	b8s09	b8s09	b8s09	b8s09	b8s09	b8s09	b8s09
Reasons for recruitment difficulties – Skills required in this industry changing quickly	N/A	N/A	N/A	N/A	N/A	N/A	b8s03	b8s03	b8s03	b8s03
Reasons for recruitment difficulties – Workforce is ageing and/or retiring	N/A	N/A	N/A	N/A	N/A	N/A	b8s06	b8s06	b8s06	b8s06
Reasons for recruitment difficulties – Remote location	N/A	N/A	N/A	N/A	N/A	N/A	b8s07	b8s07	b8s07	b8s07
Reasons for recruitment difficulties – Location not desirable (but not remote location)	N/A	N/A	N/A	N/A	N/A	N/A	b8s08	b8s08	b8s08	b8s08
Reasons for recruitment difficulties – Irregular/uncertain hours/ unstable income	N/A	N/A	N/A	N/A	N/A	N/A	b8s10	b8s10	b8s10	b8s10
Reasons for recruitment difficulties – Apathy towards working/ don't want to work	N/A	N/A	N/A	N/A	N/A	N/A	b8s12	b8s12	b8s12	b8s12
Reasons for recruitment difficulties – Because of the economy/low unemployment	N/A	N/A	b8s10	b8s10	b8s10	b8s10	b8s15	b8s15	b8s15	b8s15
Reasons for recruitment difficulties –Red tape/ bureaucracy/ government legislation/ Visa issue	N/A	N/A	b8s11	b8s11	b8s11	b8s11	N/A	N/A	N/A	N/A
Reasons for recruitment difficulties – Problems retaining staff	N/A	N/A	b8s12	b8s12	b8s12	b8s12	N/A	N/A	N/A	N/A
Reasons for recruitment difficulties – Due to the expense of living in/ travelling to area	N/A	N/A	b8s13	b8s13	b8s13	b8s13	N/A	N/A	N/A	N/A
Reasons for recruitment difficulties – Cost/time/ advertising/ other problems	N/A	N/A	b8s14	b8s14	b8s14	b8s14	N/A	N/A	N/A	N/A
Reasons for recruitment difficulties – Language/ cultural problems	N/A	N/A	b8s15	b8s15	b8s15	b8s15	N/A	N/A	N/A	N/A
Reasons for recruitment difficulties – Other	N/A	N/A	b8s95	b8s95	b8s95	b8s97	b8s97	b8s97	b8s97	b8s97
Reasons for recruitment difficulties – Can't say	N/A	N/A	b8s99	b8s99	b8s99	b8s99	b8s99	b8s99	b8s99	b8s99

NAME	VARIABLE NAME 2023	VARIABLE NAME 2021	VARIABLE NAME 2019	VARIABLE NAME 2017	VARIABLE NAME 2015	VARIABLE NAME 2013	VARIABLE NAME 2011	VARIABLE NAME 2009	VARIABLE NAME 2007	VARIABLE NAME 2005
Recruitment difficulties – Managers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b8ac01	N/A
Recruitment difficulties – Professionals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b8ac02	N/A
Recruitment difficulties – Technicians and trade workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b8ac03	N/A
Recruitment difficulties – Community and service workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b8ac04	N/A
Recruitment difficulties – Clerical and administrative workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b8ac05	N/A
Recruitment difficulties – Sales workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b8ac06	N/A
Recruitment difficulties – Machinery operators and drivers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b8ac07	N/A
Recruitment difficulties – Labourers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b8ac08	N/A
Recruitment difficulties – Can't say for all employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b8ac09	N/A
Recruitment difficulties – Can't say for some employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b8ac10	N/A
Strategies for addressing recruitment difficulties – Trained/ upskilled current employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s01	b9s01	b9s01
Strategies for addressing recruitment difficulties – Employed apprentices/trainees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s02	b9s02	b9s02
Strategies for addressing recruitment difficulties – Employed lower qualified people to train up/ broadened scope	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s03	b9s03	b9s03
Strategies for addressing recruitment difficulties –Liaised with/ advertised at schools	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s04	b9s04	b9s04
Strategies for addressing recruitment difficulties –Liaised with/ advertised at TAFE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s05	b9s05	b9s05
Strategies for addressing recruitment difficulties –Approached universities to recruit graduates	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s06	b9s06	b9s06
Strategies for addressing recruitment difficulties – Networked with other businesses	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s07	b9s07	b9s07
Strategies for addressing recruitment difficulties – Word of mouth /asked people if know anyone who wants a job	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s08	b9s08	b9s08
Strategies for addressing recruitment difficulties – Used recruitment agencies/ headhunters	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s09	b9s09	b9s09
Strategies for addressing recruitment difficulties –Advertised/ recruited from overseas	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s10	b9s10	b9s10
Strategies for addressing recruitment difficulties – Advertised/ recruited from interstate/ regional areas	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s11	b9s11	b9s11
Strategies for addressing recruitment difficulties – Revised recruitment process/ devised recruitment plan	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s12	b9s12	b9s12

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Strategies for addressing recruitment difficulties – Approached training centres e.g. Centrelink/ Jobnet/ Salvation Army	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s13	b9s13	b9s13
Strategies for addressing recruitment difficulties – Hired contractors/casuals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s14	b9s14	b9s14
Strategies for addressing recruitment difficulties – Increased the amount of advertising/ continued to advertise	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s15	b9s15	b9s15
Strategies for addressing recruitment difficulties – Offered a more attractive salary package for new employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s16	b9s16	b9s16
Strategies for addressing recruitment difficulties – Improved current working conditions to retain employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s17	b9s17	b9s17
Strategies for addressing recruitment difficulties – Nothing (yet)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s18	b9s18	b9s18
Strategies for addressing recruitment difficulties – Persisted with interviewing/ increased interviewing	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s19	b9s19	b9s19
Strategies for addressing recruitment difficulties – Changed/ diversified interviewing strategy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s20	b9s20	b9s20
Strategies for addressing recruitment difficulties – Introduced flexi time/ flexible work practices	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s21	b9s21	N/A
Strategies for addressing recruitment difficulties – Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s97	b9s97	b9s97
Strategies for addressing recruitment difficulties – Don't know/ can't say	N/A	N/A	N/A	N/A	N/A	N/A	N/A	b9s98	b9s98	b9s98
Employs people with higher education qualifications	N/A	N/A	c1a	c1a	c1a	c1a	c1a	c1a	c1a	c1a
Employs people with formal vocational qualifications	c1a	c1a	c1b	c1b	c1b	c1b	c1b	c1b	c1b	c1b
Employs people with other qualifications	N/A	N/A	c1c	c1c	c1c	c1c	c1c	c1c	c1c	c1c
Employs people with no qualifications	N/A	N/A	N/A	N/A	N/A	N/A	c1d	c1d	c1d	c1d
Formal vocational qualifications as requirement for job	c2	c2	c2	c2	c2	c2	c2	c2	N/A	N/A
Formal vocational qualifications as requirement for job	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	c2total	c2total
Number of staff requiring formal vocational qualifications as requirement for the job	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d3num
FVQ as job requirement – Percentage of employees	N/A	N/A	N/A	N/A	c3	c3	d3perc	d3perc	d3perc	d3perc
Types of organisations talk to about skill needs – Registered Training Organisations (RTOs)	N/A	N/A	d3ds01	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of organisations talk to about skill needs – Local employers' groups	N/A	N/A	d3ds02	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of organisations talk to about skill needs – Unions	N/A	N/A	d3ds03	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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Types of organisations talk to about skill needs – Peak employer bodies	N/A	N/A	d3ds04	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of organisations talk to about skill needs – Industry Reference Committees	N/A	N/A	d3ds05	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of organisations talk to about skill needs – Skills Service Organisations	N/A	N/A	d3ds06	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of organisations talk to about skill needs – Australian Apprenticeship Support Network Providers	N/A	N/A	d3ds07	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of organisations talk to about skill needs – Professional or Industry Association	N/A	N/A	d3ds08	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of organisations talk to about skill needs – Professional bodies	N/A	N/A	d3ds09	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of organisations talk to about skill needs – Other contacts in the industry, friends/family	N/A	N/A	d3ds10	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of organisations talk to about skill needs – Job and Skills Centres	N/A	N/A	d3ds11	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of organisations talk to about skill needs – Other	N/A	N/A	d3ds95	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of organisations talk to about skill needs – Don't know/can't say	N/A	N/A	d3ds99	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for formal vocational job qualifications as a job requirement – Maintaining professional standards/meeting industry standards	N/A	N/A	c4s01	c4s01	c4s01	c4s01	d5s3	d5s3	d5s3	d5s3
FVQ as a job requirement - Reasons for requiring – Provides skills required for the job	N/A	N/A	c4s02	c4s02	c4s02	c4s02	d5s7	d5s7	d5s7	d5s7
FVQ as a job requirement - Reasons for requiring – Legislative, regulatory or licensing requirements	N/A	N/A	c4s03	c4s03	c4s03	c4s03	d5s2	d5s2	d5s2	d5s2
FVQ as a job requirement - Reasons for requiring – Improving quality of services/goods provided	N/A	N/A	c4s04	c4s04	c4s04	c4s04	d5s4	d5s4	d5s4	d5s4
FVQ as a job requirement - Reasons for requiring – Responding to new technology	N/A	N/A	c4s05	c4s05	c4s05	c4s05	d5s5	d5s5	d5s5	d5s5
FVQ as a job requirement - Reasons for requiring – Developing and maintaining a flexible and responsive workforce	N/A	N/A	c4s06	c4s06	c4s06	c4s06	N/A	N/A	N/A	N/A
FVQ as a job requirement - Reasons for requiring – To remain competitive	N/A	N/A	c4s07	c4s07	c4s07	c4s07	d5s6	d5s6	d5s6	d5s6
FVQ as a job requirement - Reasons for requiring – Award or enterprise bargaining agreements	N/A	N/A	N/A	N/A	N/A	N/A	d5s1	d5s1	d5s1	d5s1
FVQ as a job requirement - Reasons for requiring – No employees require formal vocational qualifications	N/A	N/A	c4s94	c4s94	N/A	N/A	N/A	N/A	N/A	N/A

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FVQ as a job requirement - Reasons for requiring – Other	N/A	N/A	c4s95	c4s95	c4s95	c4s97	d5s97	d5s97	d5s97	d5s97
FVQ as a job requirement - Reasons for requiring – Don't know/can't say	N/A	N/A	c4s99	c4s99	c4s99	c4s99	d5s99	d5s99	d5s99	d5s99
Importance of formal vocational qualifications	N/A	N/A	N/A	N/A	N/A	N/A	d6	d6	d6	d6
FVQ - Satisfaction in providing skills required for jobs	c5	c5	c5	c5	c5	c5	d7	d7	d7	d7
FVQ – Reasons for dissatisfaction – Training is poor quality/low standard	c6s01	c6s01	c6s01	c6s01	c6s01	c6s01	d8s08	d8s08	d8s08	d8s08
FVQ – Reasons for dissatisfaction – Don't teach relevant skills/ mismatch between skills	c6s02	c6s02	c6s02	c6s02	c6s02	c6s02	d8s02	d8s02	d8s02	d8s02
FVQ – Reasons for dissatisfaction –Not enough hands-on/ practical skills taught	c6s03	c6s03	c6s03	c6s03	c6s03	c6s03	d8s01	d8s01	d8s01	d8s01
FVQ – Reasons for dissatisfaction – Qualification/training too general/not specific enough	c6s04	c6s04	c6s04	c6s04	c6s04	c6s04	d8s05	d8s05	d8s05	d8s05
FVQ – Reasons for dissatisfaction – Trainers do not have enough skills/industry experience	c6s05	c6s05	c6s05	c6s05	c6s05	c6s05	d8s07	d8s07	d8s07	d8s07
FVQ – Reasons for dissatisfaction –Training content outdated	c6s06	c6s06	c6s06	c6s06	c6s06	c6s06	d8s04	d8s04	d8s04	d8s04
FVQ – Reasons for dissatisfaction – Standards are inconsistent across institutions	c6s07	c6s07	c6s07	c6s07	c6s07	c6s07	d8s03	d8s03	d8s03	d8s03
FVQ – Reasons for dissatisfaction – Courses are too short/ should be longer	c6s08	c6s08	c6s08	c6s08	c6s08	c6s08	d8s15	d8s15	d8s15	d8s15
FVQ – Reasons for dissatisfaction –Poor access/ availability of training (regional/ rural areas)	c6s09	c6s09	c6s09	c6s09	c6s09	c6s09	d8s09	d8s09	d8s09	d8s09
FVQ – Reasons for dissatisfaction – Is too expensive	c6s10	c6s10	c6s10	c6s10	c6s10	c6s10	d8s16	d8s16	d8s16	d8s16
FVQ – Reasons for dissatisfaction –Access/ amount of funding available	c6s11	c6s11	c6s11	c6s11	c6s11	c6s11	d8s14	d8s14	d8s14	d8s14
FVQ – Reasons for dissatisfaction – Lack of flexibility with training/ too rigid (time and method)	c6s12	c6s12	c6s12	c6s12	c6s12	c6s12	d8s06	d8s06	d8s06	d8s06
FVQ – Reasons for dissatisfaction –Courses are too long	N/A	N/A	N/A	N/A	N/A	N/A	d8s10	d8s10	d8s10	d8s10
FVQ – Reasons for dissatisfaction – Not enough communication between training provider and employer	N/A	N/A	N/A	N/A	N/A	N/A	d8s11	d8s11	d8s11	d8s11
FVQ – Reasons for dissatisfaction – Apprentice/trainee wrong person/ poor attitude	N/A	N/A	N/A	N/A	N/A	N/A	d8s12	d8s12	d8s12	d8s12
FVQ – Reasons for dissatisfaction – Dissatisfied with TAFE (Unspecified)	N/A	N/A	N/A	N/A	N/A	N/A	d8s13	d8s13	d8s13	d8s13

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FVQ – Reasons for dissatisfaction – Trainee/apprentices uneducated/ need vocational training/ can't read & write/ poor English	N/A	N/A	N/A	N/A	N/A	N/A	d8s17	d8s17	d8s17	d8s17
FVQ – Reasons for dissatisfaction – Other	c6s95	c6s95	c6s95	c6s95	c6s95	c6s97	d8s97	d8s97	d8s97	d8s97
FVQ – Reasons for dissatisfaction – Don't know/ can't say	c6s99	c6s99	c6s99	c6s99	c6s99	c6s99	d8s99	d8s99	d8s99	d8s99
Employs apprentices or trainees	d1	d1	d1	d1	d1	d1	c3	c3	c3	c3
Number of employees undertaking apprenticeships or traineeships differed from previous years	N/A	d1b	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Any employees undertaking apprenticeships or traineeships in previous years	N/A	d1c	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Changes to the number of employees undertaking apprenticeships or traineeships due to COVID-19	N/A	d1d	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FVQ – Previously used or considered	N/A	N/A	N/A	N/A	N/A	N/A	d1a	d1a	d1a	d1a
FVQ as job requirement – Previously used or considered	N/A	N/A	N/A	N/A	N/A	N/A	d1b	d1b	d1b	d1b
FVQ – Reasons for not using – Not relevant to this organisation/ industry	N/A	N/A	N/A	N/A	N/A	N/A	d2as01	d2as01	d2as01	d2as01
FVQ – Reasons for not using – Need specific skills for the job	N/A	N/A	N/A	N/A	N/A	N/A	d2as02	d2as02	d2as02	d2as02
FVQ – Reasons for not using – Not aware of this option	N/A	N/A	N/A	N/A	N/A	N/A	d2as03	d2as03	d2as03	d2as03
FVQ – Reasons for not using – Prefer other ways of meeting skill needs	N/A	N/A	N/A	N/A	N/A	N/A	d2as04	d2as04	d2as04	d2as04
FVQ – Reasons for not using – Employees adequately trained	N/A	N/A	N/A	N/A	N/A	N/A	d2as05	d2as05	d2as05	d2as05
FVQ – Reasons for not using – Cost/ too expensive	N/A	N/A	N/A	N/A	N/A	N/A	d2as06	d2as06	d2as06	d2as06
FVQ – Reasons for not using – No one suitable/ available	N/A	N/A	N/A	N/A	N/A	N/A	d2as07	d2as07	d2as07	d2as07
FVQ – Reasons for not using –Tried before and were dissatisfied	N/A	N/A	N/A	N/A	N/A	N/A	d2as08	d2as08	d2as08	d2as08
FVQ – Reasons for not using – Low turnover rate/ those positions are filled	N/A	N/A	N/A	N/A	N/A	N/A	d2as09	d2as09	d2as09	d2as09
FVQ – Reasons for not using –These employees have/would have moved onto something else/ don't stay long	N/A	N/A	N/A	N/A	N/A	N/A	d2as10	d2as10	d2as10	d2as10
FVQ – Reasons for not using – Not necessarily a requirement/desirable but not mandatory	N/A	N/A	N/A	N/A	N/A	N/A	d2as11	d2as11	d2as11	d2as11
FVQ – Reasons for not using – That work is contracted out/ out-sourced	N/A	N/A	N/A	N/A	N/A	N/A	d2as12	d2as12	d2as12	d2as12
FVQ – Reasons for not using –Restructure of the organisation/ management	N/A	N/A	N/A	N/A	N/A	N/A	d2as13	d2as13	d2as13	d2as13

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FVQ – Reasons for not using – Experience more important than qualifications	N/A	N/A	N/A	N/A	N/A	N/A	d2as14	d2as14	d2as14	d2as14
FVQ – Reasons for not using –We need people with higher qualifications	N/A	N/A	N/A	N/A	N/A	N/A	d2as15	d2as15	d2as15	d2as15
FVQ – Reasons for not using – Courses are too far away/ not local	N/A	N/A	N/A	N/A	N/A	N/A	d2as16	d2as16	d2as16	d2as16
FVQ – Reasons for not using – In the process, will be employing them soon	N/A	N/A	N/A	N/A	N/A	N/A	d2as17	d2as17	d2as17	d2as17
FVQ – Reasons for not using – Other	N/A	N/A	N/A	N/A	N/A	N/A	d2as97	d2as97	d2as97	d2as97
FVQ – Reasons for not using – No particular reasons	N/A	N/A	N/A	N/A	N/A	N/A	d2as98	d2as98	d2as98	d2as98
Provided nationally recognised training	d2a	d2a	d2a	d2a	d2a	d2a	c4a	c4a	c4a	c4a
Unsure whether course is nationally recognised training	d2b	d2b	d2b	d2b	d2b	d2b	c4b	c4b	c4b	c4b
Number of employees undertaking nationally recognised training differs from previous years	N/A	d2c	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Any employees undertaking nationally recognised training in previous years	N/A	d2d	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number of employees undertaking nationally recognised training differed due to the impacts of COVID-19	N/A	d2e	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FVQ as a job requirement – Reasons for not using – No need/ unsuitable for/not relevant to this organisation/ industry	N/A	N/A	N/A	N/A	N/A	N/A	d2bs01	d2bs01	d2bs01	d2bs01
FVQ as a job requirement – Reasons for not using – Need specific skills for the job	N/A	N/A	N/A	N/A	N/A	N/A	d2bs02	d2bs02	d2bs02	d2bs02
FVQ as a job requirement – Reasons for not using – Not aware of this option	N/A	N/A	N/A	N/A	N/A	N/A	d2bs03	d2bs03	d2bs03	d2bs03
FVQ as a job requirement – Reasons for not using –Prefer other ways of meeting skill needs	N/A	N/A	N/A	N/A	N/A	N/A	d2bs04	d2bs04	d2bs04	d2bs04
FVQ as a job requirement – Reasons for not using – Current employees are adequately trained	N/A	N/A	N/A	N/A	N/A	N/A	d2bs05	d2bs05	d2bs05	d2bs05
FVQ as a job requirement – Reasons for not using – Cost/ too expensive	N/A	N/A	N/A	N/A	N/A	N/A	d2bs06	d2bs06	d2bs06	d2bs06
FVQ as a job requirement – Reasons for not using – No one suitable/ available	N/A	N/A	N/A	N/A	N/A	N/A	d2bs07	d2bs07	d2bs07	d2bs07
FVQ as a job requirement – Reasons for not using – Tried before and were dissatisfied	N/A	N/A	N/A	N/A	N/A	N/A	d2bs08	d2bs08	d2bs08	d2bs08
FVQ as a job requirement – Reasons for not using – Low turnover rate/ those positions are filled	N/A	N/A	N/A	N/A	N/A	N/A	d2bs09	d2bs09	d2bs09	d2bs09

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FVQ as a job requirement – Reasons for not using – Those employees have/would move onto something else/ don't stay long	N/A	N/A	N/A	N/A	N/A	N/A	d2bs10	d2bs10	d2bs10	d2bs10
FVQ as a job requirement – Reasons for not using – Not necessarily a requirement/ desirable but not mandatory	N/A	N/A	N/A	N/A	N/A	N/A	d2bs11	d2bs11	d2bs11	d2bs11
FVQ as a job requirement – Reasons for not using – That work is contracted out/ outsourced	N/A	N/A	N/A	N/A	N/A	N/A	d2bs12	d2bs12	d2bs12	d2bs12
FVQ as a job requirement – Reasons for not using – Restructure of the organisation/ management	N/A	N/A	N/A	N/A	N/A	N/A	d2bs13	d2bs13	d2bs13	d2bs13
FVQ as a job requirement – Reasons for not using – Experience more important than qualifications	N/A	N/A	N/A	N/A	N/A	N/A	d2bs14	d2bs14	d2bs14	d2bs14
FVQ as a job requirement – Reasons for not using – We need people with higher qualifications	N/A	N/A	N/A	N/A	N/A	N/A	d2bs15	d2bs15	d2bs15	d2bs15
FVQ as a job requirement – Reasons for not using – Courses are too far way/ not local	N/A	N/A	N/A	N/A	N/A	N/A	d2bs16	d2bs16	d2bs16	d2bs16
FVQ as a job requirement – Reasons for not using – In the process of or will be employing them soon/ in the future	N/A	N/A	N/A	N/A	N/A	N/A	d2bs17	d2bs17	d2bs17	d2bs17
FVQ as a job requirement – Reasons for not using – Other	N/A	N/A	N/A	N/A	N/A	N/A	d2bs97	d2bs97	d2bs97	d2bs97
FVQ as a job requirement – Reasons for not using – No particular reasons	N/A	N/A	N/A	N/A	N/A	N/A	d2bs98	d2bs98	d2bs98	d2bs98
FVQ as a job requirement – Reasons for no longer using – No need/ unsuitable for/not relevant to this organisation/ industry	N/A	N/A	N/A	N/A	N/A	N/A	d2cs01	d2cs01	d2cs01	d2cs01
FVQ as a job requirement – Reasons for no longer using – Need specific skills for the job	N/A	N/A	N/A	N/A	N/A	N/A	d2cs02	d2cs02	d2cs02	d2cs02
FVQ as a job requirement – Reasons for no longer using – Not aware of this option	N/A	N/A	N/A	N/A	N/A	N/A	d2cs03	d2cs03	d2cs03	d2cs03
FVQ as a job requirement – Reasons for no longer using – Prefer other ways of meeting skill needs	N/A	N/A	N/A	N/A	N/A	N/A	d2cs04	d2cs04	d2cs04	d2cs04
FVQ as a job requirement – Reasons for no longer using – Current employees are adequately trained	N/A	N/A	N/A	N/A	N/A	N/A	d2cs05	d2cs05	d2cs05	d2cs05
FVQ as a job requirement – Reasons for no longer using – Cost/ too expensive	N/A	N/A	N/A	N/A	N/A	N/A	d2cs06	d2cs06	d2cs06	d2cs06
FVQ as a job requirement – Reasons for no longer using – No one suitable/ available	N/A	N/A	N/A	N/A	N/A	N/A	d2cs07	d2cs07	d2cs07	d2cs07
FVQ as a job requirement – Reasons for no longer using – Tried before and were dissatisfied	N/A	N/A	N/A	N/A	N/A	N/A	d2cs08	d2cs08	d2cs08	d2cs08
FVQ as a job requirement – Reasons for no longer using – Low turnover rate/ those positions are filled	N/A	N/A	N/A	N/A	N/A	N/A	d2cs09	d2cs09	d2cs09	d2cs09

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FVQ as a job requirement – Reasons for no longer using – Those employees have/would move onto something else/ don't stay long	N/A	N/A	N/A	N/A	N/A	N/A	d2cs10	d2cs10	d2cs10	d2cs10
FVQ as a job requirement – Reasons for no longer using – Not necessarily a requirement/ desirable but no longer mandatory	N/A	N/A	N/A	N/A	N/A	N/A	d2cs11	d2cs11	d2cs11	d2cs11
FVQ as a job requirement – Reasons for no longer using – That work is contracted out/ outsourced	N/A	N/A	N/A	N/A	N/A	N/A	d2cs12	d2cs12	d2cs12	d2cs12
FVQ as a job requirement – Reasons for no longer using – Restructure of the organisation/ management	N/A	N/A	N/A	N/A	N/A	N/A	d2cs13	d2cs13	d2cs13	d2cs13
FVQ as a job requirement – Reasons for no longer using – Experience more important than qualifications	N/A	N/A	N/A	N/A	N/A	N/A	d2cs14	d2cs14	d2cs14	d2cs14
FVQ as a job requirement – Reasons for no longer using – We need people with higher qualifications	N/A	N/A	N/A	N/A	N/A	N/A	d2cs15	d2cs15	d2cs15	d2cs15
FVQ as a job requirement – Reasons for no longer using – Courses are too far way/ not local	N/A	N/A	N/A	N/A	N/A	N/A	d2cs16	d2cs16	d2cs16	d2cs16
FVQ as a job requirement – Reasons for no longer using – In the process of or will be employing them soon/ in the future	N/A	N/A	N/A	N/A	N/A	N/A	d2cs17	d2cs17	d2cs17	d2cs17
FVQ as a job requirement – Reasons for no longer using – Other	N/A	N/A	N/A	N/A	N/A	N/A	d2cs97	d2cs97	d2cs97	d2cs97
FVQ as a job requirement – Reasons for no longer using – No particular reasons	N/A	N/A	N/A	N/A	N/A	N/A	d2cs98	d2cs98	d2cs98	d2cs98
Provided unaccredited formal training	d3a	d3a	d3a	d3a	d3a	d3a	c5a	c5a	c5a	c5a
FVQ as a job requirement – Full or only part of qualification	N/A	N/A	N/A	N/A	N/A	N/A	d3a	d3a	d3a	N/A
Unsure if unaccredited training	N/A	N/A	d3b	d3b	d3b	d3b	c5b	c5b	c5b	c5b
Talk about skills needs with anyone external to the business	N/A	N/A	d3c	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Organisations or individuals talked to about meeting skills needs - Registered Training Organisations (RTOs)	N/A	N/A	d3ds01	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Organisations or individuals talked to about meeting skills needs - Local employers groups	N/A	N/A	d3ds02	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Organisations or individuals talked to about meeting skills needs - Unions	N/A	N/A	d3ds03	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Organisations or individuals talked to about meeting skills needs - Peak employer bodies	N/A	N/A	d3ds04	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Organisations or individuals talked to about meeting skills needs - Industry Reference Committees	N/A	N/A	d3ds05	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Organisations or individuals talked to about meeting skills needs - Skills Service Organisations	N/A	N/A	d3ds06	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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Organisations or individuals talked to about meeting skills needs - Australian Apprenticeship Support Network Providers	N/A	N/A	d3ds07	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Organisations or individuals talked to about meeting skills needs - Professional or industry associations	N/A	N/A	d3ds08	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Organisations or individuals talked to about meeting skills needs - Professional Bodies	N/A	N/A	d3ds09	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Organisations or individuals talked to about meeting skills needs - Other contacts in the industry, friends/family	N/A	N/A	d3ds10	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Organisations or individuals talked to about meeting skills needs - Jobs and Skills Centres (JSCs)	N/A	N/A	d3ds11	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Organisations or individuals talked to about meeting skills needs - Other	N/A	N/A	d3ds95	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Organisations or individuals talked to about meeting skills needs - Don't know/can't say	N/A	N/A	d3ds99	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other training and support for employees - Had supervisors provide informal training, or on-the-job training as required	N/A	N/A	d4s1	d4s1	d4s1	d4s1	c6s1	c6s1	c6s1	c6s1
Other training and support for employees - Provided or arranged relevant training whenever new technology or equipment is installed	N/A	N/A	d4s2	d4s2	d4s2	d4s2	c6s2	c6s2	c6s2	c6s2
Other training and support for employees - Provided employees with training manuals or software to assist them with self-directed study	N/A	N/A	d4s3	d4s3	d4s3	d4s3	c6s3	c6s3	c6s3	c6s3
Other training and support for employees - Contributed toward the cost for employees to undertake Higher Education training, including university study	N/A	N/A	d4s4	d4s4	d4s4	d4s4	c6s4	c6s4	c6s4	c6s4
Other training and support for employees - Contributed toward the cost for employees to undertake Vocational Education training, including TAFE study	N/A	N/A	d4s5	d4s5	d4s5	d4s5	c6s5	c6s5	c6s5	c6s5
Had supervisors provide informal training, or on-the-job training as required in the last 12 months	d4s1	d4s1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for your organisation not providing any training - No need/not relevant to our organisation	d5s01	d5s01	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for your organisation not providing any training - Current employees are adequately training	d5s02	d5s02	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for your organisation not providing any training - Cost/too expensive	d5s03	d5s03	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for your organisation not providing any training - Couldn't find suitable training	d5s04	d5s04	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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Reasons for your organisation not providing any training - Other (specify)	d5s95	d5s95	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for your organisation not providing any training - No need/not relevant to our organisation	d5s97	d5s97	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other training and support for employees – None of the above ¹	N/A	N/A	N/A	N/A	N/A	N/A	c6s8	c6s8	c6s8	c6s8
FVQ as job requirement - Recruitment difficulties – Managers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d4s01	d4s01
FVQ as job requirement - Recruitment difficulties – Professionals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d4s02	d4s02
FVQ as job requirement - Recruitment difficulties – Technicians and trade workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d4s03	d4s03
FVQ as job requirement - Recruitment difficulties – Community and service workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d4s04	d4s04
FVQ as job requirement - Recruitment difficulties – Clerical and administrative workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d4s05	d4s05
FVQ as job requirement - Recruitment difficulties – Sales workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d4s06	d4s06
FVQ as job requirement - Recruitment difficulties – Machinery operators and drivers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d4s07	d4s07
FVQ as job requirement - Recruitment difficulties – Labourers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d4s08	d4s08
FVQ as job requirement - Recruitment difficulties – Can't say for all employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d4s09	d4s09
FVQ as job requirement - Recruitment difficulties – Can't say for some employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d4s10	d4s10
FVQ – Importance	N/A	N/A	N/A	N/A	N/A	N/A	d6	d6	d6	d6
FVQ – Improvements – Provide more practical experience/skills	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s01
FVQ – Improvements – Provide more theory	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s02
FVQ – Improvements – Better match between work requirements and course components	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s03
FVQ – Improvements – Better tailored to specific industries	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s04
FVQ – Improvements – Communication/consultation between employers and training providers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s05
FVQ – Improvements – More input from industry	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s06

¹ None of the above category not used in 2013.

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FVQ – Improvements – More on the job training	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s07
FVQ – Improvements – Better/easier access to training (in regional/rural areas)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s08
FVQ – Improvements – Streamline courses/make courses shorter	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s09
FVQ – Improvements – Additional funding/incentives/subsidies from government	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s10
FVQ – Improvements – More flexibility in provision of training (evening, correspondence, on-line)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s11
FVQ – Improvements – Higher assessment standards (for students)/ competencies too low	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s12
FVQ – Improvements – Reduce costs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s13
FVQ – Improvements – Incentives to encourage people back into trades/ to take on apprenticeships	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s14
FVQ – Improvements – More up-to-date training (new technologies/technology)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s15
FVQ – Improvements – Higher quality/better trained providers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s16
FVQ – Improvements – Monitoring of training providers to meet standards	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s17
FVQ – Improvements – More recognition for prior learning	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s18
FVQ – Improvements –Consistency of standards across institutions/states	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s19
FVQ – Improvements – Increase rate of pay/increase award	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s20
FVQ – Improvements – More communication with schools on career opportunities/promote in schools	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s21
FVQ – Improvements – Less bureaucracy/less paperwork	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s22
FVQ – Improvements – They should be more publicised/more information available on courses/more information on the availability of courses	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s23
FVQ – Improvements – Need to address more general skills/typing/communication/people skills	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s24
FVQ – Improvements – Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s97
FVQ – Improvements – Can't say	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	d9s98
Apprenticeships/ traineeships – Percentage of employees	N/A	N/A	N/A	N/A	e1	e1	e3perc	e3perc	e3perc	e3perc
Apprenticeships/traineeships – Number of employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e3num

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Apprenticeships/ traineeships – Previously used or considered	N/A	N/A	N/A	N/A	N/A	N/A	e1	e1	e1	e1
Apprenticeships/ traineeships – Knowledge of finding information	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e2c	e2c	N/A
Apprenticeships/ traineeships – Reasons for using – Gain skills specific to the business/ train to own requirements	e2s01	N/A	e2s01	e2s01	e2s01	e2s01	e5s01	e5s01	e5s01	e5s01
Apprenticeships/ traineeships – Reasons for using – To fill a specific role/ need more staff	e2s02	N/A	e2s02	e2s02	e2s02	e2s02	e5s02	e5s02	e5s02	e5s02
Apprenticeships/ traineeships – Reasons for using – To get skilled staff/ improve staff skills	e2s03	N/A	e2s03	e2s03	e2s03	e2s03	e5s08	e5s08	e5s08	e5s08
Apprenticeships/ traineeships – Reasons for using – Give young people a headstart	e2s04	N/A	e2s04	e2s04	e2s04	e2s04	e5s10	e5s10	e5s10	e5s10
Apprenticeships/ traineeships – Reasons for using – Support our industry/ give something back to our industry	e2s05	N/A	e2s05	e2s05	e2s05	e2s05	e5s11	e5s11	e5s11	e5s11
Apprenticeships/ traineeships – Reasons for using – Staff gain a nationally recognised qualification	e2s06	N/A	e2s06	e2s06	e2s06	e2s06	e5s07	e5s07	e5s07	e5s07
Apprenticeships/ traineeships – Reasons for using – Part of business training culture/ the way we do things	e2s07	N/A	e2s07	e2s07	e2s07	e2s07	e5s06	e5s06	e5s06	e5s06
Apprenticeships/ traineeships – Reasons for using – Usual business practice/ have always employed apprentices/trainees	e2s08	N/A	e2s08	e2s08	e2s08	e2s08	e5s05	e5s05	e5s05	e5s05
Apprenticeships/ traineeships – Reasons for using – Government/ regulatory requirements	e2s09	N/A	e2s09	e2s09	e2s09	e2s09	e5s15	e5s15	e5s15	e5s15
Apprenticeships/ traineeships – Reasons for using – To improve staff satisfaction and employee retention	e2s10	N/A	e2s10	e2s10	e2s10	e2s10	N/A	N/A	N/A	N/A
Apprenticeships/ traineeships – Reasons for using – Cost effective	e2s11	N/A	e2s11	e2s11	e2s11	e2s11	e5s04	e5s04	e5s04	e5s04
Apprenticeships/ traineeships – Reasons for using – Financial incentives	e2s12	N/A	e2s12	e2s12	e2s12	e2s12	e5s03	e5s03	e5s03	e5s03
Apprenticeships/ traineeships – Reasons for using – Client requirements/ clients requested	e2s13	N/A	e2s13	e2s13	e2s13	e2s13	N/A	N/A	N/A	N/A
Apprenticeships/ traineeships – Reasons for using – They approached/ contacted us	e2s14	N/A	e2s14	e2s14	e2s14	e2s14	N/A	N/A	N/A	N/A
Apprenticeships/ traineeships – Reasons for using – Workforce planning/ Succession/ Ageing workforce	e2s15	N/A	e2s15	e2s15	e2s15	e2s15	e5s13	e5s13	e5s13	e5s13
Apprenticeships/ traineeships – Reasons for using – Benefits the local community	e2s16	N/A	e2s16	e2s16	e2s16	e2s16	N/A	N/A	N/A	N/A
Apprenticeships/ traineeships – Reasons for using – Through client or other affiliation	e2s17	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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Apprenticeships/ traineeships – Reasons for using – To do some of the simpler tasks	N/A	N/A	N/A	N/A	N/A	N/A	e5s09	e5s09	e5s09	e5s09
Apprenticeships/ traineeships – Reasons for using – Improving Indigenous skills/ Employing Indigenous people	N/A	N/A	N/A	N/A	N/A	N/A	e5s12	e5s12	e5s12	e5s12
Apprenticeships/ traineeships – Reasons for using – To help retain staff	N/A	N/A	N/A	N/A	N/A	N/A	e5s14	e5s14	e5s14	e5s14
Apprenticeships/ traineeships – Reasons for using – Does not have apprentices or trainees	e2s94	N/A	e2s94	e2s94	N/A	N/A	N/A	N/A	N/A	N/A
Apprenticeships/ traineeships – Reasons for using – Other	e2s95	N/A	e2s95	e2s95	e2s95	e2s97	e5s97	e5s97	e5s97	e5s97
Apprenticeships/ traineeships – Reasons for using – Don't know/ can't say	e2s99	N/A	e2s99	e2s99	e2s99	e2s99	e5s99	e5s99	e5s99	e5s99
Apprenticeships/ traineeships – Reasons for not using – No need/ unsuitable for/ not relevant to this organisation/industry	N/A	N/A	N/A	N/A	N/A	N/A	e2as01	e2as01	e2as01	e2as01
Apprenticeships/ traineeships – Reasons for not using –Need specific skills for the job	N/A	N/A	N/A	N/A	N/A	N/A	e2as02	e2as02	e2as02	e2as02
Apprenticeships/ traineeships – Reasons for not using – Not aware of this option	N/A	N/A	N/A	N/A	N/A	N/A	e2as03	e2as03	e2as03	e2as03
Apprenticeships/ traineeships – Reasons for not using – Prefer other ways of meeting skill needs	N/A	N/A	N/A	N/A	N/A	N/A	e2as04	e2as04	e2as04	e2as04
Apprenticeships/ traineeships – Reasons for not using –Current employees adequately trained	N/A	N/A	N/A	N/A	N/A	N/A	e2as05	e2as05	e2as05	e2as05
Apprenticeships/ traineeships – Reasons for not using – Cost/ too expensive	N/A	N/A	N/A	N/A	N/A	N/A	e2as06	e2as06	e2as06	e2as06
Apprenticeships/ traineeships – Reasons for not using – No suitable apprentices/trainees available	N/A	N/A	N/A	N/A	N/A	N/A	e2as07	e2as07	e2as07	e2as07
Apprenticeships/ traineeships – Reasons for not using –Tried before and were dissatisfied	N/A	N/A	N/A	N/A	N/A	N/A	e2as08	e2as08	e2as08	e2as08
Apprenticeships/ traineeships – Reasons for not using – Apprentices/trainees recently finished apprenticeship	N/A	N/A	N/A	N/A	N/A	N/A	e2as10	e2as10	e2as10	e2as10
Apprenticeships/ traineeships – Reasons for not using – Lack of time and resources to train them	N/A	N/A	N/A	N/A	N/A	N/A	e2as11	e2as11	e2as11	e2as11
Apprenticeships/ traineeships – Reasons for not using – No vacancies/ haven't need anyone/ lack of work	N/A	N/A	N/A	N/A	N/A	N/A	e2as12	e2as12	e2as12	e2as12
Apprenticeships/ traineeships – Reasons for not using – The business is scaling down/ up for sale/ going broke	N/A	N/A	N/A	N/A	N/A	N/A	e2as13	e2as13	e2as13	e2as13
Apprenticeships/ traineeships – Reasons for not using – They leave half way through or when finished	N/A	N/A	N/A	N/A	N/A	N/A	e2as14	e2as14	e2as14	e2as14

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Apprenticeships/ traineeships – Reasons for not using – That work is contracted out/ outsourced	N/A	N/A	N/A	N/A	N/A	N/A	e2as15	e2as15	e2as15	e2as15
Apprenticeships/ traineeships – Reasons for not using – Restructure of the organisation/ management	N/A	N/A	N/A	N/A	N/A	N/A	e2as16	e2as16	e2as16	e2as16
Apprenticeships/ traineeships – Reasons for not using – Too much paperwork/ administration	N/A	N/A	N/A	N/A	N/A	N/A	e2as17	e2as17	e2as17	e2as17
Apprenticeships/ traineeships – Reasons for not using – Poor attitude or work ethic of apprentices	N/A	N/A	N/A	N/A	N/A	N/A	e2as18	e2as18	e2as18	e2as18
Apprenticeships/ traineeships – Reasons for not using –We need/ prefer people who are already qualified/ experienced	N/A	N/A	N/A	N/A	N/A	N/A	e2as19	e2as19	e2as19	e2as19
Apprenticeships/ traineeships – Reasons for not using – In the process of or will be employing them soon/ in the future	N/A	N/A	N/A	N/A	N/A	N/A	e2as20	e2as20	e2as20	e2as20
Apprenticeships/ traineeships – Reasons for not using – Courses are too far away/ not local	N/A	N/A	N/A	N/A	N/A	N/A	e2as21	e2as21	e2as21	e2as21
Apprenticeships/ traineeships – Reasons for not using – No courses available/ offered for our trade/industry	N/A	N/A	N/A	N/A	N/A	N/A	e2as22	e2as22	e2as22	N/A
Apprenticeships/ traineeships – Reasons for not using – Company too small/ not large enough	N/A	N/A	N/A	N/A	N/A	N/A	e2as23	e2as23	e2as23	N/A
Apprenticeships/ traineeships – Reasons for not using –Other	N/A	N/A	N/A	N/A	N/A	N/A	e2as97	e2as97	e2as97	e2as97
Apprenticeships/ traineeships – Reasons for not using – No particular reasons	N/A	N/A	N/A	N/A	N/A	N/A	e2as98	e2as98	e2as98	e2as98
Apprenticeships/ traineeships – Reasons for no longer using – No need/ unsuitable for/ not relevant to this organisation/industry	N/A	N/A	N/A	N/A	N/A	N/A	e2bs01	e2bs01	e2bs01	e2bs01
Apprenticeships/ traineeships – Reasons for no longer using – Need specific skills for the job	N/A	N/A	N/A	N/A	N/A	N/A	e2bs02	e2bs02	e2bs02	e2bs02
Apprenticeships/ traineeships – Reasons for no longer using – Not aware of this option	N/A	N/A	N/A	N/A	N/A	N/A	e2bs03	e2bs03	e2bs03	e2bs03
Apprenticeships/ traineeships – Reasons for no longer using – Prefer other ways of meeting skill needs	N/A	N/A	N/A	N/A	N/A	N/A	e2bs04	e2bs04	e2bs04	e2bs04
Apprenticeships/ traineeships – Reasons for no longer using – Current employees adequately trained	N/A	N/A	N/A	N/A	N/A	N/A	e2bs05	e2bs05	e2bs05	e2bs05
Apprenticeships/ traineeships – Reasons for no longer using – Cost/ too expensive	N/A	N/A	N/A	N/A	N/A	N/A	e2bs06	e2bs06	e2bs06	e2bs06
Apprenticeships/ traineeships – Reasons for no longer using – No suitable apprentices/trainees available	N/A	N/A	N/A	N/A	N/A	N/A	e2bs07	e2bs07	e2bs07	e2bs07
Apprenticeships/ traineeships – Reasons for no longer using – Tried before and were dissatisfied	N/A	N/A	N/A	N/A	N/A	N/A	e2bs08	e2bs08	e2bs08	e2bs08

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Apprenticeships/ traineeships – Reasons for no longer using – Apprentices/trainees recently finished apprenticeship	N/A	N/A	N/A	N/A	N/A	N/A	e2bs10	e2bs10	e2bs10	e2bs10
Apprenticeships/ traineeships – Reasons for no longer using – Lack of time and resources to train them	N/A	N/A	N/A	N/A	N/A	N/A	e2bs11	e2bs11	e2bs11	e2bs11
Apprenticeships/ traineeships – Reasons for no longer using – No vacancies/ haven't need anyone/ lack of work	N/A	N/A	N/A	N/A	N/A	N/A	e2bs12	e2bs12	e2bs12	e2bs12
Apprenticeships/ traineeships – Reasons for no longer using – The business is scaling down/ up for sale/ going broke	N/A	N/A	N/A	N/A	N/A	N/A	e2bs13	e2bs13	e2bs13	e2bs13
Apprenticeships/ traineeships – Reasons for no longer using – They leave half way through or when finished	N/A	N/A	N/A	N/A	N/A	N/A	e2bs14	e2bs14	e2bs14	e2bs14
Apprenticeships/ traineeships – Reasons for no longer using – That work is contracted out/ outsourced	N/A	N/A	N/A	N/A	N/A	N/A	e2bs15	e2bs15	e2bs15	e2bs15
Apprenticeships/ traineeships – Reasons for no longer using – Restructure of the organisation/ management	N/A	N/A	N/A	N/A	N/A	N/A	e2bs16	e2bs16	e2bs16	e2bs16
Apprenticeships/ traineeships – Reasons for no longer using – Too much paperwork/ administration	N/A	N/A	N/A	N/A	N/A	N/A	e2bs17	e2bs17	e2bs17	e2bs17
Apprenticeships/ traineeships – Reasons for no longer using – Poor attitude or work ethic of apprentices	N/A	N/A	N/A	N/A	N/A	N/A	e2bs18	e2bs18	e2bs18	e2bs18
Apprenticeships/ traineeships – Reasons for no longer using – We need/ prefer people who are already qualified/ experienced	N/A	N/A	N/A	N/A	N/A	N/A	e2bs19	e2bs19	e2bs19	e2bs19
Apprenticeships/ traineeships – Reasons for no longer using – In the process of or will be employing them soon/ in the future	N/A	N/A	N/A	N/A	N/A	N/A	e2bs20	e2bs20	e2bs20	e2bs20
Apprenticeships/ traineeships – Reasons for no longer using – Courses are too far away/ not local	N/A	N/A	N/A	N/A	N/A	N/A	e2bs21	e2bs21	e2bs21	e2bs21
Apprenticeships/ traineeships – Reasons for no longer using – No courses available/ offered for our trade/industry	N/A	N/A	N/A	N/A	N/A	N/A	e2bs22	e2bs22	e2bs22	N/A
Apprenticeships/ traineeships – Reasons for no longer using – Company too small/ not large enough	N/A	N/A	N/A	N/A	N/A	N/A	e2bs23	e2bs23	e2bs23	N/A
Apprenticeships/ traineeships – Reasons for no longer using – Other	N/A	N/A	N/A	N/A	N/A	N/A	e2bs97	e2bs97	e2bs97	e2bs97
Apprenticeships/ traineeships – Reasons for no longer using – No particular reasons	N/A	N/A	N/A	N/A	N/A	N/A	e2bs98	e2bs98	e2bs98	e2bs98
Apprenticeships/traineeships – Types of providers conducting formal training - TAFE	e3s01	N/A	e3s01	e3s01	e3s01	e3s01	e8as01	e8as01	e8as01	e8as01
Apprenticeships/traineeships – Types of providers conducting formal training - University	e3s02	N/A	e3s02	e3s02	e3s02	e3s02	e8as02	e8as02	e8as02	e8as02
Apprenticeships/traineeships – Types of providers conducting formal training – Private training provider	e3s03	N/A	e3s03	e3s03	e3s03	e3s03	e8as03	e8as03	e8as03	e8as03

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Apprenticeships/traineeships – Types of providers conducting formal training – Professional or industry association	e3s04	N/A	e3s04	e3s04	e3s04	e3s04	e8as05 (Professional association)/ e8as06 (industry association)	e8as05 (Professional association)/ e8as06 (industry association)	e8as05 (Professional association)/ e8as06 (industry association)	e8as05 (Professional association)/ e8as06 (industry association)
Apprenticeships/traineeships – Types of providers conducting formal training – Supplier/ manufacturer of equipment and/or product	e3s05	N/A	e3s05	e3s05	e3s05	e3s05	e8as07	e8as07	e8as07	e8as07
Apprenticeships/traineeships – Types of providers conducting formal training – Accredited/ registered training organisation – NFI	e3s06	N/A	e3s06	e3s06	e3s06	e3s06	e8as09	e8as09	e8as09	e8as09
Apprenticeships/traineeships – Types of providers conducting formal training – Government department or agency	e3s07	N/A	e3s07	e3s07	e3s07	e3s07	e8as04	e8as04	e8as04	e8as04
Apprenticeships/traineeships – Types of providers conducting formal training – Parent company, subsidiary or franchise dealer	e3s08	N/A	e3s08	e3s08	e3s08	e3s08	e8as08	e8as08	e8as08	e8as08
Apprenticeships/traineeships – Types of providers conducting formal training – Community/religious groups	e3s09	N/A	e3s09	e3s09	e3s09	e3s09	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Types of providers conducting formal training – Specific industry	e3s10	N/A	e3s10	e3s10	e3s10	e3s10	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Types of providers conducting formal training – Other specific individuals	e3s11	N/A	e3s11	e3s11	e3s11	e3s11	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Types of providers conducting formal training – Other school/college	e3e12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Types of providers conducting formal training – Formal training is on the job/ we do our own/ in-house/ we are an RTO	e3s94	N/A	e3s94	e3s94	e3s94	e3s94	e8as94	e8as94	e8as94	e8as94
Apprenticeships/traineeships – Types of providers conducting formal training - Other	e3s95	N/A	e3s95	e3s95	e3s95	e3s97	e8as97	e8as97	e8as97	e8as97
Apprenticeships/traineeships – Types of providers conducting formal training – No external provider used	e3s97	N/A	e3s97	e3s97	e3s97	e3s98	e8as98	e8as98	e8as98	e8as98
Apprenticeships/traineeships – Types of providers conducting formal training – Don't know/ can't say	e3s99	N/A	e3s99	e3s99	e3s99	e3s99	e8as99	e8as99	e8as99	e8as99
Apprenticeships/traineeships – Types of providers conducting formal training – Use providers equally	N/A	N/A	N/A	N/A	N/A	N/A	e8as10	e8as10	e8as10	e8as10
Apprenticeships/traineeships – Provision in the last twelve months	N/A	N/A	N/A	N/A	N/A	N/A	e3a	e3a	e3a	N/A
Expectation of change in number of apprentices/trainees in the next 12 months	N/A	N/A	N/A	N/A	N/A	N/A	e3b	N/A	N/A	N/A

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Apprenticeships/traineeships – Main provider	e4	e4	e4	e4	e4	e4	e8b	e8b	e8b	e8b
Apprenticeships/traineeships - Recruitment difficulties – Managers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e4s01	e4s01
Apprenticeships/traineeships - Recruitment difficulties – Professionals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e4s02	e4s02
Apprenticeships/traineeships - Recruitment difficulties – Technicians and trade workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e4s03	e4s03
Apprenticeships/traineeships - Recruitment difficulties – Community and service workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e4s04	e4s04
Apprenticeships/traineeships - Recruitment difficulties – Clerical and administrative workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e4s05	e4s05
Apprenticeships/traineeships - Recruitment difficulties – Sales workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e4s06	e4s06
Apprenticeships/traineeships - Recruitment difficulties – Machinery operators and drivers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e4s07	e4s07
Apprenticeships/traineeships - Recruitment difficulties – Labourers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e4s08	e4s08
Apprenticeships/traineeships - Recruitment difficulties – Can't say for all employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e4s09	e4s09
Apprenticeships/traineeships - Recruitment difficulties – Can't say for some employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e4s10	e4s10
Apprenticeships/traineeships – Reasons for using – Only suitable provider available	e5s01	N/A	e5s01	e5s01	e5s01	e5s01	N/A	e9s01	e9s01	e9s01
Apprenticeships/traineeships – Reasons for using – Content of training courses was suitable	e5s02	N/A	e5s02	e5s02	e5s02	e5s02	N/A	e9s04	e9s04	e9s04
Apprenticeships/traineeships – Reasons for using – Specialists/ have a high level of industry knowledge	e5s03	N/A	e5s03	e5s03	e5s03	e5s03	N/A	e9s09	e9s09	e9s09
Apprenticeships/traineeships – Reasons for using – Access/ convenient location	e5s04	N/A	e5s04	e5s04	e5s04	e5s04	N/A	e9s06	e9s06	e9s06
Apprenticeships/traineeships – Reasons for using – Convenient/ flexible time	e5s05	N/A	e5s05	e5s05	e5s05	e5s05	N/A	e9s07	e9s07	e9s07
Apprenticeships/traineeships – Reasons for using – Used previously and was satisfied	e5s06	N/A	e5s06	e5s06	e5s06	e5s06	N/A	e9s08	e9s08	e9s08
Apprenticeships/traineeships – Reasons for using – Cost effective	e5s07	N/A	e5s07	e5s07	e5s07	e5s07	N/A	e9s05	e9s05	e9s05
Apprenticeships/traineeships – Reasons for using – Expertise not available elsewhere	e5s08	N/A	e5s08	e5s08	e5s08	e5s08	N/A	e9s02	e9s02	e9s02

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Apprenticeships/traineeships – Reasons for using – To train our employees	e5s09	N/A	e5s09	e5s09	e5s09	e5s09	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Reasons for using – Flexible delivery method	e5s10	N/A	e5s10	e5s10	e5s10	e5s10	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Reasons for using – They are TAFE/ TAFEs are better	e5s11	N/A	e5s11	e5s11	e5s11	e5s11	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Reasons for using – Subsidy/ funding/ reimbursement (Government or other)	e5s12	N/A	e5s12	e5s12	e5s12	e5s12	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Reasons for using – Employee chose them	e5s13	N/A	e5s13	e5s13	e5s13	e5s13	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Reasons for using – They approached us	e5s14	N/A	e5s14	e5s14	e5s14	e5s14	N/A	e9s11	e9s11	e9s11
Apprenticeships/traineeships – Reasons for using – Organisation has a good reputation/ credible/ good word of mouth/ reliable	e5s15	N/A	e5s15	e5s15	e5s15	e5s15	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Reasons for using – Government policy/ legislation/ health and safety policy	e5s16	N/A	e5s16	e5s16	e5s16	e5s16	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Reasons for using – They conduct onsite training	e5s17	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Reasons for using – I had no choice/arranged by someone else/we have an affiliation	e5s18	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Reasons for using – Customised/tailored delivery	e5s19	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Reasons for using – Course was nationally recognised	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e9s03	e9s03	e9s03
Apprenticeships/traineeships – Reasons for using – Recommendation/referral	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e9s10	e9s10	e9s10
Apprenticeships/traineeships – Reasons for using – We have a partnership	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e9s12	e9s12	e9s12
Apprenticeships/traineeships – Reasons for using – Other	e5s95	N/A	e5s95	e5s95	e5s95	e5s97	N/A	e9s97	e9s97	e9s97
Apprenticeships/traineeships – Reasons for using – Cannot choose provider	e5s97	N/A	e5s97	e5s97	e5s97	e5s98	N/A	e9s98	e9s98	e9s98
Apprenticeships/traineeships – Reasons for using – Don't know/ can't say	e5s99	N/A	e5s99	e5s99	e5s99	e5s99	N/A	e9s99	e9s99	e9s99
Apprenticeships/traineeships – Satisfaction with – Relevance of skills taught	e6a	e6a	e6a	e6a	e6a	e6a	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Satisfaction with – Condition of equipment and facilities	e6b	e6b	e6b	e6b	e6b	e6b	N/A	N/A	N/A	N/A

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Apprenticeships/traineeships – Satisfaction with – Cost effectiveness of the training	e6c	e6c	e6c	e6c	e6c	e6c	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Satisfaction with – Flexibility of the provider in meeting your needs	e6d	e6d	e6d	e6d	e6d	e6d	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Satisfaction with – Trainers' knowledge and experience of your industry	e6e	e6e	e6e	e6e	e6e	e6e	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Satisfaction with – The standard of assessment	e6f	e6f	e6f	e6f	e6f	e6f	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Overall satisfaction with main provider	e6z	e6z	e6z	e6z	e6z	N/A	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Hiring methods – Hired directly	N/A	N/A	N/A	N/A	N/A	N/A	e6s1	e6s1	e6s1	e6s1
Apprenticeships/traineeships – Hiring methods – Through a group training organisation	N/A	N/A	N/A	N/A	N/A	N/A	e6s2	e6s2	e6s2	e6s2
Apprenticeships/traineeships – Hiring methods – Through a labour hire company	N/A	N/A	N/A	N/A	N/A	N/A	e6s3	e6s3	e6s3	e6s3
Apprenticeships/traineeships – Hiring methods – Can't say	N/A	N/A	N/A	N/A	N/A	N/A	e6s4	e6s4	e6s4	e6s4
Apprenticeships/traineeships – Reasons for using a GTO – Convenient/ GTO organise everything	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s01	e7s01	e7s01
Apprenticeships/traineeships – Reasons for using a GTO – Cost effective	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s02	e7s02	e7s02
Apprenticeships/traineeships – Reasons for using a GTO – Can swap apprentice if not satisfied	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s03	e7s03	e7s03
Apprenticeships/traineeships – Reasons for using a GTO – Reliability of staff provided	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s04	e7s04	e7s04
Apprenticeships/traineeships – Reasons for using a GTO – Have used previously and satisfied	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s05	e7s05	e7s05
Apprenticeships/traineeships – Reasons for using a GTO – We were approached	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s06	e7s06	e7s06
Apprenticeships/traineeships – Reasons for using a GTO –More support/ management provided	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s07	e7s07	e7s07
Apprenticeships/traineeships – Reasons for using a GTO –They have a better knowledge of recruitment/ our own recruiting is ineffective	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s08	e7s08	e7s08
Apprenticeships/traineeships – Reasons for using a GTO – More time effective	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s09	e7s09	e7s09
Apprenticeships/traineeships – Reasons for using a GTO – The employee can be transferred/ relocated (ie business gets slow or closes)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s10	e7s10	e7s10

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Apprenticeships/traineeships – Reasons for using a GTO – The GTO provide pre-training	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s11	e7s11	e7s11
Apprenticeships/traineeships – Reasons for using a GTO – Large selection of recruits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s12	e7s12	e7s12
Apprenticeships/traineeships – Reasons for using a GTO – They provide screening	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s13	e7s13	e7s13
Apprenticeships/traineeships – Reasons for using a GTO – Is company policy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s14	e7s14	e7s14
Apprenticeships/traineeships – Reasons for using a GTO – Government/ regulatory requirement/ to get funding	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s15	e7s15	e7s15
Apprenticeships/traineeships – Reasons for using a GTO – Provides protection from industrial relation law	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s16	e7s16	e7s16
Apprenticeships/traineeships – Reasons for using a GTO – They are more flexible/ flexibility	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s17	e7s17	N/A
Apprenticeships/traineeships – Reasons for using a GTO – Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s97	e7s97	e7s97
Apprenticeships/traineeships – Reasons for using a GTO – Can't say	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e7s99	e7s99	e7s99
Apprenticeships/traineeships – Satisfaction with training	e7	e7	e7	e7	e7	e7	e12	e12	e12	e12
Apprenticeships/traineeships – Reasons for dissatisfaction – Training is poor quality/low standard	e8s01	e8s01	e8s01	e8s01	e8s01	e8s01	e13s08	e13s08	e13s08	e13s08
Apprenticeships/traineeships – Reasons for dissatisfaction – Don't teach relevant skills/ mismatch between skills taught	e8s02	e8s02	e8s02	e8s02	e8s02	e8s02	e13s02	e13s02	e13s02	e13s02
Apprenticeships/traineeships – Reasons for dissatisfaction – Not enough hands-on/ practical skills taught	e8s03	e8s03	e8s03	e8s03	e8s03	e8s03	e13s01	e13s01	e13s01	e13s01
Apprenticeships/traineeships – Reasons for dissatisfaction – Qualification/ training too general/ not specific enough	e8s04	e8s04	e8s04	e8s04	e8s04	e8s04	e13s05	e13s05	e13s05	e13s05
Apprenticeships/traineeships – Reasons for dissatisfaction – Trainers do not have enough skills/ industry experience	e8s05	e8s05	e8s05	e8s05	e8s05	e8s05	e13s07	e13s07	e13s07	e13s07
Apprenticeships/traineeships – Reasons for dissatisfaction – Training content outdated	e8s06	e8s06	e8s06	e8s06	e8s06	e8s06	e13s04	e13s04	e13s04	e13s04
Apprenticeships/traineeships – Reasons for dissatisfaction – Standards are inconsistent across institutions	e8s07	e8s07	e8s07	e8s07	e8s07	e8s07	e13s03	e13s03	e13s03	e13s03
Apprenticeships/traineeships – Reasons for dissatisfaction – Apprentice/trainee wrong person/ poor attitude	e8s08	e8s08	e8s08	e8s08	e8s08	e8s08	e13s12	e13s12	e13s12	e13s12
Apprenticeships/traineeships – Reasons for dissatisfaction – Courses are too short/ should be longer	e8s09	e8s09	e8s09	e8s09	e8s09	e8s09	e13s15	e13s15	e13s15	e13s15

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Apprenticeships/traineeships – Reasons for dissatisfaction – Not enough communication between training provider and employer/workplace	e8s10	e8s10	e8s10	e8s10	e8s10	e8s10	e13s11	e13s11	e13s11	e13s11
Apprenticeships/traineeships – Reasons for dissatisfaction – Lack of flexibility	N/A	N/A	N/A	N/A	N/A	N/A	e13s06	e13s06	e13s06	e13s06
Apprenticeships/traineeships – Reasons for dissatisfaction – Poor access/ availability of training (regional/rural)	e8s14	e8s14	e8s14	e8s14	e8s14	e8s14	e13s09	e13s09	e13s09	e13s09
Apprenticeships/traineeships – Reasons for dissatisfaction – Courses are too long	e8s12	e8s12	e8s12	e8s12	e8s12	e8s12	e13s10	e13s10	e13s10	e13s10
Apprenticeships/traineeships – Reasons for dissatisfaction – Dissatisfied with TAFE (unspecified)	N/A	N/A	N/A	N/A	N/A	N/A	e13s13	e13s13	e13s13	e13s13
Apprenticeships/traineeships – Reasons for dissatisfaction – Access/ amount of funding available	e8s13	e8s13	e8s13	e8s13	e8s13	e8s13	e13s14	e13s14	e13s14	e13s14
Apprenticeships/traineeships – Reasons for dissatisfaction – Is too expensive	e8s11	e8s11	e8s11	e8s11	e8s11	e8s11	e13s16	e13s16	e13s16	e13s16
Apprenticeships/traineeships – Reasons for dissatisfaction – Trainees/ apprentices uneducated/ need vocational training	N/A	N/A	N/A	N/A	N/A	N/A	e13s17	e13s17	e13s17	N/A
Apprenticeships/traineeships – Reasons for dissatisfaction – Other issues with the training organisation	e8s15	e8s15	e8s15	e8s15	e8s15	e8s15	N/A	N/A	N/A	N/A
Apprenticeships/traineeships – Reasons for dissatisfaction – Other	e8s95	e8s95	e8s95	e8s95	e8s95	e8s97	e13s97	e13s97	e13s97	e13s97
Apprenticeships/traineeships – Reasons for dissatisfaction – Don't know/can't say	e8s99	e8s99	e8s99	e8s99	e8s99	e8s99	e13s99	e13s99	e13s99	e13s99
Apprenticeships/traineeships – Satisfaction with quality of training from main provider	N/A	N/A	N/A	N/A	N/A	N/A	e10	e10	e10	e10
Apprenticeships/traineeships – Importance	N/A	N/A	N/A	N/A	N/A	N/A	e11	e11	e11	e11
Apprenticeships/traineeships – Improvements – Provide more practical experience/skills	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s01
Apprenticeships/traineeships – Improvements – Provide more theory	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s02
Apprenticeships/traineeships – Improvements – Better match between work requirements and course components	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s03
Apprenticeships/traineeships – Improvements – Better tailored to specific industries	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s04
Apprenticeships/traineeships – Improvements – Communication/consultation between employers and training providers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s05

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Apprenticeships/traineeships – Improvements – More input from industry	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s06
Apprenticeships/traineeships – Improvements – More on the job training	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s07
Apprenticeships/traineeships – Improvements – Better/easier access to training (in regional/rural areas)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e149s08
Apprenticeships/traineeships – Improvements – Streamline courses/make courses shorter	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s09
Apprenticeships/traineeships – Improvements – Additional funding/incentives/subsidies from government	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s10
Apprenticeships/traineeships – Improvements – More flexibility in provision of training (evening, correspondence, on-line)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s11
Apprenticeships/traineeships – Improvements – Higher assessment standards (for students)/ competencies too low	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s12
Apprenticeships/traineeships – Improvements – Reduce costs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s13
Apprenticeships/traineeships – Improvements – Incentives to encourage people back into trades/ to take on apprenticeships	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s14
Apprenticeships/traineeships – Improvements – More up-to-date training (new technologies/technology)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s15
Apprenticeships/traineeships – Improvements – Higher quality/better trained providers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s16
Apprenticeships/traineeships – Improvements – Monitoring of training providers to meet standards	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s17
Apprenticeships/traineeships – Improvements – More recognition for prior learning	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s18
Apprenticeships/traineeships – Improvements –Consistency of standards across institutions/states	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s19
Apprenticeships/traineeships – Improvements – Increase rate of pay/increase award	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s20
Apprenticeships/traineeships – Improvements – More communication with schools on career opportunities/promote in schools	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s21
Apprenticeships/traineeships – Improvements – Less bureaucracy/less paperwork	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s22
Apprenticeships/traineeships – Improvements – They should be more publicised/more information available on courses/more information on the availability of courses	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s23

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Apprenticeships/traineeships – Improvements – Need to address more general skills/typing/communication/people skills	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s24
Apprenticeships/traineeships – Improvements – Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s97
Apprenticeships/traineeships – Improvements – Can't say	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	e14s98
NRT – Percentage of employees (not RTO)	N/A	N/A	f1a	f1a	f1a	f1a	N/A	N/A	N/A	N/A
NRT – Percentage of employees (RTO)	N/A	N/A	f1b	f1b	f1b	f1b	N/A	N/A	N/A	N/A
NRT – Percentage of employees (All)	N/A	N/A	N/A	N/A	f1	f1	f3perc	f3perc	f3perc	f3perc
NRT – Previously used or considered	N/A	N/A	N/A	N/A	N/A	N/A	f1	f1	f1	f1
NRT – Reasons for using – Maintaining professional standards/ meeting industry standards	f2s01	N/A	f2s01	f2s01	f2s01	f2s01	f5s03	f5s03	f5s03	f5s03
NRT – Reasons for using –Provides skills required for the job	f2s02	N/A	f2s02	f2s02	f2s02	f2s02	f5s07	f5s07	f5s07	f5s07
NRT – Reasons for using –Legislative, regulatory or licensing requirements	f2s03	N/A	f2s03	f2s03	f2s03	f2s03	f5s02	f5s02	f5s02	f5s02
NRT – Reasons for using – Improving quality of services/goods provided	f2s04	N/A	f2s04	f2s04	f2s04	f2s04	f5s04	f5s04	f5s04	f5s04
NRT – Reasons for using – Responding to new technology	f2s05	N/A	f2s05	f2s05	f2s05	f2s05	f5s05	f5s05	f5s05	f5s05
NRT – Reasons for using – Developing and maintaining a flexible and responsive workforce	f2s06	N/A	f2s06	f2s06	f2s06	f2s06	f5s08	f5s08	f5s08	f5s08
NRT – Reasons for using – To remain competitive	f2s07	N/A	f2s07	f2s07	f2s07	f2s07	f5s06	f5s06	f5s06	f5s06
NRT – Reasons for using – Career development/ to increase or update skills	f2s08	N/A	f2s08	f2s08	f2s08	f2s08	f5s13	f5s13	f5s13	f5s13
NRT – Reasons for using –Formalise qualifications/ skills	f2s09	N/A	f2s09	f2s09	f2s09	f2s09	f5s14	f5s14	f5s14	f5s14
NRT – Reasons for using –To help employee retention	f2s10	N/A	f2s10	f2s10	f2s10	f2s10	f5s12	f5s12	f5s12	f5s12
NRT – Reasons for using –Allow them to move around the industry/ to move around Australia	f2s11	N/A	f2s11	f2s11	f2s11	f2s11	f5s15	f5s15	f5s15	f5s15
NRT – Reasons for using – To receive a subsidy/ cost effective	f2s12	N/A	f2s12	f2s12	f2s12	f2s12	f5s09	f5s09	f5s09	f5s09
NRT – Reasons for using –Employee/ staff requested	f2s13	N/A	f2s13	f2s13	f2s13	f2s13	f5s10	f5s10	f5s10	f5s10
NRT – Reasons for using – Part of business 'training culture'/ Workforce planning/ succession	f2s14	N/A	f2s14	f2s14	f2s14	f2s14	N/A	N/A	N/A	N/A
NRT – Reasons for using – Superior to other forms of training	f2s15	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NRT – Reasons for using – Client/customer stipulation	f2s16	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NRT – Reasons for using – Award or enterprise bargaining agreements	N/A	N/A	N/A	N/A	N/A	N/A	f5s01	f5s01	f5s01	f5s01

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NRT – Reasons for using – To improve staff morale/ self esteem	N/A	N/A	N/A	N/A	N/A	N/A	f5s11	f5s11	f5s11	f5s11
NRT – Reasons for using –Helps business growth/ adds value to the business	N/A	N/A	N/A	N/A	N/A	N/A	f5s16	f5s16	f5s16	f5s16
NRT – Reasons for using – No employees undertaking nationally recognised training	f2s94	N/A	f2s94	f2s94	N/A	N/A	N/A	N/A	N/A	N/A
NRT – Reasons for using – Other	f2s95	N/A	f2s95	f2s95	f2s95	f2s97	f5s97	f5s97	f5s97	f5s97
NRT – Reasons for using – Don't know/can't say	f2s99	N/A	f2s99	f2s99	f2s99	f2s99	f5s99	f5s99	f5s99	f5s99
NRT – Reasons for not using – No need/ unsuitable for/ not relevant to this organisation/ industry	N/A	N/A	N/A	N/A	N/A	N/A	f2as01	f2as01	f2as01	f2as01
NRT – Reasons for not using – Need specific skills for the job	N/A	N/A	N/A	N/A	N/A	N/A	f2as02	f2as02	f2as02	f2as02
NRT – Reasons for not using – Not aware of this option	N/A	N/A	N/A	N/A	N/A	N/A	f2as03	f2as03	f2as03	f2as03
NRT – Reasons for not using – Prefer other ways of meeting skill needs	N/A	N/A	N/A	N/A	N/A	N/A	f2as04	f2as04	f2as04	f2as04
NRT – Reasons for not using – Current employees adequately trained	N/A	N/A	N/A	N/A	N/A	N/A	f2as05	f2as05	f2as05	f2as05
NRT – Reasons for not using – Cost/too expensive	N/A	N/A	N/A	N/A	N/A	N/A	f2as06	f2as06	f2as06	f2as06
NRT – Reasons for not using – Tried before and were dissatisfied	N/A	N/A	N/A	N/A	N/A	N/A	f2as08	f2as08	f2as08	f2as08
NRT – Reasons for not using – Training not available	N/A	N/A	N/A	N/A	N/A	N/A	f2as11	f2as11	f2as11	f2as11
NRT – Reasons for not using – Employees haven't requested training	N/A	N/A	N/A	N/A	N/A	N/A	f2as12	f2as12	f2as12	f2as12
NRT – Reasons for not using – Employees refusing to do the training/ they're not interested	N/A	N/A	N/A	N/A	N/A	N/A	f2as13	f2as13	f2as13	f2as13
NRT – Reasons for not using – Lack of time and resources to train them	N/A	N/A	N/A	N/A	N/A	N/A	f2as14	f2as14	f2as14	f2as14
NRT – Reasons for not using – Too much paperwork/ administration	N/A	N/A	N/A	N/A	N/A	N/A	f2as15	f2as15	f2as15	f2as15
NRT – Reasons for not using – Courses are too far away/ not local	N/A	N/A	N/A	N/A	N/A	N/A	f2as16	f2as16	f2as16	f2as16
NRT – Reasons for not using –Considering now/ in the future	N/A	N/A	N/A	N/A	N/A	N/A	f2as17	f2as17	f2as17	f2as17
NRT – Reasons for not using – No courses available/ offered for our trade/ industry	N/A	N/A	N/A	N/A	N/A	N/A	f2as18	f2as18	f2as18	N/A
NRT – Reasons for not using – Staff turnover	N/A	N/A	N/A	N/A	N/A	N/A	f2as19	f2as19	f2as19	N/A

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NRT – Reasons for not using – Business closing down/ no work available	N/A	N/A	N/A	N/A	N/A	N/A	f2as20	f2as20	f2as20	N/A
NRT – Reasons for not using – Other	N/A	N/A	N/A	N/A	N/A	N/A	f2as97	f2as97	f2as97	f2as97
NRT – Reasons for not using – No particular reasons	N/A	N/A	N/A	N/A	N/A	N/A	f2as98	f2as98	f2as98	f2as98
NRT – Reasons for no longer using – No need/ unsuitable for/ not relevant to this organisation/ industry	N/A	N/A	N/A	N/A	N/A	N/A	f2bs01	f2bs01	f2bs01	f2bs01
NRT – Reasons for no longer using – Need specific skills for the job	N/A	N/A	N/A	N/A	N/A	N/A	f2bs02	f2bs02	f2bs02	f2bs02
NRT – Reasons for no longer using – Not aware of this option	N/A	N/A	N/A	N/A	N/A	N/A	f2bs03	f2bs03	f2bs03	f2bs03
NRT – Reasons for no longer using – Prefer other ways of meeting skill needs	N/A	N/A	N/A	N/A	N/A	N/A	f2bs04	f2bs04	f2bs04	f2bs04
NRT – Reasons for no longer using – Current employees adequately trained	N/A	N/A	N/A	N/A	N/A	N/A	f2bs05	f2bs05	f2bs05	f2bs05
NRT – Reasons for no longer using – Cost/too expensive	N/A	N/A	N/A	N/A	N/A	N/A	f2bs06	f2bs06	f2bs06	f2bs06
NRT – Reasons for no longer using – Tried before and were dissatisfied	N/A	N/A	N/A	N/A	N/A	N/A	f2bs08	f2bs08	f2bs08	f2bs08
NRT – Reasons for no longer using – Training not available	N/A	N/A	N/A	N/A	N/A	N/A	f2bs11	f2bs11	f2bs11	f2bs11
NRT – Reasons for no longer using – Employees haven't requested training	N/A	N/A	N/A	N/A	N/A	N/A	f2bs12	f2bs12	f2bs12	f2bs12
NRT – Reasons for no longer using – Employees refusing to do the training/ they're not interested	N/A	N/A	N/A	N/A	N/A	N/A	f2bs13	f2bs13	f2bs13	f2bs13
NRT – Reasons for no longer using – Lack of time and resources to train them	N/A	N/A	N/A	N/A	N/A	N/A	f2bs14	f2bs14	f2bs14	f2bs14
NRT – Reasons for no longer using – Too much paperwork/ administration	N/A	N/A	N/A	N/A	N/A	N/A	f2bs15	f2bs15	f2bs15	f2bs15
NRT – Reasons for no longer using – Courses are too far away/ not local	N/A	N/A	N/A	N/A	N/A	N/A	f2bs16	f2bs16	f2bs16	f2bs16
NRT – Reasons for no longer using – Considering now/ in the future	N/A	N/A	N/A	N/A	N/A	N/A	f2bs17	f2bs17	f2bs17	f2bs17
NRT – Reasons for no longer using – No courses available/ offered for our trade/ industry	N/A	N/A	N/A	N/A	N/A	N/A	f2bs18	f2bs18	f2bs18	N/A
NRT – Reasons for no longer using – Staff turnover	N/A	N/A	N/A	N/A	N/A	N/A	f2bs19	f2bs19	f2bs19	N/A
NRT – Reasons for no longer using – Business closing down/ no work available	N/A	N/A	N/A	N/A	N/A	N/A	f2bs20	f2bs20	f2bs20	N/A
NRT – Reasons for no longer using – Other	N/A	N/A	N/A	N/A	N/A	N/A	f2bs97	f2bs97	f2bs97	f2bs97

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NRT – Reasons for no longer using – No particular reasons	N/A	N/A	N/A	N/A	N/A	N/A	f2bs98	f2bs98	f2bs98	f2bs98
NRT – Knowledge of finding information	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f2c	f2c	N/A
NRT – Provision of full qualifications or subjects of modules	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f3c	f3c	N/A
Majority of NRT for full qualification, or specific subjects	f3	f3	f3	f3	f3	f3	f3d	f3d	f3d	N/A
NRT – Number of employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f3num
NRT – Provision in the last 12 months	N/A	N/A	N/A	N/A	N/A	N/A	f3e	N/A	N/A	N/A
NRT – Provision in the next 3 years	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f3e	f3e	N/A
NRT – Expectation of change in next 12 months	N/A	N/A	N/A	N/A	N/A	N/A	f3f	N/A	N/A	N/A
NRT – internal or external provider	f4	f4	f4	f4	f4	f4	f6	f6	f6	f6
NRT - Recruitment difficulties – Managers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f4s01	f4s01
NRT - Recruitment difficulties – Professionals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f4s02	f4s02
NRT - Recruitment difficulties – Technicians and trade workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f4s03	f4s03
NRT - Recruitment difficulties – Community and service workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f4s04	f4s04
NRT - Recruitment difficulties – Clerical and administrative workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f4s05	f4s05
NRT - Recruitment difficulties – Sales workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f4s06	f4s06
NRT - Recruitment difficulties – Machinery operators and drivers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f4s07	f4s07
NRT - Recruitment difficulties – Labourers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f4s08	f4s08
NRT - Recruitment difficulties – Can't say for all employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f4s09	f4s09
NRT - Recruitment difficulties – Can't say for some employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f4s10	f4s10
NRT – Types of providers – TAFE	f5s01	N/A	f5s01	f5s01	f5s01	f5s01	f7as01	f7as01	f7as01	f7as01
NRT – Types of providers – University	f5s02	N/A	f5s02	f5s02	f5s02	f5s02	f7as02	f7as02	f7as02	f7as02
NRT – Types of providers – Private training provider	f5s03	N/A	f5s03	f5s03	f5s03	f5s03	f7as03	f7as03	f7as03	f7as03
NRT – Types of providers – Professional or industry association	f5s04	N/A	f5s04	f5s04	f5s04	f5s04	f7as05 (Professional association)/ f7as06 (industry association)	f7as05 (Professional association)/ f7as06 (industry association)	f7as05 (Professional association)/ f7as06 (industry association)	f7as05 (Professional association)/ f7as06 (industry association)
NRT – Types of providers – Supplier/manufacturer of equipment and/or product	f5s05	N/A	f5s05	f5s05	f5s05	f5s05	f7as07	f7as07	f7as07	f7as07

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NRT – Types of providers – Registered training organisation	f5s06	N/A	f5s06	f5s06	f5s06	f5s06	N/A	f7as09	f7as09	f7as09
NRT – Types of providers – Government department or agency	f5s07	N/A	f5s07	f5s07	f5s07	f5s07	f7as04	f7as04	f7as04	f7as04
NRT – Types of providers – Parent company, subsidiary or franchise dealer	f5s08	N/A	f5s08	f5s08	f5s08	f5s08	f7as08	f7as08	f7as08	f7as08
NRT – Types of providers – Community/ religious groups	f5s09	N/A	f5s09	f5s09	f5s09	f5s09	N/A	N/A	N/A	N/A
NRT – Types of providers – Specific industry	f5s10	N/A	f5s10	f5s10	f5s10	f5s10	N/A	N/A	N/A	N/A
NRT – Types of providers – Other specific individuals	f5s11	N/A	f5s11	f5s11	f5s11	f5s11	N/A	N/A	N/A	N/A
NRT – Types of providers – Use providers equally	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f7as10	f7as10	f7as10
NRT – Types of providers – Formal training is on the job	f5s94	N/A	f5s94	f5s94	f5s94	N/A	N/A	f7as94	f7as94	f7as94
NRT – Types of providers – Other	f5s95	N/A	f5s95	f5s95	f5s95	f5s97	f7as97	f7as97	f7as97	f7as97
NRT – Types of providers – No external provider used	f5s97	N/A	N/A	N/A	N/A	N/A	f7s98	f7as98	f7as98	N/A
NRT – Types of providers – Don't know/can't say	f5s99	N/A	f5s99	f5s99	f5s99	f5s99	f7as99	f7as99	f7as99	f7as99
NRT – Main provider	f6	f6	f6	f6	f6	f6	f7b	f7b	f7b	f7b
NRT – Reasons for using provider – Only suitable provider available	f7s01	N/A	f7s01	f7s01	f7s01	f7s01	N/A	f8s01	f8s01	f8s01
NRT – Reasons for using provider – Content of training courses was suitable	f7s02	N/A	f7s02	f7s02	f7s02	f7s02	N/A	f8s04	f8s04	f8s04
NRT – Reasons for using provider – Specialists/ have a high level of industry knowledge	f7s03	N/A	f7s03	f7s03	f7s03	f7s03	N/A	f8s09	f8s09	f8s09
NRT – Reasons for using provider – Access/ convenient location	f7s04	N/A	f7s04	f7s04	f7s04	f7s04	N/A	f8s06	f8s06	f8s06
NRT – Reasons for using provider – Convenient/flexible time	f7s05	N/A	f7s05	f7s05	f7s05	f7s05	N/A	f8s07	f8s07	f8s07
NRT – Reasons for using provider – Used previously and was satisfied	f7s06	N/A	f7s06	f7s06	f7s06	f7s06	N/A	f8s08	f8s08	f8s08
NRT – Reasons for using provider – Cost effective	f7s07	N/A	f7s07	f7s07	f7s07	f7s07	N/A	f8s05	f8s05	f8s05
NRT – Reasons for using provider – Expertise not available elsewhere	f7s08	N/A	f7s08	f7s08	f7s08	f7s08	N/A	f8s02	f8s02	f8s02
NRT – Reasons for using provider – Flexibility/customised approach/ tailored to our needs	f7s09	N/A	f7s09	f7s09	f7s09	f7s09	N/A	f8s14	f8s14	f8s14
NRT – Reasons for using provider – Easy to use/ deal with	f7s10	N/A	f7s10	f7s10	f7s10	f7s10	N/A	N/A	N/A	N/A
NRT – Reasons for using provider – Government subsidy/funding/reimbursement	f7s11	N/A	f7s11	f7s11	f7s11	f7s11	N/A	N/A	N/A	N/A

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NRT – Reasons for using provider – Requirement of our business/ industry	f7s12	N/A	f7s12	f7s12	f7s12	f7s12	N/A	N/A	N/A	N/A
NRT – Reasons for using provider – Course was nationally recognised	f7s13	N/A	f7s13	f7s13	f7s13	f7s13	N/A	f8s03	f8s03	f8s03
NRT – Reasons for using provider – Recommendation/ referral	f7s14	N/A	f7s14	f7s14	f7s14	f7s14	N/A	f8s10	f8s10	f8s10
NRT – Reasons for using provider – Worker/trainee's choice	f7s15	N/A	f7s15	f7s15	f7s15	f7s15	N/A	f8s12	f8s12	f8s12
NRT – Reasons for using provider – They approached us	f7s16	N/A	f7s16	f7s16	f7s16	f7s16	N/A	f8s11	f8s11	f8s11
NRT – Reasons for using provider – Legislative, regulatory or licensing requirements	f7s17	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NRT – Reasons for using provider – They conduct onsite training	f7s18	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NRT – Reasons for using provider – Flexibility/convenience	f7s19	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NRT – Reasons for using provider – Superior training/training providers	f7s20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NRT – Reasons for using provider – I had no choice/arranged by someone else/we have an affiliation	f7s21	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NRT – Reasons for using provider – Partnership/affiliation with the organisation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f8s13	f8s13	f8s13
NRT – Reasons for using provider – Government/ legislative requirements	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f8s15	f8s15	N/A
NRT – Reasons for using provider – Other	f7s95	N/A	f7s95	f7s95	f7s95	f7s97	N/A	f8s97	f8s97	f8s97
NRT – Reasons for using provider – Cannot choose provider	f7s97	N/A	f7s97	f7s97	f7s97	f7s98	N/A	N/A	N/A	N/A
NRT – Reasons for using provider – Don't know/ can't say	f7s99	N/A	f7s99	f7s99	f7s99	f7s99	N/A	f8s99	f8s99	f8s99
Satisfaction with NRT – Relevance of skills taught	f8a	f8a	f8a	f8a	f8a	f8a	N/A	N/A	N/A	N/A
Satisfaction with NRT – Condition of equipment and facilities	f8b	f8b	f8b	f8b	f8b	f8b	N/A	N/A	N/A	N/A
Satisfaction with NRT – Cost effectiveness of the training	f8c	f8c	f8c	f8c	f8c	f8c	N/A	N/A	N/A	N/A
Satisfaction with NRT – Flexibility of provider in meeting your needs	f8d	f8d	f8d	f8d	f8d	f8d	N/A	N/A	N/A	N/A
Satisfaction with NRT – Trainers' knowledge and experience of your industry	f8e	f8e	f8e	f8e	f8e	f8e	N/A	N/A	N/A	N/A
Satisfaction with NRT – The standard of assessment	f8f	f8f	f8f	f8f	f8f	f8f	N/A	N/A	N/A	N/A
Satisfaction with NRT – Overall satisfaction with main provider	f8z	f8z	f8z	f8z	f8z	N/A	N/A	N/A	N/A	N/A
NRT - Satisfaction	f9	f9	f9	f9	f9	f9	f11	f11	f11	f11

NAME	VARIABLE NAME 2023	VARIABLE NAME 2021	VARIABLE NAME 2019	VARIABLE NAME 2017	VARIABLE NAME 2015	VARIABLE NAME 2013	VARIABLE NAME 2011	VARIABLE NAME 2009	VARIABLE NAME 2007	VARIABLE NAME 2005
Satisfaction with quality of training from main provider	N/A	N/A	N/A	N/A	N/A	N/A	f9	f9	f9	f9
NRT – Reasons for dissatisfaction – Training is poor quality/ low standard	f10s01	f10s01	f10s01	f10s01	f10s01	f10s01	f12s08	f12s08	f12s08	f12s08
NRT – Reasons for dissatisfaction –Don't teach relevant skills/ mismatch between skills taught	f10s02	f10s02	f10s02	f10s02	f10s02	f10s02	f12s02	f12s02	f12s02	f12s02
NRT – Reasons for dissatisfaction – Not enough hands on/ practical skills taught	f10s03	f10s03	f10s03	f10s03	f10s03	f10s03	f12s01	f12s01	f12s01	f12s01
NRT – Reasons for dissatisfaction –Qualification/ training too general/ not specific enough	f10s04	f10s04	f10s04	f10s04	f10s04	f10s04	f12s05	f12s05	f12s05	f12s05
NRT – Reasons for dissatisfaction –Trainers do not have enough skills/ industry experience	f10s05	f10s05	f10s05	f10s05	f10s05	f10s05	f12s07	f12s07	f12s07	f12s07
NRT – Reasons for dissatisfaction –Training content outdated	f10s06	f10s06	f10s06	f10s06	f10s06	f10s06	f12s04	f12s04	f12s04	f12s04
NRT – Reasons for dissatisfaction –Standards are inconsistent across institutions	f10s07	f10s07	f10s07	f10s07	f10s07	f10s07	f12s03	f12s03	f12s03	f12s03
NRT – Reasons for dissatisfaction –Poor access/ availability of training (times and method)	f10s08	f10s08	f10s08	f10s08	f10s08	f10s08	f12s09	f12s09	f12s09	f12s09
NRT – Reasons for dissatisfaction – Lack of flexibility with training/ too rigid (times and method)	f10s09	f10s09	f10s09	f10s09	f10s09	f10s09	f12s06	f12s06	f12s06	f12s06
NRT – Reasons for dissatisfaction –Is too expensive	f10s10	f10s10	f10s10	f10s10	f10s10	f10s10	f12s16	f12s16	f12s16	f12s16
NRT – Reasons for dissatisfaction –Access/ amount of funding available	f10s11	f10s11	f10s11	f10s11	f10s11	f10s11	f14s14	f14s14	f14s14	f14s14
NRT – Reasons for dissatisfaction –Courses are too long	N/A	N/A	N/A	N/A	N/A	N/A	f12s10	f12s10	f12s10	f12s10
NRT – Reasons for dissatisfaction – Not enough communication between training provider and employer/workplace	N/A	N/A	N/A	N/A	N/A	N/A	f12s11	f12s11	f12s11	f12s11
NRT – Reasons for dissatisfaction –Apprentice/trainee wrong person/ poor attitude	N/A	N/A	N/A	N/A	N/A	N/A	f12s12	f12s12	f12s12	f12s12
NRT – Reasons for dissatisfaction –Dissatisfied with TAFE (unspecified)	N/A	N/A	N/A	N/A	N/A	N/A	f13s13	f13s13	f13s13	f13s13
NRT – Reasons for dissatisfaction –Courses are too short/ should be longer	N/A	N/A	N/A	N/A	N/A	N/A	f12s15	f12s15	f12s15	f12s15
NRT – Reasons for dissatisfaction –Trainees/apprentices uneducated/ need vocational training	N/A	N/A	N/A	N/A	N/A	N/A	f12s17	f12s17	f12s17	N/A
NRT – Reasons for dissatisfaction –Other	f10s95	f10s95	f10s95	f10s95	f10s95	f10s97	f12s97	f12s97	f12s97	f12s97
NRT – Reasons for dissatisfaction –Don't know/ can't say	f10s99	f10s99	f10s99	f10s99	f10s99	f10s99	f12s99	f12s99	f12s99	f12s99
NRT – Importance of training recognition	N/A	N/A	N/A	N/A	N/A	N/A	f10	f10	f10	f10

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NRT – Improvements – Provide more practical experience/skills	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s01
NRT – Improvements – Provide more theory	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s02
NRT – Improvements – Better match between work requirements and course components	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s03
NRT – Improvements – Better tailored to specific industries	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s04
NRT – Improvements – Communication/consultation between employers and training providers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s05
NRT – Improvements – More input from industry	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s06
NRT – Improvements – More on the job training	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s07
NRT – Improvements – Better/easier access to training (in regional/rural areas)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s08
NRT – Improvements – Streamline courses/make courses shorter	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s09
NRT – Improvements – Additional funding/incentives/subsidies from government	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s10
NRT – Improvements – More flexibility in provision of training (evening, correspondence, on-line)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s11
NRT – Improvements – Higher assessment standards (for students)/ competencies too low	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s12
NRT – Improvements – Reduce costs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s13
NRT – Improvements – Incentives to encourage people back into trades/ to take on apprenticeships	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s14
NRT – Improvements – More up-to-date training (new technologies/technology)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s15
NRT – Improvements – Higher quality/better trained providers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s16
NRT – Improvements – Monitoring of training providers to meet standards	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s17
NRT – Improvements – More recognition for prior learning	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s18
NRT – Improvements –Consistency of standards across institutions/states	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s19
NRT – Improvements – Increase rate of pay/increase award	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s20
NRT – Improvements – More communication with schools on career opportunities/promote in schools	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s21
NRT – Improvements – Less bureaucracy/less paperwork	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s22

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NRT – Improvements – They should be more publicised/more information available on courses/more information on the availability of courses	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s23
NRT – Improvements – Need to address more general skills/typing/communication/people skills	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s24
NRT – Improvements – Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s97
NRT – Improvements – Can't say	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	f13s98
Unaccredited training – Percentage of employees	N/A	N/A	N/A	N/A	g1	g1	g1perc	g1perc	g1perc	g1perc
Unaccredited training – Provision in the last 12 months	N/A	N/A	N/A	N/A	N/A	N/A	g1a	N/A	N/A	N/A
Unaccredited training – Provision in the next 3 years	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g1a	g1a	N/A
Expectation of change in unaccredited training in next 12 months	N/A	N/A	N/A	N/A	N/A	N/A	g1b	N/A	N/A	N/A
Unaccredited training – Number of employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g1num
Unaccredited training – Reasons for using – Maintaining professional standards/ meeting industry standards	g2s01	N/A	g2s01	g2s01	g2s01	g2s01	g3s03	g3s03	g3s03	g3s03
Unaccredited training – Reasons for using – Provides skills required for the job	g2s02	N/A	g2s02	g2s02	g2s02	g2s02	g3s07	g3s07	g3s07	g3s07
Unaccredited training – Reasons for using –Legislative, regulatory or licensing requirements	g2s03	N/A	g2s03	g2s03	g2s03	g2s03	g3s02	g3s02	g3s02	g3s02
Unaccredited training – Reasons for using –Improving quality of services/goods provided	g2s04	N/A	g2s04	g2s04	g2s04	g2s04	g3s04	g3s04	g3s04	g3s04
Unaccredited training – Reasons for using – Responding to new technology	g2s05	N/A	g2s05	g2s05	g2s05	g2s05	g3s05	g3s05	g3s05	g3s05
Unaccredited training – Reasons for using – Developing and maintaining a flexible and responsive workforce	g2s06	N/A	g2s06	g2s06	g2s06	g2s06	g3s08	g3s08	g3s08	g3s08
Unaccredited training – Reasons for using – To remain competitive	g2s07	N/A	g2s07	g2s07	g2s07	g2s07	g3s06	g3s06	g3s06	g3s06
Unaccredited training – Reasons for using – To meet highly specific training needs	g2s08	N/A	g2s08	g2s08	g2s08	g2s08	g3s11	g3s11	g3s11	g3s11
Unaccredited training – Reasons for using – Professional/personal development/ career growth	g2s09	N/A	g2s09	g2s09	g2s09	g2s09	g3s13	g3s13	g3s13	N/A
Unaccredited training – Reasons for using – To improve staff satisfaction and employee retention	g2s10	N/A	g2s10	g2s10	g2s10	g2s10	N/A	N/A	N/A	N/A
Unaccredited training – Reasons for using – Cost effective	g2s11	N/A	g2s11	g2s11	g2s11	g2s11	g3s09	g3s09	g3s09	g3s09
Unaccredited training – Reasons for using – Better quality than accredited training (more accessible/flexible/convenient)	g2s12	N/A	g2s12	g2s12	g2s12	g2s12	N/A	N/A	N/A	N/A

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Unaccredited training – Reasons for using – Company policy/stipulation	g2s13	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Unaccredited training – Reasons for using – Award or enterprise bargaining agreements	N/A	N/A	N/A	N/A	N/A	N/A	g3s01	g3s01	g3s01	g3s01
Unaccredited training – Reasons for using – To increase/update skills	N/A	N/A	N/A	N/A	N/A	N/A	g3s10	g3s10	g3s10	g3s10
Unaccredited training – Reasons for using – There is no accredited training for this industry	N/A	N/A	N/A	N/A	N/A	N/A	g3s12	g3s12	g3s12	g3s12
Unaccredited training – Reasons for using – No employees undertaking unaccredited training	g2s94	N/A	g2s94	g2s94	N/A	N/A	N/A	N/A	N/A	N/A
Unaccredited training – Reasons for using – Other	g2s95	N/A	g2s95	g2s95	g2s95	g2s97	g3s97	g3s97	g3s97	g3s97
Unaccredited training – Reasons for using – Don't know/ can't say	g2s99	N/A	g2s99	g2s99	g2s99	g2s99	g3s99	g3s99	g3s99	g3s99
Unaccredited training - Recruitment difficulties – Managers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g2s01	g2s01
Unaccredited training - Recruitment difficulties – Professionals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g2s02	g2s02
Unaccredited training - Recruitment difficulties – Technicians and trade workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g2s03	g2s03
Unaccredited training - Recruitment difficulties – Community and service workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g2s04	g2s04
Unaccredited training - Recruitment difficulties – Clerical and administrative workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g2s05	g2s05
Unaccredited training - Recruitment difficulties – Sales workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g2s06	g2s06
Unaccredited training - Recruitment difficulties – Machinery operators and drivers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g2s07	g2s07
Unaccredited training - Recruitment difficulties – Labourers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g2s08	g2s08
Unaccredited training - Recruitment difficulties – Can't say for all employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g2s09	g2s09
Unaccredited training - Recruitment difficulties – Can't say for some employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g2s10	g2s10
Unaccredited training – Whether nationally recognised training available	g3	g3	g3	g3	g3	g3	g8	g8	g8	g8
Unaccredited training – Why chosen over NRT – More cost effective	g4s01	g4s01	g4s01	g4s01	g4s01	g4s01	N/A	g9s05	g9s05	g9s05
Unaccredited training – Why chosen over NRT – Prefer to use our own trainers/ our trainers meet our needs	g4s02	g4s02	g4s02	g4s02	g4s02	g4s02	N/A	g9s17	g9s17	g9s17

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Unaccredited training – Why chosen over NRT – Access/ convenient location	g4s03	g4s03	g4s03	g4s03	g4s03	g4s03	N/A	g9s06	g9s06	g9s06
Unaccredited training – Why chosen over NRT – Convenient/ flexible time	g4s04	g4s04	g4s04	g4s04	g4s04	g4s04	N/A	g9s07	g9s07	g9s07
Unaccredited training – Why chosen over NRT – Content of training course was suitable	g4s05	g4s05	g4s05	g4s05	g4s05	g4s05	N/A	g9s04	g9s04	g9s04
Unaccredited training – Why chosen over NRT – Specialists/ have a high level of industry knowledge	g4s06	g4s06	g4s06	g4s06	g4s06	g4s06	N/A	g9s09	g9s09	g9s09
Unaccredited training – Why chosen over NRT – Expertise not available elsewhere	g4s07	g4s07	g4s07	g4s07	g4s07	g4s07	N/A	g9s02	g9s02	g9s02
Unaccredited training – Why chosen over NRT – Flexibility/ customised approach/ tailored to our needs	g4s08	g4s08	g4s08	g4s08	g4s08	g4s08	N/A	g9s14	g9s14	g9s14
Unaccredited training – Why chosen over NRT – We use both accredited and unaccredited training	g4s09	g4s09	g4s09	g4s09	g4s09	g4s09	N/A	N/A	N/A	N/A
Unaccredited training – Why chosen over NRT – Nationally recognised/ formal qualifications not required	g4s10	g4s10	g4s10	g4s10	g4s10	g4s10	N/A	g9s10	g9s10	g9s10
Unaccredited training – Why chosen over NRT – Used previously and satisfied	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g9s08	g9s08	g9s08
Unaccredited training – Why chosen over NRT – Nationally recognised course not then available	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g9s11	g9s11	g9s11
Unaccredited training – Why chosen over NRT – Staff not willing to commit to a long-term course/ course is shorter in duration	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g9s12	g9s12	g9s12
Unaccredited training – Why chosen over NRT – Staff not willing to commit to out of hours training/ night school	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g9s13	g9s13	g9s13
Unaccredited training – Why chosen over NRT – Required only some components of a full course	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g9s15	g9s15	g9s15
Unaccredited training – Why chosen over NRT – They are too intense/ theory based	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g9s16	g9s16	g9s16
Unaccredited training – Why chosen over NRT –In-house training is more convenient	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g9s18	g9s18	g9s18
Unaccredited training – Why chosen over NRT – Too much bureaucracy/ paperwork	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g9s19	g9s19	N/A
Unaccredited training – Why chosen over NRT – Company too small	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g9s20	g9s20	N/A
Unaccredited training – Why chosen over NRT – Recommendation/referral	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g9s21	g9s21	N/A
Unaccredited training – Why chosen over NRT – Refused	N/A	N/A	N/A	N/A	N/A	g4s96	N/A	N/A	N/A	N/A

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Unaccredited training – Why chosen over NRT – Other	g4s95	g4s95	g4s95	g4s95	g4s95	g4s97	N/A	g9s97	g9s97	g9s97
Unaccredited training – Why chosen over NRT – Don't know/ can't say	g4s99	g4s99	g4s99	g4s99	g4s99	g4s99	N/A	g9s99	g9s99	g9s99
Majority of unaccredited training conducted by internal or external provider	g5	g5	g5	g5	g5	g5	g4	g4	g4	g4
Unaccredited training – Types of providers – TAFE	N/A	N/A	g6s01	g6s01	g6s01	g6s01	g5as01	g5as01	g5as01	g5as01
Unaccredited training – Types of providers – University	N/A	N/A	g6s02	g6s02	g6s02	g6s02	g5as02	g5as02	g5as02	g5as02
Unaccredited training – Types of providers – Private training provider (e.g. business college)	N/A	N/A	g6s03	g6s03	g6s03	g6s03	g5as03	g5as03	g5as03	g5as03
Unaccredited training – Types of providers – Professional or industry association	N/A	N/A	g6s04	g6s04	g6s04	g6s04	g5as05 (Professional association)/ g5as06 (industry association)	g5as05 (Professional association)/ g5as06 (industry association)	g5as05 (Professional association)/ g5as06 (industry association)	g5as05 (Professional association)/ g5as06 (industry association)
Unaccredited training – Types of providers – Supplier/manufacturer of equipment and/or product	N/A	N/A	g6s05	g6s05	g6s05	g6s05	g5as07	g5as07	g5as07	g5as07
Unaccredited training – Types of providers – Registered Training Organisation (RTO)	N/A	N/A	g6s06	g6s06	g6s06	g6s06	g5as09	g5as09	g5as09	g5as09
Unaccredited training – Types of providers – Government department or agency	N/A	N/A	g6s07	g6s07	g6s07	g6s07	g5as04	g5as04	g5as04	g5as04
Unaccredited training – Types of providers – Parent company, subsidiary or franchise dealer	N/A	N/A	g6s08	g6s08	g6s08	g6s08	g5as08	g5as08	g5as08	g5as08
Unaccredited training – Types of providers – Community/ religious groups	N/A	N/A	g6s09	g6s09	g6s09	g6s09	N/A	N/A	N/A	N/A
Unaccredited training – Types of providers – Specific industry	N/A	N/A	g6s10	g6s10	g6s10	g6s10	N/A	N/A	N/A	N/A
Unaccredited training – Types of providers – Other specific individuals	N/A	N/A	g6s11	g6s11	g6s11	g6s11	N/A	N/A	N/A	N/A
Unaccredited training – Types of providers – Use providers equally	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g5as10	g5as10	g5as10
Unaccredited training – Types of providers – Formal training is on the job	N/A	N/A	g6s94	g6s94	g6s94	g6s94	N/A	g5as94	g5as94	g5as94
Unaccredited training – Types of providers – Other	N/A	N/A	g6s95	g6s95	g6s95	g6s97	g5as97	g5as97	g5as97	g5as97
Unaccredited training – Types of providers – No external training provider used	N/A	N/A	N/A	N/A	N/A	g6s98	g5as98	g5as98	g5as98	g5as98
Unaccredited training – Types of providers – Don't know/ can't say	N/A	N/A	g6s99	g6s99	g6s99	g6s99	g5as99	g5as99	g5as99	g5as99

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Unaccredited training – Main provider	g7	g7	g7	g7	g7	g7	g5b	g5b	g5b	g5b
Unaccredited training – Satisfaction with quality of training from main provider	N/A	N/A	N/A	N/A	N/A	N/A	g7	g7	g7	g7
Unaccredited training – Reason for using provider – Only suitable provider available	N/A	N/A	g8s01	g8s01	g8s01	g8s01	N/A	g6s01	g6s01	g6s01
Unaccredited training – Reason for using provider – Content of training courses was suitable	N/A	N/A	g8s02	g8s02	g8s02	g8s02	N/A	g6s04	g6s04	g6s04
Unaccredited training – Reason for using provider – Specialists/ have a high level of industry knowledge	N/A	N/A	g8s03	g8s03	g8s03	g8s03	N/A	g6s09	g6s09	g6s09
Unaccredited training – Reason for using provider – Access/ convenient location	N/A	N/A	g8s04	g8s04	g8s04	g8s04	N/A	g6s06	g6s06	g6s06
Unaccredited training – Reason for using provider – Convenient/flexible time	N/A	N/A	g8s05	g8s05	g8s05	g8s05	N/A	g6s07	g6s07	g6s07
Unaccredited training – Reason for using provider – Used previously and was satisfied	N/A	N/A	g8s06	g8s06	g8s06	g8s06	N/A	g6s08	g6s08	g6s08
Unaccredited training – Reason for using provider – Cost effective	N/A	N/A	g8s07	g8s07	g8s07	g8s07	N/A	g6s05	g6s05	g6s05
Unaccredited training – Reason for using provider – Expertise not available elsewhere	N/A	N/A	g8s08	g8s08	g8s08	g8s08	N/A	g6s02	g6s02	g6s02
Unaccredited training – Reason for using provider – Flexibility/customised approach/ tailored to our needs	N/A	N/A	g8s09	g8s09	g8s09	g8s09	N/A	g6s11	g6s11	g6s11
Unaccredited training – Reason for using provider – They provide a good standard of training (easy to use/ deal with)/ have a good reputation	N/A	N/A	g8s10	g8s10	g8s10	g8s10	N/A	N/A	N/A	N/A
Unaccredited training – Reason for using provider – Subsidy/ funding/ reimbursement (Government or other)	N/A	N/A	g8s11	g8s11	g8s11	g8s11	N/A	N/A	N/A	N/A
Unaccredited training – Reason for using provider – A requirement of our business/ industry	N/A	N/A	g8s12	g8s12	g8s12	g8s12	N/A	N/A	N/A	N/A
Unaccredited training – Reason for using provider – Legislative, regulatory or licensing requirements	N/A	N/A	g8s13	g8s13	g8s13	g8s13	N/A	N/A	N/A	N/A
Unaccredited training – Reason for using provider – They came recommended/ we were referred to them	N/A	N/A	g8s14	g8s14	g8s14	g8s14	N/A	g6s14	g6s14	g6s14
Unaccredited training – Reason for using provider – Employee chose them	N/A	N/A	g8s15	g8s15	g8s15	g8s15	N/A	N/A	N/A	N/A
Unaccredited training – Reason for using provider – They approached us	N/A	N/A	g8s16	g8s16	g8s16	g8s16	N/A	g6s12	g6s12	g6s12
Unaccredited training – Reason for using provider – Stipulated by someone else	N/A	N/A	g8s17	g8s17	g8s17	g8s17	N/A	N/A	N/A	N/A

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Unaccredited training – Reason for using provider – Partnership/affiliation with the organisation	N/A	N/A	g8s18	g8s18	g8s18	g8s18	N/A	g6s10	g6s10	g6s10
Unaccredited training – Reason for using provider – Training provided with product/ service purchased	N/A	N/A	N/A	N/A	N/A	N/A	N/A	g6s13	g6s13	g6s13
Unaccredited training – Reason for using provider – Other	N/A	N/A	g8s95	g8s95	g8s95	g8s97	N/A	g6s97	g6s97	g6s97
Unaccredited training – Reason for using provider – Don't know/ can't say	N/A	N/A	g8s99	g8s99	g8s99	g8s99	N/A	g6s99	g6s99	g6s99
Unaccredited training – Satisfaction with – Relevance of skills taught	N/A	N/A	g9a	g9a	g9a	g9a	N/A	N/A	N/A	N/A
Unaccredited training – Satisfaction with – Condition of equipment and facilities	N/A	N/A	g9b	g9b	g9b	g9b	N/A	N/A	N/A	N/A
Unaccredited training – Satisfaction with – Cost effectiveness of the training	N/A	N/A	g9c	g9c	g9c	g9c	N/A	N/A	N/A	N/A
Unaccredited training – Satisfaction with – Flexibility of the provider in meeting your needs	N/A	N/A	g9d	g9d	g9d	g9d	N/A	N/A	N/A	N/A
Unaccredited training – Satisfaction with – Trainers' knowledge and experience of your industry	N/A	N/A	g9e	g9e	g9e	g9e	N/A	N/A	N/A	N/A
Unaccredited training – Satisfaction with – The standard of assessment	N/A	N/A	g9f	g9f	g9f	g9f	N/A	N/A	N/A	N/A
Unaccredited training – Overall satisfaction with main provider	N/A	N/A	g9z	g9z	g9z	N/A	N/A	N/A	N/A	N/A
Unaccredited training – Satisfaction	g10	g10	g10	g10	g10	g10	g11	g11	g11	g11
Unaccredited training – Importance	N/A	N/A	N/A	N/A	N/A	N/A	g10	g10	g10	g10
Unaccredited training – Reasons for dissatisfaction – Training is poor quality/ low standard	N/A	N/A	N/A	N/A	N/A	g11s01	N/A	N/A	N/A	N/A
Unaccredited training – Reasons for dissatisfaction –Don't teach relevant skills/ mismatch between skills taught	N/A	N/A	N/A	N/A	N/A	g11s02	N/A	N/A	N/A	N/A
Unaccredited training – Reasons for dissatisfaction –Not enough hands-on/ practical skills taught	N/A	N/A	N/A	N/A	N/A	g11s03	N/A	N/A	N/A	N/A
Unaccredited training – Reasons for dissatisfaction – Qualification/ training too general/ not specific enough	N/A	N/A	N/A	N/A	N/A	g11s04	N/A	N/A	N/A	N/A
Unaccredited training – Reasons for dissatisfaction – Trainers do not have enough skills/ industry experience	N/A	N/A	N/A	N/A	N/A	g11s05	N/A	N/A	N/A	N/A
Unaccredited training – Reasons for dissatisfaction –Training content outdated	N/A	N/A	N/A	N/A	N/A	g11s06	N/A	N/A	N/A	N/A
Unaccredited training – Reasons for dissatisfaction –Standards are inconsistent across institutions	N/A	N/A	N/A	N/A	N/A	g11s07	N/A	N/A	N/A	N/A

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Unaccredited training – Reasons for dissatisfaction – Poor access/ availability of training (regional/ rural)	N/A	N/A	N/A	N/A	N/A	g11s08	N/A	N/A	N/A	N/A
Unaccredited training – Reasons for dissatisfaction – Lack of flexibility with training/ too rigid (times and method)	N/A	N/A	N/A	N/A	N/A	g11s09	N/A	N/A	N/A	N/A
Unaccredited training – Reasons for dissatisfaction – It is too expensive	N/A	N/A	N/A	N/A	N/A	g11s10	N/A	N/A	N/A	N/A
Unaccredited training – Reasons for dissatisfaction – Other	N/A	N/A	N/A	N/A	N/A	g11s97	N/A	N/A	N/A	N/A
Unaccredited training – Reasons for dissatisfaction – Don't know/ can't say	N/A	N/A	N/A	N/A	N/A	g11s99	N/A	N/A	N/A	N/A
New training requirements due to the impacts of COVID-19	N/A	k1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for new training requirements - Needed so we could effectively/safely operate in COVID environment	N/A	k2s01	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for new training requirements - Needed to access training to help manage business operations in COVID environment	N/A	k2s02	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for new training requirements - Pre-existing skills not readily transferable to new operations/services/products	N/A	k2s03	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for new training requirements - Needed to train staff to undertake new tasks and/or responsibilities	N/A	k2s04	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for new training requirements - Legality/compliance requirements	N/A	k2s05	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for new training requirements - Other	N/A	k2s95	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for new training requirements - Don't know/can't say	N/A	k2s99	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Key areas of training that new requirements covered - Infection control skills training	N/A	k3s01	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Key areas of training that new requirements covered - Sales and customer service training	N/A	k3s02	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Key areas of training that new requirements covered - Induction training	N/A	k3s03	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Key areas of training that new requirements covered - Personal development and leadership training	N/A	k3s04	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Key areas of training that new requirements covered - Computing skills and data literacy training	N/A	k3s05	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Key areas of training that new requirements covered - Health and safety training	N/A	k3s06	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Key areas of training that new requirements covered - Diversity and inclusion training	N/A	k3s07	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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Key areas of training that new requirements covered - Legality/compliance requirements	N/A	k3s08	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Key areas of training that new requirements covered - Other	N/A	k3s95	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Key areas of training that new requirements covered - Don't know/can't say	N/A	k3s99	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of training used for the new requirements - Apprenticeships/traineeships	N/A	k4s01	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of training used for the new requirements - Nationally recognised training – full qualification	N/A	k4s02	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of training used for the new requirements - Nationally recognised training – specific subjects/modules	N/A	k4s03	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of training used for the new requirements - Unaccredited training from external provider	N/A	k4s04	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of training used for the new requirements - Unaccredited training delivered in-house by your organisation	N/A	k4s05	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of training used for the new requirements - Informal/ad-hoc training	N/A	k4s06	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Government stipulated/legislated/sponsored	N/A	k4s07	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of training used for the new requirements - Other	N/A	k4s95	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Types of training used for the new requirements - Don't know/can't say	N/A	k4s99	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for choosing these types of training - Satisfied with this type of training in the past	N/A	k5s01	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for choosing these types of training - Responsiveness/promptness of training provider to request for training	N/A	k5s02	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for choosing these types of training - Good value for money	N/A	k5s03	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for choosing these types of training - Not sure if nationally recognised training was necessary	N/A	k5s04	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for choosing these types of training - Availability	N/A	k5s05	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for choosing these types of training - Immediate need to respond to the rapidly changing training needs	N/A	k5s06	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for choosing these types of training - It was required/we had no choice in the matter	N/A	k5s07	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for choosing these types of training - Required by government or industry standard	N/A	k5s08	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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Reasons for choosing these types of training - Stipulated by client or head office/parent company	N/A	k5s09	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for choosing these types of training - To respond to COVID-19/COVID-19 affected our ability to undergo training	N/A	k5s10	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for choosing these types of training - It was the only training available	N/A	k5s11	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for choosing these types of training - Other	N/A	k5s95	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for choosing these types of training - Don't know/can't say	N/A	k5s99	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Training priorities for the next 12 months are different to last 12 months	N/A	K10	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for different training priorities for the next 12 months - Our industry/business has changed due to COVID-19	N/A	k11s01	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for different training priorities for the next 12 months - Industry/economic uncertainty due to COVID-19	N/A	k11s02	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for different training priorities for the next 12 months - We need to catch-up on training we missed out on/things are returning to normal	N/A	k11s03	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for different training priorities for the next 12 months - Regulations to control the spread of COVID-19	N/A	k11s04	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for different training priorities for the next 12 months - Business growth/employ more staff	N/A	k11s05	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for different training priorities for the next 12 months - Upskilling current staff	N/A	k11s06	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for different training priorities for the next 12 months - Online training/more online training	N/A	k11s07	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for different training priorities for the next 12 months - We will be conducting less/no training	N/A	k11s08	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for different training priorities for the next 12 months - Other	N/A	k11s95	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for different training priorities for the next 12 months - Don't know/can't say	N/A	k11s99	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Expectation of the amount of training in the next 12 months	N/A	k12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for the expectation of the amount of training provided - We are hiring more staff/expanding our business	N/A	k13s01	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for the expectation of the amount of training provided - Upskilling/more skills needed	N/A	k13s02	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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Reasons for the expectation of the amount of training provided - Changes in workplace/changes due to COVID-19	N/A	k13s03	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for the expectation of the amount of training provided - To catch up on the training they missed out on last year	N/A	k13s04	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for the expectation of the amount of training provided - Staff retention/satisfaction	N/A	k13s05	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for the expectation of the amount of training provided - More/better training available	N/A	k13s06	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for the expectation of the amount of training provided - Other more training	N/A	k13s07	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for the expectation of the amount of training provided - Staff will have finished their training	N/A	k13s08	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for the expectation of the amount of training provided - Our business is small/not looking to expand	N/A	k13s09	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for the expectation of the amount of training provided - Difficulty in finding staff/the right staff	N/A	k13s10	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for the expectation of the amount of training provided - We can't afford the cost of training	N/A	k13s11	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for the expectation of the amount of training provided - Other decrease in training	N/A	k13s12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for the expectation of the amount of training provided - Other	N/A	k13s95	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasons for the expectation of the amount of training provided - Don't know/can't say	N/A	k13s99	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Any further comments ²	h1	h1	h1	h1	h1	h1	N/A	N/A	N/A	N/A
Any improvements to the VET system – Offer more courses for more industries	N/A	N/A	N/A	N/A	N/A	N/A	h1c01	h1c01	h1c01	N/A
Any improvements to the VET system – Offer more courses for industry-specific skills	N/A	N/A	N/A	N/A	N/A	N/A	h1c02	h1c02	h1c02	N/A
Any improvements to the VET system – Improve the running of TAFE institutions	N/A	N/A	N/A	N/A	N/A	N/A	h1c03	h1c03	h1c03	N/A
Any improvements to the VET system – Increase the number of courses available at individual TAFE institutions	N/A	N/A	N/A	N/A	N/A	N/A	h1c04	h1c04	h1c04	N/A
Any improvements to the VET system – Implement fundamental OH&S training	N/A	N/A	N/A	N/A	N/A	N/A	h1c05	h1c05	h1c05	N/A

² Comments were not coded in 2013-2019

NAME	VARIABLE NAME 2023	VARIABLE NAME 2021	VARIABLE NAME 2019	VARIABLE NAME 2017	VARIABLE NAME 2015	VARIABLE NAME 2013	VARIABLE NAME 2011	VARIABLE NAME 2009	VARIABLE NAME 2007	VARIABLE NAME 2005
Any improvements to the VET system – Improve formal recognition of qualification	N/A	N/A	N/A	N/A	N/A	N/A	h1c06	h1c06	h1c06	N/A
Any improvements to the VET system – More/better trainers/providers/supervisors	N/A	N/A	N/A	N/A	N/A	N/A	h1c07	h1c07	h1c07	N/A
Any improvements to the VET system – Standardise/regulate the entire system across institutions/states	N/A	N/A	N/A	N/A	N/A	N/A	h1c08	h1c08	h1c08	N/A
Any improvements to the VET system – Provide more/easier information regarding the arrangement and opportunities for traineeships/apprenticeships available	N/A	N/A	N/A	N/A	N/A	N/A	h1c09	h1c09	h1c09	N/A
Any improvements to the VET system – Less/simplified paperwork/ bureaucracy involved in the arrangement of traineeships/apprenticeships	N/A	N/A	N/A	N/A	N/A	N/A	h1c10	h1c10	h1c10	N/A
Any improvements to the VET system – More support for small businesses in acquiring trainees/apprentices	N/A	N/A	N/A	N/A	N/A	N/A	h1c11	h1c11	h1c11	N/A
Any improvements to the VET system – More support for rural/regional/remote areas in acquiring trainees/apprentices	N/A	N/A	N/A	N/A	N/A	N/A	h1c12	h1c12	h1c12	N/A
Any improvements to the VET system – Increase vocational/on the job training as part of traineeship/apprenticeship	N/A	N/A	N/A	N/A	N/A	N/A	h1c13	h1c13	h1c13	N/A
Any improvements to the VET system – More communication with schools on career opportunities/promote in school	N/A	N/A	N/A	N/A	N/A	N/A	h1c14	h1c14	h1c14	N/A
Any improvements to the VET system – Lower the legal school leaving age to allow traineeships/apprenticeships to begin earlier	N/A	N/A	N/A	N/A	N/A	N/A	h1c15	h1c15	h1c15	N/A
Any improvements to the VET system – Improve literacy/basic computer and interpersonal skill standards/requirements	N/A	N/A	N/A	N/A	N/A	N/A	h1c16	h1c16	h1c16	N/A
Any improvements to the VET system – Better match between work requirements and course components	N/A	N/A	N/A	N/A	N/A	N/A	h1c17	h1c17	h1c17	N/A
Any improvements to the VET system – Communication between employers and training providers	N/A	N/A	N/A	N/A	N/A	N/A	h1c18	h1c18	h1c18	N/A
Any improvements to the VET system – More up to date training (new techniques/technology)	N/A	N/A	N/A	N/A	N/A	N/A	h1c19	h1c19	h1c19	N/A
Any improvements to the VET system – More flexibility in the provision of training (evening courses/correspondence/online)	N/A	N/A	N/A	N/A	N/A	N/A	h1c20	h1c20	h1c20	N/A
Any improvements to the VET system – Streamline courses/make courses more concise/shorter	N/A	N/A	N/A	N/A	N/A	N/A	h1c21	h1c21	h1c21	N/A
Any improvements to the VET system – Reinstate more introductory vocational/VET subjects at school	N/A	N/A	N/A	N/A	N/A	N/A	h1c22	h1c22	h1c22	N/A
Any improvements to the VET system – Make traineeships/apprenticeships longer	N/A	N/A	N/A	N/A	N/A	N/A	h1c23	h1c23	h1c23	N/A

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Any improvements to the VET system – Higher assessment standards (for students)/ better quality courses	N/A	N/A	N/A	N/A	N/A	N/A	h1c24	h1c24	h1c24	N/A
Any improvements to the VET system – Greater recognition of prior learning and internationally acquired qualifications	N/A	N/A	N/A	N/A	N/A	N/A	h1c25	h1c25	h1c25	N/A
Any improvements to the VET system – Increase funding/ reduce costs/ implement government subsidies and incentives	N/A	N/A	N/A	N/A	N/A	N/A	h1c26	h1c26	h1c26	N/A
Any improvements to the VET system – Increase the award wage for trainees/apprentices	N/A	N/A	N/A	N/A	N/A	N/A	h1c27	h1c27	h1c27	N/A
Any improvements to the VET system – Provide incentives for mature age trainees/apprentices	N/A	N/A	N/A	N/A	N/A	N/A	h1c28	h1c28	h1c28	N/A
Any improvements to the VET system – Screen traineeship/apprenticeship applicants for appropriateness (character/basic competencies)	N/A	N/A	N/A	N/A	N/A	N/A	h1c29	h1c29	h1c29	N/A
Any improvements to the VET system – Create a register of potential employers and employees	N/A	N/A	N/A	N/A	N/A	N/A	h1c30	h1c30	h1c30	N/A
Any improvements to the VET system – Improve commitment/ introduce contractual obligations into traineeship/apprenticeship agreements	N/A	N/A	N/A	N/A	N/A	N/A	h1c31	h1c31	h1c31	N/A
Any improvements to the VET system – Yes (specify)	N/A	N/A	N/A	N/A	N/A	N/A	h1c97	h1c97	h1c97	N/A
Any improvements to the VET system – No suggestions	N/A	N/A	N/A	N/A	N/A	N/A	h1c98	h1c98	h1c98	N/A
Any improvements to the VET system – Don't know/can't say	N/A	N/A	N/A	N/A	N/A	N/A	h1c99	h1c99	h1c99	N/A
Weight variable	weight	weight	weight	weight	weight	weight	weight	weight	weight	weight
New weight variable	N/A	N/A	N/A	N/A	N/A	wt_new	N/A	N/A	N/A	N/A
Recruitment difficulties (those looking for staff)	N/A	N/A	N/A	N/A	N/A	N/A	b7_1	b7_1	b7_1	b7_1
Summary of recruitment difficulties (All employers)	N/A	N/A	b7all	b7all	b7all	b7all	N/A	N/A	N/A	N/A
Summary of recruitment difficulties	N/A	N/A	difficult	difficult	difficult	difficult	difficult	difficult	difficult	N/A
Awareness of the VET system	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	aware
Employer engagement with the VET system	engage	engage	engage	engage	engage	engage	engage	engage	engage	engage
Formal vocational qualifications as requirement for job(s) (All employers)	c2all	c2all	c2all	c2all	c2all	c2all	c2all	c2all	c2all	c2all
Summary of other training or financial support for employees	N/A	N/A	D4sum	D4sum	D4sum	D4sum	C6sum	C6sum	C6sum	N/A
Summary of informal training	informal	informal	informal	informal	informal	informal	informal	informal	informal	N/A
Apprenticeships/traineeships – Satisfaction (summary)	E7sum	E7sum	E7sum	E7sum	E7sum	E7sum	E12sum	E12sum	E12sum	E12sum
Nationally recognised training – Satisfaction (summary)	F9sum	F9sum	F9sum	F9sum	F9sum	F9sum	F11sum	F11sum	F11sum	F11sum

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Formal vocational qualifications – Satisfaction (summary)	C5sum	C5sum	C5sum	C5sum	C5sum	C5sum	D7sum	D7sum	D7sum	D7sum
Unaccredited training – Satisfaction (summary)	G10sum	G10sum	G10sum	G10sum	G10sum	G10sum	G11sum	G11sum	G11sum	G11sum
Satisfaction with VET	sat	sat	sat	sat	sat	sat	sat	sat	sat	sat
Apprenticeships/traineeships – Satisfaction with quality of training from main provider (summary)	N/A	N/A	N/A	N/A	N/A	N/A	E10sum	E10sum	E10sum	E10sum
Nationally recognised training – Satisfaction with quality of training from main provider (summary)	N/A	N/A	N/A	N/A	N/A	N/A	F9sum	F9sum	F9sum	F9sum
Unaccredited training – Importance (summary)	N/A	N/A	N/A	N/A	N/A	N/A	G7sum	G7sum	G7sum	G7sum
Apprenticeships/traineeships – Importance (summary)	N/A	N/A	N/A	N/A	N/A	N/A	E11sum	E11sum	E11sum	E11sum
Nationally recognised training – Importance (summary)	N/A	N/A	N/A	N/A	N/A	N/A	F10sum	F10sum	F10sum	F10sum
Unaccredited training – Importance (summary)	N/A	N/A	N/A	N/A	N/A	N/A	G10sum	G10sum	G10sum	G10sum
Formal vocational qualifications – Importance (summary)	N/A	N/A	N/A	N/A	N/A	N/A	D6sum	D6sum	D6sum	D6sum
Combination of training	train	train	train	train	train	train	train	train	train	train
Awareness of formal vocational qualifications	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	FVQ_aware
Formal vocational qualifications participation	N/A	N/A	N/A	N/A	N/A	N/A	FVQ_part	FVQ_part	FVQ_part	FVQ_part
Awareness of apprenticeships/traineeships	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	AT_aware
Apprenticeships/traineeships participation	N/A	N/A	N/A	N/A	N/A	N/A	AT_part	AT_part	AT_part	AT_part
Awareness of nationally recognised training	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NRT_aware
Nationally recognised training participation	N/A	N/A	N/A	N/A	N/A	N/A	NRT_part	NRT_part	NRT_part	NRT_part