



Training and Education Experience

Australia 1993

EMBARGOED UNTIL 11.30 A.M. 7 SEPTEMBER 1994

**TRAINING AND EDUCATION EXPERIENCE
AUSTRALIA
1993**

(Formerly: How Workers Get Their Training)

IAN CASTLES
Australian Statistician

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PHONE INQUIRIES

- *for further information about statistics in this publication and the availability of related unpublished statistics, contact Bob McCombe on Canberra (06) 252 6660 or any ABS State office.*
- *for information about other ABS statistics and services, please contact Information Services on Canberra (06) 252 6627, 252 5402, 252 6007 or any ABS State office.*

ADDITIONAL DATA ON REQUEST

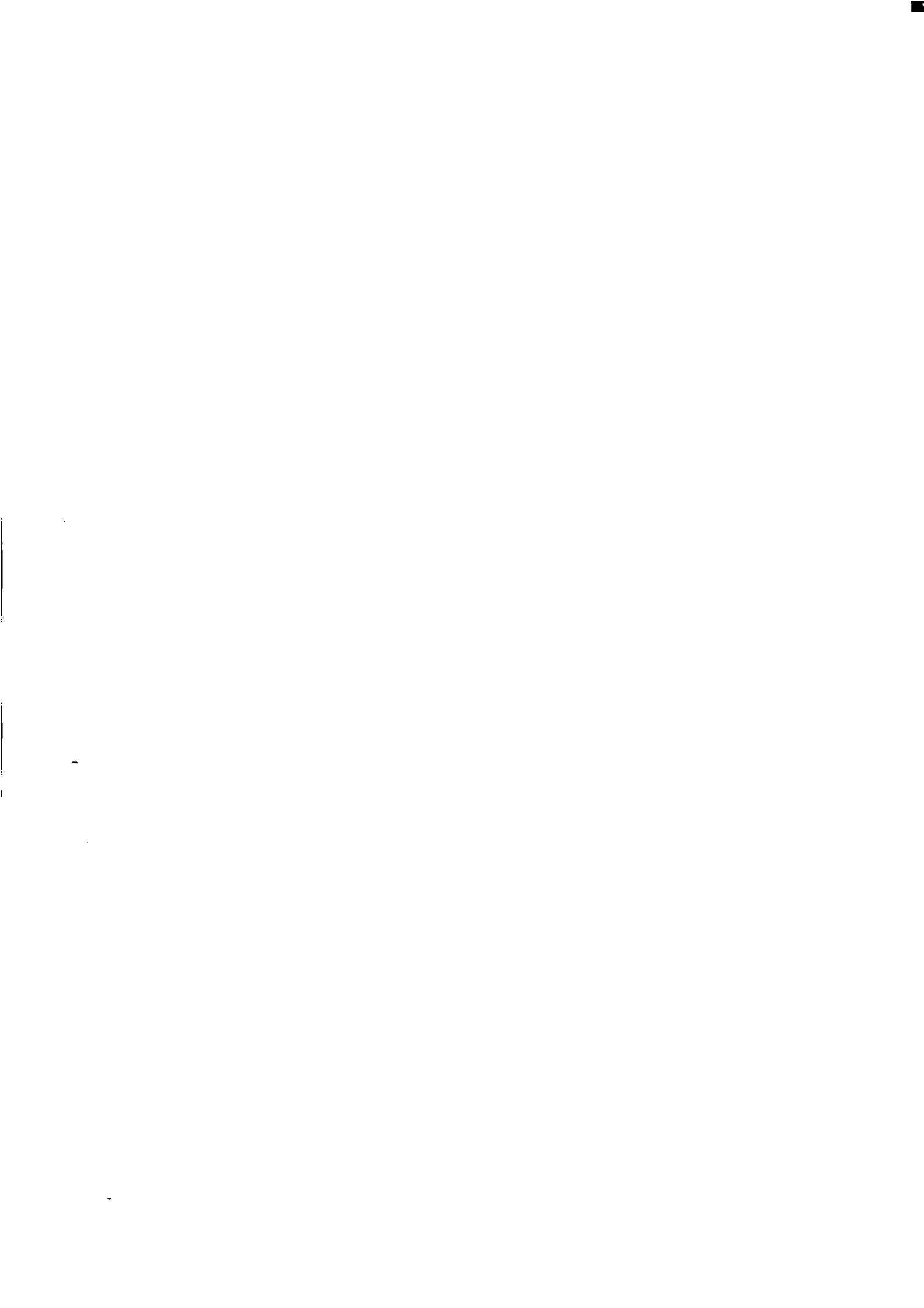
The ABS offers a range of unpublished data from this survey on request. Order forms for unpublished data can be found on pages 95 and 96.

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SUMMARY OF FINDINGS

WHO RECEIVED TRAINING?

More employees received training in Australia in 1993 than in 1989, when the previous survey of this type was conducted.

Wage or salary earners in the last 12 months

(Table 1.1 to Table 1.4)

In the 12 months prior to the survey being undertaken in April and May 1993, an estimated 86 per cent of those who had a wage or salary job in the last 12 months undertook some form of training, compared to 79 per cent during the 1989 reference period. The largest component of this increase related to on-the-job training, which rose from 72 per cent to 82 per cent. The percentage receiving more formal training (i.e. undertaking study or training courses) has remained the same as in 1989 (47%). However, there has been a small change from in-house training courses (which fell by 4%) to external training courses and study for an educational qualification (which each rose by 2%) (see Diagram 1).

In the 12 month reference period, more wage or salary earners born in Australia or in the main English-speaking countries received training than did those born in other countries. An estimated 50 per cent of both the Australian born, and those born in the main English-speaking countries, undertook study or training courses, compared to 35 per cent of those born in other countries. This disparity was less noticeable for on-the-job training, where 75 per cent of those born in other countries received on-the-job training, compared to 83 per cent of those born in Australia or in the main English-speaking countries. The pattern was similar in 1989.

A divergence was also found between wage or salary earners with and without post-school qualifications. An estimated 56 per cent of wage or salary earners with post-school qualifications reported undertaking study or training courses in the 12 month period, compared to 39 per cent of those without post-school qualifications. The comparable percentages for 1989 were 56 per cent and 40 per cent respectively.

In 1993, as for 1989, a significantly greater proportion of wage or salary earners from the Australian Capital Territory (63%) undertook training than in any of the other States or Territories (between 43% and 49%).

Almost half of both male and female wage or salary earners (46% and 48% respectively) stated that they had undertaken study or training courses. Unlike the 1989 survey, there were greater percentages of females in all categories of training than males, except for employer supported external training.

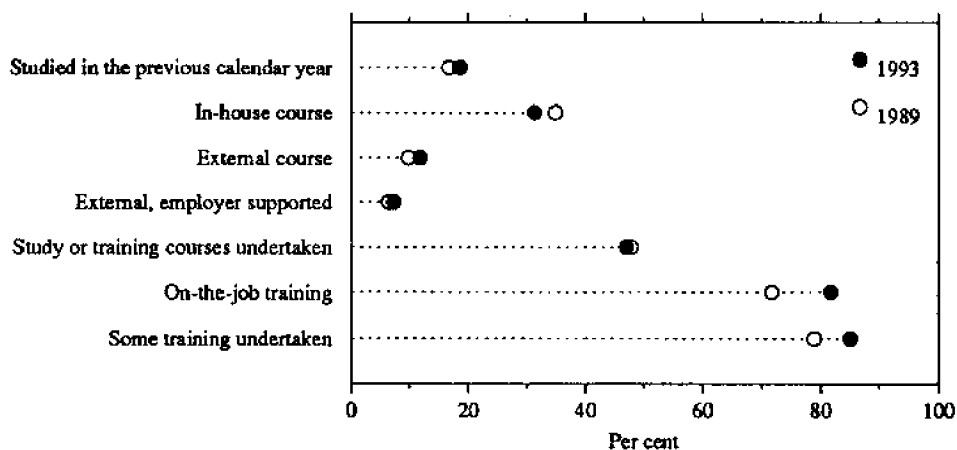
Although more 15-19 and 20-24 year old wage or salary earners reported undertaking study or training courses in 1993 (63% and 54% respectively) than in 1989, study comprised the greatest part, with 'Study in 1992' reported by 57 per cent of those aged 15-19 and 35 per cent of those aged 20-24.

Fewer older workers, aged 55 to 64, received training than did younger workers. An estimated 62 per cent of these older workers received some form of training, but only 27 per cent undertook study or training courses. In 1989, just under half (49%) of those aged 55 to 64 undertook any training at all with only 24 per cent who undertook study or training courses.

While there was little difference in the overall incidence of training undertaken by full-time and part-time wage or salary earners (87% and 82% respectively), the types of training undertaken varied considerably. An estimated 36 per cent of full-time wage or salary earners undertook in-house training courses, compared with 20 per cent of those who worked part time. In contrast, 17 per cent of full-time wage or salary earners studied in 1992 compared with 24 per cent of those who worked part time.

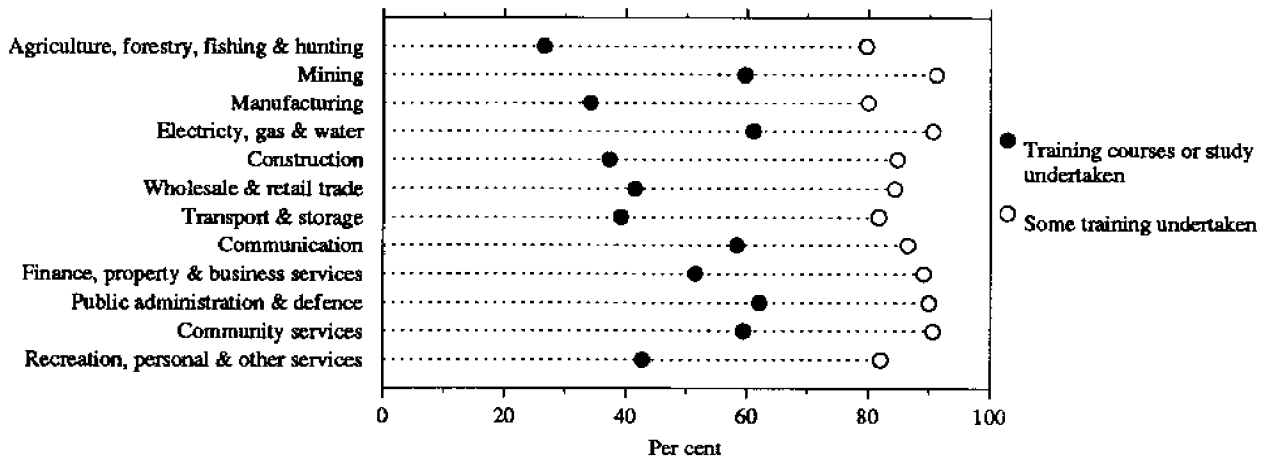
More permanent wage or salary earners undertook employer supported external courses than did casual wage or salary earners (9% and 2% respectively). However, the percentage of casual wage or salary earners who did some form of training has increased from 73 per cent in 1989 to 82 per cent in 1993.

DIAGRAM 1. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: CATEGORIES OF TRAINING UNDERTAKEN AUSTRALIA, 1989 AND 1993



Source: Table 1.1

**DIAGRAM 2. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS:
INDUSTRY OF MAIN PERIOD EMPLOYER AND SUMMARY OF TRAINING UNDERTAKEN,
AUSTRALIA, 1993**



Source: Table 1.3

In 1993, wage or salary earners working in the Mining; Electricity, gas and water; Public administration and defence; and Community services industries reported the highest incidence of training. Around 90 per cent in each of these industries reported undertaking some form of training and around 60 per cent reported undertaking study or training courses. In comparison, those wage or salary earners working in Agriculture, forestry, fishing and hunting reported the least training. Some 80 per cent in this industry received some form of training and 27 per cent undertook study or training courses (see Diagram 2).

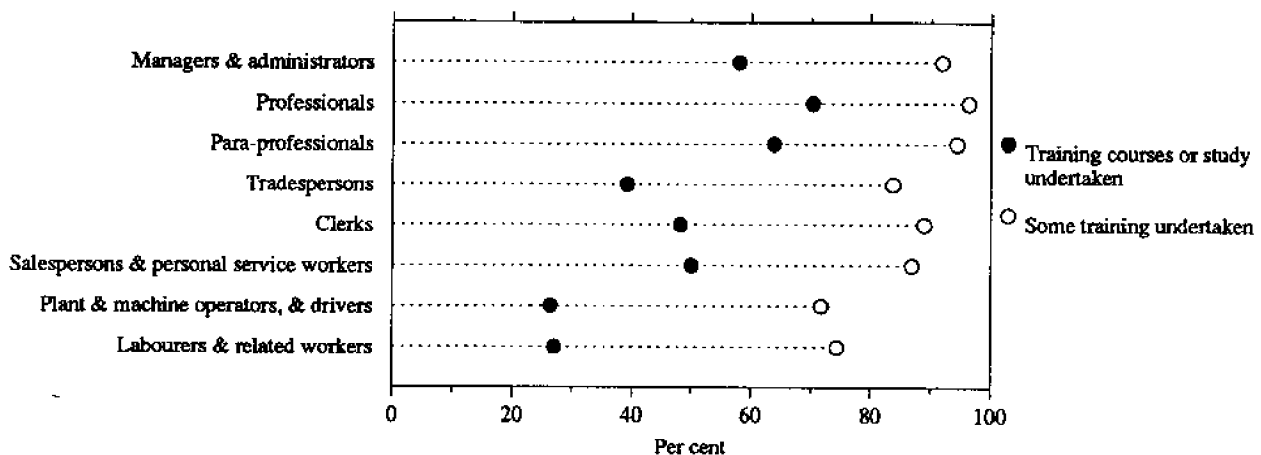
The greatest proportion of wage or salary earners by occupation who undertook training in 1993 were Professionals. An estimated 96 per cent of Professionals received some form of training in the 12 month period and 70 per cent undertook study or training courses. Plant and machine operators, and drivers had the lowest proportion receiving some form of training (72%). While the amount of training undertaken by wage or salary earners in each of the ASCO Major Occupation Groups has increased since 1989, the relativities between these groups remain unchanged (see Diagram 3).

More wage or salary earners working in the public sector undertook study or training courses (61%) than those working in the private sector (42%). These proportions are largely unchanged from 1989 (62% and 42% respectively).

As the size of the main period employer increased, so did the incidence of training. Some 36 per cent of wage or salary earners working at locations with fewer than 10 employees undertook study or training courses compared to 55 per cent of those working at locations with 100 or more employees. 'Main period employer' refers to the employer for whom the wage or salary earner worked for the longest. A full explanation is found in the Glossary (page 56).

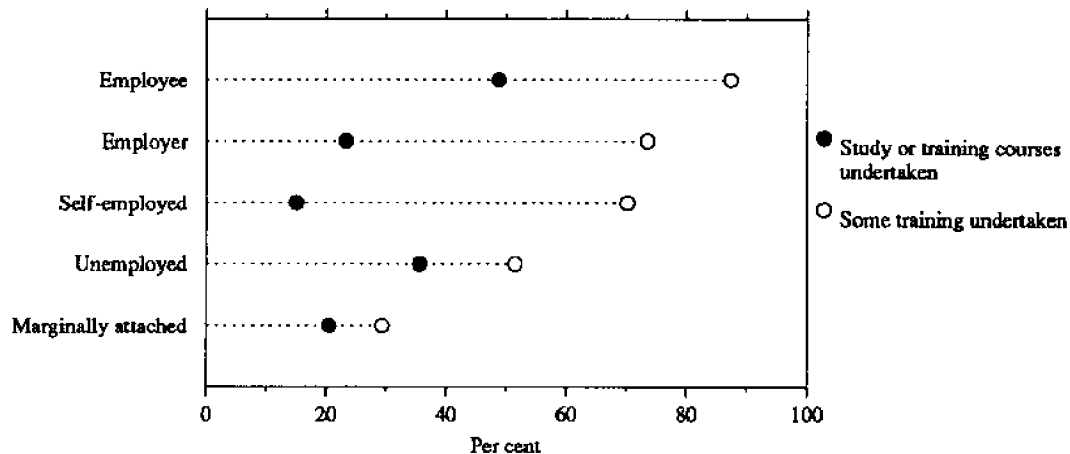
However, employer size made little difference to the amount of on-the-job training received. An estimated 79 per cent of wage or salary earners working at locations with fewer than 10 employees received on-the-job training compared with 83 per cent of those working at locations with more than 100 employees.

**DIAGRAM 3. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: OCCUPATION
OF JOB WITH MAIN PERIOD EMPLOYER AND SUMMARY OF TRAINING UNDERTAKEN,
AUSTRALIA, 1993**



Source: Table 1.3

**DIAGRAM 4. PERSONS IN, OR marginally ATTACHED TO, THE LABOUR FORCE:
EMPLOYMENT STATUS AND SUMMARY OF TRAINING UNDERTAKEN,
AUSTRALIA, 1993**



Source: Table 1.5

The incidence of training also tended to increase as usual weekly earnings increased. Approximately 42 per cent of those wage or salary earners who earned less than \$200 per week undertook study or training courses compared with 81 per cent of those who earned between \$1000 and \$1040 per week.

However, those with lower earnings were more likely to have studied in 1992 than those with higher earnings (around 30% of those who earned less than \$200 compared with 17% of those who earned between \$1000 and \$1040).

Persons who were employed, unemployed or marginally attached to the labour force at the time of the survey (Table 1.5)

Of the estimated 9,241,900 persons in this group at the time of the survey:

- Almost 50 per cent of employees had undertaken study or training courses compared with 23 per cent of employers and 15 per cent of self-employed persons (see Diagram 4).
- Almost twice as many unemployed persons as marginally attached persons undertook study or training courses (36% compared with 21%). 'Marginally attached' is used to describe those persons who were neither employed nor unemployed but who wanted to work. A full explanation is found in the Glossary (page 56).
- Amongst the unemployed, 40 per cent of females undertook study or training courses in the 12 month period compared to 33 per cent of males.

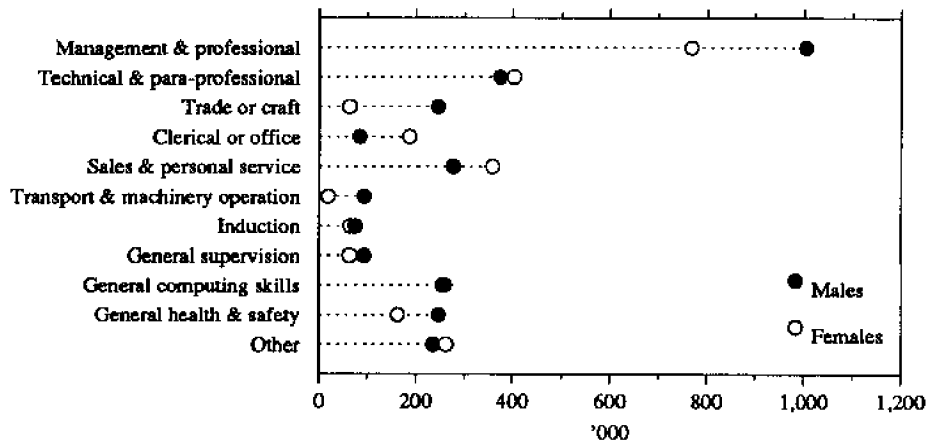
WHAT TRAINING WAS UNDERTAKEN?

In 1993, there were more than 3 times as many attendances at in-house training courses in the 12 month period than at external courses (5,687,300 compared to 1,839,500).

Of the estimated 5,687,300 attendances at **in-house courses**, some 98 per cent of attendances were by participants who had a wage or salary job in the last 12 months (Table 2.1 and Table 2.3). Of these 5,581,900 attendances:

- Just over half were by those who were private sector employees.
- Some 80 per cent were by those working for employers who had more than 100 employees throughout Australia.
- Around 90 per cent were by those who had been with their main period employer for more than a year.
- There were more attendances by participants who were Professionals and Clerks (27% and 18% respectively) than for other occupations.
- Management and professional courses accounted for almost one third of attendances, followed by Technical and para-professional courses (14%) (see Diagram 5).
- Some 47 per cent of attendances at Management and professional courses and 57 per cent of attendances at Technical and para-professional courses were by those working in the Community Services industry.
- Most attendances (82%) were by participants who were full-time, permanent employees.
- Those who were casual employees had more attendances in the Sales and personal service field (28%) than in any other field.

DIAGRAM 5. NUMBER OF IN-HOUSE TRAINING COURSES ATTENDED IN THE LAST 12 MONTHS: FIELDS OF IN-HOUSE COURSES ATTENDED AND SEX AUSTRALIA, 1993



Note: Refers to attendances by those who had a wage or salary job in the last 12 months

Source: Table 3.4

Of the estimated 1,839,500 attendances at external courses (Table 2.6) in the 12 month reference period:

- An estimated 11 per cent were by those who were either unemployed or marginally attached to the labour force at the time of the survey.
- Those who were employed at the time of the survey attended more Management and professional courses than any other type (36% of attendances). In contrast, those who were not employed attended more General computing skills courses than any other type (19% of attendances).

Of the attendances at external courses, some 1,394,700 attendances were by those who had a wage or salary job in the last 12 months (Table 2.2 and Table 2.4). Of this group:

- Almost two thirds were by those who were private sector employees.
- Some 20 per cent of attendances were by participants who were part-time employees.
- Management and professional courses accounted for just over one third of attendances (see Diagram 6).
- There were more attendances by participants who were Professionals (35% of attendances) and Salespersons and personal service workers (14% of attendances) than by other occupations.

Of the estimated 9,241,900 persons in, or marginally attached to, the labour force at the time of the survey, approximately 1,513,600 (16%) studied for an educational qualification in 1992 (Table 2.8). Of those who had studied:

- Almost three quarters were employees at the time of the survey, 20 per cent were either unemployed or marginally attached to the labour force, and the remaining 6 per cent worked in their own business.
- Nearly all (95%) reported studying for that qualification for vocational reasons.
- More reported studying for a bachelor degree (22%) than any other type of qualification.

An estimated 1,316,100 persons who had a wage or salary job in the last 12 months had also studied in 1992. Of these persons, more had studied for a qualification in Business and administration (18%) than in any other field. However, amongst males, Engineering was the most popular field of study (20%) followed by Business and administration (17%). For females, 19 per cent studied Business and administration, and a further 17 per cent reported Society and culture as their main field of study (Table 2.5).

WHAT SUPPORT WAS RECEIVED FOR TRAINING?

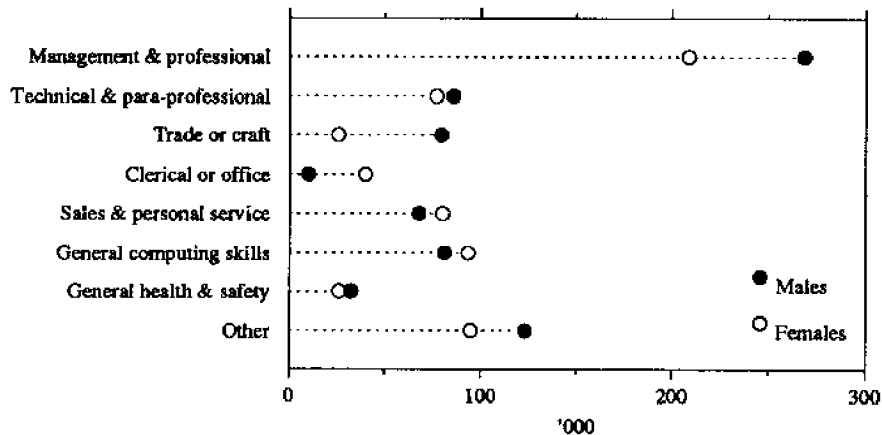
An estimated 3,514,500 persons who were wage or salary earners in the last 12 months either attended a training course in the reference period or studied for an educational qualification in either 1992 or 1993 (Table 3.1). Of these:

- 75 per cent received employer support for some of that training or study. Almost 35 per cent did some training or study without employer support.
- Around 35 per cent of casual employees attending training courses or studying did so with employer support, with 73.8 per cent doing some training or study without employer support.

Of the estimated 1,937,900 persons who had a wage or salary job in the last 12 months and who required an educational qualification to obtain that job, an estimated 731,700 (38%) received employer support to study for that qualification (Table 3.2). Of these:

- Most (60%) had received that support from an employer other than their main period employer.
- Some 44 per cent had studied for skilled vocational qualifications.
- 'Paid study leave' and 'Paid for materials or fees' were the two most commonly reported forms of employer support.

DIAGRAM 6. NUMBER OF EXTERNAL TRAINING COURSES ATTENDED IN THE LAST 12 MONTHS: FIELDS OF EXTERNAL COURSES ATTENDED AND SEX AUSTRALIA, 1993



Note: Refers to attendances by those who had a wage or salary job in the last 12 months

Source: Table 2.2

Of the estimated 752,000 persons who had a wage or salary job in the last 12 months and had attended external courses, just over two thirds (67%) received some support from their main period employer for the external courses they attended (Table 3.8).

Another way to measure the level of employer support for training, apart from monetary support, is to examine the amount of time spent undertaking training while employed.

- Of the 5,581,900 attendances at in-house courses by those who had a wage or salary job in the last 12 months, some 35 per cent lasted 40 hours or more. Male participants had more attendances at these longer courses than did female participants (42% compared with 27%) (Table 3.4).
- Of the 1,281,500 attendances by wage or salary earners at external courses while working, 29 per cent of attendances were at courses lasting 40 hours or more. However, the disparity in the proportion of male and female attendances at these longer courses was less marked than for in-house courses. Almost one third of attendances by males lasted 40 hours or more, compared with 26 per cent of attendances by females (Table 3.5).

Apart from employers, support for training can be provided from other sources (Table 3.9). For the 1,054,700 persons in, or marginally attached to, the labour force who had also attended an external training course:

- Some 726,400 (69%) reported drawing upon some form of non-employer support, with 598,000 (57%) providing their own support.
- Many more of the 143,000 who were not employed received government support (53%) than did those who were employed (6%).

WHAT TRAINING WAS REQUIRED TO OBTAIN JOBS?

Of the estimated 7,078,700 persons who had a wage or salary job in the last 12 months, 3,381,100 (48%) held a post-school qualification, very similar to the 1989 estimate of 47 per cent (Table 4.1).

Some 29 per cent of males and 26 per cent of females in the 1993 survey reported that a qualification was required to obtain their job with their main period employer (Table 4.1).

Of the 3,381,100 persons who held a post-school qualification (Table 4.3):

- More people working in the Community services industry required a qualification to obtain their job (79%) than those working in other ASIC Industry Divisions.
- Employees working for larger businesses were required to have qualifications more often than employees working for smaller businesses, 64% of those working for businesses with 100 or more employees throughout Australia, compared with 41% of those working for businesses with less than 10 employees throughout Australia.
- Almost three quarters of public sector employees required a qualification, compared with just under half of private sector employees.
- The level of qualification most required by the main period employer was a bachelor degree or higher, comprising almost one third of the required qualifications.

HOW WAS TRAINING PROVIDED?

Wage or salary earners in the last 12 months

Persons who had a wage or salary job in the last 12 months comprised 98 per cent of those who had attended an in-house training course in the 12 month reference period (Table 5.1). Of these 2,214,200 persons:

- Most (94%) reported that their main course was conducted with an instructor, with very little variation from this percentage amongst the different fields. Of those courses with instructors, about 85 per cent also had structured notes or a manual, and relatively few (14%) were 'self-paced' courses.
- Overall, some 79 per cent of all main courses were conducted totally in work time, although more wage or salary earners whose main course was in the field of Sales and personal service or Trade or craft stated that their course was conducted totally out of work time (18% and 17% respectively).
- About one third of wage or salary earners had their main course assessed, although almost three quarters of those whose main course was in the field of Transport and machinery operation reported that it had been assessed.
- Of the main courses that had been assessed, the most common forms of assessment were 'practical demonstration' (55%) and 'written tests or exams' (47%) (note that these are multi-response categories).
- Some 42 per cent stated that their main course was part of a larger training program.

An estimated 78 per cent of persons who attended an external course had a wage or salary job in the last 12 months (Table 5.2). Of these 835,600 persons:

- As with in-house courses, nearly all (96%) reported that their main course was conducted with an instructor, again with very little variation amongst the different fields. Of those courses with instructors, about 86 per cent also had structured notes or a manual, and relatively few (16%) were self-paced courses.

- Overall, Educational institutions and Training consultants each conducted about 20 per cent of the main courses. However, Professional and industrial associations conducted 42 per cent of the main courses in the Management and professional field while Equipment suppliers or manufacturers provided 37 per cent of the main courses in the Sales and personal service field.
- Some 35 per cent of main courses were assessed, although only 24 per cent of the main courses in the Management and professional field were assessed, compared with 57 per cent in the General health and safety field.
- Almost one quarter of wage or salary earners in the last 12 months reported that their main course was part of a larger training program.

Persons who were employed, unemployed or marginally attached to the labour force at the time of the survey

Of the estimated 7,584,600 persons who were employed at the time of the survey, 2,199,600 (29%) had attended training courses in work time (Table 5.4). Of these:

- Most (92%) were employees, with employers and the self-employed each comprising 4 per cent.
- Employees had the least difficulty in attending courses, with 68 per cent of employees reporting 'No difficulties', compared to 56 per cent of the self-employed and 39 per cent of employers.
- Of those who reported difficulties, finding time to attend courses presented the greatest problem, with 76 per cent of employers and 61 per cent of the self-employed giving either 'No time' or 'Scheduling work and training' as their main difficulty. Some 69 per cent of employees gave these reasons, although 'Location of training' posed the greatest problem for a further 14 per cent.

DIAGRAM 7. PERSONS IN, OR marginally ATTACHED TO, THE LABOUR FORCE: PROVIDER OF MAIN EXTERNAL TRAINING COURSE AND EMPLOYMENT STATUS AUSTRALIA, 1993

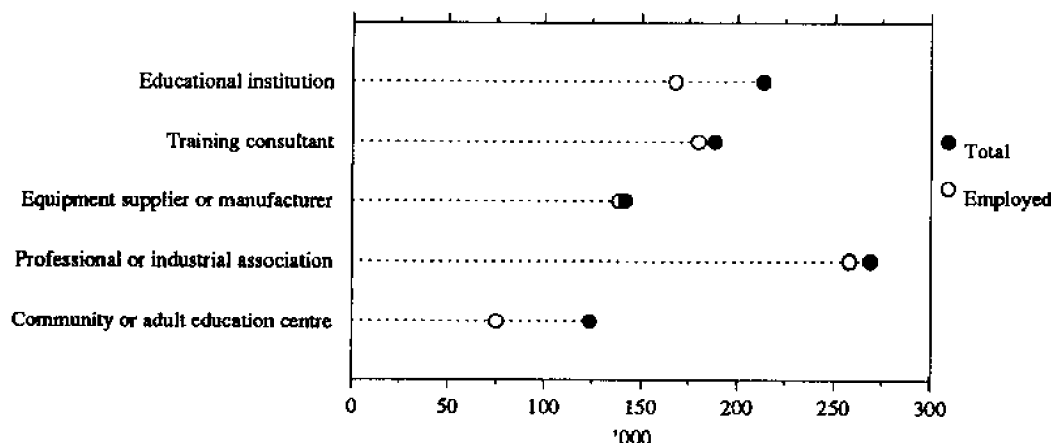
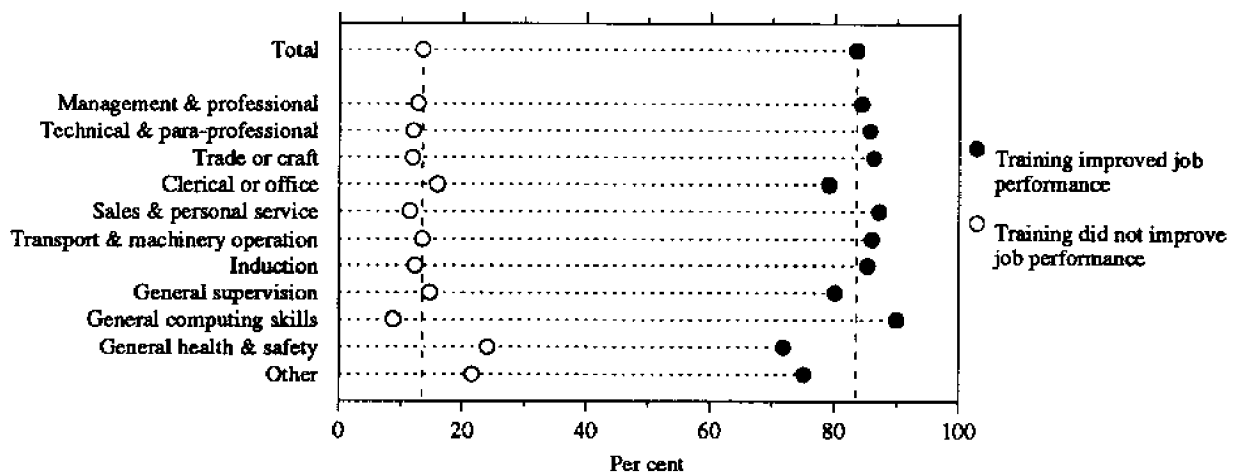


DIAGRAM 8. PERSONS WHO ATTENDED AN IN-HOUSE TRAINING COURSE IN THE LAST 12 MONTHS: WHETHER JOB PERFORMANCE IMPROVED AND FIELD OF MAIN IN-HOUSE TRAINING COURSE AUSTRALIA, 1993



Note: Refers to persons who had a wage or salary job in the last 12 months

Source: Table 6.1

For one third of the 5,385,000 employed persons who did not attend a training course in work time, the perception that there was 'No need or little difference to work prospects' was their main reason for not attending, although 22 per cent gave 'No time' or 'Scheduling work and training'. A further 20 per cent gave 'No courses available' as their main reason (Table 5.4).

Only 1,058,400 employed persons (14%) had attended a course in their own time, of whom 383,700 (36%) had all costs paid for by their employer. The remaining 674,700 either worked in their own business or had either some costs or no costs paid for by their employer (Table 5.3).

Of the 6,526,200 employed persons who did not attend a course in their own time, the main reasons for not attending were similar to those reported by persons who did not attend courses in work time. One third reported 'No need, little difference to work prospects' as their main reason and a further 29 per cent gave 'No time' or 'Scheduling of work and training' as their main reason (Table 5.3).

Of the estimated 9,241,900 persons in, or marginally attached to, the labour force at the time of the survey, 1,054,700 (11%) had attended at least one external training course (Table 5.6). Of this group:

- Almost all (96%) had their main course conducted with an instructor.
- For just over one third of persons who were unemployed or marginally attached, the external courses that they attended were provided by Community or adult education centres, with a further one third attending external courses that were provided by Educational institutions.
- In contrast, some 258,100 employed persons (28%) attended external courses that were provided by Professional or industrial associations, while a further 179,800 (20%) attended external courses that were provided by Training consultants (see Diagram 7).

Of the estimated 9,241,900 persons in, or marginally attached to, the labour force at the time of the survey, 1,513,600 (16%) had studied for an educational qualification in 1992 (Table 5.7). Of this group:

- Just over two thirds of those students who were unemployed or marginally attached studied full time, compared with one third of those who were employed.
- Of the 599,100 full-time students, 45 per cent were enrolled at universities, with a further 24 per cent enrolled at secondary schools. In contrast, some 61 per cent of part-time students were enrolled at TAFE colleges, with a further 22 per cent enrolled at universities.
- More students were enrolled at TAFE colleges (39%) than at universities (34%). Marginally attached persons were more likely to be enrolled at a university than a TAFE college (42% and 27% respectively).

An estimated 1,251,500 persons who were working as wage or salary earners at the time of the survey (21%) were involved in the provision of some form of vocational training. Just over half of those who provided training were involved in conducting training, although most (85%) spent only 25 per cent or less of their working time on conducting training (Table 5.5).

WHY WAS TRAINING UNDERTAKEN AND WITH WHAT OUTCOMES?

Persons who were wage or salary earners in the 12 month reference period undertook their main in-house course and main external course while they had a job for different reasons and with differing outcomes (Table 6.1 and Table 6.2):

- More (17%) did their main in-house course to help obtain a promotion than those who reported that the main external course they attended while working was undertaken to help them obtain a promotion (12%).
- Similarly, 21 per cent believed that their main in-house course was necessary for them to obtain a promotion, compared with 9 per cent who believed it of the main external course they attended while working.
- A smaller proportion (40%) did their main in-house course for retraining than did so in respect of the main external course they attended while working (46%).
- Most (85%) considered that skills gained from their main in-house course could be transferred to another employer, while 91 per cent considered that skills gained from the main external course they attended while working were transferable.
- A similar proportion of those who believed that their main in-house course had resulted in improved job performance (see Diagram 8), believed that the main external course they attended while working resulted in improved job performance (84% and 81% respectively).

Of the 5,708,200 employees working with their main period employer at the time of the survey (Table 6.3 and Table 6.4):

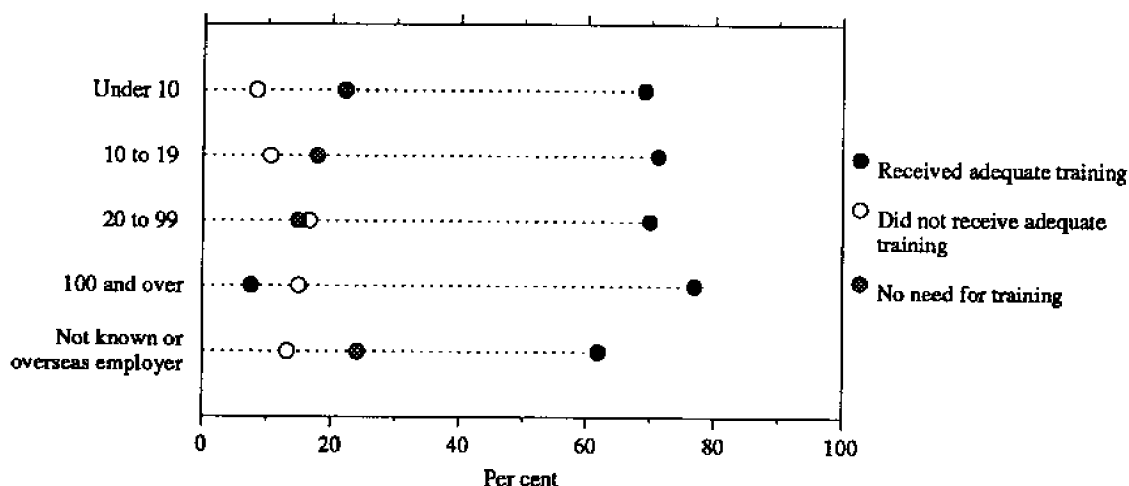
- Almost three quarters believed that, since they began working for that employer, they had received adequate job training. An additional 12 per cent did not believe that they had any need for training.

- More older employees than younger employees claimed that they had no need for training, 32 per cent of those aged 60 to 64 compared with 5 per cent of those aged 15 to 19.
- Some 23 per cent of those born in Australia and whose first language was not English did not consider that they had received adequate job training, as did 24 per cent of persons of Aboriginal or Torres Strait Islander origin.
- An estimated 22 per cent of employees working for businesses with fewer than 10 employees believed that they had no need for training, compared with just 8 per cent of those working for businesses with 100 or more employees (see Diagram 9).

Of the estimated 9,241,900 persons who were in, or marginally attached to, the labour force at the time of the survey (Table 6.5):

- Some 42 per cent of employees had some word processing skills, compared with 29 per cent of employers, 23 per cent of the self-employed, one third of the unemployed and 28 per cent of those marginally attached to the labour force.
- For each area of computer usage, except specific specialist packages, a greater percentage of persons who were either unemployed or marginally attached to the labour force reported having at least basic knowledge than did self-employed persons.
- More females than males had some word processing skills (44% and 31% respectively) and similarly for data entry skills (39% and 33% respectively), although males were more likely to have some programming or systems development skills than females (14% compared to 8%).
- At least some skills with spreadsheet software was reported by 27 per cent of employees, 19 per cent of employers, 13 per cent of the self-employed, 19 per cent of the unemployed and 16 per cent of the marginally attached.

DIAGRAM 9. EMPLOYEES WORKING WITH THEIR MAIN PERIOD EMPLOYER: SIZE OF EMPLOYER'S BUSINESS (EMPLOYEES THROUGHOUT AUSTRALIA) AND ADEQUACY OF JOB TRAINING AUSTRALIA, 1993



SECTION 1. WHO RECEIVED TRAINING?

TABLE 1.1. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: SUMMARY OF CHARACTERISTICS AND CATEGORIES OF TRAINING UNDERTAKEN (a)
AUSTRALIA, 1989 AND 1993

	Study or training courses undertaken				Total	On-the-job	Some training undertaken	Total
	Studied in the previous calendar year	In-house	Employer supported	Total (b)				
1989								
— per cent —								
Age —								(^{'000})
15 — 19	53.7	23.6	2.8	5.6	65.4	90.9	95.7	628.9
20 — 24	28.6	34.2	5.0	8.0	54.3	85.8	90.8	1,076.3
25 — 34	13.8	39.6	7.8	11.9	49.8	76.0	83.2	1,939.1
35 — 44	9.0	40.2	8.0	12.0	47.8	68.1	77.1	1,621.9
45 — 54	5.2	31.5	6.5	9.3	36.8	56.5	64.6	977.9
55 — 64	2.9	20.4	3.1	4.7	23.6	40.9	49.0	460.5
<i>State of usual residence —</i>								
New South Wales	17.1	33.6	6.2	9.2	47.1	71.1	78.3	2,215.4
Victoria	16.2	35.5	7.3	10.2	47.7	72.3	79.5	1,739.1
Queensland	16.6	33.1	4.8	9.1	46.4	70.3	77.1	1,112.7
South Australia	14.9	38.6	7.6	11.0	49.3	73.3	80.5	562.4
Western Australia	18.3	34.9	6.9	11.4	49.7	73.7	81.3	680.4
Tasmania	14.6	32.5	4.9	7.7	44.6	65.4	74.7	176.2
Northern Territory	16.8	36.7	*2.9	7.8	49.5	75.0	82.1	82.0
Australian Capital Territory	22.1	47.5	8.9	12.0	60.5	80.5	87.6	136.5
<i>Birthplace —</i>								
Born in Australia	17.9	36.2	6.3	9.9	49.7	73.3	80.6	5,039.0
Born outside Australia	13.2	30.8	6.7	9.6	42.0	67.2	74.4	1,665.8
Main English-speaking countries	12.7	37.3	8.5	12.9	48.3	71.9	79.4	777.0
Other countries	13.7	25.0	5.2	6.8	36.6	63.1	70.0	888.7
<i>Level of educational attainment —</i>								
With post-school qualifications	17.2	44.2	9.9	14.9	56.4	76.2	84.1	3,172.6
Without post-school qualifications	16.4	26.5	3.2	5.2	40.1	67.9	74.5	3,532.1
<i>Sex —</i>								
Males	17.0	35.1	7.4	10.4	48.5	71.1	78.8	3,740.7
Females	16.5	34.6	5.2	9.1	47.0	72.7	79.4	2,964.0
Total	16.8	34.9	6.4	9.8	47.8	71.8	79.0	6,704.7
1993								
— per cent —								
Age —								(^{'000})
15 — 19	56.6	13.5	1.5	5.7	63.3	92.3	96.3	479.0
20 — 24	34.8	26.7	4.5	9.4	54.4	89.9	93.7	1,124.8
25 — 34	17.0	33.2	8.5	13.0	46.8	85.3	88.6	2,001.3
35 — 44	11.6	37.8	9.4	14.5	47.6	82.2	86.0	1,764.8
45 — 54	8.1	33.0	7.8	12.2	40.8	74.1	78.9	1,231.9
55 — 64	2.0	23.2	5.2	7.7	26.9	56.3	61.6	476.9
<i>State of usual residence —</i>								
New South Wales	19.8	30.6	7.8	12.1	47.2	81.3	85.0	2,402.6
Victoria	16.4	29.1	6.8	11.6	44.3	80.1	84.5	1,753.3
Queensland	19.1	32.6	5.8	10.3	47.0	84.1	87.7	1,244.6
South Australia	19.1	33.8	7.6	12.4	49.0	81.3	85.7	588.9
Western Australia	18.0	31.5	7.4	12.1	47.7	82.8	86.5	692.5
Tasmania	18.2	30.7	6.1	12.2	47.3	81.1	86.6	179.5
Northern Territory	11.6	34.5	7.1	10.0	43.0	82.9	85.9	72.7
Australian Capital Territory	24.8	44.3	15.9	19.7	63.4	90.1	92.6	144.6
<i>Birthplace —</i>								
Born in Australia	20.0	32.5	7.7	12.5	49.1	83.2	87.3	5,311.5
Born outside Australia	14.4	27.7	6.0	9.8	40.5	77.6	81.2	1,767.2
Main English-speaking countries	15.0	33.1	7.6	12.3	46.3	80.2	84.4	854.8
Other countries	13.8	22.6	4.6	7.5	35.0	75.3	78.3	912.4
<i>Level of educational attainment —</i>								
With post-school qualifications	20.4	40.9	11.2	17.2	56.2	86.2	90.4	3,381.1
Without post-school qualifications	16.9	22.5	3.7	6.9	38.5	77.9	81.6	3,697.6
<i>Sex —</i>								
Males	18.3	30.5	8.0	11.7	46.1	81.3	85.4	3,873.2
Females	19.0	32.2	6.4	12.0	48.0	82.4	86.2	3,205.5
Total	18.6	31.3	7.3	11.8	47.0	81.8	85.8	7,078.7

(a) Multi-response categories collected. For further details, see the Glossary (page 56). (b) Includes persons who attended external training courses while working that

TABLE 1.2. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: CATEGORIES OF TRAINING UNDERTAKEN, WHETHER FULL-TIME OR PART-TIME AND WHETHER PERMANENT OR CASUAL EMPLOYEE WITH MAIN PERIOD EMPLOYER AUSTRALIA, 1989 AND 1993

Categories of training undertaken (a)	Full-time			Part-time			Total		
	Permanent	Casual	Total	Permanent	Casual	Total	Permanent	Casual	Total
1989									
— '000 —									
Some training undertaken	3,963.1	309.7	4,272.9	357.3	669.9	1,027.2	4,320.4	979.6	5,300.1
Study or training courses undertaken	2,516.3	126.5	2,642.8	214.1	348.5	562.6	2,730.3	475.0	3,205.4
Studied in 1988	762.7	74.6	837.2	67.9	218.9	286.8	830.5	293.5	1,124.0
In-house course	1,976.6	52.6	2,029.1	157.3	151.1	308.4	2,133.9	203.7	2,337.5
External course	550.8	23.0	573.8	38.3	46.3	84.6	589.1	69.3	658.4
Employer supported	178.3	14.8	193.1	23.1	39.5	62.6	201.4	54.3	255.8
Not employer supported (b)	394.4	9.0	403.4	18.6	*7.2	25.8	413.0	16.3	429.2
On-the-job training	3,604.7	286.9	3,891.6	322.6	600.2	922.8	3,927.3	887.1	4,814.4
No training undertaken	923.3	99.3	1,022.6	123.2	258.8	382.0	1,046.6	358.1	1,404.6
Total	4,886.5	409.0	5,295.5	480.5	928.7	1,409.3	5,367.0	1,337.7	6,704.7
— per cent —									
Some training undertaken	81.1	75.7	80.7	74.4	72.1	72.9	80.5	73.2	79.0
Study or training courses undertaken	51.5	30.9	49.9	44.5	37.5	39.9	50.9	35.5	47.8
Studied in 1988	15.6	18.2	15.8	14.1	23.6	20.3	15.5	21.9	16.8
In-house course	40.4	12.9	38.3	32.7	16.3	21.9	39.8	15.2	34.9
External course	11.3	5.6	10.8	8.0	5.0	6.0	11.0	5.2	9.8
Employer supported	3.6	3.6	3.6	4.8	4.3	4.4	3.8	4.1	3.8
Not employer supported (b)	8.1	2.2	7.6	3.9	*0.8	1.8	7.7	1.2	6.4
On-the-job training	73.8	70.1	73.5	67.1	64.6	65.5	73.2	66.3	71.8
No training undertaken	18.9	24.3	19.3	25.6	27.9	27.1	19.5	26.8	21.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1993									
— '000 —									
Some training undertaken	4,073.4	458.5	4,531.9	520.6	1,019.3	1,539.9	4,594.0	1,477.8	6,071.8
Study or training courses undertaken	2,341.5	182.7	2,524.1	285.3	514.3	799.6	2,626.7	697.0	3,323.8
Studied in 1992	763.5	100.9	864.4	93.3	358.3	451.7	856.9	459.2	1,316.1
In-house course	1,774.2	69.6	1,843.8	207.5	163.0	370.4	1,981.7	232.6	2,214.2
External course	634.5	41.3	675.8	61.4	98.3	159.8	695.9	139.6	835.6
Employer supported	452.0	12.4	464.4	32.7	16.6	49.3	484.7	29.0	513.7
Not employer supported (b)	182.5	28.9	211.4	28.7	81.7	110.5	211.2	110.6	321.9
On-the-job training	3,900.0	440.3	4,340.3	495.5	956.3	1,451.8	4,395.5	1,396.6	5,792.1
No training undertaken	571.6	94.3	665.9	103.1	237.9	341.0	674.7	332.2	1,006.9
Total	4,645.0	552.7	5,197.8	623.7	1,257.2	1,880.9	5,268.8	1,809.9	7,078.7
— per cent —									
Some training undertaken	87.7	82.9	87.2	83.5	81.1	81.9	87.2	81.6	85.8
Study or training courses undertaken	50.4	33.0	48.6	45.7	40.9	42.5	49.9	38.5	47.0
Studied in 1992	16.4	18.2	16.6	15.0	28.5	24.0	16.3	25.4	18.6
In-house course	38.2	12.6	35.5	33.3	13.0	19.7	37.6	12.9	31.3
External course	13.7	7.5	13.0	9.9	7.8	8.5	13.2	7.7	11.8
Employer supported	9.7	2.2	8.9	5.2	1.3	2.6	9.2	1.6	7.3
Not employer supported (b)	3.9	5.2	4.1	4.6	6.5	5.9	4.0	6.1	4.5
On-the-job training	84.0	79.7	83.5	79.4	76.1	77.2	83.4	77.2	81.8
No training undertaken	12.3	17.1	12.8	16.5	18.9	18.1	12.8	18.4	14.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) Multi-response categories collected. For further details, see the Glossary (page 56). (b) Includes persons who attended external training courses while working that were not employer supported and persons who attended external training courses while not working.

TABLE 1.3. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: SUMMARY OF EMPLOYMENT CHARACTERISTICS WITH MAIN PERIOD EMPLOYER AND CATEGORIES OF TRAINING UNDERTAKEN (a)
AUSTRALIA, 1993

	<i>Study or training courses undertaken</i>								
	<i>Studied in 1992</i>	<i>External training</i>				<i>Some training undertaken</i>			
		<i>In-house</i>	<i>Employer supported</i>	<i>Total (b)</i>	<i>Total</i>	<i>On-the-job</i>	<i>Total</i>	<i>1993</i>	<i>1989</i>
				— per cent —			('000)	— per cent —	
<i>Industry —</i>									
Agriculture, forestry, fishing and hunting	17.3	4.7	* 2.9	7.2	26.5	77.5	199.0	79.7	67.8
Mining	14.5	50.5	11.1	13.4	59.7	86.3	102.8	91.2	76.6
Manufacturing	13.4	21.5	6.0	8.1	34.2	76.8	1,156.2	80.1	73.2
Electricity, gas and water	14.8	51.8	10.9	15.3	61.1	85.1	94.8	90.7	85.1
Construction	21.0	15.0	5.0	9.1	37.3	81.6	347.4	84.8	75.7
Wholesale and retail trade	19.5	22.5	4.9	9.1	41.6	79.9	1,317.9	84.4	79.3
Transport and storage	11.2	30.1	4.4	7.9	39.3	77.9	309.1	81.8	72.0
Communication	12.7	49.4	7.6	9.9	58.4	81.8	126.5	86.6	85.1
Finance, property and business services	18.6	36.0	11.1	14.7	51.5	85.8	791.6	89.2	85.0
Public administration and defence	17.8	52.4	11.0	14.4	62.1	84.7	438.0	90.0	81.9
Community services	21.0	45.7	10.1	17.8	59.5	86.9	1,588.1	90.7	84.1
Recreation, personal and other services	25.8	18.5	2.6	8.1	42.9	77.4	607.4	82.1	75.7
<i>Occupation —</i>									
Managers and administrators	12.4	48.2	17.7	20.5	58.0	87.9	483.1	91.9	84.0
Professionals	23.7	54.2	17.3	27.3	70.3	93.6	980.6	96.4	92.0
Para-professionals	23.9	49.2	9.7	15.8	63.8	90.0	502.9	94.4	89.0
Tradespersons	21.5	20.3	4.1	7.4	39.3	79.3	924.9	83.7	76.7
Clerks	16.6	34.4	6.4	9.9	48.2	85.5	1,254.0	89.0	83.8
Salespersons and personal service workers	24.3	28.0	4.6	9.6	50.0	81.8	1,200.7	86.9	81.1
Plant and machine operators, and drivers	6.7	19.5	3.1	5.0	26.4	68.5	548.6	71.8	63.9
Labourers and related workers	14.2	11.8	1.5	4.6	27.1	70.3	1,183.8	74.4	65.8
<i>Size of location (number of employees) —</i>									
Under 10	18.6	16.4	4.8	9.7	36.4	79.2	1,790.1	82.3	76.1
10 — 19	18.1	24.4	6.4	10.9	42.3	83.1	889.8	86.5	77.3
20 — 99	18.9	35.2	8.2	12.8	49.9	83.4	1,948.5	87.4	80.3
100 and over	18.6	42.7	9.0	13.2	55.0	83.0	2,347.4	87.6	81.4
Not known	16.7	13.4	* 0.9	* 6.3	31.1	61.7	102.9	67.6	66.3
<i>Sector of employer —</i>									
Public	17.9	50.7	9.6	15.1	60.7	85.8	1,920.3	89.9	83.7
Private	18.9	24.1	6.4	10.6	41.8	80.5	5,026.8	84.4	77.2
Not known or overseas employer	18.3	23.4	6.1	10.8	40.9	74.4	131.5	79.8	74.9
<i>Duration of continuous employment —</i>									
Under 1 year	28.7	16.6	2.8	10.2	44.5	85.6	1,497.0	88.5	86.1
1 year and over	15.9	35.2	8.4	12.2	47.6	80.8	5,581.7	85.0	76.3
<i>Trade union membership (c) —</i>									
Employee at the time of the survey	18.4	34.2	8.1	12.2	48.7	83.6	6,060.6	87.3	..
Member of a trade union	15.9	42.7	7.7	11.9	52.5	82.7	2,460.2	86.9	..
In connection with current job	15.8	42.9	7.8	11.8	52.6	82.6	2,399.8	86.8	..
Not in connection with current job	16.7	34.2	* 5.3	15.3	51.6	87.9	60.4	89.4	..
Not a member of a trade union	20.2	28.5	8.5	12.5	46.2	84.2	3,562.9	87.6	..
Not known	* 17.4	* 20.3	—	* 1.7	35.0	85.9	37.5	90.5	..
Other	19.7	13.7	2.1	9.6	36.6	71.2	1,018.1	76.6	..
Total	18.6	31.3	7.3	11.8	47.0	81.8	7,078.7	85.8	79.0
				— '000 —					
Total	1,316.1	2,214.2	513.7	835.6	3,323.8	5,792.1	7,078.7	6,071.8	5,300.1

(a) Multi-response categories collected. For further details, see the Glossary (page 56). (b) Includes persons who attended external training courses while working that were not employer supported and persons who attended external training courses while not working. (c) Trade union membership was not collected in the 1989 How Workers Get Their Training survey.

TABLE 1.4. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: USUAL WEEKLY EARNINGS AND CATEGORIES OF TRAINING UNDERTAKEN (a)
AUSTRALIA, 1993

Usual weekly earnings (\$)	Study or training courses undertaken								
	Studied in 1992	In-house	External training		Total	On-the-job	Some training undertaken	Total	
			Employer supported	Total (b)					
			— per cent —						('000)
Working with main period employer	17.9	34.8	8.3	12.2	48.8	83.2	87.0	5,708.2	
Under 80	32.8	10.9	* 1.0	5.6	42.0	71.5	78.9	206.0	
80 and under 120	32.0	14.2	* 1.4	5.9	44.9	78.9	83.8	199.9	
120 and under 160	29.4	14.3	* 1.4	7.0	41.8	76.8	80.5	184.8	
160 and under 200	30.3	16.6	* 2.7	6.2	42.4	79.3	83.9	179.0	
200 and under 240	23.1	20.3	* 1.5	5.2	40.9	82.9	85.6	226.5	
240 and under 280	20.3	22.6	* 3.1	6.3	39.6	85.0	87.4	212.4	
280 and under 320	21.8	24.9	* 2.8	8.4	42.8	81.2	83.9	246.6	
320 and under 360	17.5	21.3	* 2.4	5.4	36.1	80.4	83.3	302.3	
360 and under 400	13.6	22.0	3.3	6.9	33.7	81.4	83.7	371.4	
400 and under 440	13.3	27.3	5.1	8.6	39.1	79.6	83.3	448.3	
440 and under 480	13.3	28.2	6.2	8.8	39.4	81.5	84.5	412.6	
480 and under 520	14.2	33.3	6.3	9.3	44.1	83.4	87.2	413.5	
520 and under 560	17.5	41.7	8.2	11.8	51.0	83.7	87.2	306.4	
560 and under 600	14.6	45.2	9.5	13.2	55.5	84.7	88.2	249.3	
600 and under 640	14.6	48.7	9.5	12.8	56.2	83.7	87.9	271.7	
640 and under 680	18.9	54.8	11.5	16.8	64.4	90.6	95.0	228.7	
680 and under 720	17.4	52.8	18.0	23.3	65.9	85.0	89.2	167.8	
720 and under 760	15.3	57.6	13.1	19.8	64.2	87.9	93.2	150.8	
760 and under 800	12.5	58.2	21.9	26.4	66.8	91.4	95.1	132.8	
800 and under 840	18.8	57.8	18.5	23.0	67.9	91.7	95.3	142.1	
840 and under 880	19.2	53.2	22.3	28.2	66.8	90.8	95.9	102.8	
880 and under 920	15.1	64.4	17.6	23.8	70.5	90.8	93.0	73.2	
920 and under 960	* 10.9	57.7	17.6	24.1	68.7	91.1	96.5	52.2	
960 and under 1000	15.0	63.0	20.4	26.9	72.5	87.0	94.0	59.4	
1000 and under 1040	16.9	68.9	24.1	26.2	81.2	90.9	95.3	63.1	
1040 and under 1080	* 14.9	52.1	21.7	23.8	60.9	86.8	91.7	43.8	
1080 and under 1120	* 19.4	65.6	* 17.2	* 20.6	76.9	89.0	93.5	29.1	
1120 and under 1160	* 11.5	60.9	24.8	29.3	69.4	91.1	94.2	45.3	
1160 and over	8.4	52.0	29.4	31.1	60.6	90.1	94.0	138.4	
Payment in kind, not stated or not known	* 9.3	32.4	* 7.8	* 11.2	38.9	72.2	80.6	48.0	
No longer working with main period employer	21.3	16.6	3.0	10.1	39.2	76.0	80.6	1,370.5	
Total	18.6	31.3	7.3	11.8	47.0	81.8	85.8	7,078.7	

(a) Multi-response categories collected. For further details, see the Glossary (page 56). (b) Includes persons who attended external training courses while working that were not employer supported and persons who attended external training courses while not working.

TABLE 1.5. PERSONS IN, OR marginally attached to, THE LABOUR FORCE: SUMMARY OF TRAINING UNDERTAKEN (a),
SUMMARY OF CHARACTERISTICS AND EMPLOYMENT STATUS
AUSTRALIA, 1993
(Per cent)

	Employed				Not employed			
	Employee	Employer	Self-employed	Total	Unemployed	Marginally attached (b)	Total	Total
STUDY OR TRAINING COURSES UNDERTAKEN								
<i>Age—</i>								
15—19	63.0	—	* 47.9	62.5	60.8	59.5	60.3	61.8
20—24	55.3	* 18.5	29.0	53.5	46.5	37.0	43.2	51.1
25—29	48.7	21.3	17.5	44.8	31.0	18.5	25.8	41.3
30—34	49.5	26.6	18.8	44.0	27.3	12.6	19.5	39.5
35—39	51.2	27.1	20.1	44.9	28.7	16.7	22.8	41.5
40—44	47.6	28.0	15.5	40.7	30.0	14.9	22.5	38.3
45—49	46.1	23.4	10.5	38.4	25.8	14.1	20.1	36.1
50—54	38.5	21.9	* 6.6	30.9	* 20.2	* 7.7	13.3	28.8
55—59	34.3	* 10.7	9.5	25.5	* 10.9	* 10.9	10.9	22.9
60—64	20.3	* 15.8	* 9.4	16.9	* 15.1	* 5.4	* 9.2	14.9
<i>State of usual residence—</i>								
New South Wales	49.0	21.5	15.0	43.0	33.4	19.2	27.0	40.1
Victoria	46.1	22.6	12.8	40.0	35.6	20.7	29.6	38.0
Queensland	48.4	29.0	14.5	42.3	40.5	22.7	32.1	40.5
South Australia	51.2	21.4	15.0	44.2	35.3	16.4	25.9	40.8
Western Australia	49.5	22.5	19.6	43.0	34.9	22.2	28.1	40.4
Tasmania	49.4	21.6	15.0	43.2	28.3	20.7	24.2	39.6
Northern Territory	44.5	* 20.9	* 9.9	40.8	* 27.2	* 17.6	23.1	37.7
Australian Capital Territory	64.6	29.8	27.1	59.5	43.8	36.2	40.2	57.1
<i>Birthplace—</i>								
Born in Australia	51.0	23.4	15.5	44.6	39.0	21.7	30.9	42.3
Born outside Australia	41.8	23.0	13.8	36.4	27.7	17.4	23.2	33.7
Main English-speaking countries	48.1	29.3	20.6	43.3	31.3	19.6	25.7	40.4
Other countries	35.8	17.8	8.7	30.2	25.9	16.0	21.8	28.2
<i>Level of educational attainment—</i>								
With post-school qualifications	58.4	32.4	20.0	51.3	43.5	25.4	36.0	49.5
Without post-school qualifications	39.4	11.4	10.1	33.9	31.6	18.7	25.5	31.9
<i>Whether had any child(ren) aged under 12 years—</i>								
Have child(ren) aged under 12 years	48.0	24.3	17.3	41.5	24.9	13.7	18.1	36.5
Do not have child(ren) aged under 12 years	49.0	22.6	13.9	43.0	39.2	26.9	34.6	41.6
<i>Whether of non-English speaking background—</i>								
Born in Australia	51.0	23.4	15.5	44.6	39.0	21.7	30.9	42.3
English was first language	51.1	23.1	15.5	44.6	39.3	21.8	31.1	42.3
English was not first language	49.2	* 34.0	* 15.9	44.1	* 29.2	* 19.2	24.8	41.0
Born overseas	41.8	23.0	13.8	36.4	27.7	17.4	23.2	33.7
English was first language	48.0	28.5	19.0	42.9	33.7	19.6	27.3	40.3
English was not first language	34.0	16.9	8.7	28.7	23.6	15.8	20.3	26.6
<i>Whether of Aboriginal or Torres Strait Islander origin—</i>								
Aboriginal or Torres Strait Islander	41.6	—	* 31.3	41.1	* 25.5	* 19.5	22.7	34.2
Neither	48.8	23.3	15.0	42.6	35.7	20.5	28.8	40.1
<i>Whether had a disability—</i>								
Had a disability	36.0	* 41.2	* 2.1	30.1	* 45.8	* 15.4	28.8	29.6
Did not have a disability	48.8	23.2	15.1	42.6	35.3	20.6	28.6	40.1
<i>Sex—</i>								
Males	47.8	25.0	14.1	40.6	32.5	29.0	31.6	39.3
Females	49.8	19.6	17.1	45.3	40.1	17.9	26.3	41.0
<i>Total</i>	48.7	23.3	15.0	42.5	35.5	20.5	28.6	40.0

For footnotes, see end of table.

TABLE 1.5. PERSONS IN, OR marginally attached to, THE LABOUR FORCE: SUMMARY OF TRAINING UNDERTAKEN (a),
SUMMARY OF CHARACTERISTICS AND EMPLOYMENT STATUS
AUSTRALIA, 1993—continued
(Per cent)

	Employed			Not employed				Total
	Employee	Employer	Self-employed	Total	Unemployed	Marginally attached (b)	Total	
SOME TRAINING UNDERTAKEN								
<i>Age —</i>								
15 — 19	96.8	* 100.0	* 91.5	96.7	72.7	69.4	71.6	88.7
20 — 24	94.8	94.2	84.0	94.3	67.2	48.0	60.6	86.4
25 — 29	91.1	84.9	81.2	89.9	52.7	28.3	42.5	81.2
30 — 34	89.4	80.3	77.8	87.3	47.0	21.3	33.3	77.4
35 — 39	89.2	74.1	73.6	85.8	43.0	26.4	34.7	77.9
40 — 44	85.4	78.5	71.3	82.5	44.0	25.8	35.0	76.3
45 — 49	82.8	76.7	66.4	79.7	36.9	20.2	28.8	73.4
50 — 54	77.1	66.3	63.9	73.5	25.2	* 15.0	19.6	66.9
55 — 59	70.0	53.6	56.1	64.7	* 20.3	* 15.4	17.4	56.2
60 — 64	58.8	52.8	55.6	57.1	* 21.3	* 11.3	15.2	46.3
<i>State of usual residence —</i>								
New South Wales	86.6	73.7	71.5	83.9	48.2	27.9	39.0	75.9
Victoria	86.2	72.1	67.0	82.7	52.0	29.3	42.8	75.3
Queensland	89.0	76.9	68.5	85.3	57.8	34.3	46.8	78.3
South Australia	87.6	73.3	73.1	84.7	51.6	23.2	37.5	75.8
Western Australia	87.9	72.8	74.8	84.8	50.2	31.3	40.0	77.2
Tasmania	88.2	67.7	68.2	84.2	47.0	24.4	34.9	74.9
Northern Territory	87.4	76.6	72.6	85.7	48.6	* 24.8	38.5	77.6
Australian Capital Territory	93.2	72.8	75.6	90.6	61.3	42.0	52.0	85.8
<i>Birthplace —</i>								
Born in Australia	88.8	75.0	72.0	85.7	56.5	31.6	44.8	78.8
Born outside Australia	82.8	69.2	66.0	79.4	40.4	23.6	33.1	70.0
Main English-speaking countries	86.1	81.8	76.1	84.5	47.7	28.7	38.6	77.1
Other countries	79.8	59.0	58.5	74.9	36.9	20.4	30.1	64.3
<i>Level of educational attainment —</i>								
With post-school qualifications	91.7	80.6	79.1	89.2	59.6	36.0	49.8	84.6
Without post-school qualifications	83.1	64.3	61.6	79.2	47.6	26.9	37.7	69.5
<i>Whether had any child(ren) aged under 12 years —</i>								
Have child(ren) aged under 12 years	88.0	76.7	72.0	84.7	42.0	21.9	29.7	73.1
Do not have child(ren) aged under 12 years	87.1	71.5	69.5	83.9	54.9	36.3	47.9	78.0
<i>Whether of non-English speaking background —</i>								
Born in Australia	88.8	75.0	72.0	85.7	56.5	31.6	44.8	78.8
English was first language	88.8	74.5	71.9	85.7	56.5	32.0	45.0	78.7
English was not first language	89.3	91.2	73.0	87.3	57.1	* 19.2	40.3	79.8
Born overseas	82.8	69.2	66.0	79.4	40.4	23.6	33.1	70.0
English was first language	86.4	80.0	75.3	84.5	48.3	28.5	39.3	77.1
English was not first language	78.4	57.4	56.9	73.4	35.2	19.9	28.8	62.4
<i>Whether of Aboriginal or Torres Strait Islander origin —</i>								
Aboriginal or Torres Strait Islander	82.7	* 100.0	* 81.0	82.6	36.6	* 28.6	32.9	63.9
Neither	87.4	73.5	70.3	84.2	51.9	29.4	41.6	76.6
<i>Whether had a disability —</i>								
Had a disability	83.9	* 87.2	83.5	84.0	* 47.0	* 19.4	31.6	64.6
Did not have a disability	87.3	73.4	70.1	84.1	51.6	29.6	41.5	76.6
<i>Sex —</i>								
Males	86.9	75.6	70.8	83.4	50.1	38.9	47.3	78.3
Females	87.9	68.8	69.2	85.2	53.7	26.4	36.7	74.2
<i>Total</i>	87.3	73.5	70.3	84.1	51.5	29.3	41.3	76.5

For footnotes, see end of table.

TABLE 1.5. PERSONS IN, OR marginally attached to, THE LABOUR FORCE: SUMMARY OF TRAINING UNDERTAKEN (a),
SUMMARY OF CHARACTERISTICS AND EMPLOYMENT STATUS
AUSTRALIA, 1993—continued
(^{'000})

	Employed			Not employed				Total
	Employee	Employer	Self-employed	Total	Unemployed	Marginally attached (b)	Total	
TOTAL								
<i>Age —</i>								
15 — 19	387.6	* 2.2	* 4.9	394.6	121.1	62.7	183.8	578.4
20 — 24	924.6	12.3	50.0	986.9	196.3	103.8	300.2	1,287.1
25 — 29	866.9	39.6	89.8	996.4	130.3	92.8	223.1	1,219.5
30 — 34	842.5	64.0	138.9	1,045.4	110.2	125.0	235.1	1,280.6
35 — 39	805.5	100.8	133.1	1,039.5	94.9	94.1	189.0	1,228.5
40 — 44	751.2	108.3	149.7	1,009.1	76.6	75.4	152.0	1,161.1
45 — 49	661.0	88.5	134.2	883.8	63.9	61.4	125.4	1,009.1
50 — 54	438.5	68.0	111.8	618.3	38.7	47.4	86.1	704.4
55 — 59	248.8	48.6	93.0	390.4	35.3	50.4	85.7	476.1
60 — 64	134.0	29.2	57.0	220.1	29.8	47.2	77.0	297.2
<i>State of usual residence —</i>								
New South Wales	2,085.3	179.2	307.2	2,571.7	305.1	254.2	559.3	3,131.0
Victoria	1,490.1	146.1	242.9	1,879.1	251.3	171.7	423.0	2,302.1
Queensland	1,041.9	94.7	181.2	1,317.8	154.5	136.1	290.6	1,608.4
South Australia	502.2	48.6	82.3	633.1	73.1	72.6	145.7	778.7
Western Australia	594.7	65.0	109.1	768.8	72.6	84.8	157.4	926.2
Tasmania	154.3	15.8	21.7	191.7	20.8	24.1	44.9	236.7
Northern Territory	62.3	4.4	4.8	71.5	8.6	6.4	14.9	86.5
Australian Capital Territory	129.8	7.8	13.3	150.8	11.1	10.4	21.5	172.3
<i>Birthplace —</i>								
Born in Australia	4,552.0	417.1	689.9	5,658.9	618.3	545.8	1,164.1	6,823.1
Born outside Australia	1,508.7	144.4	272.6	1,925.7	278.8	214.4	493.2	2,418.9
Main English-speaking countries	727.5	64.9	116.4	908.8	91.5	84.0	175.5	1,084.3
Other countries	781.2	79.5	156.2	1,016.9	187.3	130.4	317.7	1,334.5
<i>Level of educational attainment —</i>								
With post-school qualifications	2,976.0	318.1	475.4	3,769.5	289.2	205.7	495.0	4,264.5
Without post-school qualifications	3,084.6	243.4	487.1	3,815.1	607.9	554.4	1,162.3	4,977.4
<i>Whether had any child(ren) aged under 12 years —</i>								
Have child(ren) aged under 12 years	1,723.6	221.4	309.4	2,254.4	234.4	367.4	601.8	2,856.2
Do not have child(ren) aged under 12 years	4,337.0	340.1	653.0	5,330.2	662.7	392.8	1,055.5	6,385.7
<i>Whether of non-English speaking background —</i>								
Born in Australia	4,552.0	417.1	689.9	5,658.9	618.3	545.8	1,164.1	6,823.1
English was first language	4,388.4	405.0	664.6	5,458.0	597.0	528.8	1,125.8	6,583.8
English was not first language	163.5	12.1	25.3	200.9	21.3	17.0	38.3	239.2
Born overseas	1,508.7	144.4	272.6	1,925.7	278.8	214.4	493.2	2,418.9
English was first language	837.8	75.4	134.9	1,048.1	111.9	93.6	205.4	1,253.6
English was not first language	670.8	69.1	137.6	877.5	166.9	120.9	287.8	1,165.3
<i>Whether of Aboriginal or Torres Strait Islander origin —</i>								
Aboriginal or Torres Strait Islander	68.4	* 0.2	* 2.8	71.5	22.9	20.3	43.2	114.6
Neither	5,992.2	561.4	959.6	7,513.2	874.2	739.9	1,614.1	9,127.3
<i>Whether had a disability —</i>								
Had a disability	40.7	* 3.5	9.9	54.2	14.1	17.8	31.9	86.1
Did not have a disability	6,019.9	558.0	952.5	7,530.4	883.0	742.4	1,625.4	9,155.8
<i>Sex —</i>								
Males	3,337.6	387.4	678.7	4,403.7	544.3	179.4	723.7	5,127.4
Females	2,723.0	174.1	283.8	3,180.9	352.8	580.8	933.6	4,114.5
Total	6,060.6	561.5	962.5	7,584.6	897.1	760.2	1,657.3	9,241.9

(a) Multi-response categories collected. For further details, see the Glossary (page 56). (b) This term describes persons who were neither employed nor unemployed, but who wanted to work. A full explanation is found in the Glossary (page 56).

NOTE:

Tables of 'number of training courses' relate to the principal courses attended. For persons attending up to 4 in-house and/or up to 4 external training courses, all courses have been tabulated. For persons attending more than 4 in-house and/or more than 4 external training courses, only the 4 principal courses for each have been tabulated. This means that tables in this publication relating to the 'number of training courses' underestimate the training undertaken by persons who attended more than 4 in-house and/or more than 4 external training courses.

SECTION 2. WHAT TRAINING WAS UNDERTAKEN?

TABLE 2.1. NUMBER OF IN-HOUSE TRAINING COURSES ATTENDED IN THE LAST 12 MONTHS: SUMMARY OF EMPLOYMENT CHARACTERISTICS WITH MAIN PERIOD EMPLOYER AND FIELDS OF IN-HOUSE TRAINING COURSES ATTENDED
AUSTRALIA, 1993
(^{'000})

	Management and professional	Technical and para-professional	Trade or craft	Clerical or office	Sales and personal service	Transport and machinery operation	Induction	Supervision	General computing skills	General health and safety	Other (a)	Total
Attended by those who had a wage or salary job in the last 12 months	1,771.3	774.9	309.4	272.1	634.4	101.2	139.6	156.5	514.7	409.5	498.4	5,581.9
<i>Industry —</i>												
Agriculture, forestry, fishing and hunting	* 3.2	* 3.8	* 0.6	* 0.8	—	* 0.5	—	* 1.4	—	* 3.3	* 2.7	16.3
Mining	22.1	11.7	12.3	* 1.0	* 1.5	7.4	* 6.1	* 6.3	12.4	29.5	15.7	125.9
Manufacturing	142.9	77.4	59.0	10.3	56.5	23.8	15.6	26.8	50.3	66.1	61.5	590.1
Electricity, gas and water	40.9	20.3	15.2	11.2	* 3.6	* 1.9	* 0.5	* 4.3	13.3	21.5	* 6.5	139.1
Construction	17.6	8.6	19.0	* 2.8	8.8	* 6.3	* 3.6	* 4.8	11.5	15.8	8.2	107.1
Wholesale and retail trade	136.2	45.1	67.0	20.0	261.0	13.2	17.7	12.6	42.4	21.8	32.5	669.6
Transport and storage	41.3	12.9	19.6	8.1	26.5	27.2	* 6.3	* 6.4	17.3	19.8	15.4	200.8
Communication	44.0	23.4	8.1	10.6	10.8	* 0.4	* 3.1	* 6.5	21.6	* 5.6	10.5	144.5
Finance, property and business services	259.6	50.1	11.5	65.2	135.3	* 1.2	15.3	17.3	118.8	16.4	38.5	729.4
Public administration and defence	178.1	73.8	18.2	79.5	18.2	9.3	22.9	22.2	101.0	42.0	49.7	614.9
Community services	840.0	439.5	35.7	53.6	55.6	9.3	32.1	37.5	118.2	150.0	228.4	1,999.9
Recreation, personal and other services	45.5	8.4	43.1	8.9	56.6	* 0.7	16.3	10.4	7.9	17.7	28.7	244.3
<i>Occupation —</i>												
Managers and administrators	342.2	66.2	17.2	18.6	79.4	* 4.1	* 6.9	18.4	52.8	22.0	31.4	659.1
Professionals	846.0	151.1	23.4	22.5	32.0	* 2.4	20.4	21.4	146.4	53.8	184.4	1,503.6
Para-professionals	156.5	292.0	17.4	* 7.2	21.6	* 7.0	15.2	20.6	39.8	60.0	35.7	672.8
Tradepersons	50.4	49.2	162.1	* 4.9	17.5	21.7	11.0	10.8	15.8	62.4	28.4	434.3
Clerks	213.2	57.3	12.3	186.2	101.3	* 4.7	34.6	45.5	219.1	50.2	88.8	1,013.2
Salespersons and personal service workers	117.4	80.2	35.8	26.4	352.9	* 3.2	28.5	21.1	30.8	40.1	39.9	776.3
Plant and machine operators, and drivers	20.4	26.9	25.3	* 0.2	9.3	43.3	8.1	7.3	* 6.7	55.8	32.3	235.6
Labourers and related workers	25.4	52.0	15.9	* 6.2	20.3	14.7	15.0	11.4	* 3.2	65.2	57.6	286.9
<i>Size of business (number of employees throughout Australia) —</i>												
Under 10	46.1	20.5	38.3	8.5	64.8	* 3.5	* 3.6	* 2.2	12.8	13.5	23.5	237.2
10 — 19	53.9	12.7	13.1	* 3.2	32.4	* 2.1	* 3.8	* 1.0	* 6.5	* 6.2	18.4	153.2
20 — 99	215.8	83.5	53.2	19.9	76.1	* 3.9	9.6	13.1	39.1	42.9	61.5	618.5
100 and over	1,432.1	635.6	202.7	233.9	446.9	87.6	114.0	135.6	448.1	333.6	384.3	4,454.3
Not known or overseas employer	23.4	22.7	* 2.1	* 6.6	14.2	* 4.1	8.7	* 4.7	8.2	13.3	10.7	118.7
<i>Sector of employer —</i>												
Public	940.7	432.6	88.1	175.7	90.8	41.7	55.1	76.4	268.0	178.7	252.2	2,600.0
Private	810.2	327.6	215.2	95.7	529.6	59.1	81.7	77.9	243.8	219.4	239.9	2,900.1
Not known or overseas	20.4	14.7	* 6.1	* 0.6	14.0	* 0.4	* 2.8	* 2.2	* 2.8	11.4	* 6.3	81.8
<i>Duration of continuous employment —</i>												
Under 1 year	123.5	58.6	38.7	27.4	111.1	7.5	61.7	* 4.7	34.5	29.1	40.4	537.3
1 year and over	1,647.8	716.2	270.7	244.6	523.2	93.7	77.9	151.8	480.2	380.4	458.0	5,044.6
Attended by those who did not have a wage or salary job in the last 12 months	43.2	12.4	9.3	* 1.6	27.7	* 1.5	* 0.6	* 0.3	* 0.6	* 2.3	* 5.8	105.3
Total	1,814.5	787.2	318.7	273.7	662.1	102.7	140.2	156.8	515.3	411.8	504.2	5,687.3

NOTE: Estimates relate to the four principal in-house training courses undertaken over the last 12 months. Therefore, a person may contribute more than once to a type of course and/or to more than one type of course. (a) Includes Labelling and related, English language, Literacy, Numeracy, and Music and arts, as well as 'Other' training courses.

TABLE 2.2. NUMBER OF EXTERNAL TRAINING COURSES ATTENDED IN THE LAST 12 MONTHS: SUMMARY OF EMPLOYMENT CHARACTERISTICS WITH MAIN PERIOD EMPLOYER AND FIELDS OF EXTERNAL TRAINING COURSES ATTENDED AUSTRALIA, 1993 ('000)

	Management and professional	Technical and para-professional	Trade or craft	Clerical or office	Sales and personal service	General computing skills	General health and safety	Other (a)	Total
Attended by those who had a wage or salary job in the last 12 months	476.9	162.7	105.2	50.2	148.3	174.7	58.4	218.2	1,394.7
Occupation —									
Managers and administrators	95.4	19.1	* 2.6	* 0.4	17.7	17.3	* 4.5	19.4	176.4
Professionals	254.4	62.0	12.1	* 3.8	16.9	51.9	13.8	70.9	485.9
Para-professionals	33.2	44.9	* 5.3	* 1.6	7.5	10.7	13.8	22.4	139.3
Tradespersons	* 3.5	10.8	48.9	* 0.9	* 5.6	* 4.9	* 2.7	18.5	95.9
Clerks	42.7	* 6.5	* 4.3	33.7	12.0	67.0	* 4.1	22.0	192.3
Salespersons and personal service workers	37.4	13.6	15.5	* 3.9	77.5	13.1	8.4	26.5	196.0
Plant and machine operators, and drivers	* 2.0	—	8.8	* 1.1	* 2.1	* 3.1	6.9	12.2	36.3
Labourers and related workers	8.3	* 5.7	7.8	* 4.8	8.8	* 6.7	* 4.2	26.4	72.6
Size of business (number of employees throughout Australia) —									
Under 10	56.7	12.2	24.5	7.4	45.2	24.4	* 4.8	36.2	211.4
10 — 19	22.1	* 5.5	12.6	* 3.9	12.2	8.6	* 3.3	16.9	85.2
20 — 99	76.0	28.0	29.5	8.0	18.3	25.1	6.7	29.6	221.2
100 and over	314.5	111.5	35.8	30.2	63.6	111.9	40.4	126.4	834.4
Not known or overseas employer	7.5	* 5.6	* 2.8	* 0.8	9.0	* 4.8	* 3.1	9.0	42.6
Sector of employer —									
Public	184.1	71.3	19.9	15.1	17.4	63.7	22.9	80.8	475.2
Private	281.6	88.1	84.3	33.0	129.9	109.6	35.5	133.7	895.6
Not known or overseas	11.2	* 3.3	* 1.1	* 2.1	* 1.0	* 1.4	—	* 3.7	23.8
Duration of continuous employment —									
Under 1 year	55.8	18.4	23.1	14.7	23.8	25.8	8.2	54.8	224.6
1 year and over	421.1	144.3	82.2	35.5	124.5	148.9	50.2	163.4	1,170.1
Sex —									
Males	268.5	85.8	79.6	10.3	67.9	81.2	32.3	123.2	748.8
Females	208.4	77.0	25.7	39.9	80.3	93.5	26.0	95.0	645.9
Attended by those who did not have a wage or salary job in the last 12 months	136.4	29.1	61.3	18.9	59.0	35.7	16.7	87.7	444.8
Total	613.3	191.9	166.5	69.1	207.3	210.4	75.1	305.9	1,839.5

NOTE: Estimates relate to the four principal external training courses undertaken over the last 12 months. Therefore, a person may contribute more than once to a type of course and/or to more than one type of course. (a) Includes Transport and machinery operation, Labouring and related, Induction, General supervision, English language, Literacy, Numeracy, and Music and arts, as well as 'Other' training courses.

TABLE 2.3. NUMBER OF IN-HOUSE TRAINING COURSES ATTENDED IN THE LAST 12 MONTHS: FIELDS OF IN-HOUSE TRAINING COURSES ATTENDED, WHETHER FULL-TIME OR PART-TIME AND WHETHER PERMANENT OR CASUAL EMPLOYEE WITH MAIN PERIOD EMPLOYER AUSTRALIA, 1993 ('000)

	Full-time			Part-time			Total		
	Permanent	Casual	Total	Permanent	Casual	Total	Permanent	Casual	Total
Attended by those who had a wage or salary job in the last 12 months	4,602.9	143.7	4,746.6	505.6	329.7	835.3	5,108.5	473.5	5,581.9
<i>Fields of in-house training courses attended—</i>									
Management and professional	1,578.0	33.2	1,611.2	103.3	56.8	160.1	1,681.3	90.0	1,771.3
Technical and para-professional	603.8	7.8	611.6	128.8	34.5	163.3	732.6	42.3	774.9
Trade or craft	278.8	* 5.5	284.3	11.8	13.3	25.1	290.7	18.8	309.4
Clerical or office	225.3	* 5.5	230.8	29.8	11.5	41.3	255.1	17.0	272.1
Sales and personal service	432.4	33.0	465.4	70.0	99.1	169.0	502.3	132.0	634.4
Transport and machinery operation	90.1	* 4.2	94.3	* 3.9	* 3.0	* 6.9	94.0	* 7.1	101.2
Induction	98.5	10.0	108.4	9.3	21.9	31.2	107.8	31.8	139.6
General supervision	135.7	* 4.0	139.7	10.7	* 6.1	16.8	146.4	10.1	156.5
General computing skills	452.9	8.7	461.6	34.6	18.6	53.2	487.5	27.2	514.7
General health and safety	320.6	14.7	335.3	50.1	24.2	74.2	370.6	38.9	409.5
Other (a)	386.8	17.2	404.0	53.4	40.9	94.4	440.2	58.1	498.4
Attended by those who did not have a wage or salary job in the last 12 months	..	..	..	..	..	..	..	..	105.3
Total	4,602.9	143.7	4,746.6	505.6	329.7	835.3	5,108.5	473.5	5,687.3

NOTE: Estimates relate to the four principal in-house training courses undertaken over the last 12 months. Therefore, a person may contribute more than once to a type of course and/or to more than one type of course. (a) Includes Labouring and related, English language, Literacy, Numeracy, and Music and arts, as well as 'Other' training courses.

TABLE 2.4. NUMBER OF EXTERNAL TRAINING COURSES ATTENDED IN THE LAST 12 MONTHS: FIELDS OF EXTERNAL TRAINING COURSES ATTENDED, WHETHER FULL-TIME OR PART-TIME AND WHETHER PERMANENT OR CASUAL EMPLOYEE WITH MAIN PERIOD EMPLOYER AUSTRALIA, 1993 ('000)

	Full-time			Part-time			Total		
	Permanent	Casual	Total	Permanent	Casual	Total	Permanent	Casual	Total
Attended by those who had a wage or salary job in the last 12 months	1,053.8	63.4	1,117.2	107.4	170.0	277.5	1,161.2	233.4	1,394.7
<i>Fields of external training courses attended—</i>									
Management and professional	401.1	13.1	414.3	24.6	38.0	62.6	425.7	51.2	476.9
Technical and para-professional	113.0	* 4.9	118.0	30.0	14.8	44.8	143.0	19.7	162.7
Trade or craft	83.2	* 6.2	89.3	* 4.0	11.9	15.9	87.2	18.1	105.2
Clerical or office	32.2	* 3.3	35.5	* 6.5	8.2	14.7	38.7	11.6	50.2
Sales and personal service	103.3	9.7	113.0	12.0	23.3	35.3	115.2	33.0	148.3
General computing skills	140.1	* 6.1	146.1	* 6.6	22.0	28.6	146.7	28.1	174.7
General health and safety	40.7	* 1.9	42.6	* 5.3	10.5	15.8	46.0	12.4	58.4
Other (a)	140.2	18.2	158.4	18.6	41.2	59.8	158.8	59.4	218.2
Attended by those who did not have a wage or salary job in the last 12 months	..	..	..	..	..	..	..	..	444.8
Total	1,053.8	63.4	1,117.2	107.4	170.0	277.5	1,161.2	233.4	1,839.5

NOTE: Estimates relate to the four principal external training courses undertaken over the last 12 months. Therefore, a person may contribute more than once to a type of course and/or to more than one type of course. (a) Includes Transport and machinery operation, Labouring and related, Induction, General supervision, English language, Literacy, Numeracy, and Music and arts, as well as 'Other' training courses.

TABLE 2.5. PERSONS WHO STUDIED FOR AN EDUCATIONAL QUALIFICATION IN 1992: MAIN FIELD OF FIRST QUALIFICATION STUDIED FOR IN 1992 AND WHETHER FULL-TIME OR PART-TIME STUDENT AUSTRALIA, 1993 ('000)

	Full-time student			Part-time student			Total (a)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Had a wage or salary job in the last 12 months	255.6	246.3	501.9	369.6	282.2	651.9	707.0	609.1	1,316.1
<i>Main field of first qualification studied for in 1992 —</i>									
Studied for post-school qualification	181.7	177.2	359.0	311.8	219.9	531.7	567.4	469.9	1,037.4
Business and administration	29.7	31.1	60.8	65.4	69.9	135.3	119.9	115.6	235.4
Health	20.8	31.5	52.3	8.9	23.0	31.8	33.6	70.6	104.2
Education	8.8	16.6	25.4	9.5	17.8	27.4	23.5	49.5	73.0
Society and culture	27.3	45.7	73.1	16.3	43.5	59.8	54.9	100.6	155.6
Natural and physical sciences	30.4	25.2	55.6	35.0	17.9	52.9	70.0	46.5	116.5
Engineering	33.2	* 4.8	38.0	103.3	* 5.6	108.9	144.4	12.4	156.7
Architecture and building	13.0	* 3.3	16.3	34.5	* 2.6	37.2	49.9	* 7.0	56.9
Agriculture and related fields	* 3.6	* 1.9	* 5.5	9.3	* 5.2	14.5	16.0	8.9	24.9
Miscellaneous fields	15.0	17.2	32.2	29.6	34.3	63.9	55.1	58.9	114.1
Studied for other qualification	73.8	69.1	142.9	57.8	62.3	120.1	139.6	139.1	278.7
Secondary school certificate	52.2	58.8	111.0	* 5.7	* 7.0	12.7	60.4	68.4	128.8
Certificate of less than one semester	21.7	10.2	31.9	52.2	55.3	107.4	79.2	70.7	150.0
Did not have a wage or salary job in the last 12 months	63.1	69.6	132.7	47.6	51.7	99.4	120.0	127.6	247.7
Total	318.7	316.0	634.7	417.3	334.0	751.2	827.1	736.7	1,563.8

(a) Includes those who studied externally.

TABLE 2.6. NUMBER OF EXTERNAL TRAINING COURSES ATTENDED IN THE LAST 12 MONTHS: FIELDS OF EXTERNAL TRAINING COURSES ATTENDED AND EMPLOYMENT STATUS AUSTRALIA, 1993 ('000)

Fields of external training courses attended	Employed			Not employed			Total	Total (b)
	Employee	Employer	Self-employed	Total	Unemployed	Marginally attached (a)		
— '000 —								
Management and professional	435.9	99.2	50.8	586.0	19.4	* 4.9	24.3	613.3
Technical and para-professional	147.3	25.4	10.7	183.3	* 3.4	* 3.8	7.2	191.9
Trade or craft	95.0	27.6	27.6	150.2	11.6	* 4.4	16.0	166.5
Clerical or office	41.7	* 3.3	* 2.7	47.7	13.7	* 5.9	19.6	69.1
Sales and personal service	130.3	16.1	43.7	190.1	10.2	* 6.2	16.3	207.3
General computing skills	155.3	* 5.9	9.1	170.3	29.4	8.6	38.1	210.4
General health and safety	54.1	* 3.6	7.8	65.5	* 5.2	* 4.3	9.5	75.1
Other (c)	174.4	22.1	32.1	228.5	54.5	18.3	72.9	305.9
Total	1,234.0	203.1	184.6	1,621.7	147.4	56.4	203.9	1,839.5
— per cent —								
Management and professional	35.3	48.9	27.5	36.1	13.1	* 8.7	11.9	33.3
Technical and para-professional	11.9	12.5	5.8	11.3	* 2.3	* 6.7	3.5	10.4
Trade or craft	7.7	13.6	14.9	9.3	7.8	* 7.8	7.8	9.1
Clerical or office	3.4	* 1.6	* 1.5	2.9	9.3	* 10.4	9.6	3.8
Sales and personal service	10.6	7.9	23.7	11.7	6.9	* 10.9	8.0	11.3
General computing skills	12.6	* 2.9	4.9	10.5	20.0	15.3	18.7	11.4
General health and safety	4.4	* 1.8	4.2	4.0	* 3.5	* 7.7	4.7	4.1
Other (c)	14.1	10.9	17.4	14.1	37.0	32.5	35.7	16.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

NOTE: Estimates relate to the four principal external training courses undertaken over the last 12 months. Therefore, a person may contribute more than once to a type of course and/or to more than one type of course. (a) This term describes persons who were neither employed nor unemployed, but who wanted to work. A full explanation is found in the Glossary (page 56). (b) Includes persons who were neither in, nor marginally attached to, the labour force (as defined) at the time of the survey but who had been wage or salary earners in the last 12 months. (c) Includes Transport and machinery operation, Labouring and related, Induction, General supervision, English language, Literacy, Numeracy, and Music and arts, as well as 'Other' training courses.

TABLE 2.7. PERSONS IN, OR marginally ATTACHED TO, THE LABOUR FORCE: SUMMARY OF ATTENDANCE AT COMPUTER SKILLS TRAINING COURSES AND EMPLOYMENT STATUS AUSTRALIA, 1993 ('000)

<i>Attendance at computer skills training courses</i>	<i>Employed</i>			<i>Not employed</i>			<i>Total</i>
	<i>Employee</i>	<i>Works in own business</i>	<i>Total</i>	<i>Unemployed</i>	<i>Marginally attached (a)</i>	<i>Total</i>	
MALES							
At least one computer skills training course attended	290.5	12.5	303.1	21.2	* 4.4	25.7	328.7
In-house	236.1	* 2.7	238.7	* 6.7	* 1.6	8.3	247.1
External	71.2	9.8	81.0	14.9	* 2.8	17.7	98.8
Only attended non-computer training courses	957.8	136.8	1,094.5	79.0	9.9	88.9	1,183.5
In-house	878.4	34.3	912.8	38.1	* 4.9	43.0	955.8
External	327.8	119.8	447.6	42.4	* 5.9	48.3	495.9
Did not attend an in-house or external training course	2,089.3	916.8	3,006.1	444.1	165.0	609.1	3,615.2
<i>Total</i>	<i>3,337.6</i>	<i>1,066.1</i>	<i>4,403.7</i>	<i>544.3</i>	<i>179.4</i>	<i>723.7</i>	<i>5,127.4</i>
FEMALES							
At least one computer skills training course attended	296.7	* 6.2	302.9	21.0	10.2	31.2	334.1
In-house	231.0	* 1.0	232.1	* 6.6	* 4.1	10.7	242.8
External	81.0	* 5.1	86.1	15.1	* 6.6	21.7	107.8
Only attended non-computer training courses	780.4	49.0	829.4	43.5	37.5	81.0	910.5
In-house	729.6	14.1	743.7	20.8	13.5	34.2	777.9
External	257.6	39.4	297.0	30.0	25.3	55.3	352.3
Did not attend an in-house or external training course	1,645.9	402.8	2,048.6	288.2	533.0	821.3	2,869.9
<i>Total</i>	<i>2,723.0</i>	<i>457.9</i>	<i>3,180.9</i>	<i>352.8</i>	<i>580.8</i>	<i>933.6</i>	<i>4,114.5</i>
PERSONS							
At least one computer skills training course attended	587.2	18.7	605.9	42.3	14.7	56.9	662.8
In-house	467.1	* 3.7	470.8	13.2	* 5.7	19.0	489.8
External	152.2	15.0	167.1	30.0	9.5	39.5	206.6
Only attended non-computer training courses	1,738.2	185.8	1,924.0	122.5	47.5	170.0	2,093.9
In-house	1,608.0	48.4	1,656.4	58.9	18.3	77.2	1,733.7
External	585.4	159.2	744.6	72.4	31.1	103.6	848.2
Did not attend an in-house or external training course	3,735.2	1,319.6	5,054.7	732.3	698.1	1,430.4	6,485.1
<i>Total</i>	<i>6,060.6</i>	<i>1,524.0</i>	<i>7,584.6</i>	<i>897.1</i>	<i>760.2</i>	<i>1,657.3</i>	<i>9,241.9</i>

(a) This term describes persons who were neither employed nor unemployed, but who wanted to work. A full explanation is found in the Glossary (page 56).

TABLE 2.8. PERSONS IN, OR marginally ATTACHED TO, THE LABOUR FORCE: PURPOSE OF STUDY, AND LEVEL, OF FIRST QUALIFICATION STUDIED FOR IN 1992 AND EMPLOYMENT STATUS AUSTRALIA, 1993 ('000)

	Employed		Not employed				Total
	Employee	Works in own business	Total	Unemployed	Marginally attached (a)	Total	
VOCATIONAL REASONS FOR STUDY							
<i>Level of first qualification studied for in 1992 —</i>							
Studied for post-school qualification	848.9	61.5	910.4	109.5	68.4	177.9	1,088.3
Higher degree or postgraduate diploma	93.8	9.3	103.1	* 6.0	* 3.1	9.1	112.2
Bachelor degree	240.6	11.1	251.7	41.5	35.9	77.4	329.2
Undergraduate or associate diploma	208.8	18.9	227.7	23.5	13.0	36.5	264.2
Skilled vocational qualifications	158.7	10.6	169.2	10.8	* 2.6	13.5	182.7
Basic vocational qualifications	100.8	8.8	109.6	23.1	11.0	34.1	143.7
Other	46.2	* 2.8	49.0	* 4.6	* 2.6	* 7.2	56.3
Studied for other qualification	211.1	23.3	234.4	78.1	32.8	110.9	345.2
Secondary school certificate	96.2	* 1.9	98.1	41.1	20.7	61.8	160.0
Certificate of less than one semester	114.8	21.4	136.2	37.0	12.0	49.0	185.3
Total	1,059.9	84.8	1,144.8	187.6	101.1	288.8	1,433.5
NON-VOCATIONAL REASONS FOR STUDY							
<i>Level of first qualification studied for in 1992 —</i>							
Studied for post-school qualification	42.3	8.5	50.9	* 5.1	* 3.6	8.7	59.6
Studied for other qualification	13.3	* 2.6	15.9	* 1.5	* 3.1	* 4.6	20.5
Total	55.6	11.2	66.8	* 6.7	* 6.6	13.3	80.1
TOTAL							
Studied in 1992	1,115.6	96.0	1,211.6	194.3	107.7	302.0	1,513.6
<i>Level of first qualification studied for in 1992 —</i>							
Studied for post-school qualification	891.2	70.0	961.3	114.7	71.9	186.6	1,147.9
Higher degree or postgraduate diploma	98.7	9.6	108.3	* 6.9	* 3.1	10.0	118.2
Bachelor degree	249.5	12.8	262.2	42.4	35.9	78.3	340.5
Undergraduate or associate diploma	219.2	20.3	239.5	24.2	13.4	37.6	277.1
Skilled vocational qualifications	165.4	12.2	177.6	11.2	* 4.3	15.5	193.1
Basic vocational qualifications	107.9	11.4	119.3	24.7	12.6	37.3	156.6
Other	50.6	* 3.8	54.4	* 5.3	* 2.6	* 7.9	62.3
Studied for other qualification	224.3	26.0	250.3	79.6	35.8	115.4	365.7
Secondary school certificate	102.9	* 1.9	104.8	42.6	22.0	64.6	169.3
Certificate of less than one semester	121.5	24.1	145.5	37.0	13.8	50.9	196.4
Did not study in 1992	4,945.0	1,428.0	6,373.0	702.8	652.5	1,355.3	7,728.3
Total	6,060.6	1,524.0	7,584.6	897.1	760.2	1,657.3	9,241.9

(a) This term describes persons who were neither employed nor unemployed, but who wanted to work. A full explanation is found in the Glossary (page 56).

TABLE 2.9. PERSONS IN, OR marginally ATTACHED TO, THE LABOUR FORCE: PURPOSE OF STUDY, AND LEVEL, OF QUALIFICATION STUDIED FOR IN 1993 AND EMPLOYMENT STATUS
AUSTRALIA, 1993
(*000)

	Employed			Not employed			Total
	Employee	Works in own business	Total	Unemployed	Marginally attached (a)	Total	
VOCATIONAL REASONS FOR STUDY							
<i>Level of qualification studied for in 1993 —</i>							
Studied for post-school qualification	798.9	57.6	856.6	116.8	109.4	226.3	1,082.8
Higher degree or postgraduate diploma	98.0	10.5	108.5	8.3	* 5.5	13.8	122.3
Bachelor degree	237.2	10.2	247.4	43.4	55.0	98.4	345.8
Undergraduate or associate diploma	180.5	17.8	198.3	21.1	22.6	43.7	242.0
Skilled vocational qualifications	154.8	* 6.4	161.2	13.5	* 7.4	20.9	182.2
Basic vocational qualifications	94.2	8.5	102.6	23.7	14.6	38.3	141.0
Other	34.2	* 4.2	38.4	* 6.9	* 4.2	11.1	49.5
Studied for other qualification	78.8	13.8	92.6	32.2	19.9	52.0	144.6
Secondary school certificate	12.0	* 1.4	13.3	* 6.2	* 5.4	11.6	25.0
Certificate of less than one semester	66.8	12.4	79.2	25.9	14.5	40.4	119.6
Total	877.7	71.4	949.1	149.0	129.3	278.3	1,227.4
NON-VOCATIONAL REASONS FOR STUDY							
<i>Level of qualification studied for in 1993 —</i>							
Studied for post-school qualification	55.5	8.7	64.2	* 1.8	* 3.0	* 4.8	69.1
Studied for other qualification	10.6	* 4.4	15.1	* 2.1	* 1.2	* 3.3	18.4
Total	66.2	13.1	79.3	* 4.0	* 4.2	8.2	87.4
TOTAL							
Studied in 1993	943.9	84.5	1,028.4	153.0	133.5	286.5	1,314.9
<i>Level of qualification studied for in 1993 —</i>							
Studied for post-school qualification	854.4	66.3	920.8	118.7	112.4	231.1	1,151.9
Higher degree or postgraduate diploma	106.7	11.3	118.0	9.1	* 5.7	14.8	132.8
Bachelor degree	254.3	11.6	265.9	44.0	55.2	99.2	365.1
Undergraduate or associate diploma	188.9	19.1	208.1	21.1	22.9	44.0	252.0
Skilled vocational qualifications	162.3	9.6	171.9	13.5	8.5	22.0	193.9
Basic vocational qualifications	103.8	10.1	113.9	24.1	15.9	40.1	154.0
Other	38.4	* 4.6	43.0	* 6.9	* 4.2	11.1	54.1
Studied for other qualification	89.4	18.2	107.6	34.3	21.1	55.4	163.0
Secondary school certificate	15.6	* 1.4	16.9	* 7.3	* 6.2	13.6	30.5
Certificate of less than one semester	73.8	16.8	90.7	27.0	14.8	41.8	132.5
Did not study in 1993	5,116.7	1,439.5	6,556.2	744.1	626.7	1,370.8	7,927.1
Total	6,060.6	1,524.0	7,584.6	897.1	760.2	1,657.3	9,241.9

(a) This term describes persons who were neither employed nor unemployed, but who wanted to work. A full explanation is found in the Glossary (page 56).

SECTION 3. WHAT SUPPORT WAS RECEIVED FOR TRAINING?

TABLE 3.1. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: SUMMARY OF EMPLOYER SUPPORT FOR STUDY OR TRAINING COURSES UNDERTAKEN, WHETHER FULL-TIME OR PART-TIME AND WHETHER PERMANENT OR CASUAL EMPLOYEE WITH MAIN PERIOD EMPLOYER
AUSTRALIA, 1989 AND 1993

Summary of employer support for training (a)	Full-time			Part-time			Total			Total
	Permanent	Casual	Total	Permanent	Casual	Total	Permanent	Casual	Total	
1989										
— per cent —										
All study or training courses undertaken	53.5	34.1	52.0	46.9	40.7	42.8	52.9	38.6	50.0	3,355.4
Some were employer supported	47.1	15.4	44.6	36.8	17.7	24.2	46.2	17.0	40.3	2,704.6
Studied in 1988	6.6	*0.9	6.1	3.4	1.3	2.0	6.3	1.2	5.3	352.3
Studied in 1989	7.1	*1.3	6.7	2.8	0.9	1.5	6.7	1.0	5.6	374.5
In-house course	40.4	12.9	38.3	32.7	16.3	21.9	39.8	15.2	34.9	2,337.5
External course	8.1	2.2	7.6	3.9	*0.8	1.8	7.7	1.2	6.4	429.2
Some were not employer supported	6.4	18.6	7.3	10.1	22.9	18.6	6.7	21.6	9.7	650.8
Studied in 1988	9.0	17.4	9.7	10.8	22.3	18.3	9.2	20.8	11.5	771.7
Studied in 1989	6.6	13.3	7.1	9.1	20.7	16.7	6.8	18.5	9.2	613.8
External course (b)	3.6	3.6	3.6	4.8	4.3	4.4	3.8	4.1	3.8	255.7
No study or training courses undertaken	46.5	65.9	48.0	53.1	59.3	57.2	47.1	61.4	50.0	3,349.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	6,704.7
— '000 —										
Total	4,886.5	409.0	5,295.5	480.5	928.7	1,409.3	5,367.0	1,337.7	6,704.7	6,704.7
1993										
— per cent —										
All study or training courses undertaken	52.4	36.9	50.7	48.1	46.0	46.7	51.9	43.2	49.6	3,514.5
Some were employer supported	46.0	15.2	42.7	37.9	15.2	22.7	45.0	15.2	37.4	2,648.2
Studied in 1992	8.4	*1.1	7.6	3.7	1.7	2.4	7.8	1.5	6.2	439.9
Studied in 1993	7.2	*1.2	6.6	4.2	1.2	2.2	6.8	1.2	5.4	382.2
In-house course	38.2	12.6	35.5	33.3	13.0	19.7	37.6	12.9	31.3	2,214.2
External course	9.7	2.2	8.9	5.2	1.3	2.6	9.2	1.6	7.3	513.7
Some were not employer supported	11.7	24.3	13.0	15.8	35.2	28.8	12.2	31.9	17.2	1,217.5
Studied in 1992	8.1	17.2	9.0	11.3	26.8	21.6	8.4	23.8	12.4	876.2
Studied in 1993	6.6	14.0	7.3	9.7	25.7	20.4	6.9	22.2	10.8	766.3
External course (b)	4.3	5.7	4.5	5.3	6.8	6.3	4.5	6.5	5.0	351.6
No study or training courses undertaken	47.6	63.1	49.3	51.9	54.0	53.3	48.1	56.8	50.4	3,564.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	7,078.7
— '000 —										
Total	4,645.0	552.7	5,197.8	623.7	1,257.2	1,880.9	5,268.8	1,809.9	7,078.7	7,078.7

(a) Multi-response categories collected. For further details, see the Glossary (page 56). (b) Includes persons who attended external training courses while working that were not employer supported and persons who attended external training courses while not working.

TABLE 3.2. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: EMPLOYER SUPPORT FOR, AND LEVEL OF, EDUCATIONAL QUALIFICATION REQUIRED TO OBTAIN JOB WITH MAIN PERIOD EMPLOYER
AUSTRALIA, 1993
(*000)

	<i>Post-school qualifications obtained (a)</i>							<i>No post-school qualifications obtained</i>	<i>Total</i>
	<i>Level of educational qualification required to obtain job</i>					<i>No qualification required (c)</i>	<i>Total</i>		
	<i>Bachelor degree or higher</i>	<i>Under-graduate or associate diploma</i>	<i>Skilled vocational qualifications</i>	<i>Basic vocational qualifications</i>	<i>Total requiring qualifications (b)</i>				
<i>Employer support for the required qualification —</i>									
Post-school qualifications obtained	626.2	461.0	501.3	158.2	1,937.9	1,443.1	3,381.1	..	3,381.1
Educational qualification required	626.2	461.0	501.3	158.2	1,937.9	..	1,937.9	..	1,937.9
Employer support provided (d)	164.9	181.2	322.4	40.3	731.7	..	731.7	..	731.7
Main period employer	81.7	96.7	95.1	15.7	301.2	..	301.2	..	301.2
Paid for study materials or fees	55.8	67.5	68.9	10.8	211.1	..	211.1	..	211.1
Provided paid study leave	50.0	53.0	68.6	* 7.6	185.8	..	185.8	..	185.8
Paid for accommodation or travel expenses	16.2	24.9	14.0	* 4.1	62.1	..	62.1	..	62.1
Other	25.9	24.8	16.8	* 2.8	71.9	..	71.9	..	71.9
Other employer	88.7	86.1	230.2	25.7	442.3	..	442.3	..	442.3
Paid for study materials or fees	56.5	54.6	143.1	15.7	279.4	..	279.4	..	279.4
Provided paid study leave	60.0	65.3	187.5	19.4	339.8	..	339.8	..	339.8
Paid for accommodation or travel expenses	15.7	21.3	33.9	* 4.3	77.5	..	77.5	..	77.5
Other	24.8	17.0	35.1	* 7.9	90.3	..	90.3	..	90.3
No employer support provided	461.3	279.8	178.9	117.9	1,206.2	..	1,206.2	..	1,206.2
No qualification required or not known	..	..	..	..	..	..	1,443.1	..	1,443.1
No post-school qualifications obtained	..	..	..	..	..	..	..	3,697.6	3,697.6
Sex —									
Males	339.8	192.7	430.7	28.8	1,111.0	861.8	1,972.9	1,900.3	3,873.2
Females	286.4	268.3	70.6	129.4	826.9	581.3	1,408.2	1,797.3	3,205.5
Total	626.2	461.0	501.3	158.2	1,937.9	1,443.1	3,381.1	3,697.6	7,078.7

(a) Only persons with post-school qualifications were asked whether an educational qualification was required to obtain their job with their main period employer. The level of educational qualification required need not be the same as their highest post-school qualification obtained. (b) Includes persons who required other post-school qualifications, persons who required a certificate that needed less than one semester full-time study (or equivalent) to complete, and persons who required a secondary school certificate to obtain their job with their main period employer. (c) Includes persons who did not know if an educational qualification was required. (d) Multi-response categories collected. For further details, see the Glossary (page 56).

TABLE 3.3. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: SUMMARY OF CHARACTERISTICS AND NUMBER OF IN-HOUSE TRAINING COURSES ATTENDED IN THE LAST 12 MONTHS
AUSTRALIA, 1993
(^{'000})

	<i>One or more courses</i>					<i>Total</i>	<i>None</i>	<i>Total</i>
	<i>One</i>	<i>Two</i>	<i>Three</i>	<i>Four</i>	<i>Five or more</i>			
<i>Age —</i>								
15 — 19	33.0	13.2	* 5.9	* 2.7	9.8	64.5	414.4	479.0
20 — 24	115.5	61.1	38.7	23.4	61.3	300.0	824.8	1,124.8
25 — 29	101.5	63.0	49.3	26.6	81.6	322.1	683.3	1,005.4
30 — 34	99.3	66.4	56.3	42.5	78.2	342.7	653.2	995.9
35 — 39	91.8	79.6	54.7	38.8	87.8	352.8	567.7	920.4
40 — 44	88.1	73.1	46.1	30.3	77.6	315.1	529.2	844.3
45 — 49	68.6	51.6	44.6	29.4	65.0	259.2	474.8	734.1
50 — 54	39.7	33.4	18.9	14.6	40.6	147.3	350.6	497.8
55 — 59	22.6	18.6	15.3	10.3	15.1	82.0	222.4	304.4
60 — 64	9.2	* 6.8	* 3.4	* 4.9	* 4.2	28.5	144.1	172.6
<i>State of usual residence —</i>								
New South Wales	214.8	152.9	104.7	78.8	185.1	736.3	1,666.3	2,402.6
Victoria	165.4	110.3	72.5	52.6	109.5	510.2	1,243.1	1,753.3
Queensland	131.8	88.6	58.9	35.8	91.1	406.2	838.3	1,244.6
South Australia	53.8	39.3	37.3	20.6	48.0	199.0	389.9	588.9
Western Australia	62.0	46.3	34.5	19.8	55.6	218.1	474.4	692.5
Tasmania	19.0	11.5	8.6	5.8	10.3	55.1	124.3	179.5
Northern Territory	7.0	4.3	4.5	3.2	6.1	25.1	47.6	72.7
Australian Capital Territory	15.6	13.8	12.2	7.0	15.6	64.1	80.5	144.6
<i>Birthplace —</i>								
Born in Australia	521.6	352.9	265.8	173.8	411.0	1,725.0	3,586.5	5,311.5
Born outside Australia	147.7	114.1	67.4	49.8	110.3	489.2	1,278.0	1,767.2
Main English-speaking countries	75.5	72.0	38.7	29.1	67.9	283.2	571.6	854.8
Other countries	72.2	42.1	28.6	20.7	42.3	206.0	706.4	912.4
<i>Level of educational attainment —</i>								
With post-school qualifications	352.7	274.9	220.7	161.9	373.8	1,384.0	1,997.0	3,381.1
Without post-school qualifications	316.6	192.1	112.5	61.7	147.5	830.2	2,867.4	3,697.6
<i>Whether have any child(ren) aged under 12 years —</i>								
Have child(ren) aged under 12 years	195.5	154.0	110.3	74.5	166.3	700.6	1,329.5	2,030.1
Do not have child(ren) aged under 12 years	473.8	313.0	222.8	149.0	355.0	1,513.7	3,534.9	5,048.6
<i>Whether of non-English speaking background —</i>								
Born in Australia	521.6	352.9	265.8	173.8	411.0	1,725.0	3,586.5	5,311.5
English was first language	508.2	341.1	261.4	170.3	398.2	1,679.1	3,449.3	5,128.4
English was not first language	13.4	11.8	* 4.4	* 3.5	12.8	45.9	137.1	183.1
Born overseas	147.7	114.1	67.4	49.8	110.3	489.2	1,278.0	1,767.2
English was first language	87.7	80.7	45.3	34.3	76.0	324.0	663.2	987.3
English was not first language	60.0	33.4	22.1	15.5	34.2	165.2	614.8	779.9
<i>Whether of Aboriginal or Torres Strait Islander origin —</i>								
Aboriginal or Torres Strait Islander	9.0	* 3.8	* 3.7	* 2.6	* 2.7	21.7	60.6	82.3
Neither	660.3	463.2	329.5	221.0	518.6	2,192.5	4,803.9	6,996.4
<i>Whether had a disability —</i>								
Had a disability	* 5.0	* 0.7	* 2.1	* 1.2	* 1.0	9.9	40.6	50.6
Did not have a disability	664.3	466.3	331.1	222.3	520.3	2,204.3	4,823.8	7,028.1
<i>Sex —</i>								
Males	355.9	249.2	174.4	126.9	274.4	1,180.8	2,692.3	3,873.2
Females	313.4	217.8	158.7	96.6	246.9	1,033.4	2,172.1	3,205.5
Total	669.3	467.0	333.1	223.6	521.3	2,214.2	4,864.4	7,078.7

TABLE 3.4. NUMBER OF IN-HOUSE TRAINING COURSES ATTENDED IN THE LAST 12 MONTHS: FIELDS OF, AND TIME SPENT ON, IN-HOUSE TRAINING COURSES ATTENDED
AUSTRALIA, 1993
(^{'000})

	Less than 40 hours					40 hours and over	Total
	1 - 9 hours	10 - 19 hours	20 - 29 hours	30 - 39 hours	Total		
MALES							
Attended by those who had a wage or salary job in the last 12 months	497.1	400.5	454.2	366.4	1,718.3	1,264.6	2,982.8
<i>Fields of in-house training courses attended—</i>							
Management and professional	103.0	129.7	150.5	146.4	529.5	474.1	1,003.6
Technical and para-professional	69.4	42.8	56.0	46.1	214.4	158.8	373.2
Trade or craft	45.7	42.0	28.8	27.4	143.9	101.9	245.8
Clerical or office	10.5	9.0	22.8	12.1	54.3	30.2	84.5
Sales and personal service	63.6	30.0	35.3	24.5	153.4	123.6	277.0
Transport and machinery operation	17.5	16.5	7.4	12.4	53.8	39.1	92.9
Induction	22.3	11.3	8.5	* 3.9	46.1	28.9	75.0
General supervision	* 6.7	8.5	13.9	13.6	42.6	50.5	93.1
General computing skills	39.4	27.2	44.4	29.8	140.7	114.4	255.2
General health and safety	70.7	45.5	38.1	20.4	174.7	72.8	247.5
Other (a)	48.2	38.1	48.6	29.9	164.8	70.4	235.2
Attended by those who did not have a wage or salary job in the last 12 months	19.6	21.2	8.9	8.5	58.2	24.5	82.7
Total	516.7	421.7	463.2	374.9	1,776.5	1,289.1	3,065.6
FEMALES							
Attended by those who had a wage or salary job in the last 12 months	676.9	514.9	427.8	266.9	1,886.5	712.6	2,599.1
<i>Fields of in-house training courses attended—</i>							
Management and professional	133.9	143.2	167.1	89.2	533.4	234.3	767.7
Technical and para-professional	149.0	68.5	48.7	47.4	313.6	88.1	401.7
Trade or craft	21.7	14.4	10.4	* 4.1	50.5	13.1	63.6
Clerical or office	46.4	42.4	26.9	14.2	129.9	57.7	187.6
Sales and personal service	120.5	90.2	38.0	31.4	280.1	77.2	357.3
Transport and machinery operation	* 2.0	* 2.2	* 0.5	—	* 4.7	* 3.6	8.3
Induction	15.5	7.7	9.9	* 5.6	38.7	26.0	64.6
General supervision	8.0	17.3	* 4.4	* 6.9	36.6	26.9	63.4
General computing skills	51.1	51.4	52.5	25.8	180.7	78.9	259.6
General health and safety	63.6	33.9	22.7	13.2	133.3	28.7	162.0
Other (a)	65.3	43.9	46.7	29.1	185.0	78.2	263.2
Attended by those who did not have a wage or salary job in the last 12 months	* 4.4	* 1.7	* 2.7	* 3.0	11.8	10.8	22.6
Total	681.3	516.5	430.6	270.0	1,898.3	723.4	2,621.7
PERSONS							
Attended by those who had a wage or salary job in the last 12 months	1,174.0	915.4	882.1	633.4	3,604.8	1,977.1	5,581.9
<i>Fields of in-house training courses attended—</i>							
Management and professional	236.9	272.8	317.6	235.6	1,062.9	708.3	1,771.3
Technical and para-professional	218.4	111.3	104.8	93.5	528.0	246.9	774.9
Trade or craft	67.4	56.4	39.2	31.5	194.4	115.0	309.4
Clerical or office	56.9	51.4	49.6	26.2	184.2	87.9	272.1
Sales and personal service	184.1	120.3	73.3	55.9	433.5	200.8	634.4
Transport and machinery operation	19.5	18.7	7.9	12.4	58.5	42.7	101.2
Induction	37.8	18.9	18.5	9.6	84.8	54.9	139.6
General supervision	14.7	25.8	18.3	20.5	79.2	77.3	156.5
General computing skills	90.5	78.5	96.8	55.6	321.4	193.3	514.7
General health and safety	134.2	79.4	60.8	33.7	308.0	101.5	409.5
Other (a)	113.6	82.0	95.3	59.0	349.9	148.5	498.4
Attended by those who did not have a wage or salary job in the last 12 months	24.0	22.9	11.7	11.5	70.0	35.3	105.3
Total	1,197.9	938.3	893.7	644.9	3,674.8	2,012.4	5,687.3

NOTE: Estimates relate to the four principal in-house training courses undertaken over the last 12 months. Therefore, a person may contribute more than once to a type of course and/or to more than one type of course. (a) Includes Labouring and related, English language, Literacy, Numeracy, and Music and arts, as well as 'Other' training courses.

TABLE 3.5. NUMBER OF EXTERNAL TRAINING COURSES ATTENDED IN THE LAST 12 MONTHS WHILE WORKING: FIELDS OF, AND TIME SPENT ON, EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING
AUSTRALIA, 1993
(*000)

	<i>Less than 40 hours</i>				<i>Total</i>	<i>40 hours and over</i>	<i>Total</i>
	<i>1 - 9 hours</i>	<i>10 - 19 hours</i>	<i>20 - 29 hours</i>	<i>30 - 39 hours</i>			
MALES							
Attended by those who had a wage or salary job in the last 12 months	139.3	147.4	117.0	70.3	474.0	219.6	693.5
<i>Fields of external training courses attended—</i>							
Management and professional	46.0	53.5	45.7	29.7	174.9	82.7	257.6
Technical and para-professional	15.9	18.4	11.3	* 5.8	51.4	32.6	84.1
Trade or craft	18.8	7.4	13.0	* 5.2	44.4	27.4	71.8
Clerical or office	* 1.6	* 1.4	* 2.3	* 1.3	* 6.5	* 1.4	7.9
Sales and personal service	23.3	18.1	6.9	* 4.8	53.1	11.5	64.6
General computing skills	9.8	18.4	13.0	7.3	48.5	25.1	73.6
General health and safety	* 3.4	8.3	* 3.0	* 5.3	20.0	12.3	32.3
Other (a)	20.4	22.0	21.9	10.9	75.1	26.5	101.6
Attended by those who did not have a wage or salary job in the last 12 months	39.5	57.2	30.6	34.9	162.2	76.0	238.2
<i>Total</i>	<i>178.7</i>	<i>204.6</i>	<i>147.7</i>	<i>105.2</i>	<i>636.2</i>	<i>295.6</i>	<i>931.8</i>
FEMALES							
Attended by those who had a wage or salary job in the last 12 months	124.2	158.3	92.0	60.0	434.4	153.5	588.0
<i>Fields of external training courses attended—</i>							
Management and professional	41.2	49.1	33.3	18.9	142.5	61.5	204.0
Technical and para-professional	17.7	19.3	13.3	9.1	59.4	15.9	75.3
Trade or craft	* 4.9	8.9	* 1.2	* 1.5	16.5	7.1	23.7
Clerical or office	8.0	* 6.2	* 3.6	* 2.3	20.1	8.6	28.7
Sales and personal service	18.3	25.8	7.9	7.1	59.0	14.4	73.4
General computing skills	8.8	21.6	19.8	12.5	62.7	14.6	77.3
General health and safety	* 6.6	* 5.9	* 3.1	* 1.1	16.7	* 6.5	23.2
Other (a)	18.6	21.5	9.9	7.5	57.5	24.9	82.4
Attended by those who did not have a wage or salary job in the last 12 months	18.5	17.8	12.6	* 6.5	55.4	25.1	80.5
<i>Total</i>	<i>142.8</i>	<i>176.0</i>	<i>104.6</i>	<i>66.4</i>	<i>489.8</i>	<i>178.6</i>	<i>668.5</i>
PERSONS							
Attended by those who had a wage or salary job in the last 12 months	263.5	305.7	209.0	130.2	908.4	373.1	1,281.5
<i>Fields of external training courses attended—</i>							
Management and professional	87.3	102.6	79.0	48.6	317.4	144.2	461.6
Technical and para-professional	33.7	37.7	24.6	14.8	110.8	48.5	159.3
Trade or craft	23.8	16.3	14.2	* 6.7	60.9	34.6	95.5
Clerical or office	9.6	7.6	* 5.8	* 3.7	26.6	10.0	36.6
Sales and personal service	41.5	43.9	14.8	11.8	112.1	25.9	138.0
General computing skills	18.6	40.0	32.8	19.8	111.2	39.7	150.9
General health and safety	10.1	14.2	* 6.1	* 6.4	36.7	18.8	55.6
Other (a)	39.0	43.4	31.7	18.4	132.6	51.4	184.1
Attended by those who did not have a wage or salary job in the last 12 months	58.0	75.0	43.2	41.4	217.6	101.1	318.7
<i>Total</i>	<i>321.5</i>	<i>380.7</i>	<i>252.2</i>	<i>171.6</i>	<i>1,126.0</i>	<i>474.2</i>	<i>1,600.3</i>

NOTE: Estimates relate to the four principal external training courses undertaken over the last 12 months. Therefore, a person may contribute more than once to a type of course and/or to more than one type of course. (a) Includes Transport and machinery operation, Labouring and related, Induction, General supervision, English language, Literacy, Numeracy, and Music and arts, as well as 'Other' training courses.

TABLE 3.6. PERSONS WHO ATTENDED AN IN-HOUSE TRAINING COURSE IN THE LAST 12 MONTHS: SUMMARY OF EMPLOYMENT CHARACTERISTICS WITH MAIN PERIOD EMPLOYER AND TIME SPENT ON IN-HOUSE TRAINING COURSES ATTENDED AUSTRALIA, 1993

	Less than 40 hours				Total	40 hours and over	Total
	1 - 9 hours	10 - 19 hours	20 - 29 hours	30 - 39 hours			
	— per cent —						('000)
Had a wage or salary job in the last 12 months	26.9	18.2	14.9	10.0	70.0	30.0	2,214.2
<i>Industry —</i>							
Agriculture, forestry, fishing and hunting	* 27.8	* 20.3	* 23.1	* 10.2	* 81.4	* 18.6	9.4
Mining	19.8	17.7	* 12.5	* 6.1	56.0	44.0	52.0
Manufacturing	22.8	17.0	12.8	11.0	63.6	36.4	248.2
Electricity, gas and water	* 11.5	19.2	* 15.1	* 12.8	58.6	41.4	49.1
Construction	31.5	22.2	* 10.2	* 10.7	74.5	25.5	52.0
Wholesale and retail trade	36.0	18.0	13.4	7.3	74.7	25.3	296.6
Transport and storage	21.9	16.6	12.1	10.6	61.1	38.9	93.0
Communication	18.0	* 9.9	13.1	* 11.5	52.5	47.5	62.5
Finance, property and business services	25.3	17.0	13.2	8.5	64.0	36.0	284.9
Public administration and defence	18.0	16.8	16.4	13.4	64.6	35.4	229.4
Community services	28.8	20.1	17.6	10.2	76.7	23.3	725.0
Recreation, personal and other services	38.9	18.3	13.4	10.1	80.7	19.3	112.1
<i>Occupation —</i>							
Managers and administrators	11.8	14.3	12.5	13.0	51.6	48.4	232.7
Professionals	19.8	18.6	20.0	12.0	70.4	29.6	531.9
Para-professionals	30.9	14.6	16.1	11.9	73.5	26.5	247.6
Tradespersons	30.7	19.1	10.5	9.8	70.1	29.9	187.7
Clerks	26.4	20.4	14.0	9.4	70.3	29.7	431.3
Salespersons and personal service workers	37.8	19.3	11.8	7.1	76.0	24.0	336.2
Plant and machine operators, and drivers	25.2	22.9	13.7	8.2	69.9	30.1	106.8
Labourers and related workers	43.3	15.3	14.4	* 4.6	77.7	22.3	139.9
<i>Size of business (number of employees throughout Australia) —</i>							
Under 10	36.7	24.6	10.7	* 6.4	78.4	21.6	112.1
10 — 19	38.2	14.7	16.1	* 8.9	77.9	22.1	68.0
20 — 99	33.8	19.8	13.8	9.7	77.0	23.0	252.5
100 and over	24.5	17.7	15.4	10.3	67.9	32.1	1,729.5
Not known or overseas employer	38.1	18.7	* 12.8	* 10.2	79.8	20.2	52.2
<i>Sector of employer —</i>							
Public	21.5	18.1	16.6	12.1	68.3	31.7	973.7
Private	31.0	18.5	13.8	8.3	71.6	28.4	1,209.8
Not known or overseas employer	37.0	* 8.7	* 4.7	* 11.4	61.7	38.3	30.7
<i>Duration of continuous employment —</i>							
Under 1 year	36.2	19.4	10.0	6.8	72.4	27.6	248.7
1 year and over	25.7	18.0	15.5	10.4	69.7	30.3	1,965.5
Did not have a wage or salary job in the last 12 months	29.0	22.0	* 12.5	* 7.6	71.2	28.8	41.4
Total	27.0	18.3	14.9	10.0	70.1	29.9	2,255.7
	— '000 —						
<i>Sex —</i>							
Males	272.7	192.9	177.1	134.3	777.0	435.0	1,212.0
Females	335.3	219.2	158.0	90.6	803.1	240.6	1,043.7
Total	608.0	412.1	335.1	224.9	1,580.1	675.5	2,255.7

TABLE 3.7. PERSONS WHO ATTENDED AN EXTERNAL TRAINING COURSE IN THE LAST 12 MONTHS WHILE WORKING:
SUMMARY OF EMPLOYMENT CHARACTERISTICS WITH MAIN PERIOD EMPLOYER AND TIME SPENT ON EXTERNAL
TRAINING COURSES ATTENDED WHILE WORKING
AUSTRALIA, 1993

	Less than 40 hours				Total	40 hours and over	Total
	1 - 9 hours	10 - 19 hours	20 - 29 hours	30 - 39 hours			
	— per cent —						('000)
Had a wage or salary job in the last 12 months	27.6	25.0	15.2	8.8	76.7	23.3	752.0
<i>Industry —</i>							
Agriculture, forestry, fishing and hunting	* 33.7	* 29.0	* 18.7	* 1.6	83.0	* 17.0	10.3
Mining	* 24.9	* 28.9	* 18.4	* 2.9	75.2	* 24.8	13.3
Manufacturing	21.7	27.7	17.5	11.3	78.2	21.8	81.8
Electricity, gas and water	* 37.0	* 18.4	* 10.4	* 7.1	72.9	* 27.1	14.5
Construction	34.3	* 16.2	* 21.0	* 6.1	77.5	* 22.5	27.2
Wholesale and retail trade	32.7	27.0	13.0	* 6.9	79.5	20.5	101.0
Transport and storage	* 20.5	* 26.9	* 10.0	* 7.9	65.4	* 34.6	22.4
Communication	* 11.1	* 29.7	* 26.6	—	67.4	* 32.6	12.0
Finance, property and business services	28.4	22.2	15.8	10.8	77.1	22.9	104.8
Public administration and defence	22.0	26.7	18.3	* 8.6	75.5	24.5	58.6
Community services	28.4	24.8	14.5	9.3	76.9	23.1	267.2
Recreation, personal and other services	27.5	25.4	* 11.2	* 10.3	74.4	25.6	38.9
<i>Occupation —</i>							
Managers and administrators	24.7	22.7	16.1	12.9	76.4	23.6	98.9
Professionals	28.3	22.4	16.4	9.1	76.2	23.8	254.5
Para-professionals	26.1	23.8	15.2	* 8.6	73.7	26.3	76.6
Tradespersons	34.3	20.3	13.8	* 5.9	74.4	25.6	60.4
Clerks	26.6	31.3	16.9	* 7.4	82.2	17.8	107.0
Salespersons and personal service workers	27.1	32.2	11.3	8.1	78.8	21.2	100.2
Plant and machine operators, and drivers	* 26.7	* 23.6	* 15.0	* 10.1	75.4	* 24.6	23.7
Labourers and related workers	26.6	* 22.8	* 13.0	* 6.4	68.7	31.3	30.8
<i>Size of business (number of employees throughout Australia) —</i>							
Under 10	29.6	29.2	14.2	* 6.6	79.7	20.3	94.6
10 — 19	37.1	* 17.8	* 15.1	* 9.7	79.7	20.3	44.2
20 — 99	29.4	28.5	11.3	8.6	77.9	22.1	117.1
100 and over	25.3	24.6	16.5	9.6	76.0	24.0	477.1
Not known or overseas employer	* 40.8	* 11.0	* 13.6	* 0.8	66.2	* 33.8	19.1
<i>Sector of employer —</i>							
Public	26.1	23.9	15.8	9.0	74.9	25.1	277.1
Private	28.3	25.8	15.2	8.8	78.1	21.9	461.9
Not known or overseas employer	* 32.8	* 20.3	* 5.3	* 7.6	66.1	* 33.9	13.0
<i>Duration of continuous employment —</i>							
Under 1 year	32.3	21.7	11.0	* 7.5	72.4	27.6	87.2
1 year and over	26.9	25.5	15.8	9.0	77.3	22.7	664.8
Did not have a wage or salary job in the last 12 months	23.3	25.4	12.8	11.7	73.2	26.8	140.4
Total	26.9	25.1	14.9	9.3	76.2	23.8	892.5
	— '000 —						
<i>Sex —</i>							
Males	135.7	119.8	77.6	51.0	384.1	133.1	517.2
Females	104.3	104.2	54.9	32.1	295.5	79.7	375.2
Total	240.0	224.0	132.6	83.0	679.7	212.8	892.5

TABLE 3.8. PERSONS WHO ATTENDED AN EXTERNAL TRAINING COURSE IN THE LAST 12 MONTHS WHILE WORKING: SUMMARY OF EMPLOYER SUPPORT FOR, AND TIME SPENT ON, EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING AUSTRALIA, 1993 ('000)

Summary of employer support	Less than 40 hours				Total	40 hours and over	Total
	1 - 9 hours	10 - 19 hours	20 - 29 hours	30 - 39 hours			
Had a wage or salary job in the last 12 months	207.3	188.3	114.7	66.5	576.8	175.2	752.0
Attended one external training course while working	170.2	119.4	59.1	28.9	377.5	71.2	448.7
Employer support provided (a)	115.5	80.7	37.5	19.5	253.2	40.1	293.3
Main period employer	111.6	79.2	37.5	19.5	247.9	37.9	285.8
Paid for study materials or fees	86.1	72.9	33.7	17.2	209.8	31.2	241.0
Provided with paid study leave	75.0	46.2	26.3	14.1	161.5	28.4	190.0
Paid for accommodation or travel expenses	32.8	22.3	12.1	9.2	76.4	15.9	92.3
Other	10.8	8.7	* 3.7	* 2.3	25.6	8.2	33.7
Other employer	* 4.0	* 1.7	—	—	* 5.7	* 2.2	* 7.9
No employer support provided	54.7	38.7	21.5	9.4	124.3	31.1	155.4
Attended two or more external training courses while working	37.1	68.9	55.6	37.6	199.3	104.0	303.3
Employer support provided	18.7	46.4	41.7	30.0	137.0	83.4	220.4
Main period employer	17.6	45.4	41.7	29.4	134.1	81.7	215.8
Provided support for all courses	16.6	40.3	35.4	24.9	117.1	71.1	188.2
Provided support for some courses	* 0.9	* 5.2	* 6.4	* 4.5	17.0	10.6	27.6
Other employer	* 1.2	* 1.5	* 0.9	* 0.6	* 4.3	* 4.9	9.2
No employer support provided	18.4	22.5	13.8	* 7.6	62.3	20.6	82.9
Did not have a wage or salary job in the last 12 months	32.7	35.7	17.9	16.5	102.8	37.6	140.4
Total	240.0	224.0	132.6	83.0	679.7	212.8	892.5

(a) Multi-response categories collected. For further details, see the Glossary (page 56).

TABLE 3.9. PERSONS IN, OR marginally attached to, THE LABOUR FORCE: SUMMARY OF SUPPORT RECEIVED FOR EXTERNAL TRAINING COURSES ATTENDED AND EMPLOYMENT STATUS AUSTRALIA, 1993 ('000)

Summary of support received	Employed			Not employed			Total	Total
	Employee	Works in own business	Total	Unemployed	Marginally attached (a)	Total		
Attended an external training course	737.5	174.2	911.7	102.4	40.6	143.0	1,054.7	
Some support provided (b)	710.3	156.6	866.8	99.5	37.3	136.9	1,003.7	
Employer support	492.6	9.4	501.9	* 6.6	* 1.6	8.2	510.1	
Main period employer	481.4	9.4	490.8	* 5.6	* 1.6	* 7.2	498.0	
Other employer	16.0	—	16.0	* 1.0	—	* 1.0	17.0	
Non-employer support	442.3	151.8	594.1	95.9	36.3	132.3	726.4	
Government	51.6	* 5.0	56.6	60.6	15.1	75.6	132.2	
Family	54.5	10.0	64.5	22.9	10.8	33.6	98.1	
Self	390.9	131.3	522.2	54.5	21.3	75.8	598.0	
Other	21.4	18.9	40.3	* 2.2	* 1.4	* 3.6	43.9	
No support provided	27.3	17.6	44.9	* 2.9	* 3.3	* 6.2	51.0	
Did not attend an external training course	5,323.1	1,349.8	6,672.9	794.7	719.6	1,514.3	8,187.2	
Total	6,060.6	1,524.0	7,584.6	897.1	760.2	1,657.3	9,241.9	

(a) This term describes persons who were neither employed nor unemployed, but who wanted to work. A full explanation is found in the Glossary (page 56). (b) Multi-response categories collected. For further details, see the Glossary (page 56).

TABLE 3.10. PERSONS WHO STUDIED FOR AN EDUCATIONAL QUALIFICATION IN 1992: WHETHER FULL-TIME OR PART-TIME STUDENT, EMPLOYER SUPPORT FOR, AND LEVEL OF, FIRST QUALIFICATION STUDIED FOR IN 1992 AUSTRALIA, 1993 ('000)

<i>Employer support for first qualification studied</i>	<i>Level of post-school qualification studied for</i>				<i>Total (a)</i>	<i>Studied for other qualification</i>	<i>Total</i>
	<i>Bachelor degree or higher</i>	<i>Under-graduate or associate diploma</i>	<i>Skilled vocational qualifications</i>	<i>Basic vocational qualifications</i>			
FULL-TIME STUDENT							
Had a wage or salary job in the last 12 months	233.4	58.0	25.4	31.2	359.0	142.9	501.9
Employer support provided (b)	16.3	10.6	11.6	* 2.4	46.2	14.7	60.9
Main period employer	14.1	10.1	10.6	* 2.4	41.5	13.5	55.0
Paid for study materials or fees	8.4	* 6.9	* 6.1	* 2.4	25.8	11.9	37.6
Provided paid study leave	* 7.2	* 6.8	8.5	* 1.6	26.4	* 7.3	33.7
Paid for accommodation or travel expenses	* 1.6	* 4.3	* 0.7	* 0.4	8.7	* 5.9	14.6
Other	* 6.5	* 2.1	* 2.6	—	12.5	* 3.0	15.6
Other employer	* 2.2	* 0.8	* 1.0	—	* 5.3	* 1.8	* 7.1
No employer support provided	217.1	47.3	13.9	28.9	312.8	128.2	441.0
Did not have a wage or salary job in the last 12 months	42.2	13.3	* 4.2	11.5	72.6	60.1	132.7
Total	275.6	71.3	29.6	42.7	431.6	203.0	634.7
PART-TIME STUDENT							
Had a wage or salary job in the last 12 months	132.7	154.5	134.6	78.8	531.7	120.1	651.9
Employer support provided (b)	64.2	70.9	86.8	26.1	262.3	44.0	306.3
Main period employer	63.3	68.3	83.1	24.5	251.9	41.3	293.2
Paid for study materials or fees	39.3	52.6	57.3	19.0	179.4	35.4	214.8
Provided paid study leave	46.9	45.9	68.9	11.2	178.5	21.2	199.7
Paid for accommodation or travel expenses	* 4.1	* 7.7	10.0	* 2.3	25.2	11.0	36.2
Other	9.9	8.9	10.8	* 3.1	35.1	* 4.7	39.8
Other employer	* 2.4	* 4.5	* 5.3	* 2.1	15.8	* 4.1	19.9
No employer support provided	68.5	83.6	47.8	52.7	269.4	76.1	345.6
Did not have a wage or salary job in the last 12 months	12.8	17.6	11.1	21.1	67.1	32.3	99.4
Total	145.5	172.1	145.6	100.0	598.8	152.5	751.2
TOTAL (c)							
Had a wage or salary job in the last 12 months	429.0	247.9	176.9	125.2	1,037.4	278.7	1,316.1
Employer support provided (b)	109.6	96.3	106.9	34.6	374.1	65.8	439.9
Main period employer	106.0	93.1	101.6	33.0	357.0	61.8	418.8
Paid for study materials or fees	65.2	71.7	70.0	27.4	251.8	53.8	305.6
Provided paid study leave	72.5	62.2	81.6	15.5	244.1	31.7	275.8
Paid for accommodation or travel expenses	12.1	15.8	11.8	* 5.1	49.8	19.0	68.9
Other	24.1	11.5	16.2	* 3.1	59.9	9.8	69.6
Other employer	* 5.8	* 5.5	* 6.9	* 2.1	24.8	* 6.5	31.3
No employer support provided	319.4	151.6	70.0	90.6	663.3	212.9	876.2
Did not have a wage or salary job in the last 12 months	60.0	34.1	18.6	34.7	153.7	94.0	247.7
Total	488.9	282.1	195.5	160.0	1,191.1	372.7	1,563.8

(a) Includes persons who studied for other post-school qualifications. (b) Multi-response categories collected. For further details, see the Glossary (page 56). (c) Includes those who studied externally.

SECTION 4. WHAT TRAINING WAS REQUIRED TO OBTAIN JOBS?

TABLE 4.1. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: WHETHER AN EDUCATIONAL QUALIFICATION WAS REQUIRED TO OBTAIN JOB WITH MAIN PERIOD EMPLOYER AUSTRALIA, 1989 AND 1993

Whether educational qualification was required to obtain job	1989			1993		
	Males	Females	Persons	Males	Females	Persons
	— '000 —					
Post-school qualifications obtained	1,860.2	1,312.4	3,172.6	1,972.9	1,408.2	3,381.1
Educational qualification required	1,414.4	990.8	2,405.2	1,111.0	826.9	1,937.9
Educational qualification not required	445.8	321.6	767.5	861.8	581.3	1,443.1
No post-school qualifications obtained	1,880.5	1,651.6	3,532.1	1,900.3	1,797.3	3,697.6
Total	3,740.7	2,964.0	6,704.7	3,873.2	3,205.5	7,078.7
	— per cent —					
Post-school qualifications obtained	49.7	44.3	47.3	51.2	43.9	47.8
Educational qualification required	37.8	33.4	35.9	29.2	26.2	27.8
Educational qualification not required	11.9	10.9	11.4	22.1	17.7	20.0
No post-school qualifications obtained	50.3	55.7	52.7	48.8	56.1	52.2
Total	100.0	100.0	100.0	100.0	100.0	100.0

NOTE: Between the 1989 and 1993 surveys, there was a change in the method used to classify qualifications. Some of the movement in data recorded in this table is attributable to the change in classification. For further details, see the Explanatory Notes (page 49).

TABLE 4.2. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: WHETHER MAIN IN-HOUSE OR MAIN EXTERNAL TRAINING COURSE WAS REQUIRED TO OBTAIN LAST OCCUPATION HELD WITH, AND SIZE OF BUSINESS OF, MAIN PERIOD EMPLOYER AUSTRALIA, 1993 ('000)

	Under 10 employees	10 - 19 employees	20 - 99 employees	100 employees and over	Total (a)
<i>Whether main in-house training course required —</i>					
Attended an in-house training course	112.1	68.0	252.5	1,729.5	2,214.2
Required to obtain last occupation held with main period employer	* 3.1	* 2.0	* 6.7	54.5	67.8
Not required to obtain last occupation held with main period employer	106.8	65.5	244.7	1,668.3	2,135.7
Commenced last occupation held with main period employer in the last 12 months	29.9	13.2	36.4	216.0	304.0
Commenced last occupation held with main period employer more than 12 months ago	77.0	52.3	208.4	1,452.4	1,831.8
Not asked	* 2.2	* 0.5	* 1.1	* 6.7	10.7
Did not attend an in-house training course	1,134.3	444.3	673.8	2,315.6	4,864.4
<i>Whether main external training course required —</i>					
Attended an external training course	118.7	52.3	128.6	508.8	835.6
Required to obtain last occupation held with main period employer	* 2.3	* 2.9	* 3.2	12.4	22.5
Not required to obtain last occupation held with main period employer	116.3	49.4	125.4	496.3	813.1
Commenced last occupation held with main period employer in the last 12 months	37.4	12.1	26.6	83.1	168.9
Commenced last occupation held with main period employer more than 12 months ago	79.0	37.3	98.8	413.2	644.2
Did not attend an external training course	1,127.7	460.0	797.8	3,536.3	6,243.1
Total	1,246.4	512.3	926.3	4,045.1	7,078.7

(a) Includes persons who did not know the size of their main period employer's business and persons whose main period employer was overseas.

TABLE 4.3. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: SUMMARY OF EMPLOYMENT CHARACTERISTICS, AND LEVEL OF EDUCATIONAL QUALIFICATION REQUIRED TO OBTAIN JOB, WITH MAIN PERIOD EMPLOYER AUSTRALIA, 1993 ('000)

	Post-school qualifications obtained (a)							Total	No post-school qualifications obtained	Total
	Level of educational qualification required to obtain job									
	Bachelor degree or higher	Under-graduate or associate diploma	Skilled vocational qualifications	Basic vocational qualifications	Total requiring qualifications (b)	No qualification required (c)	Total			
<i>Industry —</i>										
Agriculture, forestry, fishing and hunting	* 5.4	* 2.1	* 2.7	* 0.9	11.8	35.0	46.8	152.2	199.0	
Mining	9.4	* 6.4	13.4	* 2.7	35.4	21.2	56.6	46.2	102.8	
Manufacturing	39.1	35.4	141.8	9.4	246.5	266.2	512.7	643.5	1,156.2	
Electricity, gas and water	11.7	* 6.5	15.2	—	40.8	16.7	57.5	37.2	94.8	
Construction	10.3	8.5	67.2	* 2.9	99.6	78.4	178.0	169.4	347.4	
Wholesale and retail trade	34.1	18.3	84.6	9.7	168.0	286.0	454.1	863.8	1,317.9	
Transport and storage	* 8.0	* 7.9	13.6	* 6.2	47.9	63.3	111.2	197.8	309.1	
Communication	* 6.5	* 7.1	9.0	* 3.0	33.2	26.8	59.9	66.6	126.5	
Finance, property and business services	84.5	27.1	29.5	27.0	197.7	171.7	369.4	422.1	791.6	
Public administration and defence	52.7	20.2	24.0	12.6	129.9	107.2	237.0	200.9	438.0	
Community services	355.7	312.4	69.1	75.5	859.9	224.0	1,083.8	504.3	1,588.1	
Recreation, personal and other services	8.6	9.1	31.2	8.2	67.4	146.6	214.0	393.4	607.4	
<i>Occupation —</i>										
Managers and administrators	74.8	33.9	22.7	* 6.1	150.2	136.1	286.3	196.8	483.1	
Professionals	444.4	213.0	54.3	* 7.5	749.8	109.4	859.2	121.4	980.6	
Para-professionals	62.2	134.2	49.6	21.1	294.3	89.1	383.3	119.6	502.9	
Tradespersons	* 4.1	25.4	312.3	* 3.1	383.3	215.8	599.1	325.8	924.9	
Clerks	27.2	26.7	21.3	67.9	182.5	271.6	454.1	799.9	1,254.0	
Salespersons and personal service workers	12.1	18.8	22.8	47.2	125.4	275.0	400.3	800.3	1,200.7	
Plant and machine operators, and drivers	* 0.9	* 1.7	8.7	* 1.6	24.0	115.6	139.6	409.0	548.6	
Labourers and related workers	* 0.5	* 7.1	9.6	* 3.8	28.6	230.5	259.1	924.7	1,183.8	
<i>Size of business (number of employees throughout Australia) —</i>										
Under 10	40.7	29.3	97.0	17.1	211.1	301.5	512.5	733.9	1,246.4	
10 — 19	22.1	28.0	42.0	* 7.7	107.9	118.1	226.0	286.3	512.3	
20 — 99	77.9	59.1	61.4	30.3	249.0	212.1	461.2	465.1	926.3	
100 and over	471.3	332.6	280.2	95.9	1,310.0	747.0	2,056.9	1,988.2	4,045.1	
Not known or overseas employer	14.1	12.0	20.7	* 7.2	59.9	64.5	124.4	224.1	348.5	
<i>Sector of employer —</i>										
Public	329.4	255.6	122.7	63.3	853.4	312.2	1,165.6	754.7	1,920.3	
Private	282.4	198.0	371.5	91.7	1,049.2	1,100.1	2,149.4	2,877.5	5,026.8	
Not known or overseas employer	14.4	* 7.4	* 7.2	* 3.2	35.3	30.8	66.1	65.5	131.5	
<i>Duration of continuous employment —</i>										
Under 1 year	93.9	55.2	82.4	25.7	279.7	322.7	602.4	894.6	1,497.0	
1 year and over	532.2	405.8	419.0	132.5	1,658.2	1,120.4	2,778.6	2,803.1	5,581.7	
Total	626.2	461.0	501.3	158.2	1,937.9	1,443.1	3,381.1	3,697.6	7,078.7	

(a) Only persons with post-school qualifications were asked whether an educational qualification was required to obtain their job with their main period employer. The level of educational qualification required need not be the same as their highest post-school qualification obtained. (b) Includes persons who required other post-school qualifications, persons who required a certificate that needed less than one semester full-time study (or equivalent) to complete, and persons who required a secondary school certificate to obtain their job with their main period employer. (c) Includes persons who did not know if an educational qualification was required.

SECTION 5. HOW WAS TRAINING PROVIDED?

TABLE 5.1. PERSONS WHO ATTENDED AN IN-HOUSE TRAINING COURSE IN THE LAST 12 MONTHS: SUMMARY OF CHARACTERISTICS, AND FIELD, OF MAIN IN-HOUSE TRAINING COURSE ATTENDED
AUSTRALIA, 1993
(^{'000})

	Management and professional	Technical and para-professional	Trade or craft	Clerical or office	Sales and personal service	Transport and machinery operation	Induction supervision	General computing skills	General health and safety	Other (a)	Total
Had a wage or salary job in the last 12 months	665.6	285.1	137.2	113.4	255.9	47.3	75.1	210.0	154.6	199.1	2,214.2
<i>Structure —</i>											
Conducted with an instructor	618.6	272.8	130.5	105.6	239.3	46.7	69.9	195.1	147.7	187.1	2,082.0
With structured notes or a manual	517.9	223.4	115.8	96.3	202.1	40.3	59.4	175.6	117.6	155.3	1,769.8
Self-paced course	62.6	28.7	19.5	22.4	27.1	*6.1	*5.9	42.8	8.5	17.5	248.0
Not a self-paced course	455.3	194.7	96.3	74.0	175.0	34.2	53.6	132.8	109.1	137.8	1,521.7
Without structured notes or a manual	100.7	49.4	14.7	9.3	37.2	*6.4	10.5	19.5	30.0	31.8	312.3
Self-paced course	15.9	*4.5	*3.6	*2.5	*3.7	*1.8	*1.3	8.3	*4.7	*2.7	49.0
Not a self-paced course	84.8	44.9	11.1	*6.8	33.5	*4.6	9.2	11.2	25.3	29.1	263.3
Conducted without an instructor	47.0	12.3	*6.7	*7.8	16.6	*0.6	*5.2	15.0	*6.9	12.0	132.2
<i>When training conducted —</i>											
Totally in work time	500.6	224.1	102.3	102.6	176.9	42.8	60.7	187.0	133.2	152.5	1,743.1
Totally out of work time	57.8	29.5	23.3	*5.2	45.4	*3.3	9.4	12.3	13.2	29.3	231.1
Both in and out of work time	107.2	31.5	11.6	*5.6	33.6	*1.1	*5.1	10.7	8.2	17.4	240.0
<i>Methods of assessment —</i>											
Performance assessed (b)	169.2	101.5	70.3	33.8	85.3	35.3	26.7	63.4	68.6	66.9	749.1
Written tests or exams	66.7	47.3	48.4	10.4	39.0	25.3	16.0	14.1	42.1	31.0	353.2
Assignments	47.6	18.6	8.8	*5.6	8.3	*3.4	*3.4	11.8	*7.4	13.4	137.3
Oral exams	46.0	24.8	13.0	*4.9	20.6	9.5	*7.6	8.8	13.7	20.7	178.6
Practical demonstrations	82.7	58.2	39.1	22.0	46.0	22.1	12.1	40.4	38.9	35.8	413.5
Other	24.7	12.3	*1.9	*3.6	10.4	*1.6	*3.1	8.7	*3.3	*7.8	79.3
Performance not assessed	488.7	180.3	65.5	79.1	165.5	11.4	47.4	144.3	83.9	128.7	1,436.3
Not known or still attending	*7.8	*3.3	*1.4	*0.5	*5.1	*0.6	*1.0	*2.3	*2.0	*3.5	28.8
<i>Whether part of a larger program —</i>											
Training course was part of a larger program	301.7	124.9	58.4	37.1	106.2	19.4	31.6	79.5	53.2	79.9	921.7
Training course was not part of a larger program	356.1	156.0	77.8	73.5	147.9	25.8	41.6	126.8	98.7	113.7	1,258.9
Not known	*7.9	*4.2	*1.1	*2.8	*1.8	*2.1	*1.9	*3.8	*2.7	*5.5	33.7
<i>Sex —</i>											
Males	371.5	148.7	112.6	30.8	111.4	44.2	37.8	91.1	99.7	93.4	1,180.8
Females	294.1	136.4	24.6	82.6	144.6	*3.0	37.3	118.9	54.9	105.7	1,033.4
Did not have a wage or salary job in the last 12 months	19.8	*3.7	*2.6	*1.0	11.0	*0.5	—	*0.6	*0.9	*1.3	41.4
Total	685.5	288.8	139.8	114.4	266.9	47.8	75.1	210.6	155.5	200.4	2,255.7

(a) Includes persons who attended Labouring and related, English Language, Literacy, Numeracy, and Music and arts, as well as 'Other' training courses. (b) Multi-response categories collected. For further details, see the Glossary (page 56).

TABLE 5.2. PERSONS WHO ATTENDED AN EXTERNAL TRAINING COURSE IN THE LAST 12 MONTHS: SUMMARY OF CHARACTERISTICS, AND FIELD, OF MAIN EXTERNAL TRAINING COURSE ATTENDED AUSTRALIA, 1993 ('000)

	Management and professional	Technical and para-professional	Trade or craft	Clerical or office	Sales and personal service	General computing skills	General health and safety	Other (a)	Total
Had a wage or salary job in the last 12 months	256.8	90.5	67.5	35.0	78.7	113.1	42.3	151.7	835.6
<i>Structure</i> —									
Conducted with an instructor	242.2	83.1	65.4	34.4	74.9	110.7	42.3	147.0	800.0
With structured notes or a manual	207.6	72.8	54.3	30.5	63.0	102.7	38.3	118.0	687.2
Self-paced course	27.0	8.2	11.3	8.9	*5.1	24.5	*4.9	19.0	108.8
Not a self-paced course	180.6	64.6	43.0	21.7	57.8	78.2	33.4	99.0	578.3
Without structured notes or a manual	34.6	11.1	10.3	*3.9	12.0	*7.9	*4.0	29.0	112.8
Self-paced course	*4.6	*1.4	*3.3	*1.8	*1.5	*1.5	*0.7	9.2	24.0
Not a self-paced course	30.0	8.9	*7.9	*2.1	10.4	*6.5	*3.3	19.8	88.9
Conducted without an instructor	14.5	*7.4	*2.1	*0.6	*3.8	*2.4	—	*4.7	35.5
<i>Provider</i> —									
Educational institution	52.3	13.2	17.8	11.7	*4.0	30.4	*2.9	34.0	166.3
Training consultants	54.8	15.0	*4.4	9.4	18.5	33.4	*7.9	21.3	164.7
Equipment supplier or manufacturer	13.7	20.9	19.3	—	28.8	19.3	—	11.9	113.9
Professional or industrial association	108.8	29.2	12.4	*2.9	14.4	9.4	11.5	28.5	217.1
Community or adult education centre	9.0	*5.0	8.6	*7.1	*4.8	17.9	*7.3	26.0	85.7
Other	18.1	*7.3	*4.9	*4.0	8.2	*2.8	12.7	30.0	87.9
<i>Methods of assessment</i> —									
Performance assessed (b)	60.5	30.0	27.5	16.7	25.9	38.4	24.1	71.0	294.1
Written tests or exams	27.3	17.0	20.2	9.0	16.2	14.1	19.0	36.5	159.5
Assignments	15.4	*7.7	*3.4	*4.7	*3.4	9.1	*3.7	18.3	65.6
Oral exams	15.3	*5.6	*4.1	*2.4	8.3	*2.6	*7.2	25.2	70.8
Practical demonstrations	32.1	18.8	16.7	9.7	13.5	27.2	18.3	38.0	174.2
Other	*3.9	*2.1	*0.5	*1.2	*3.4	*2.3	*0.7	*6.0	20.1
Performance not assessed	190.0	60.5	39.4	17.4	51.7	71.1	16.2	77.8	524.3
Not known or still attending	*6.3	—	*0.6	*0.9	*1.0	*3.6	*2.0	*2.9	17.2
<i>Whether part of a larger program</i> —									
Training course was part of a larger program	69.5	21.7	14.7	*5.6	18.1	18.3	14.0	37.9	199.7
Fixed number of courses	16.4	*4.7	*3.4	*1.6	*3.4	*2.9	*3.6	*7.4	43.4
On-going program	41.1	10.8	*5.7	*3.0	*8.0	10.5	*7.1	20.9	107.0
Not known	12.0	*6.2	*5.6	*0.9	*6.7	*4.8	*3.4	9.6	49.3
Training course was not part of a larger program	186.5	68.9	51.9	28.8	58.2	94.1	26.9	111.2	626.5
Not known	*0.8	—	*0.8	*0.7	*2.4	*0.7	*1.3	*2.6	9.4
<i>Sex</i> —									
Males	146.4	49.3	52.0	*6.6	38.8	51.9	22.8	83.4	451.3
Females	110.3	41.3	15.5	28.5	39.9	61.2	19.5	68.3	384.3
Did not have a wage or salary job in the last 12 months	57.3	14.8	32.5	12.2	23.1	21.9	12.5	56.3	230.5
Total	314.1	105.3	100.0	47.2	101.8	135.0	54.8	207.9	1,066.0

(a) Includes persons who attended Transport and machinery operation, Labouring and related, Induction, General supervision, English language, Literacy, Numeracy, and Music and arts, as well as 'Other' training courses.
 (b) Multi-response categories collected. For further details, see the Glossary (page 56).

TABLE 5.3. EMPLOYED PERSONS: WHETHER HAD ANY BARRIERS TO ATTENDING TRAINING COURSES IN OWN TIME AND STATUS OF WORKER
AUSTRALIA, 1993
(*000)

	<i>Employee</i>	<i>Employer</i>	<i>Self-employed</i>	<i>Total</i>
Attended training courses in own time	865.5	81.0	111.9	1,058.4
Employer did not pay costs for all courses or works in own business	481.8	81.0	111.9	674.7
Main difficulty in attending at own expense —				
Personal	126.3	26.1	28.4	180.7
Physical disability	* 0.7	—	—	* 0.7
No time	65.5	15.8	13.3	94.6
Not interested or motivated	* 2.5	—	—	* 2.5
Location of training, lack of transport	29.0	* 6.5	* 7.9	43.3
Too expensive	28.7	* 3.8	* 7.2	39.6
Family	34.1	* 6.2	10.4	50.7
Lack of suitable childcare	15.8	* 3.2	* 4.5	23.6
Other family responsibilities	18.3	* 3.0	* 5.9	27.1
Work-related	54.8	8.9	9.5	73.2
Scheduling of work and training	49.7	8.9	8.9	67.5
Other work-related reasons	* 5.0	—	* 0.7	* 5.7
Skills-related	* 2.8	—	* 1.2	* 4.0
Other difficulties	10.8	* 1.4	* 1.2	13.5
No difficulties	253.0	38.4	61.2	352.6
Employer paid costs for all courses	383.7	..	..	383.7
Did not attend training courses in own time	5,195.1	480.6	850.5	6,526.2
Main reason did not attend in own time —				
Personal	2,239.4	269.3	394.9	2,903.6
Physical disability	10.6	* 0.7	* 1.3	12.6
No time	1,326.0	210.1	251.9	1,788.0
Not interested or motivated	716.1	49.1	118.6	883.7
Location of training, lack of transport	56.9	* 4.4	* 5.9	67.2
Too expensive	129.9	* 4.9	17.3	152.1
Family	114.9	* 8.0	11.8	134.6
Lack of suitable childcare	24.1	* 1.5	* 2.0	27.6
Other family responsibilities	90.8	* 6.5	9.7	107.0
Work-related	1,839.0	145.4	334.2	2,318.6
No need, little difference to work prospects	1,714.8	137.0	325.4	2,177.1
Scheduling of work and training	101.5	8.4	8.5	118.4
Lack of employer support	22.8	—	* 0.3	23.1
Skills-related	586.8	25.0	56.3	668.2
Lack of qualifications or prerequisites	11.2	—	* 1.0	12.1
Lack of English proficiency	15.8	* 1.0	* 2.7	19.4
Lack of numeracy skills	* 2.4	—	* 0.7	* 3.0
Lack of information on available courses	47.9	* 0.1	* 3.5	51.5
No courses available	509.6	23.9	48.5	582.1
Other reasons	101.8	* 6.0	13.3	121.0
No reasons	313.2	26.8	40.1	380.2
Total	6,060.6	561.5	962.5	7,584.6

TABLE 5.4. EMPLOYED PERSONS: WHETHER HAD ANY BARRIERS TO ATTENDING TRAINING COURSES IN WORK TIME AND STATUS OF WORKER AUSTRALIA, 1993 ('000)

	Employee	Employer	Self-employed	Total
Attended training courses in work time	2,024.1	79.2	96.3	2,199.6
Main difficulty in attending —				
Personal	246.8	25.9	21.1	293.8
Physical disability	* 0.9	—	—	* 0.9
No time	128.7	19.5	10.7	158.9
Not interested or motivated	* 4.8	—	* 0.6	* 5.3
Location of training, lack of transport	90.4	* 4.3	* 4.9	99.6
Too expensive	22.1	* 2.0	* 4.9	29.0
Work-related	339.5	18.3	17.5	375.3
No need, little difference to work prospects	* 2.9	* 0.2	* 0.2	* 3.3
Scheduling of work and training	313.1	17.7	14.9	345.8
Lack of employer support	23.5	* 0.3	* 2.5	26.2
Skills-related	13.3	—	* 1.3	14.6
Other difficulties	42.9	* 4.6	* 2.3	49.8
No difficulties	1,381.6	30.5	54.0	1,466.1
Did not attend training courses in work time	4,036.5	482.4	866.2	5,385.0
Main reason did not attend —				
Personal	824.7	251.9	365.0	1,441.6
Physical disability	9.1	* 1.0	* 1.3	11.5
No time	509.5	204.4	254.8	968.7
Not interested or motivated	252.7	35.2	84.2	372.1
Location of training, lack of transport	24.7	* 3.6	* 7.7	36.1
Too expensive	28.7	* 7.6	17.0	53.3
Work-related	1,687.4	164.2	362.0	2,213.6
No need, little difference to work prospects	1,272.9	148.3	336.7	1,757.9
Scheduling of work and training	169.8	15.2	22.4	207.4
Lack of employer support	244.7	* 0.6	* 2.9	248.3
Skills-related	1,076.8	29.7	77.8	1,184.3
Lack of qualifications or prerequisites	11.1	—	* 1.0	12.1
Lack of English proficiency	10.9	* 1.0	* 2.5	14.4
Lack of information on available courses	50.9	* 0.7	* 3.8	55.4
No courses available	1,003.8	28.1	70.5	1,102.4
Other reasons	163.1	11.5	23.6	198.1
No reasons	284.4	25.1	37.9	347.4
Total	6,060.6	561.5	962.5	7,584.6

TABLE 5.5. EMPLOYEES: PROPORTION OF WORKING TIME SPENT CONDUCTING TRAINING AND TYPE OF ORGANISATION AT WHICH EMPLOYED AUSTRALIA, 1993 ('000)

	<i>Involved in the provision of vocational training and employed in —</i>							<i>Not involved in vocational training</i>		
	<i>Schools or universities</i>	<i>TAFE college</i>	<i>Adult or community education centre</i>	<i>Commercial training business</i>	<i>Non-profit training organisation</i>	<i>Supplier or equipment manufacturer</i>	<i>Other</i>	<i>Total(a)</i>	<i>Total</i>	
Involved in the provision of vocational training	223.7	45.3	9.6	21.3	30.9	68.2	841.2	1,251.5	..	1,251.5
Employed in schools or universities	223.7	..	..	..	..	..	..	223.7	..	223.7
Employed in other organisations	..	45.3	9.6	21.3	30.9	68.2	841.2	1,027.8	..	1,027.8
Involved in conducting training	..	34.4	* 7.3	17.4	23.6	40.6	512.4	643.0	..	643.0
Proportion of time spent —										
25% or under	..	12.7	* 3.8	14.4	20.0	31.8	455.8	543.2	..	543.2
26 — 75%	..	10.8	* 2.5	* 0.8	* 2.6	* 7.8	45.2	71.4	..	71.4
76 — 100%	..	10.9	* 1.0	* 2.2	* 0.9	* 1.1	11.3	28.4	..	28.4
Involved in other training activities only	..	11.0	* 2.2	* 3.9	* 7.3	27.6	328.8	384.8	..	384.8
Not involved in vocational training	..	..	..	..	..	..	..	..	4,809.1	4,809.1
Total	223.7	45.3	9.6	21.3	30.9	68.2	841.2	1,251.5	4,809.1	6,060.6

(a) Includes persons who were employed at Industry skills centres and at Business colleges.

TABLE 5.6. PERSONS IN, OR marginally attached to, THE LABOUR FORCE: PROVIDER AND STRUCTURE OF MAIN EXTERNAL TRAINING COURSE ATTENDED AND EMPLOYMENT STATUS AUSTRALIA, 1993 ('000)

	Employed		Not employed				Total
	Employee	Works in own business	Total Unemployed	Marginally attached	Total	Total	
EDUCATIONAL INSTITUTION							
<i>Structure of main external course —</i>							
Conducted with an instructor	138.5	24.3	162.8	36.1	9.1	45.1	207.9
With structured notes or a manual	124.5	22.0	146.5	31.1	* 5.5	36.6	183.2
Without structured notes or a manual	14.0	* 2.3	16.3	* 4.9	* 3.6	8.5	24.8
Conducted without an instructor	* 4.5	* 0.4	* 4.9	—	* 0.4	* 0.4	* 5.3
<i>Total</i>	<i>143.0</i>	<i>24.7</i>	<i>167.7</i>	<i>36.1</i>	<i>9.5</i>	<i>45.6</i>	<i>213.3</i>
TRAINING CONSULTANT							
<i>Structure of main external course —</i>							
Conducted with an instructor	151.3	25.2	176.4	* 6.9	* 1.1	* 7.9	184.4
With structured notes or a manual	139.8	21.1	161.0	* 6.2	* 1.1	* 7.2	168.2
Without structured notes or a manual	11.5	* 4.0	15.5	* 0.7	—	* 0.7	16.2
Conducted without an instructor	* 3.3	—	* 3.3	—	* 0.6	* 0.6	* 3.9
<i>Total</i>	<i>154.6</i>	<i>25.2</i>	<i>179.8</i>	<i>* 6.9</i>	<i>* 1.7</i>	<i>8.5</i>	<i>188.3</i>
EQUIPMENT SUPPLIER OR MANUFACTURER							
<i>Structure of main external course —</i>							
Conducted with an instructor	99.2	28.9	128.1	* 1.9	* 0.7	* 2.7	130.8
With structured notes or a manual	81.5	22.3	103.8	* 1.9	* 0.7	* 2.7	106.5
Without structured notes or a manual	17.7	* 6.6	24.3	—	—	—	24.3
Conducted without an instructor	* 7.5	* 3.0	10.5	* 0.7	—	* 0.7	11.2
<i>Total</i>	<i>106.7</i>	<i>32.0</i>	<i>138.6</i>	<i>* 2.6</i>	<i>* 0.7</i>	<i>* 3.3</i>	<i>142.0</i>
PROFESSIONAL OR INDUSTRIAL ASSOCIATION							
<i>Structure of main external course —</i>							
Conducted with an instructor	178.8	60.9	239.8	* 6.6	* 4.4	10.9	250.7
With structured notes or a manual	147.6	50.5	198.1	* 6.3	* 3.8	10.1	208.2
Without structured notes or a manual	31.2	10.4	41.7	* 0.3	* 0.5	* 0.8	42.5
Conducted without an instructor	13.8	* 4.6	18.3	—	—	—	18.3
<i>Total</i>	<i>192.6</i>	<i>65.5</i>	<i>258.1</i>	<i>* 6.6</i>	<i>* 4.4</i>	<i>10.9</i>	<i>269.0</i>
COMMUNITY OR ADULT EDUCATION CENTRE							
<i>Structure of main external course —</i>							
Conducted with an instructor	66.7	* 7.9	74.6	29.1	17.9	47.0	121.6
With structured notes or a manual	54.0	* 5.4	59.5	24.4	13.7	38.0	97.5
Without structured notes or a manual	12.6	* 2.5	15.1	* 4.7	* 4.3	8.9	24.1
Conducted without an instructor	* 0.6	—	* 0.6	* 0.8	* 0.7	* 1.5	* 2.1
<i>Total</i>	<i>67.3</i>	<i>* 7.9</i>	<i>75.2</i>	<i>29.9</i>	<i>18.6</i>	<i>48.5</i>	<i>123.7</i>
TOTAL (a)							
Attended an external training course	737.5	174.2	911.7	102.4	40.6	143.0	1,054.7
<i>Structure of main external course —</i>							
Conducted with an instructor	705.2	165.5	870.8	99.7	38.9	138.6	1,009.3
With structured notes or a manual	605.4	134.5	739.8	84.6	29.9	114.5	854.4
Without structured notes or a manual	99.9	31.0	130.9	15.1	9.0	24.1	155.0
Conducted without an instructor	32.3	8.7	40.9	* 2.7	* 1.7	* 4.4	45.4
Did not attend an external training course	5,323.1	1,349.8	6,672.9	794.7	719.6	1,514.3	8,187.2
<i>Total</i>	<i>6,060.6</i>	<i>1,524.0</i>	<i>7,584.6</i>	<i>897.1</i>	<i>760.2</i>	<i>1,657.3</i>	<i>9,241.9</i>

(a) Includes 'Other' training providers.

TABLE 5.7. PERSONS IN, OR marginally attached to, THE LABOUR FORCE: WHETHER FULL-TIME OR PART-TIME STUDENT, AND EDUCATIONAL INSTITUTION AT WHICH ENROLLED, FOR FIRST QUALIFICATION STUDIED FOR IN 1992 AND EMPLOYMENT STATUS
AUSTRALIA, 1993
(*000)

	Employed			Not employed			Total
	Employee	Works in own business	Total	Unemployed	Marginally attached (a)	Total	
FULL-TIME STUDENT							
<i>Educational institution at which enrolled—</i>							
Secondary school	87.6	* 0.6	88.2	37.4	19.3	56.7	144.9
University	179.2	9.0	188.2	43.1	38.9	81.9	270.1
TAFE college	66.1	* 2.4	68.6	31.9	9.5	41.5	110.0
Business college	* 7.5	—	* 7.5	* 3.5	* 1.1	* 4.6	12.1
Industry skills centre	* 6.7	* 1.1	* 7.7	* 5.1	* 0.5	* 5.7	13.4
Other	30.6	* 3.1	33.8	9.2	* 5.6	14.9	48.6
Total	377.7	16.2	393.9	130.2	75.0	205.2	599.1
PART-TIME STUDENT							
<i>Educational institution at which enrolled—</i>							
Secondary school	* 5.8	* 0.3	* 6.1	* 1.2	* 1.1	* 2.3	8.4
University	139.8	11.0	150.8	8.6	* 3.7	12.2	163.0
TAFE college	361.9	31.6	393.5	36.5	18.2	54.7	448.2
Business college	9.9	* 0.8	10.6	* 0.3	—	* 0.3	11.0
Industry skills centre	10.1	* 2.4	12.5	* 3.7	* 1.4	* 5.1	17.6
Other	63.3	17.4	80.7	8.3	* 3.7	12.0	92.7
Total	590.7	63.4	654.1	58.6	28.1	86.7	740.8
TOTAL							
Studied in 1992 (b)	1,115.6	96.0	1,211.6	194.3	107.7	302.0	1,513.6
<i>Educational institution at which enrolled—</i>							
Secondary school	95.8	* 1.9	97.7	38.6	20.7	59.3	157.0
University	390.4	27.2	417.6	55.8	45.4	101.2	518.8
TAFE college	450.7	36.4	487.2	69.2	28.6	97.8	584.9
Business college	21.2	* 0.8	22.0	* 3.8	* 1.1	* 4.9	26.9
Industry skills centre	18.5	* 4.2	22.7	9.4	* 2.0	11.4	34.1
Other	139.0	25.5	164.5	17.5	9.9	27.4	191.9
Did not study in 1992	4,945.0	1,428.0	6,373.0	702.8	652.5	1,355.3	7,728.3
Total	6,060.6	1,524.0	7,584.6	897.1	760.2	1,657.3	9,241.9

(a) This term describes persons who were neither employed nor unemployed, but who wanted to work. A full explanation is found in the Glossary (page 56).

(b) Includes those who studied externally.

TABLE 5.8. PERSONS IN, OR marginally attached to, THE LABOUR FORCE: WHETHER FULL-TIME OR PART-TIME STUDENT, AND EDUCATIONAL INSTITUTION AT WHICH ENROLLED, FOR QUALIFICATION STUDIED FOR IN 1993 AND EMPLOYMENT STATUS
AUSTRALIA, 1993
(*000)

	Employed			Not employed			Total
	Employee	Works in own business	Total	Unemployed	Marginally attached (a)	Total	
FULL-TIME STUDENT							
<i>Educational institution at which enrolled—</i>							
Secondary school	* 2.8	—	* 2.8	* 2.2	* 2.7	* 4.9	* 7.7
University	165.3	8.1	173.3	35.8	59.0	94.8	268.1
TAFE college	43.7	* 3.8	47.5	20.7	25.9	46.6	94.1
Business college	* 2.3	* 0.5	* 2.8	* 3.1	* 1.6	* 4.7	* 7.5
Industry skills centre	* 4.9	—	* 4.9	* 5.7	* 0.8	* 6.5	11.4
Other	24.7	* 3.4	28.1	* 6.8	* 6.9	13.7	41.8
<i>Total</i>	243.7	15.8	259.5	74.2	97.0	171.3	430.7
PART-TIME STUDENT							
<i>Educational institution at which enrolled—</i>							
Secondary school	* 2.8	—	* 2.8	—	—	—	* 2.8
University	150.2	11.8	162.1	17.4	* 6.3	23.6	185.7
TAFE college	306.9	23.2	330.1	35.6	17.4	53.1	383.2
Business college	8.9	* 0.7	9.6	* 2.7	* 0.7	* 3.4	13.0
Industry skills centre	12.1	* 0.9	13.0	* 2.9	* 0.3	* 3.2	16.3
Other	56.8	12.7	69.4	9.4	* 3.4	12.8	82.2
<i>Total</i>	537.7	49.3	587.0	68.0	28.1	96.1	683.1
TOTAL							
Studied in 1993 (b)	943.9	84.5	1,028.4	153.0	133.5	286.5	1,314.9
<i>Educational institution at which enrolled—</i>							
Secondary school	8.3	—	8.3	* 2.6	* 2.7	* 5.3	13.6
University	396.1	28.1	424.3	60.2	69.5	129.7	553.9
TAFE college	377.0	31.5	408.5	57.7	45.3	103.0	511.5
Business college	13.6	* 1.2	14.7	* 6.1	* 2.8	8.9	23.6
Industry skills centre	20.9	* 1.9	22.9	8.6	* 1.2	9.7	32.6
Other	127.9	21.8	149.7	17.9	12.0	29.9	179.6
Did not study in 1993	5,116.7	1,439.5	6,556.2	744.1	626.7	1,370.8	7,927.1
<i>Total</i>	6,060.6	1,524.0	7,584.6	897.1	760.2	1,657.3	9,241.9

(a) This term describes persons who were neither employed nor unemployed, but who wanted to work. A full explanation is found in the Glossary (page 56).

(b) Includes those who studied externally.

SECTION 6. WHY WAS TRAINING UNDERTAKEN AND WITH WHAT OUTCOMES?

TABLE 6.1. PERSONS WHO ATTENDED AN IN-HOUSE TRAINING COURSE IN THE LAST 12 MONTHS: SUMMARY OF CHARACTERISTICS, AND FIELD, OF MAIN IN-HOUSE TRAINING COURSE ATTENDED
AUSTRALIA, 1993
('000)

	Management and professional	Technical and para-professional	Trade or craft	Clerical or office	Sales and personal service	Transport and machinery operation	Induction supervision	General computing skills	General health and safety	Other (a)	Total
Had a wage or salary job in the last 12 months (b)	665.6	285.1	137.2	113.4	255.9	47.3	75.1	70.9	154.6	199.1	2,214.2
<i>Whether necessary to obtain a promotion —</i>											
Training was necessary to obtain a promotion	120.1	65.2	31.5	22.7	64.1	17.0	18.9	17.8	25.0	40.0	472.2
Training was not necessary to obtain a promotion	543.7	218.0	104.2	90.2	190.6	30.3	56.2	53.0	127.5	158.5	1,731.3
<i>Whether undertaken to help obtain a promotion —</i>											
Did training to help obtain a promotion	107.9	46.7	21.6	18.3	41.3	8.9	9.9	24.4	15.0	31.8	366.7
Training helped in obtaining a promotion	43.0	18.1	10.0	8.9	19.0	* 5.3	* 6.5	10.7	* 6.3	12.7	161.4
Training is likely to help in obtaining a promotion	38.3	13.5	* 6.7	* 3.9	13.9	* 2.4	* 2.1	8.7	* 4.3	10.1	113.9
Other	26.6	15.0	* 4.9	* 5.5	8.4	* 1.2	* 1.3	* 5.1	* 4.3	9.0	91.4
Did not do training to help obtain a promotion	556.0	236.6	114.1	94.6	213.5	38.4	65.2	46.4	137.5	166.6	1,836.9
Training helped in obtaining a promotion	30.7	14.0	10.5	* 5.5	12.9	* 4.4	* 2.4	* 2.8	* 4.0	* 5.9	106.9
Training is likely to help in obtaining a promotion	97.1	33.3	17.7	13.2	36.9	8.2	11.8	* 7.7	* 7.5	18.1	278.9
Other	428.2	189.4	85.9	75.9	163.7	25.9	51.0	35.9	126.0	142.6	1,451.0
<i>Whether undertaken for retraining —</i>											
Did training to enable a different kind of work (c)	238.8	110.8	77.2	55.4	88.8	26.3	32.8	33.5	40.5	63.9	887.0
Did training to enable different duties in same job	209.5	96.8	71.7	47.2	77.8	25.2	26.6	30.0	36.4	58.7	790.4
Did training to enable different job with same employer	71.1	33.1	28.0	19.5	23.5	12.0	11.8	17.0	12.4	21.5	287.9
Did training to enable job with a different employer	42.3	22.8	14.0	9.4	15.1	* 3.3	9.1	* 7.3	9.1	10.6	160.0
Did not do training to enable a different kind of work	425.0	172.5	58.5	57.5	165.9	20.9	42.3	37.4	111.9	134.5	1,316.6
<i>Whether skills were transferable to another employer —</i>											
Skills gained could be used with another employer	586.6	241.8	122.5	83.8	227.8	39.6	55.2	64.2	125.7	159.7	1,888.3
Skills gained could not be used with another employer	60.9	32.6	10.9	24.8	19.8	* 5.0	16.3	* 4.6	22.0	31.1	250.1
Not known	16.4	8.8	* 2.2	* 4.3	* 7.1	* 2.7	* 3.5	* 2.1	* 4.7	* 7.6	65.2
<i>Whether job performance has improved —</i>											
Training has improved job performance	562.2	244.2	118.6	89.8	223.2	40.7	64.2	56.9	111.1	149.6	1,849.7
Training has not improved job performance	77.8	34.1	16.3	18.0	29.2	* 6.4	9.2	10.4	37.2	42.8	299.1
Not known	25.7	* 6.7	* 2.3	* 5.5	* 3.5	* 0.2	* 1.6	* 3.6	* 6.3	* 6.6	65.5
Did not have a wage or salary job in the last 12 months	19.8	* 3.7	* 2.6	* 1.0	11.0	* 0.5	—	—	* 0.9	* 1.3	41.4
Total	685.5	288.8	139.8	114.4	266.9	47.8	75.1	70.9	155.5	200.4	2,255.7

(a) Includes persons who attended Labouring and related, English language, Literacy, Numeracy, and Music and arts, as well as 'Other' training courses. (b) Includes a small number of persons who were not asked some details of in-house training courses relevant to their wage or salary job. (c) Multi-response categories collected. For further details, see the Glossary (page 56).

TABLE 6.2. PERSONS WHO ATTENDED AN EXTERNAL TRAINING COURSE IN THE LAST 12 MONTHS WHILE WORKING: SUMMARY OF CHARACTERISTICS, AND FIELD, OF MAIN EXTERNAL TRAINING COURSE ATTENDED WHILE WORKING
AUSTRALIA, 1993
('000)

	Management and professional	Technical and para-professional	Trade or craft	Clerical or office	Sales and personal service	General computing skills	General health and safety	Other (a)	Total
Had a wage or salary job in the last 12 months	248.1	87.9	60.4	25.0	70.2	95.7	39.5	125.3	752.0
<i>Whether necessary to obtain a promotion —</i>									
Training was necessary to obtain a promotion	15.4	* 6.1	* 6.3	* 2.9	* 8.0	* 7.8	* 4.8	13.6	64.9
Training was not necessary to obtain a promotion	232.7	81.8	54.1	22.1	62.3	87.9	34.7	111.7	687.2
<i>Whether undertaken to help obtain a promotion —</i>									
Did training to help obtain a promotion	31.1	9.3	8.6	* 5.2	* 6.5	* 7.8	* 2.6	18.6	89.8
Did not do training to help obtain a promotion	217.0	78.6	51.8	19.7	63.8	87.9	36.8	106.7	662.3
<i>Whether undertaken for retraining —</i>									
Did training to enable a different kind of work (b)	96.7	35.4	35.0	11.2	21.4	61.9	14.3	67.8	343.6
Did training to enable different duties in same job	80.2	30.3	28.2	8.7	15.8	57.3	12.1	48.3	281.0
Did training to enable different job with same employer	23.7	9.2	14.9	* 3.8	* 6.6	13.1	* 3.8	22.1	97.2
Did training to enable job with a different employer	29.0	* 5.5	11.5	* 7.0	8.6	13.8	* 5.2	29.6	110.2
Did not do training to enable a different kind of work	151.3	52.5	25.4	13.8	48.9	33.8	25.2	57.6	408.4
<i>Whether skills were transferable to another employer —</i>									
Skills gained could be used with another employer	229.5	82.0	53.4	21.5	64.9	91.1	35.5	103.6	681.3
Skills gained could not be used with another employer	15.5	* 4.7	* 7.0	* 3.4	* 3.5	* 3.0	* 2.5	14.6	54.2
Not known	* 3.1	* 1.2	—	—	* 1.9	* 1.7	* 1.5	* 7.1	16.5
<i>Whether job performance has improved —</i>									
Training has improved job performance	219.3	77.2	46.0	14.6	59.6	76.7	28.0	88.1	609.5
Training has not improved job performance	19.5	9.4	12.4	9.2	8.6	16.2	9.7	30.2	115.2
Not known	9.3	* 1.3	* 2.0	* 1.1	* 2.0	* 2.8	* 1.8	* 7.1	27.3
Did not have a wage or salary job in the last 12 months	53.5	13.2	22.3	* 2.6	16.0	* 6.6	* 6.7	19.5	140.4
Total	301.6	101.1	82.7	27.5	86.2	102.3	46.2	144.8	892.5

(a) Includes persons who attended Transport and machinery operation, Labouring and related, Induction, General supervision, English language, Literacy, Numeracy, and Music and arts, as well as 'Other' training courses.
(b) Multi-response categories collected. For further details, see the Glossary (page 56).

TABLE 6.3. EMPLOYEES WORKING WITH THEIR MAIN PERIOD EMPLOYER: SUMMARY OF CHARACTERISTICS AND ADEQUACY OF JOB TRAINING AUSTRALIA, 1993

	Received adequate job training	Did not receive adequate job training	No need for training	Total (a)
	— per cent —			('000)
<i>Age —</i>				
15 — 19	87.4	7.0	4.7	348.1
20 — 24	82.4	10.5	6.3	844.4
25 — 29	75.6	14.0	9.3	802.7
30 — 34	75.0	14.4	10.2	781.8
35 — 39	70.8	16.3	12.2	763.2
40 — 44	68.4	16.9	14.0	729.7
45 — 49	69.7	14.6	15.0	637.6
50 — 54	66.6	14.1	18.3	426.7
55 — 59	68.4	9.0	22.2	243.2
60 — 64	59.6	7.9	32.4	130.8
<i>State of usual residence —</i>				
New South Wales	74.7	12.9	11.7	1,968.4
Victoria	74.4	12.1	12.7	1,419.8
Queensland	72.3	14.1	12.9	967.1
South Australia	73.1	16.1	10.1	475.5
Western Australia	72.0	14.7	12.6	553.0
Tasmania	72.3	13.3	13.5	146.9
Northern Territory	68.2	18.3	9.5	58.5
Australian Capital Territory	73.0	17.2	8.8	119.0
<i>Birthplace —</i>				
Born in Australia	75.0	13.6	10.7	4,278.6
Born outside Australia	69.8	13.2	16.3	1,429.6
Main English-speaking countries	71.2	15.2	12.9	677.8
Other countries	68.5	11.3	19.4	751.8
<i>Level of educational attainment —</i>				
With post-school qualifications	72.9	15.2	11.3	2,798.3
Without post-school qualifications	74.5	11.9	12.8	2,909.8
<i>Whether had any child(ren) aged under 12 years —</i>				
Have child(ren) aged under 12 years	72.1	15.5	11.6	1,640.4
Do not have child(ren) aged under 12 years	74.3	12.7	12.3	4,067.8
<i>Whether of non-English speaking background —</i>				
Born in Australia	75.0	13.6	10.7	4,278.6
English was first language	75.3	13.3	10.7	4,120.3
English was not first language	67.0	22.9	8.5	158.3
Born overseas	69.8	13.2	16.3	1,429.6
English was first language	71.7	14.8	12.7	782.1
English was not first language	67.5	11.1	20.6	647.5
<i>Whether of Aboriginal or Torres Strait Islander origin —</i>				
Aboriginal or Torres Strait Islander	60.9	23.7	14.2	63.8
Neither	73.8	13.4	12.0	5,644.4
<i>Whether had a disability —</i>				
Had a disability	72.0	* 16.8	* 11.3	39.1
Did not have a disability	73.7	13.5	12.1	5,669.0
<i>Sex —</i>				
Males	73.8	13.6	11.9	3,139.1
Females	73.6	13.3	12.2	2,569.1
Total	73.7	13.5	12.1	5708.2
		— '000 —		
Total	4,206.1	770.2	689.1	5,708.2

(a) Includes persons who were unsure if they had received adequate job training.

TABLE 6.4. EMPLOYEES WORKING WITH THEIR MAIN PERIOD EMPLOYER: SUMMARY OF EMPLOYMENT CHARACTERISTICS WITH MAIN PERIOD EMPLOYER AND ADEQUACY OF JOB TRAINING AUSTRALIA, 1993

	Received adequate job training	Did not receive adequate job training	No need for training	Total (a)
	— per cent —			('000)
<i>Industry —</i>				
Agriculture, forestry, fishing and hunting	65.9	9.9	22.8	104.6
Mining	84.9	* 6.7	* 7.1	85.7
Manufacturing	73.3	13.0	13.3	953.1
Electricity, gas and water	83.3	14.1	* 2.6	83.2
Construction	73.0	7.7	19.3	243.4
Wholesale and retail trade	76.2	12.1	10.9	1,048.3
Transport and storage	75.9	10.9	12.5	261.3
Communication	83.6	12.7	* 2.3	104.9
Finance, property and business services	77.2	12.0	10.1	661.2
Public administration and defence	76.0	16.0	7.4	370.8
Community services	69.8	18.2	11.1	1,354.1
Recreation, personal and other services	67.7	10.5	20.4	437.5
<i>Occupation —</i>				
Managers and administrators	79.0	12.4	8.1	417.8
Professionals	71.7	18.5	9.0	832.7
Para-professionals	75.0	17.2	7.1	434.0
Tradespersons	73.0	10.9	15.6	740.8
Clerks	76.3	13.8	9.3	1,050.2
Salespersons and personal service workers	76.5	12.1	10.6	926.4
Plant and machine operators, and drivers	71.3	10.7	16.5	455.3
Labourers and related workers	67.9	12.2	19.2	850.8
<i>Size of business (number of employees throughout Australia) —</i>				
Under 10	68.9	8.2	22.0	903.3
10 — 19	71.2	10.4	17.7	380.2
20 — 99	69.1	15.0	14.8	734.8
100 and over	76.9	14.9	7.5	3,460.0
Not known or overseas employer	61.8	13.2	24.1	229.8
<i>Sector of employer —</i>				
Public	74.4	18.3	6.5	1,668.2
Private	73.4	11.5	14.3	3,973.3
Not known or overseas employer	70.0	* 11.4	18.0	66.7
<i>Duration of continuous employment —</i>				
Under 1 year	69.4	11.9	17.8	867.9
1 year and over	74.5	13.8	11.0	4,840.2
<i>Trade union membership —</i>				
Member of a trade union	75.0	15.7	8.5	2,391.2
In connection with current job	75.4	15.6	8.2	2,340.3
Not in connection with current job	58.4	20.3	21.3	50.8
Not a member of a trade union	72.8	11.9	14.6	3,289.3
Not known	69.8	* 8.2	* 15.4	27.7
Total	73.7	13.5	12.1	5708.2
		— '000 —		
Total	4,206.1	770.2	689.1	5,708.2

(a) Includes persons who were unsure if they had received adequate job training.

TABLE 6.5. PERSONS IN, OR marginally attached to, THE LABOUR FORCE: LEVEL OF COMPUTING PROFICIENCY AND EMPLOYMENT STATUS
AUSTRALIA, 1993

Level of computing proficiency (a)	Employed				Not employed				Males	Females	Total
	Employee	Employer	Self-employed	Total	Unemployed	Marginally attached (b)	Total				
	— per cent —										('000)
<i>Word processing —</i>											
Nil	58.5	71.3	77.3	61.8	67.0	72.0	69.3	68.5	56.4	5,835.7	
Basic	19.3	16.8	12.1	18.2	18.1	16.7	17.5	15.8	20.9	1,670.4	
Intermediate	15.0	8.8	7.2	13.6	11.0	8.5	9.8	11.2	15.0	1,191.4	
Advanced	7.2	3.1	3.4	6.4	3.9	2.8	3.4	4.4	7.7	544.4	
<i>Data entry —</i>											
Nil	58.3	71.4	80.2	62.0	71.7	74.6	73.0	66.7	60.7	5,915.9	
Basic	20.0	15.7	11.3	18.6	16.9	15.1	16.1	17.8	18.5	1,674.2	
Intermediate	13.8	8.5	6.1	12.4	8.0	7.5	7.8	10.6	12.7	1,069.3	
Advanced	8.0	4.4	2.4	7.0	3.4	2.8	3.1	4.9	8.1	582.6	
<i>Database retrieval —</i>											
Nil	69.0	77.3	85.4	71.7	81.4	83.8	82.5	72.3	75.3	6,805.3	
Basic	13.7	11.9	7.3	12.8	10.3	9.4	9.9	13.0	11.4	1,133.9	
Intermediate	11.2	6.9	4.7	10.1	5.5	4.7	5.1	9.5	8.7	848.0	
Advanced	6.0	3.9	2.7	5.4	2.8	2.1	2.5	5.3	4.5	454.7	
<i>Spreadsheets —</i>											
Nil	73.3	81.2	86.9	75.6	80.7	83.8	82.1	76.2	77.5	7,094.2	
Basic	11.5	8.7	6.2	10.6	10.6	10.0	10.3	9.8	11.5	976.2	
Intermediate	9.8	6.6	4.0	8.9	5.9	4.9	5.4	8.6	7.8	761.8	
Advanced	5.4	3.5	2.9	4.9	2.9	1.3	2.1	5.5	3.1	409.7	
<i>Specific specialist packages —</i>											
Nil	72.5	77.2	84.1	74.3	85.4	89.0	87.0	75.0	78.5	7,077.7	
Basic	9.1	9.0	6.4	8.7	6.3	5.0	5.7	8.3	8.0	756.5	
Intermediate	10.6	8.0	4.0	9.6	5.2	4.2	4.7	9.2	8.1	807.0	
Advanced	7.8	5.8	5.4	7.4	3.1	1.8	2.5	7.4	5.3	600.8	
<i>Programming or systems development —</i>											
Nil	87.3	92.6	93.1	88.4	87.9	92.2	89.9	86.2	91.8	8,196.7	
Basic	6.4	3.7	3.4	5.8	6.4	4.4	5.5	6.5	4.9	533.4	
Intermediate	3.6	2.1	1.5	3.2	4.0	2.1	3.1	3.9	2.3	293.0	
Advanced	2.7	1.6	2.0	2.6	1.6	1.3	1.5	3.4	1.0	218.9	
<i>Other —</i>											
Nil	94.7	96.1	96.2	95.0	95.3	96.0	95.6	94.5	95.8	8,788.3	
Basic	2.0	1.7	1.5	1.9	2.0	2.4	2.2	2.0	2.0	183.1	
Intermediate	1.7	* 0.8	1.1	1.6	1.3	* 0.9	1.1	1.7	1.3	138.9	
Advanced	1.5	1.5	1.3	1.5	1.4	* 0.6	1.1	1.8	0.9	131.6	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	9,241.9	
	— '000 —										
Total	6,060.6	561.5	962.5	7,584.6	897.1	760.2	1,657.3	5,127.4	4,114.5	9,241.9	

(a) Proficiency in each type of computing skill was collected separately. (b) This term describes persons who were neither employed nor unemployed, but who wanted to work. A full explanation is found in the Glossary (page 56).

SECTION 7. POPULATION SUMMARY

TABLE 7.1. POPULATIONS BY STATE OR TERRITORY OF USUAL RESIDENCE
AUSTRALIA, 1993
('000)

	<i>New South Wales</i>	<i>Victoria</i>	<i>Queensland</i>	<i>South Australia</i>	<i>Western Australia</i>	<i>Tasmania</i>	<i>Northern Territory</i>	<i>Australian Capital Territory</i>	<i>Australia</i>
<i>Population 1:</i> Persons in, or marginally attached to, the labour force	3,131.0	2,302.1	1,608.4	778.7	926.2	236.7	86.5	172.3	9,241.9
<i>Population 2:</i> Persons who had a wage or salary job in the last 12 months	2,402.6	1,753.3	1,244.6	588.9	692.5	179.5	72.7	144.6	7,078.7
<i>Population 3:</i> Employed persons	2,571.7	1,879.1	1,317.8	633.1	768.8	191.7	71.5	150.8	7,584.6
<i>Population 4:</i> Employees	2,085.3	1,490.1	1,041.9	502.2	594.7	154.3	62.3	129.8	6,060.6
<i>Population 5:</i> Employees working with their main period employer	1,968.4	1,419.8	967.1	475.5	553.0	146.9	58.5	119.0	5,708.2
<i>Population 6:</i> Employers	179.2	146.1	94.7	48.6	65.0	15.8	4.4	7.8	561.5
<i>Population 7:</i> Self-employed persons	307.2	242.9	181.2	82.3	109.1	21.7	4.8	13.3	962.5
<i>Population 8:</i> Unemployed persons	305.1	251.3	154.5	73.1	72.6	20.8	8.6	11.1	897.1
<i>Population 9:</i> Persons marginally attached to the labour force	254.2	171.7	136.1	72.6	84.8	24.1	6.4	10.4	760.2
<i>Population 10:</i> Persons who attended an in-house training course in the last 12 months	749.8	517.2	414.7	203.5	223.7	56.3	25.8	64.6	2,255.7
<i>Population 11:</i> Persons who attended an external training course in the last 12 months	357.6	266.6	174.6	89.6	109.4	27.7	7.7	32.8	1,066.0
<i>Population 12:</i> Persons who attended an external training course in the last 12 months while working	302.8	215.8	145.7	72.4	95.6	22.5	6.7	30.9	892.5
<i>Population 13:</i> Persons who attended an external training course in the last 12 months while not working	55.5	50.9	30.2	18.3	14.9	5.2	* 1.2	1.9	177.9
<i>Population 14:</i> Persons who studied for an educational qualification in 1992	561.0	343.4	282.3	132.7	155.9	38.6	9.6	40.2	1,563.8
<i>Population 15:</i> Persons who studied for an educational qualification in 1993	487.8	320.5	247.1	113.4	133.0	32.8	9.8	35.7	1,380.1
<i>Population 16:</i> Persons who studied for an educational qualification in 1992 and continued in 1993	230.0	167.0	122.8	61.9	70.8	18.6	4.4	19.7	695.2

TABLE 7.2. IN-HOUSE COURSE POPULATION BY STATE OR TERRITORY OF USUAL RESIDENCE
AUSTRALIA, 1993
(*000)

	<i>New South Wales</i>	<i>Victoria</i>	<i>Queensland</i>	<i>South Australia</i>	<i>Western Australia</i>	<i>Tasmania</i>	<i>Northern Territory</i>	<i>Australian Capital Territory</i>	<i>Australia</i>
<i>Population 17:</i> Number of in-house training courses attended in the last 12 months	1,924.8	1,268.6	1,011.5	530.8	576.9	135.6	67.9	171.0	5,687.3

TABLE 7.3. EXTERNAL COURSE POPULATIONS BY STATE OR TERRITORY OF USUAL RESIDENCE
AUSTRALIA, 1993
(*000)

	<i>New South Wales</i>	<i>Victoria</i>	<i>Queensland</i>	<i>South Australia</i>	<i>Western Australia</i>	<i>Tasmania</i>	<i>Northern Territory</i>	<i>Australian Capital Territory</i>	<i>Australia</i>
<i>Population 18:</i> Number of external training courses attended in the last 12 months	620.7	435.4	310.8	154.7	202.9	45.6	11.1	58.3	1,839.5
<i>Population 19:</i> Number of external training courses attended in the last 12 months while working	548.7	367.2	267.8	133.0	179.2	38.9	9.7	55.8	1,600.3
<i>Population 20:</i> Number of external training courses attended in the last 12 months while not working	72.0	68.3	43.0	21.6	23.7	6.7	* 1.4	2.5	239.2

EXPLANATORY NOTES

Introduction

This publication presents results from the Survey of Training and Education, conducted throughout Australia during April and May 1993. The survey obtained information on training and education undertaken by persons during the preceding 12 months.

2. Information collected includes socio-demographic characteristics (such as sex, age, earnings and educational attainment), work history details (such as occupation, industry and job tenure), recent study for educational qualifications, and details of training courses attended (such as time spent on, and employer support for, training courses).

3. A full list of data items relating to the survey is included (starting at page 61), while a summary of topics is given in paragraph 17 below.

Scope

Geographical Areas

4. The survey was conducted in both rural and urban areas in all States and Territories.

Dwellings

5. The survey covered both private and 'special' dwellings. Private dwellings are houses, flats, home units, and any other structures used as private places of residence at the time of the survey. Special dwellings are hotels, motels, hostels, hospitals, caravan parks, etc.

Persons

6. The survey included all persons aged 15 to 64 years who had worked as wage or salary earners ('employees') in the last 12 months as well as those who, at the time of the survey, were employers, self-employed, unemployed or marginally attached to the labour force, except:

- members of the permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- overseas residents in Australia;
- members of non-Australian defence forces (and their dependents) stationed in Australia;
- persons who were permanently unable to work;
- boarding school pupils not resident in households, some patients in hospitals and sanatoriums and inmates of gaols, reformatories, etc.;
- persons aged 15 to 20 years still at school; and
- persons working as unpaid family helpers or solely for payment in kind unless they had also held a wage or salary job in the last 12 months. Note that persons who work as unpaid family helpers or for payment in kind are included in estimates of employed persons in *The Labour Force, Australia* (6203.0).

7. In *The Labour Force, Australia* (6203.0), persons who work in their own limited liability company, (either with or without other staff) are classified as employees. For this survey, persons who work in their own limited liability company are classified as either employers or self-employed, depending on whether or not they employ other staff apart from themselves.

8. In addition, estimates of employees in this publication include some who are excluded from estimates of employees in *The Labour Force, Australia* (6203.0). These are wage or salary earners who were away from work:

- on worker's compensation and were not returning (or were unsure about returning) to their employer;
- for 4 weeks or more without pay; or
- because they were stood down without pay for less than 4 weeks (for reasons other than bad weather or plant breakdown).

9. In *The Labour Force, Australia* (6203.0) these persons would be classified as unemployed or not in the labour force, according to their activity in the reference week.

10. Therefore, the estimates of employed persons, employers, self-employed persons, employees and unemployed persons published in this survey will differ from those published in *The Labour Force, Australia* (6203.0).

Coverage

11. Coverage rules were applied which aimed to ensure that each person eligible on scope was associated with only one dwelling and hence had only one chance of selection.

Data collection methodology

12. Households were selected at random using a sample similar to that of the monthly population survey. The monthly population survey, which is described in *The Labour Force, Australia* (6203.0), comprises the monthly labour force and supplementary topics and is based on a multi-stage area sample of private dwellings (about 31,000 houses, flats, etc.) and a list sample of special dwelling units.

13. The Survey of Training and Education was conducted over six weeks, during April and May 1993, with an initial sample of around 18,600 dwellings. After allowing for sample loss (eg. household selected in the sample had no residents in scope for the survey, derelict buildings, buildings under construction, etc.), the effective sample was some 12,600 dwellings, yielding approximately 24,500 completed interviews for the survey.

14. Data was collected in personal interviews with trained interviewers. The target populations were identified early in the interview and were then asked

detailed questions about their training and education experience.

Definitions

15. Unless otherwise stated, all characteristics referenced in this publication relate to the week before the interview.

16. Definitions of the main field of study for post-school qualifications appearing in this publication are given in the *Australian Bureau of Statistics Classification of Qualifications (ABSCQ), 1993 (1262.0)*.

Survey data

17. The main topics covered in the 1993 Survey of Training and Education were:

- socio-demographic characteristics (including income and educational attainment);
- labour force characteristics at the time of the survey;
- work history;
- recent study for educational qualifications;
- whether qualifications were required to obtain job with main period employer;
- in-house training courses;
- external training courses;
- computer usage and proficiency;
- training requirements;
- barriers to training; and
- training provision.

Results of the survey

18. It should be noted that due to differences in scope, sample size, definitions and estimation methodology, there will be differences between estimates in this publication and estimates given in *The Labour Force, Australia (6203.0)* and publications from surveys conducted as supplements to the monthly labour force survey.

19. Also, note that while the *Employer Training Expenditure (6353.0)* survey and the Survey of Training and Education ask conceptually similar questions, differences in scope (businesses vs. individuals) and methodology (company records vs. personal interview) mean that comparisons between the two will require qualification.

20. Results of the previous survey were published in *How Workers Get Their Training, Australia, 1989 (6278.0)*.

Unpublished tables

21. As well as the statistics included in this and related publications, the ABS may have other relevant unpublished data available. Inquiries should be made to the contact officer named at the front of this publication.

Comparability with the 1989 survey

22. The 1993 Survey of Training and Education expands on the 1989 *How Workers Get Their Training* survey in terms of both scope and content. The main areas of change are:

- the scope was expanded to include those who, at the time of the survey, were employers, self-employed, unemployed or marginally attached to the labour force;
- more details on computer training and usage; and
- additional ethnicity indicators, including non-English speaking background and Aboriginal or Torres Strait Islander origin.

23. Data was collected for the first time on:

- second highest qualification obtained;
- highest overseas qualification obtained;
- training requirements;
- barriers to training; and
- training provision.

24. As the 1989 survey only included persons aged 15 to 64 years who had worked as wage or salary earners in the preceding 12 months, care should be taken with any comparisons between the 1989 and 1993 surveys.

Discontinuities in the series

25. *The Australian Bureau of Statistics Classification of Qualifications, (ABSCQ), 1993*, was developed to be used as the standard classification for statistics on post-school qualifications across all ABS collections. It is used here for the first time, after adaptation for its use in household surveys.

26. The ABSCQ, as used in this survey, differs from the classification used in the 1989 survey in that it:

- collects seven levels of attainment based on the following criteria: the minimum entry requirements, the duration and the theoretical orientation of the course; and
- collects broad field of study, as a separate unique entity from level of attainment.

27. In the 1989 survey, five levels of attainment were collected, with field of study collected as an integral part of the level.

28. In the 1989 survey, all persons in scope for the survey were asked about qualifications required to obtain their main period job (if any). In the 1993 survey, only those persons with post-school qualifications (as defined in the glossary) were asked about qualifications required to obtain their main period job.

29. In the 1989 survey, all who had a wage or salary job in the last 12 months were asked about in-house training. However, those who worked both in their own business and as wage or salary earners were treated differently in the 1993 survey. For self-employed persons,

no questions were asked about in-house training courses. This group comprises 0.7% of those who had a wage or salary job in the last 12 months. For employers, questions relevant to their wage or salary job were not asked. This group comprises 0.5% of persons who attended an in-house training course and were also wage or salary earners in the last 12 months.

Survey sample redesign

30. The sample used for this survey was designed and selected using information collected in the 1991 Population Census. The sample for the 1989 survey was based on information collected in the 1986 Population Census. As a result, the standard errors used in this survey differ from those used in the 1989 survey.

Estimation procedure

31. The estimates were derived by use of a ratio estimation procedure. This ensures that the estimates conform to an independently estimated distribution (based on the average of the months of April and May) of the population for each capital city and remainder of State by age and sex, rather than to the corresponding distribution within the sample itself.

Reliability of the estimates

32. Estimates in this publication are subject to sampling and non-sampling errors. For further information refer to the Technical Notes, page 52.

Related publications

33. Other ABS publications which may be of interest include:

A Directory of Education and Training Statistics (1136.0) — issued irregularly, first and latest issue: March 1993.

Career Experience, Australia (6254.0) — issued irregularly, first and latest issue: February 1993.

Career Paths of Persons with Trade Qualifications, Australia (6243.0) — issued irregularly, latest issue: 1989. 1993 issue expected to be released in October 1994.

Commercial Training Providers — new issue, expected to be released around September 1995.

Education and Training in Australia (4224.0) — first and latest issue: November 1992.

Employer Training Expenditure, Australia (6353.0) — latest issue: July to September 1993, issued May 1994.

Employer Training Practices, Australia (6356.0) — new issue: February 1994, expected to be released in October 1994.

How Workers Get Their Training, Australia (6278.0) — issued irregularly, first and latest issue: March to July 1989. Note that the 1989 publication has been superseded by the *Training and Education Experience* publication.

Information Paper: Training and Education Experience, Australia — Sample File on Magnetic Media (6274.0) — issued irregularly, 1993 issue expected to be released in September 1994.

Information Paper: How Workers Get Their Training, Australia — Sample File on Magnetic Media (6274.0) — issued irregularly, first and latest issue: 1989. Note that the 1989 Information Paper has been superseded by the *Training and Education Experience* Information Paper.

Labour Mobility, Australia (6209.0) — issued two-yearly from February 1992, latest issue: February 1992. The February 1994 issue is expected to be released in September 1994.

Participation in Education, Australia (6272.0) (formerly *Labour Force Status and Educational Attendance, Australia*) — issued annually, latest issue: February 1994 (final).

The Labour Force, Australia (6203.0) — issued monthly.

Transition from Education to Work, Australia (6227.0) — issued annually, latest issue: May 1993.

34. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Symbols and other usages

* subject to sampling variability too high for most practical uses. See the Technical Notes, page 52.

.. not applicable

— nil or rounded to zero

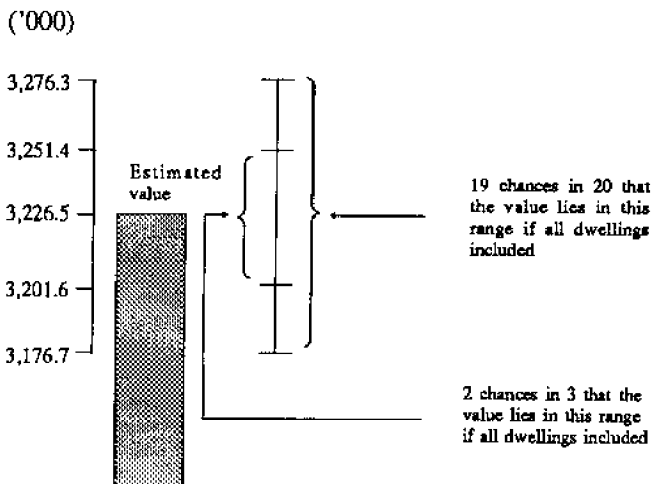
35. Because estimates have been rounded, discrepancies may occur between sums of the component items and totals.

TECHNICAL NOTES

Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability, that is, they may differ from those that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the number that would have been obtained if all dwellings had been included, and about nineteen chances in twenty that the difference will be less than two standard errors. Another measure of the likely difference is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate.

2. Space does not allow for the separate indication of the standard errors of all estimates in this publication. Tables of standard errors for general application are given on the following pages. These numbers will not give a precise measure of the standard error of a particular estimate but they will provide an indication of its magnitude. Use Table A for person estimates, Table B for 'number of in-house training courses' estimates and Table C for 'number of external training courses' estimates.

3. An example of the calculation and the use of standard errors in relation to estimates of persons is as follows. A similar procedure applies for the calculation of standard errors for training course estimates. Table 1.5 of the publication shows the estimated number of employed persons who had undertaken study or training courses to be 3,226,500. Since this estimate is between 2,000,000 and 5,000,000, the standard error for Australia will be between 21,600 and 29,700 and can be approximated as 24,900 (using Table A and rounding to the nearest 100). Therefore, there are about two chances in three that the



value that would have been produced if all dwellings had been included in the survey will fall in the range 3,201,600 to 3,251,400 and about nineteen chances in twenty that the value will fall within the range 3,176,700 to 3,276,300. This example is illustrated in the preceding diagram.

4. As can be seen from the standard error table, *the smaller the estimate the higher is the relative standard error*. Very small estimates are thus subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In the tables in this publication, only estimates with relative standard errors of 25 per cent or less are considered sufficiently reliable for most purposes. However, estimates with larger relative standard errors have been included and are preceded by an asterisk (e.g. *3.4) to indicate they are subject to high standard errors and should be used with caution.

5. Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the relative standard error (RSE) of a proportion is given below:

$$RSE (x/y) = \sqrt{[RSE (x)]^2 + [RSE (y)]^2}$$

6. Considering the example from paragraph 3 above, of the 3,226,500 employed persons who had undertaken some training or study, 2,525,500 or 78.3 per cent were born in Australia. The standard error of 2,525,500 is approximately 23,000 so the relative standard error is 0.9 per cent. The relative standard error for 3,226,500 is 0.8 per cent. Applying the above formula, the relative standard error of the proportion is $\sqrt{(0.9)^2 + (0.8)^2}$ or 0.4 per cent, giving a standard error for the proportion (78.3 per cent) of 0.3 percentage points. Therefore, there are about two chances in three that the proportion of employed persons who had undertaken study or training courses and who were born in Australia was between 78.0 per cent and 78.6 per cent and nineteen chances in twenty that the proportion was within the range 77.7 per cent to 78.9 per cent.

7. Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their standard errors and the relationship (correlation) between them. An approximate standard error (SE) of the difference between two estimates (x-y) may be calculated by the following formula:

$$SE (x-y) = \sqrt{[SE (x)]^2 + [SE (y)]^2}$$

8. While this formula will only be exact for differences between separate and uncorrelated characteristics or sub-populations it is expected to provide a good approximation for all differences likely to be of interest in this publication.

9. The imprecision due to sampling variability, which is measured by the standard error, should not be confused

with inaccuracies that may occur because of imperfections in reporting by interviewers and respondents, and errors made in coding and processing data. Inaccuracies of this kind are referred to as the *non-sampling error*, and they may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

TABLE A. STANDARD ERRORS OF PERSON ESTIMATES

Size of estimate (Persons)	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia	
	—number—									Relative standard error (per cent)
100						120	150	120		
200						180	200	160		
300				310	350	230	240	200		
400			430	360	400	260	270	230	400	100.4
500		540	480	400	450	290	300	250	460	91.2
600		590	530	440	490	320	320	270	510	84.3
700	700	640	570	480	520	350	350	290	550	78.7
800	750	690	610	510	560	370	370	310	590	74.2
900	800	730	650	540	590	390	390	330	630	70.4
1,000	840	770	680	570	620	410	410	340	670	67.2
1,100	880	810	720	590	650	430	430	360	710	64.3
1,200	920	840	750	620	680	450	440	370	740	61.9
1,300	960	880	780	640	700	460	460	390	780	59.6
1,400	990	910	810	670	730	480	480	400	810	57.7
1,500	1050	940	830	690	750	490	490	410	840	55.9
1,600	1050	970	860	710	770	510	510	420	870	54.2
1,700	1100	1000	880	730	800	520	520	430	900	52.7
1,800	1100	1050	910	750	820	530	530	450	920	51.3
1,900	1150	1050	930	770	840	550	550	460	950	50.1
2,000	1200	1100	960	790	860	560	560	470	980	48.9
2,100	1200	1100	980	810	880	570	570	480	1000	47.8
2,200	1250	1150	1000	820	900	580	590	490	1050	46.8
2,300	1250	1150	1000	840	920	590	600	500	1050	45.8
2,400	1300	1200	1050	860	930	610	610	500	1100	44.9
2,500	1300	1200	1050	870	950	620	620	510	1100	44.0
3,000	1450	1350	1150	950	1050	670	670	550	1200	40.4
3,500	1550	1450	1250	1000	1100	710	720	590	1300	37.5
4,000	1650	1500	1350	1100	1200	750	770	630	1400	35.2
4,500	1750	1600	1400	1150	1250	780	810	660	1500	33.2
5,000	1800	1700	1450	1200	1300	820	850	690	1600	31.5
6,000	2000	1850	1600	1300	1400	880	930	740	1750	28.8
8,000	2250	2100	1800	1450	1600	980	1050	830	2000	25.0
10,000	2500	2350	2000	1600	1750	1050	1150	910	2250	22.3
20,000	3400	3150	2750	2150	2350	1350	1600	1200	3100	15.6
30,000	4050	3800	3250	2550	2800	1550	1950	1400	3800	12.6
40,000	4600	4250	3650	2900	3150	1700	2250	1550	4300	10.8
50,000	5000	4700	4000	3150	3450	1800	2500	1700	4800	9.6
100,000	6700	6200	5300	4100	4500	2150	3450	2150	6500	6.5
200,000	8800	8200	7000	5300	5900	2550	4800	2750	8800	4.4
300,000	10300	9500	8200	6200	6800	2800	2800	3200	10400	3.5
400,000	11400	10600	9100	6800	7600	2950	2950		11600	2.9
500,000	12400	11500	9900	7400	8200	3100			12700	2.5
1,000,000	15900	14700	12600	9300	10500				16700	1.7
2,000,000	20200	18600	16000	11600	13300				21600	1.1
5,000,000	27300	24900	21700						29700	0.6
10,000,000									37400	0.4
20,000,000									46500	0.2

TABLE B. STANDARD ERRORS OF ESTIMATES OF IN-HOUSE TRAINING COURSES

Size of estimate (Courses)	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia	Relative standard error (per cent)
	—number—									
100						140		140		
200						180	210	180		
300				320	320	210	260	210		
400			410	360	370	240	300	240	410	103.1
500		520	460	400	410	260	330	260	460	92.9
600		570	500	430	440	280	360	280	510	85.3
700	710	610	530	450	480	290	400	300	560	79.3
800	750	650	570	480	510	310	420	310	600	74.4
900	790	680	600	500	530	320	450	330	630	70.4
1,000	830	720	630	520	560	340	480	340	670	66.9
1,100	860	750	660	550	580	350	500	350	700	63.9
1,200	900	780	690	570	610	360	530	370	740	61.3
1,300	930	810	710	590	630	380	550	380	770	58.9
1,400	960	830	740	600	650	390	570	390	800	56.9
1,500	990	860	760	620	670	400	600	400	820	55.0
1,600	1000	890	780	640	690	410	620	410	850	53.3
1,700	1050	910	810	650	710	420	640	420	880	51.7
1,800	1050	930	830	670	720	430	660	430	910	50.3
1,900	1100	960	850	690	740	440	680	440	930	49.0
2,000	1100	980	870	700	760	450	700	450	960	47.8
2,100	1150	1000	890	720	770	460	720	460	980	46.6
2,200	1150	1000	910	730	790	470	740	460	1000	45.6
2,300	1200	1050	930	740	800	480	750	470	1050	44.6
2,400	1200	1050	950	760	820	490	770	480	1050	43.6
2,500	1250	1100	970	770	830	500	790	490	1050	42.8
3,000	1350	1150	1050	830	900	540	880	520	1150	39.1
3,500	1450	1250	1150	890	960	580	960	560	1250	36.2
4,000	1550	1350	1200	950	1000	610	1050	590	1350	33.8
4,500	1600	1400	1250	1000	1050	650	1100	610	1450	31.9
5,000	1700	1450	1350	1050	1100	680	1150	640	1500	30.2
6,000	1850	1600	1450	1150	1200	740	1300	680	1650	27.5
8,000	2100	1800	1650	1300	1350	840	1550	760	1900	23.7
10,000	2300	2000	1850	1400	1500	940	1750	830	2100	21.1
20,000	3150	2700	2600	1950	2000	1300	2700	1100	2950	14.7
30,000	3800	3200	3150	2350	2350	1600	3450	1250	3550	11.8
40,000	4350	3600	3600	2700	2650	1900	4150	1400	4050	10.1
50,000	4850	3950	4000	3000	2900	2100	4750	1550	4450	8.9
100,000	6700	5300	5600	4250	3750	3050	7400	2000	6100	6.1
200,000	9200	7000	7800	6000	4900	4550	11800	2550	8200	4.1
300,000	11200	8300	9400	7400	5700	5700		2950	9700	3.2
400,000	12800	9300	10800	8600	6300	6800			11000	2.7
500,000	14200	10200	12100	9600	6900	7800			12000	2.4
1,000,000	19800	13400	16900	13900	8800				15900	1.6
2,000,000	27700	17600	23700						20800	1.0
5,000,000									29400	0.6
10,000,000									37800	0.4

TABLE C. STANDARD ERRORS OF ESTIMATES OF EXTERNAL TRAINING COURSES

Size of estimate (Courses)	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia	
	—number—								Relative standard error (per cent)	
100						120		100		
200						160	210	120		
300				310	300	190	230	140		
400			410	350	340	210	250	160		
500		520	450	380	380	240	270	170	520	104.7
600		560	490	410	410	260	290	180	570	94.4
700	700	600	530	440	440	280	310	190	610	86.5
800	740	630	560	470	460	300	320	200	640	80.2
900	780	660	590	490	490	310	340	210	680	75.1
1,000	810	690	620	520	510	330	360	210	710	70.8
1,100	850	720	650	540	540	350	370	220	740	67.1
1,200	880	750	670	560	560	360	390	230	770	63.9
1,300	910	780	700	580	580	380	400	230	800	61.2
1,400	940	800	720	600	600	390	420	240	820	58.7
1,500	970	830	740	610	620	400	430	250	850	56.5
1,600	990	850	770	630	640	420	450	250	870	54.5
1,700	1000	870	790	650	660	430	460	260	900	52.7
1,800	1050	900	810	670	680	440	480	260	920	51.1
1,900	1050	920	830	680	700	450	490	260	940	49.6
2,000	1100	940	850	700	710	470	500	270	960	48.2
2,100	1100	960	870	710	730	480	520	270	990	46.9
2,200	1150	980	890	730	750	490	530	280	1000	45.8
2,300	1150	1000	900	740	760	500	540	280	1050	44.7
2,400	1200	1000	920	760	780	510	560	290	1050	43.6
2,500	1200	1050	940	770	790	520	570	290	1050	42.7
3,000	1300	1150	1000	830	870	570	640	310	1150	38.6
3,500	1400	1200	1100	890	940	620	700	320	1250	35.5
4,000	1500	1300	1150	950	1000	660	760	340	1300	33.1
4,500	1600	1350	1250	1000	1050	710	820	350	1400	31.0
5,000	1650	1450	1300	1050	1100	750	890	360	1450	29.3
6,000	1800	1550	1400	1150	1250	820	1000	380	1600	26.6
8,000	2050	1800	1600	1300	1400	960	1250	420	1850	22.8
10,000	2300	2000	1800	1400	1600	1100	1450	450	2050	20.3
20,000	3250	2800	2550	1950	2300	1600	2600	550	2850	14.2
30,000	4000	3450	3100	2300	2900	2000	3800	620	3450	11.5
40,000	4650	4000	3550	2650	3400	2350	5000	680	3950	9.9
~50,000	5200	4450	4000	2900	3850	2650	6300	720	4450	8.9
100,000	7600	6500	5600	4000	5800	4000	13200	880	6300	6.3
200,000	11300	9500	8100	5500	8700	6100	29600	1050	9000	4.5
300,000	14300	11900	10000	6600	11200	7900		1200	11100	3.7
400,000	16900	14000	11600	7500	13300	9500			12900	3.2
500,000	19400	16000	13000	8300	15400	10900			14500	2.9
1,000,000	29600	24000	18900	11400	24000				21100	2.1
2,000,000									30800	1.5

GLOSSARY

Actively looking for work: comprises any of the following steps:

- writing, telephoning or applying in person to an employer for work;
- answering a newspaper advertisement for a job;
- checking factory or Commonwealth Employment Service noticeboards;
- being registered with the Commonwealth Employment Service;
- checking or registering with any other employment agency;
- advertising or tendering for work; and
- contacting friends or relatives.

Associate diploma: the entry requirement is usually the completion of Year 12 or the completion of Year 10 and a prerequisite certificate course. The duration of study ranges from 1 to 2 years full-time study or equivalent. Courses provide individuals with the knowledge and skills necessary to give support to professionals, and for positions in advanced trade, technical or associate professional occupations. Examples are an Associate Diploma in Business Administration, an Associate Diploma of Engineering in Civil Engineering, an Advanced Certificate in Panelbeating, a Certificate of Technology in Architectural Drafting and a Technician Certificate in Foundry Practice.

Bachelor degree: the entry requirement is the satisfactory completion of Year 12 or its equivalent. The duration of study ranges from 3 to 6 years full-time study or equivalent. Courses are designed to provide students with a systematic and coherent introduction to a broad body of knowledge. The emphasis is on the underlying principles and concepts of that body of knowledge. Examples are a Bachelor of Architecture, a Bachelor of Education in Early Childhood Teaching and a Bachelor of Science in Mathematics or Statistics (Honours).

Basic vocational qualifications: often require Year 10 completion, however many courses have no formal entry requirements. The duration of study ranges from 1 semester to 1 year of full-time study or equivalent. Courses provide individuals with the practical skills and background knowledge necessary for employment at the operative level in many different fields. Examples are a Pre-apprenticeship in Plumbing, a Certificate in Shorthand and Keyboarding, a Traineeship Certificate in Advertising, a Pre-vocational Certificate in Automotive Mechanics and a Certificate of Applied Science in Textile Technology.

Casual employees: employees who were entitled to neither paid holiday leave nor paid sick leave with their main period employer.

Conducting training courses: multi-response categories comprising 'Developing courses', 'Delivering courses' and 'Evaluating courses'.

Course: represents a planned series of learning experiences in a particular range of subject matter or skills, offered by a sponsoring agency and undertaken by 1 or more students. See entries for *Training courses*, *Principal courses*, *In-house training courses* and *External training courses*.

Duration of continuous employment with main period employer: the total amount of time as a wage or salary earner with the main period employer. Periods of leave without pay, on strike, etc. are included. Where a person ceased working for their main period employer and was subsequently re-hired, only the most recent period of employment was recorded. Full years of employment were recorded where the cumulative period of employment was more than a year.

Educational institution: any institution whose primary role is education. Included are schools, universities, colleges of technical and further education, public and private colleges, etc. Excluded are institutions whose primary role is not education (e.g. hospitals).

Educational qualification: a course of study for which an award is conferred upon completion. Secondary school certificates and certificates which require the equivalent of less than 1 semester full-time study to complete are included. Note that these educational qualifications are not considered to be post-school qualifications.

Employed persons: persons aged 15 to 64 who, during the reference week:

- worked for 1 hour or more for pay, profit or commission in a job, business, or farm (comprising employees, employers and self-employed persons); or
- who had a job but were not at work.

This definition differs from that given in *The Labour Force Australia* (6203.0). See paragraphs 6-10 of the Explanatory Notes for details.

Employee: an employed person who, during the reference week, worked for an employer for wages or salary. This definition differs from that given in *The Labour Force Australia* (6203.0). See paragraphs 6-10 of the Explanatory Notes for details.

Employer: an employed person who, during the reference week, worked in his or her own business (including limited liability companies) with 1 or more employees. This definition differs from that given in *The Labour Force Australia* (6203.0). See paragraphs 6-10 of the Explanatory Notes for details.

Employer support: multi-response categories comprising 'Paid for study materials or fees', 'Provided paid study leave', 'Paid for accommodation or travel expenses' or 'Other support'.

Employment status: classified according to the person's activity during the reference week. See entries for *Employed*, *Employer*, *Self-employed*, *Employee*, *Unemployed*, and *Marginally attached to the labour force*.

External training courses: training which is organised and conducted by training or educational establishments, agencies or consultants other than the respondent's employer/business. It excludes study for an educational qualification. Details were collected on up to 4 courses attended in the last 12 months.

External (training), employer supported: persons who had a wage or salary job in the last 12 months were asked whether any of up to 4 external training courses undertaken in that time had been supported by an employer. Support comprises 'Paid for study materials or fees', 'Provided paid study leave', 'Paid for accommodation or travel expenses' or 'Other support'.

Field of training: classified according to the main content of the course or program undertaken to provide or upgrade skills. The 17 fields of training collected are:

- Management and professional;
- Technical and para-professional;
- Trade;
- Craft;
- Clerical or office;
- Sales and personal service;
- Transport and machinery operation;
- Labouring and related;
- Induction (i.e. for new employees);
- General supervision;
- General computing;
- General health and safety;
- English language;
- Literacy;
- Numeracy;
- Music and arts; and
- Other.

Full-time employee with main period employer: persons who usually worked 35 hours or more per week in their job with their main period employer.

Full-time students: persons who consider themselves to be attending full-time, or are classified as full-time by the institution which they are attending.

Higher degree: includes doctorates and masters degrees. The minimum entry requirements are usually a masters degree or first class honours for a doctorate and first class honours for a masters degree. The duration of study is a minimum of 2 to 4 years for a doctorate and 2 years full-time or equivalent for a masters degree. This level of qualification is designed to recognise significant contributions to original research or the application of knowledge within a given field of study. Examples are a Doctor of Veterinary Studies, a Doctor of Education in Curriculum (EdD), a Master of Counselling, a Master of Arts in Sociology and a Fellowship of the Royal Australasian College of Physicians (FRACP).

Highest level of secondary school available: the highest level of secondary schooling (or equivalent) offered by the education system at the time the person left school.

Industry: classified according to the *Australian Standard Industrial Classification (ASIC), 1983*. For those who have worked as a wage or salary earner in the last 12 months, it is the industry of their main period employer. For those who have only worked in their own business, it is the industry of that business. Unpublished industry data are available at the Group (3 digit) level.

In-house training courses: training organised by a person's employer or business primarily for their own staff and using the employers' or business' staff or training consultants. Details were collected on up to 4 courses attended in the last 12 months.

Labour force: persons who, during the reference week, were employed or unemployed, as defined.

Last 12 months: the 12 months prior to being interviewed. Interviews were conducted in April and May 1993.

Level of computing proficiency: a respondent's self-assessment of his/her level of proficiency in 7 categories of computing skills (excluding computer games), viz. word processing, data entry, database retrieval, spreadsheets, specialist packages programming, systems development and other, according to the following scale:

- nil — have not used computers in this area;
- basic — knowledge of the subject limited to specific fields of work;
- intermediate — good overall knowledge of 1 or more areas of application of these skills; and
- advanced — able to take initiative in expanding the application of these skills.

Level of educational attainment: measures the highest post-school qualification attained by the respondent. For the purposes of the *Australian Bureau of Statistics Classification of Qualifications (ABSCQ), 1993*, level of attainment is the recognition, by an accredited authority, that a person possesses knowledge and practical ability of a certain quality and quantity. The 7 categories for level of attainment are:

- Higher degree;
- Postgraduate diploma;
- Bachelor degree;
- Undergraduate diploma;
- Associate diploma;
- Skilled vocational qualifications; and
- Basic vocational qualifications.

Note: persons who could not categorise their post-school qualification to one of these levels were classified to 'Other'. Persons who reported attaining a certificate qualification that required the equivalent of less than 1 semester full-time study to complete, or who reported having returned to complete a secondary school certificate, are not considered to have attained a post-school qualification.

Level of educational qualification required to obtain job with main period employer: for persons with post-school qualifications, the minimum educational qualification required to obtain their job with their main period employer.

Main English-speaking countries: comprises United Kingdom, Ireland, Canada, South Africa, USA and New Zealand.

Main external training course attended in the last 12 months: the external training course on which the respondent spent the most time over the last 12 months.

Main external training course attended in the last 12 months while working: of the external training courses attended while employed, the one on which most time was spent."

Main field of study: persons who had obtained, or were studying for, a post-school qualification (as defined according to the *Australian Bureau of Statistics Classification of Qualifications (ABSCQ), 1993*) indicated the main field of study for that qualification.

Main in-house training course: the in-house training course on which the respondent spent the most time over the last 12 months.

Main period employer: the employer for whom the respondent worked the most weeks for wages or salary during the last 12 months. The main period employer need not be their current employer.

Marginally attached to the labour force: persons aged 15 to 64 who were not in the labour force in the reference week, who wanted to work and who were either:

- actively looking for work but did not meet the criteria to be classified as unemployed; or
- not actively looking for work but were available to start work within 4 weeks if childcare was available (for any children aged under 12 years).

Multi-response categories: respondents were asked to nominate as many of the listed categories as were applicable to them. Note that sub-totals relate to the number of persons giving responses, not the number of responses given. Consequently, the sum of individual multi-response categories will be greater than the sub-total.

No training undertaken: see entry for *Some training undertaken*.

Number of employers in the last 12 months: the number of employers worked for during the last 12 months for wages or salary.

Occupation: classified according to the *Australian Standard Classification of Occupations (ASCO), 1986*. For those who have worked as a wage or salary earner in the last 12 months, it is the occupation in the job with their main period employer. For those who have only worked in their own business, it is their occupation in that business. Unpublished data are available at the Unit Group (4 digit) level.

On-the-job training: respondents were asked to indicate whether any of the following activities were undertaken to improve their job skills while employed in any job over the last 12 months:

- being shown how to do the job;
- watching others work (including examining other workers' product);
- asking questions of co-workers; and
- teaching self.

It excludes training that occurred as part of an in-house or external training course or study for an educational qualification.

Other educational institution: includes religious colleges; teaching hospitals; and overseas institutions.

Other training activities: multi-response categories comprising:

- assessment of training needs;
- development of training plans;
- administrative support of training programs;
- marketing training programs; and
- other training activities.

Part-time employee with main period employer: persons who usually worked less than 35 hours a week in their job with their main period employer.

Part-time students: persons who consider themselves to be attending part-time, or are classified as part-time by the institution which they are attending.

Permanent employees: employees who were entitled to either paid holiday or paid sick leave with their main period employer.

Persons in, or marginally attached to, the labour force: persons aged 15 to 64 who were either employed, unemployed or marginally attached to the labour force (as defined) during the reference week.

Persons who had a wage or salary job in the last 12 months: those who stated they had worked in a job for wages or salary in the 12 months prior to being interviewed.

Postgraduate diploma: includes Graduate Certificates. The entry requirement is usually the successful completion of a bachelor degree or an undergraduate diploma. The duration of study ranges from 6 months (for a Graduate Certificate) to 1 year full-time study or equivalent. Courses usually build on undergraduate studies, and are designed to broaden or develop professional knowledge and skills in a related or new area of study. Examples are a Graduate Diploma in Teacher Librarianship, a Graduate Diploma of Business in Hospitality, a Diploma in Clinical Pathology, a Diploma of Education in Special Education and a Graduate Certificate in Business.

Principal courses: refers to the course(s) on which the respondent spent the most time in the last 12 months. Details were collected on up to 4 in-house and/or up to 4 external courses. See entries for *Training courses*, *In-house training courses* and *External training courses*.

Recreational study: study or training undertaken primarily for social and personal pursuits, e.g. hobby, personal development, do-it-yourself home or car improvement or maintenance courses.

Reference week: the week before the interview.

Retraining: training done with the specific purpose of enabling the respondent to do a kind of work different to that performed in the job held at the time of training. Multi-response categories were collected from persons who had a wage or salary job in the last 12 months.

Sector of employer: relates to an employee's job with his or her main period employer. Public sector includes all local government authorities and government departments, agencies and authorities created by, or reporting to, the Commonwealth or State Parliaments. All remaining employees are classified as private sector, except where the main period employer was overseas or could not be classified. These were coded to 'Overseas' and 'Not known' respectively.

Self-employed: an employed person who, during the reference week, worked in his or her own business (including limited liability companies) with no employees. This definition differs from that given in *The Labour Force Australia* (6203.0). See paragraphs 6-10 of the Explanatory Notes for details.

Self-paced course: a monitored course where the attendee sets the rate of progress, e.g. an interactive computer course. The course may also have an instructor or a manual.

Size of business: the number of persons employed by a respondent's employer/own business throughout Australia.

Size of location: the number of persons employed at the location of the respondent's job with his or her employer/own business.

Skilled vocational qualifications: the entry requirement is usually the completion of Year 10 or its equivalent. In addition, some courses may require a student to be concurrently employed in that specific field. The duration of study is 2 to 4 years, and typically involves some on-the-job training. Courses provide individuals with the knowledge and skills necessary to work in a specific vocation, recognised trade or craft that requires a high degree of skill in a range of related activities. Examples are a Trade Certificate in Vehicle Building, a Certificate in Landscape Design and an Apprenticeship in Electrical Fitting.

Some training undertaken: refers only to whether a respondent has undertaken at least 1 of the following types of training:

- study in 1992;
- in-house training course(s);
- external training course(s); or
- on-the-job training.

If none of these were undertaken, then the respondent was classified to 'No training undertaken'. There were an estimated 51,000 persons (or 0.5% of those in, or marginally attached to, the labour force) whose only form of training was 'Study in 1993' who were not classified to 'Some training undertaken'.

Studied for an educational qualification: study done with the intention of it leading to a higher degree, postgraduate diploma, bachelor degree, undergraduate diploma, associate diploma, skilled vocational qualifications, basic vocational qualifications or any other qualification. It is not necessary to have completed the course or to have been awarded the qualification. Details were collected on the first qualification studied for in 1992 and the most recent course of study in 1993.

TAFE college: college of technical and further education.

Time spent on in-house/external training courses: the average number of hours spent on a training course per day (as stated by the respondent), multiplied by the number of days spent on that course.

Total time spent on external training courses attended in the last 12 months: the sum of time spent on a maximum of 4 external training courses attended in the last 12 months.

Total time spent on external training courses attended in the last 12 months while working: the sum of time spent on a maximum of 4 external training courses attended in the last 12 months while employed.

Total time spent on in-house training courses attended in the last 12 months: the sum of time spent on a maximum of 4 in-house training courses attended in the last 12 months.

Training courses: training activities which are designed and/or undertaken to maintain, develop or learn skills related to job performance and/or competency. They consist of periods of instruction or a combination of instruction and monitored practical work. The instruction can include workshops, lectures, tutorials, training seminars, audio-visual presentations, demonstration sessions or monitored self-paced training packages.

Details were collected on up to 4 in-house and up to 4 external training courses attended in the last 12 months. This means that the tables in this publication relating to 'Number of training courses' underestimate the training courses undertaken by persons who attended more than 4 in-house and/or more than 4 external training courses. See entries for *Principal courses*, *In-house training courses* and *External training courses*.

Training course required to obtain last occupation held with main period employer: training undertaken by employees specifically to obtain the last occupation held with their main period employer. The training need not have been completed before commencing with that employer.

Training program: comprises 1 or more integrated courses which are linked to provide increased knowledge and understanding of a specific topic or field, e.g. supervisory development program. In respect of external courses, if the respondent indicated that this larger training program consisted of an indefinite number of courses, then the program was coded as an 'on-going program'. Otherwise, the number of courses available in that program was coded.

Undergraduate diploma: the entry requirement is usually the successful completion of Year 12 or its equivalent. The duration of study is 3 years full-time study or equivalent. Courses are designed to provide individuals with the knowledge and skills necessary for practice in a

professional or associate professional occupation. Examples are a Certificate in Psychiatric Nursing, a Diploma of Applied Arts in Graphic Design and a Diploma of Teaching (Primary).

Unemployed: persons aged 15 to 64 who were not employed during the reference week, had actively looked for full-time or part-time work at any time in the 4 weeks up to the end of the reference week, and:

- were available for work in the reference week, or would have been available except for temporary illness (i.e. lasting for less than 4 weeks to the end of the reference week); or
- were waiting to start a new job within 4 weeks from the end of the reference week and would have started in the reference week if the job had been available then.

This definition differs from that given in *The Labour Force Australia* (6203.0). See paragraphs 6-10 of the Explanatory Notes for details.

University: also includes Institutes of Technology and other colleges or institutes that award Bachelor degrees or higher (or their equivalent).

Usual occupation: the occupation in which the respondent has worked the longest time.

Usual weekly earnings: the amount of usual weekly pay for wage or salary earners working with their main period employer, before taxation or other deductions were made.

Vocational study: study or training related to the respondent's career or occupation, to either gain qualifications or to improve job/career opportunities.

Wage or salary earner: see entry for *Employee*.

Working with main period employer: those working as a wage or salary earner with their main period employer during the reference week.

Works in own business: either an employer or a self-employed person, as defined.

DATA ITEMS AND HOW TO ORDER SPECIAL TABLES FROM THIS SURVEY

The ABS offers a range of unpublished data from this survey upon request. This section specifies the data items, categories and populations which relate to this survey and includes an order form for special tables (page 96). More detailed breakdowns of some data items are available on request.

The ABS also has State data readily available. A package which contains each of the tables in this publication cross-classified by 'State of usual residence' can be obtained by completing the 'State tables' order form (page 95).

Refer to the Glossary (page 56) for definitions of data items.

NOTES:

- (i) Those data items with 'course counts' included in the population column relate to individual training courses and should not be cross-classified with training data items which are not 'course counts'.
- (ii) 'Level of qualification' and 'Field of study' data items that are broadly comparable with the classifications in the 1989 *How Workers Get Their Training* publication are available if required.

Special Table Requests

Each table contains six components, described below:

Population:

The population describes the characteristics of persons (or courses) that are applicable to a data item. The population of a table controls the contents of the table, the maximum population being the full scope of the survey (see page 62 for a list of populations).

Heading:

The heading contains the data item that defines the columns of a table. It may involve a number of categories, each of which forms a separate heading element.

Stub:

The stub contains the data item that defines the rows of a table. It may involve a number of categories, each of which forms a separate stub element.

Wafer:

Headings and stubs define a two dimensional array which is called a wafer. An additional data item may be allocated to a wafer to create 'pages' of data. Each category in the additional data item constitutes a new wafer. Wafers may be displayed on the same page (if enough room) or on different pages.

Cell:

The cell contains the data resulting from the intersection of each wafer, stub and heading element.

Table Title:

The table title can be supplied by you and appears on each page (if required). If no title is specified, a default title consisting of the population and the titles of the requested data items is used.

You can specify special table requests by filling in the order form (page 96) or by telephoning the contact officer listed on the order form.

When ordering special tables from this survey, please ensure you identify the **population(s)** and the **data item number(s)** that you require.

For each table requested, the population and at least two data items (i.e. a heading and a stub) need to be identified. Some tables may be subject to high standard errors, though this does not prevent the table(s) being produced.

There are charges involved in the generation of special tables which are listed on the order form (page 96). Special tables can be provided in printed form or on floppy disk.

The ABS aims for a prompt turn-round tabulation service. For a large number of tables or for complex tables, the time needed for table generation may be longer. A time estimate will be given when the table request is accepted.

POPULATIONS

POPULATION NUMBER	POPULATION DESCRIPTION
POP4011	Population 1: Persons in, or marginally attached to, the labour force
POP454	Population 2: Persons who had a wage or salary job in the last 12 months
POP419	Population 3: Employed persons
POP4191	Population 4: Employees
POP4991	Population 5: Employees working with their main period employer
POP4192	Population 6: Employers
POP4193	Population 7: Self-employed persons
POP4006	Population 8: Unemployed persons
POP4007	Population 9: Persons marginally attached to the labour force
POP402	Population 10: Persons who attended an in-house training course in the last 12 months
POP401	Population 11: Persons who attended an external training course in the last 12 months
POP4784	Population 12: Persons who attended an external training course in the last 12 months while working
POP47841	Population 13: Persons who attended an external training course in the last 12 months while not working
POP4303	Population 14: Persons who studied for an educational qualification in 1992
POP4302	Population 15: Persons who studied for an educational qualification in 1993
POP4301	Population 16: Persons who studied for an educational qualification in 1992 and continued in 1993
POP402C	Population 17: Number of in-house training courses attended in the last 12 months
POP401C	Population 18: Number of external training courses attended in the last 12 months
POP4131C	Population 19: Number of external training courses attended in the last 12 months while working
POP4132C	Population 20: Number of external training courses attended in the last 12 months while not working

DATA ITEM	POPULATION (a)	DATA ITEM	POPULATION (a)
DEMOGRAPHIC			
GEO400A	STATE OR TERRITORY OF USUAL RESIDENCE New South Wales Victoria Queensland South Australia Western Australia Tasmania Northern Territory Australian Capital Territory	ALL	
GEO402	AREA OF USUAL RESIDENCE Metropolitan Non-metropolitan	ALL	
GEO406A	REGION OF USUAL RESIDENCE Standard labour force dissemination regions	ALL	
PSN401	SEX Males Females	ALL	
PSN4031	MARITAL STATUS Married Not married	ALL	
FAM4012A	FAMILY STATUS Member of a family Husband or wife With dependants present With children aged 0 - 14 present Without children aged 0 - 14 present Without dependants present Sole parent With children aged 0 - 14 present Without children aged 0 - 14 present Other family head With dependants present Without dependants present Full-time student aged 15 - 24 Other child of married couple or family head Other relative of married couple or family head Not a member of a family Living alone Not living alone Not determined	ALL	
PSN402A	AGE 15 - 19 20 - 24 25 - 29 30 - 34 35 - 39 40 - 44 45 - 49 50 - 54 55 - 59 60 - 64	ALL	
PSN445A	AGE OF YOUNGEST CHILD With children aged 0 - 14 years present 0 - 2 years 3 - 4 years 5 - 9 years 10 - 14 years Without children aged 0 - 14 years present	ALL	
PSN4451	WHETHER HAVE ANY CHILD(REN) AGED UNDER 12 YEARS With child(ren) aged under 12 years present Without child(ren) aged under 12 years present	ALL	
HCP400	WHETHER HAD A DISABILITY Had a disability Did not have a disability	ALL	
PSN404B	BIRTHPLACE (1) Born in Australia Born outside Australia Oceania New Zealand Other Europe and the former USSR Germany Greece Italy Netherlands Poland UK and Ireland Former Yugoslav Republics Other The Middle East and North Africa Lebanon Other Southeast Asia Malaysia Philippines Viet Nam Other Northeast Asia China Other The Americas Other India Other	ALL	
PSN404C	BIRTHPLACE (2) Born in Australia Born outside Australia Main English-speaking countries Other countries	ALL	
PSN405A	YEAR OF ARRIVAL IN AUSTRALIA Born in Australia Born outside Australia Arrived before 1960 Arrived 1960 - 1969 Arrived 1970 - 1979 Arrived 1980 - 1989 Arrived 1990 to survey date	ALL	
PSN416A	MIGRATION CATEGORY Born in Australia or New Zealand Born elsewhere Arrived in Australia after 1970 aged 18 or over and has the right to remain permanently New Zealand citizen Sponsored (or main applicant sponsored) By family By employer By other organisation Not known Migrant under Business Migration Program Refugee Other Other	ALL	

(a) For a description of the populations, see the list on page 62.

DATA ITEM	POPULATION
LNG420A ENGLISH LANGUAGE BACKGROUND	ALL
English was first language	
English was not first language	
Usually speaks English at home	
Doesn't usually speak English at home	
Born in Australia	
Born overseas	
Has attended classes to improve English	
Has not attended classes to improve English	
LNG4202A WHETHER OF NON-ENGLISH SPEAKING BACKGROUND	ALL
Born in Australia	
English was first language	
English was not first language	
Usually speaks English at home	
Doesn't usually speak English at home	
Born overseas	
English was first language	
English was not first language	
Usually speaks English at home	
Doesn't usually speak English at home	
Has attended classes to improve English	
Has not attended classes to improve English	
LNG4201A ENGLISH LANGUAGE PROFICIENCY	ALL
Personal interview obtained	
Fully in English (easily)	
Fully in English (with difficulty)	
Partly in language other than English	
Fully in language other than English	
Interview obtained by proxy	
English language difficulties	
Other reasons	
PSN415 WHETHER OF ABORIGINAL OR TORRES STRAIT ISLANDER ORIGIN	ALL
Neither	
Aboriginal	
Torres Strait Islander	
CURRENT LABOUR FORCE	
LBF4008A LABOUR FORCE STATUS AND FULL-TIME OR PART-TIME WORKERS	1-2,10-20
In the labour force	
Employed	
Full-time	
Part-time	
Unemployed	
Looking for full-time work	
Looking for part-time work	
Not in the labour force	
Marginally attached to the labour force	
Not marginally attached to the labour force	
LBF400A LABOUR FORCE STATUS	1-2,10-20
In the labour force	
Employed	
Unemployed	
Not in the labour force	
Marginally attached to the labour force	
Not marginally attached to the labour force	

DATA ITEM	POPULATION
LBF4011A EMPLOYMENT STATUS	1-2,10-20
Employed	
Employee	
Employer	
Self-employed	
Unpaid family helper	
Working for payment in kind	
Unemployed	
For less than one year	
For one year or more	
Not in the labour force	
Marginally attached to the labour force	
Not marginally attached to the labour force	
LBF424B HOURS WORKED LAST WEEK	3-7
0	
1 - 15	
16 - 24	
25 - 34	
35 - 39	
40	
41 - 48	
49 and over	
LBF419B STATUS OF WORKER	3
Employee	
Employer	
Self-employed	
LBF402A WHETHER FULL-TIME OR PART-TIME WORKER IN CURRENT JOB	3-7
Full-time	
Part-time	

WORK HISTORY

LBF435A DURATION OF CONTINUOUS EMPLOYMENT WITH MAIN PERIOD EMPLOYER	2,4-5
Under 1 year	
Under 3 months	
3 and under 6 months	
6 and under 12 months	
1 and under 2 years	
2 and under 3 years	
3 and under 5 years	
5 and under 10 years	
10 and under 20 years	
20 years and over	
LBF4351A DURATION OF CONTINUOUS EMPLOYMENT WITH MAIN PERIOD EMPLOYER IN LAST OCCUPATION HELD	2,4-5
Under 1 year	
Under 3 months	
3 and under 6 months	
6 and under 12 months	
1 and under 2 years	
2 and under 3 years	
3 and under 5 years	
5 and under 10 years	
10 and under 20 years	
20 years and over	

DATA ITEM	POPULATION	DATA ITEM	POPULATION
LBF421A	CUMULATIVE DURATION OF EMPLOYMENT IN LAST OCCUPATION HELD WITH MAIN PERIOD EMPLOYER 2,4-5 Under 1 year Under 3 months 3 and under 6 months 6 and under 12 months 1 and under 2 years 2 and under 3 years 3 and under 5 years 5 and under 10 years 10 and under 20 years 20 years and over	LBF4171	SECTOR OF MAIN PERIOD EMPLOYER 2,4-5 Public Private Overseas Not known
LBF417A1	INDUSTRY OF MAIN PERIOD EMPLOYER 2,4-5 Agriculture, forestry, fishing and hunting Mining Manufacturing Electricity, gas and water Construction Wholesale and retail trade Transport and storage Communication Finance, property and business services Public administration and defence Community services Recreation, personal and other services	LBF436A	WHETHER BEGAN JOB WITH MAIN PERIOD EMPLOYER DURING THE LAST 12 MONTHS 2,4-5 Began during the last 12 months Did not begin during the last 12 months
LBF418A1	OCCUPATION OF JOB WITH MAIN PERIOD EMPLOYER 2,4-5 Managers and administrators Professionals Para-professionals Tradespersons Clerks Salespersons and personal service workers Plant and machine operators, and drivers Labourers and related workers	LBF4021	WHETHER FULL-TIME OR PART-TIME EMPLOYEE WITH MAIN PERIOD EMPLOYER 2,4-5 Full-time Part-time
LBF4353A	DURATION OF CONTINUOUS EMPLOYMENT WITH MAIN PERIOD EMPLOYER DURING THE LAST 12 MONTHS 2,4-5 1 and under 4 weeks 4 and under 13 weeks 13 and under 26 weeks 26 and under 39 weeks 39 and under 49 weeks 49 and under 52 weeks 52 weeks	LBF437	WHETHER PERMANENT OR CASUAL EMPLOYEE WITH MAIN PERIOD EMPLOYER 2,4-5 Permanent Casual
LBF423A	HOURS USUALLY WORKED PER WEEK WITH MAIN PERIOD EMPLOYER 2,4-5 Less than 1 hour 1 - 15 16 - 29 30 - 34 35 - 39 40 41 - 44 45 - 48 49 and over	INC450A	USUAL WEEKLY EARNINGS (\$) 2,4-5 Working with main period employer Under 80 80 and under 120 120 and under 160 160 and under 200 200 and under 240 240 and under 280 280 and under 320 320 and under 360 360 and under 400 400 and under 440 440 and under 480 480 and under 520 520 and under 560 560 and under 600 600 and under 640 640 and under 680 680 and under 720 720 and under 760 760 and under 800 800 and under 840 840 and under 880 880 and under 920 920 and under 960 960 and under 1000 1000 and under 1040 1040 and under 1080 1080 and under 1120 1120 and under 1160 1160 and over Payment in kind Not stated or not known No longer working with main period employer
		LBF454	NUMBER OF EMPLOYERS IN THE LAST 12 MONTHS 2,4-5 One Two or more
		LBF4991	WHETHER CURRENTLY WORKING WITH MAIN PERIOD EMPLOYER 2,4 Working with main period employer No longer working with main period employer

DATA ITEM	POPULATION
LBF4701	SIZE OF LOCATION IN JOB WITH MAIN PERIOD EMPLOYER (NUMBER OF EMPLOYEES) 2,4-5
	Under 10 10 - 19 20 - 99 100 and over Not known
LBF470A	SIZE OF BUSINESS OF MAIN PERIOD EMPLOYER (NUMBER OF EMPLOYEES THROUGHOUT AUSTRALIA) 2,4-5
	Under 10 10 - 19 20 - 99 100 and over Not known Overseas employer
JCD404A	TRADE UNION MEMBERSHIP 4-5
	Member of a trade union In connection with current job Not in connection with current job Not a member of a trade union Not known
LBF4235A	CUMULATIVE DURATION OF RUNNING OWN BUSINESS 6-7
	Under 1 year Under 3 months 3 and under 6 months 6 and under 12 months 1 and under 2 years 2 and under 3 years 3 and under 5 years 5 and under 10 years 10 and under 20 years 20 years and over
LBF4234A	DURATION OF RUNNING OWN BUSINESS AT CURRENT LOCATION 6-7
	Under 1 year Under 3 months 3 and under 6 months 6 and under 12 months 1 and under 2 years 2 and under 3 years 3 and under 5 years 5 and under 10 years 10 and under 20 years 20 years and over
LBF4354A	CUMULATIVE DURATION OF EMPLOYMENT IN CURRENT OCCUPATION IN OWN BUSINESS 6-7
	Under 1 year Under 3 months 3 and under 6 months 6 and under 12 months 1 and under 2 years 2 and under 3 years 3 and under 5 years 5 and under 10 years 10 and under 20 years 20 years and over

DATA ITEM	POPULATION
LBF4231A1	INDUSTRY OF OWN BUSINESS 6-7
	Agriculture, forestry, fishing and hunting Mining Manufacturing Electricity, gas and water Construction Wholesale and retail trade Transport and storage Communication Finance, property and business services Public administration and defence Community services Recreation, personal and other services
LBF4232A1	OCCUPATION IN OWN BUSINESS 6-7
	Managers and administrators Professionals Para-professionals Tradespersons Clerks Salespersons and personal service workers Plant and machine operators, and drivers Labourers and related workers
LBF4233A	HOURS USUALLY WORKED PER WEEK IN OWN BUSINESS 6-7
	Less than 1 hour 1 - 15 16 - 29 30 - 34 35 - 39 40 41 - 44 45 - 48 49 and over
INC451A	WEEKLY EARNINGS FROM OWN BUSINESS (\$) 6-7
	Under 240 240 and under 480 480 and under 720 720 and under 960 960 and under 1280 1280 and over Not stated or not known Made a loss
LBF4212	SIZE OF LOCATION OF OWN BUSINESS (NUMBER OF EMPLOYEES) 6
	Under 10 10 - 19 20 - 99 100 and over Not known
LBF4213	SIZE OF OWN BUSINESS (NUMBER OF EMPLOYEES THROUGHOUT AUSTRALIA) 6
	Under 10 10 - 19 20 - 99 100 and over Not known

DATA ITEM	POPULATION	DATA ITEM	POPULATION		
LBF4215A	DURATION OF CONTINUOUS EMPLOYMENT WITH MAIN PERIOD EMPLOYER OR IN OWN BUSINESS Employed in the last 12 months Under 1 year Under 3 months 3 and under 6 months 6 and under 12 months 1 and under 2 years 2 and under 3 years 3 and under 5 years 5 and under 10 years 10 and under 20 years 20 years and over Not employed in the last 12 months	1,8-20	LBF4236A	HOURS USUALLY WORKED PER WEEK WITH MAIN PERIOD EMPLOYER OR IN OWN BUSINESS Employed in the last 12 months Less than 1 hour 1 - 15 16 - 29 30 - 34 35 - 39 40 41 - 44 45 - 48 49 and over Not employed in the last 12 months	1,8-20
LBF4214A	CUMULATIVE DURATION OF EMPLOYMENT IN MAIN OCCUPATION Employed in the last 12 months Under 1 year Under 3 months 3 and under 6 months 6 and under 12 months 1 and under 2 years 2 and under 3 years 3 and under 5 years 5 and under 10 years 10 and under 20 years 20 years and over Not employed in the last 12 months	1,8-20	LBF4218A	SECTOR OF MAIN PERIOD EMPLOYER OR OWN BUSINESS Employed in the last 12 months Public Private Overseas Not known Not employed in the last 12 months	1,8-20
LBF4170A	MAIN INDUSTRY IN WHICH WORKED IN THE LAST 12 MONTHS Employed in the last 12 months Agriculture, forestry, fishing and hunting Mining Manufacturing Electricity, gas and water Construction Wholesale and retail trade Transport and storage Communication Finance, property and business services Public administration and defence Community services Recreation, personal and other services Not employed in the last 12 months	1,8-20	LBF4371A	WHETHER PERMANENT OR CASUAL IN JOB WITH MAIN PERIOD EMPLOYER OR IN OWN BUSINESS Employed in the last 12 months Wage or salary earner in the last 12 months Permanent Casual Employed in own business only Not employed in the last 12 months	1,8-20
LBF4180A	MAIN OCCUPATION HELD IN THE LAST 12 MONTHS Employed in the last 12 months Managers and administrators Professionals Para-professionals Tradespersons Clerks Salespersons and personal service workers Plant and machine operators, and drivers Labourers and related workers Not employed in the last 12 months	1,8-20	LBF4216A	SIZE OF LOCATION IN JOB WITH MAIN PERIOD EMPLOYER OR IN OWN BUSINESS (NUMBER OF EMPLOYEES) Employed in the last 12 months Under 10 10 - 19 20 - 99 100 and over Not known Not employed in the last 12 months	1,8-20
			LBF4217A	SIZE OF BUSINESS IN JOB WITH MAIN PERIOD EMPLOYER OR IN OWN BUSINESS (NUMBER OF EMPLOYEES THROUGHOUT AUSTRALIA) Employed in the last 12 months Under 10 10 - 19 20 - 99 100 and over Not known Overseas employer Not employed in the last 12 months	1,8-20
			LBF4992A	DURATION OF UNEMPLOYMENT Under 1 year Under 2 weeks 2 and under 13 weeks 13 and under 26 weeks 26 and under 52 weeks 1 and under 2 years 2 years and over	8

DATA ITEM	POPULATION
LBF4601	8
WHETHER LOOKING FOR FULL-TIME WORK	
Looking for full-time work	
Looking for part-time work	
LBF460A	8
OCCUPATIONAL SEARCH STATUS	
Has had a permanent job	
Looking for job in usual occupation only	
Looking for job in different occupation only	
Looking for job in both usual and different occupations	
Not known	
Has never had a permanent job	
Has never worked at all	
LBF4200A	8-9
LENGTH OF TIME SINCE LAST PERMANENT JOB	
Has had a permanent job	
Under 1 year	
1 and under 2 years	
2 and under 3 years	
3 and under 5 years	
5 and under 10 years	
10 and under 20 years	
20 years and over	
Has never had a permanent job	
Has never worked at all	
LBF4203A	8-9
DURATION OF LAST PERMANENT JOB	
Has had a permanent job	
Under 1 year	
Under 3 months	
3 and under 6 months	
6 and under 12 months	
1 and under 2 years	
2 and under 3 years	
3 and under 5 years	
5 and under 10 years	
10 and under 20 years	
20 years and over	
Has never had a permanent job	
Has never worked at all	
LBF4201A	8-9
OCCUPATION IN LAST PERMANENT JOB	
Has had a permanent job	
Managers and administrators	
Professionals	
Para-professionals	
Tradespersons	
Clerks	
Salespersons and personal service workers	
Plant and machine operators, and drivers	
Labourers and related workers	
Has never had a permanent job	
Has never worked at all	
LBF4202A	8-9
WHETHER LAST PERMANENT JOB WAS IN USUAL OCCUPATION	
Has had a permanent job	
Last job was in usual occupation	
Last job was not in usual occupation	
Has never had a permanent job	
Has never worked at all	

DATA ITEM	POPULATION
LBF4641A	8
MAIN DIFFICULTY IN FINDING WORK	
Has a job to go to	
Personal	
Own ill health or pregnancy	
Physical disability	
Studying or returning to studies	
Does not need to work	
Give others a chance	
Welfare payments or pension may be affected	
Moved house or holidays	
Family	
Childcare	
Ill health of other than self	
Other family considerations	
Work-related	
Considered too young or too old by employers	
No jobs in locality or line of work	
No jobs in suitable hours	
No jobs at all	
Skills-related	
Lacks necessary schooling, training, skills or experience	
Difficulties with language or ethnic background	
Other difficulties	
Not known	
No difficulties	
LBF464A	8
DIFFICULTIES IN FINDING WORK	
Categories for this data item are the same as for data item LBF4641A above	
LBF4651A	9
MAIN REASON NOT LOOKING FOR WORK	
Took inactive steps to look for work	
Has a job to go to	
Personal	
Own ill health or pregnancy	
Physical disability	
Studying or returning to studies	
Does not need to work	
Give others a chance	
Welfare payments or pension may be affected	
Moved house or holidays	
Family	
Childcare	
Ill health of other than self	
Other family considerations	
Discouraged job-seekers	
Considered too young or too old by employers	
Difficulties with language or ethnic background	
Lacks necessary schooling, training, skills or experience	
No jobs in locality or line of work	
No jobs at all	
Work-related	
No jobs in suitable hours	
Other reasons	
Not known	
No reasons	
LBF465A	9
REASONS NOT LOOKING FOR WORK	
Categories for this data item are the same as for data item LBF4651A above	

DATA ITEM	POPULATION
TRAINING PROVISION	
TRG417A	3-7
WHETHER INVOLVED IN VOCATIONAL TRAINING Involved in the provision of vocational training as part of main job Not involved in the provision of vocational training as part of main job Involved in the provision of recreational training Not involved in training at all	
TRG4173A	3-7
TYPE OF ORGANISATION AT WHICH EMPLOYED Involved in the provision of vocational training as part of main job Employed in — Primary or secondary school University TAFE college Adult or community education centre Industry skills centre Business college Other commercial training business Other non-profit training organisation Supplier or equipment manufacturer Other Not involved in the provision of vocational training as part of main job Involved in the provision of recreational training Not involved in training at all	
TRG4172A	3-7
TYPES OF VOCATIONAL TRAINING ACTIVITIES PERFORMED Involved in the provision of vocational training as part of main job Conducting training Developing courses Delivering courses Evaluating courses Other training activities Assessment of training needs Development of training plans Administrative support of training programs Marketing training programs Other Not involved in the provision of vocational training as part of main job Involved in the provision of recreational training Not involved in training at all	

DATA ITEM	POPULATION
TRG4174A	3-7
MAIN FIELD OF TRAINING PROVIDED Involved in the provision of vocational training as part of main job Employed in schools or universities Employed in other organisations Field of training provided — Management and professional Technical and para-professional Trade Craft Clerical or office Sales and personal service Transport and machinery operation Labouring and related Induction General supervision General computing skills General health and safety English language Literacy Numeracy Music and arts Other Not involved in the provision of vocational training as part of main job Involved in the provision of recreational training Not involved in training at all	
TRG4178A	3-7
PROPORTION OF WORKING TIME SPENT CONDUCTING TRAINING Involved in the provision of vocational training as part of main job Employed in schools or universities Employed in other organisations Involved in conducting training Proportion of time spent — 25% or under 26 - 50% 51 - 75% 76 - 99% 100% Involved in other training activities only Not involved in the provision of vocational training as part of main job Involved in the provision of recreational training Not involved in training at all	
TRG42011A	3-7
OCCUPATION OTHER THAN TRAINING Involved in the provision of vocational training as part of main job Employed in schools or universities Employed in other organisations Occupation other than training provision Managers and administrators Professionals Para-professionals Tradespersons Clerks Salespersons and personal service workers Plant and machine operators, and drivers Labourers and related workers Involved only in providing training Not involved in the provision of vocational training as part of main job Involved in the provision of recreational training Not involved in training at all	

DATA ITEM	POPULATION
TRG4171A	3-7
WHETHER HAD OBTAINED A QUALIFICATION IN TEACHING OR TRAINING	
Involvement in the provision of vocational training as part of main job	
Employed in schools or universities	
Employed in other organisations	
Involvement in conducting training	
More than 25% of time spent conducting training	
Had obtained a qualification in teaching or training	
Post-school qualification	
Masters degree or doctorate	
Postgraduate diploma	
Bachelor degree	
Undergraduate diploma	
Associate diploma	
Skilled vocational qualifications	
Basic vocational qualifications	
Other	
Other qualification	
Had not obtained a qualification in teaching or training	
Received training in how to train others	
Had not received training in how to train others	
25% or less of time spent conducting training	
Involvement in other training activities only	
Not involved in the provision of vocational training as part of main job	
Involvement in the provision of recreational training	
Not involved in training at all	
TRG4177A	3-7
LENGTH OF EXPERIENCE IN PROVIDING TRAINING	
Involvement in the provision of vocational training as part of main job	
Employed in schools or universities	
Employed in other organisations	
Involvement in conducting training	
Length of experience --	
Under 1 year	
1 and under 2 years	
2 and under 3 years	
3 and under 5 years	
5 and under 10 years	
10 and under 20 years	
20 years and over	
Involvement in other training activities only	
Not involved in the provision of vocational training as part of main job	
Involvement in the provision of recreational training	
Not involved in training at all	
COMPUTING PROFICIENCY	
COM400	ALL
WHETHER HAD EVER USED COMPUTERS	
Had used computers	
Had not used computers	
COM4001A	ALL
FIELDS IN WHICH COMPUTERS HAVE BEEN USED	
Had used computers	
Word processing	
Data entry	
Database retrieval	
Spreadsheets	
Specific specialist packages	
Programming or systems development	
Other	
Had not used compute	

DATA ITEM	POPULATION
COM405A	ALL
WHETHER HAD ATTENDED TRAINING COURSES IN COMPUTER USAGE	
Had used computers	
Word processing	
Attended	
Not attended	
Data entry	
Attended	
Not attended	
Database retrieval	
Attended	
Not attended	
Spreadsheets	
Attended	
Not attended	
Specific specialist packages	
Attended	
Not attended	
Programming or systems development	
Attended	
Not attended	
Other	
Attended	
Not attended	
Had not used computers	
COM4301A	ALL
LEVEL OF COMPUTING PROFICIENCY	
Word processing	
Nil	
Basic	
Intermediate	
Advanced	
Data entry	
Nil	
Basic	
Intermediate	
Advanced	
Database retrieval	
Nil	
Basic	
Intermediate	
Advanced	
Spreadsheets	
Nil	
Basic	
Intermediate	
Advanced	
Specific specialist packages	
Nil	
Basic	
Intermediate	
Advanced	
Programming or systems development	
Nil	
Basic	
Intermediate	
Advanced	

DATA ITEM	POPULATION	DATA ITEM	POPULATION
COM4151A	LEVEL OF COMPUTING QUALIFICATION OBTAINED OR BEING STUDIED FOR	ALL	
	Had used computers		
	Computing qualification obtained or being studied for		
	Post-school qualification		
	Higher degree		
	Postgraduate diploma		
	Bachelor degree		
	Undergraduate diploma		
	Associate diploma		
	Skilled vocational qualifications		
	Basic vocational qualifications		
	Other		
	Other qualification		
	No computing qualification obtained or being studied for		
	Had not used computers		
STUDY FOR EDUCATIONAL QUALIFICATION			
LBF4352A	WHETHER CURRENTLY STUDYING FULL-TIME AT AN EDUCATIONAL INSTITUTION	ALL	
	Aged 15 - 24 years		
	Studying full-time		
	Not studying full-time		
	Aged 25 - 64 years		
EDN406A	1993 STUDY STATUS	1-14,17-20	
	Studying at the time of the survey		
	Not studying at the time of the survey		
	Studied in 1993		
	Did not study in 1993		
EDN4061B	NUMBER OF QUALIFICATIONS IN WHICH ENROLLED IN 1993	15	
	One		
	Two or more		
EDN4071A	LEVEL OF QUALIFICATION STUDIED FOR IN 1993	15	
	Studied for post-school qualification		
	Higher degree		
	Postgraduate diploma		
	Bachelor degree		
	Undergraduate diploma		
	Associate diploma		
	Skilled vocational qualifications		
	Basic vocational qualifications		
	Other		
	Studied for other qualification		
	Secondary school certificate		
	Certificate of less than one semester		
EDN4087A	MAIN FIELD OF QUALIFICATION STUDIED FOR IN 1993	15	
	Studied for post-school qualification		
	Business and administration		
	Health		
	Education		
	Society and culture		
	Natural and physical sciences		
	Engineering		
	Architecture and building		
	Agriculture and related fields		
	Miscellaneous fields		
	Studied for other qualification		
	Secondary school certificate		
	Certificate of less than one semester		
EDN4084A	WHETHER HAD COMPLETED A QUALIFICATION IN THE FIELD OF THE QUALIFICATION STUDIED FOR IN 1993	15	
	Had not completed a qualification		
	Had completed a qualification		
	In that field		
	In another field		
	Not determined		
EDN4085	EDUCATIONAL INSTITUTION AT WHICH ENROLLED IN 1993	15	
	Secondary school		
	University		
	TAFE college		
	Business college		
	Industry skills centre		
	Other		
EDN4086	SECTOR OF EDUCATIONAL INSTITUTION AT WHICH ENROLLED IN 1993	15	
	Public		
	Private		
EDN4091A	FULL-TIME/PART-TIME STUDY STATUS IN 1993	15	
	Enrolled for full academic year		
	Full-time		
	Part-time		
	Externally		
	Enrolled for part of academic year		
	Full-time		
	Part-time		
	Externally		
	Total		
	Full-time		
	Part-time		
	Externally		
EDN4001A	WHETHER COMMENCED STUDY IN 1993	15	
	Commenced study in 1993		
	Commenced study prior to 1993		
	Studied in 1992		
	Did not study in 1992		
EDN4093A	YEAR COMMENCED QUALIFICATION STUDIED FOR IN 1993	15	
	Before 1980		
	1980 - 1989		
	1990 to survey date		
EDN4092A	WHETHER ANY STUDY UNDERTAKEN BY OPEN LEARNING IN 1993	15	
	Study at least partly undertaken by open learning		
	Study not undertaken by open learning		
EDN4094	PURPOSE OF QUALIFICATION STUDIED FOR IN 1993	15	
	Vocational		
	Recreational		

DATA ITEM	POPULATION
EDN40950A EMPLOYER SUPPORT FOR QUALIFICATION STUDIED FOR IN 1993	15
Wage or salary earner in the last 12 months	
Employer support provided	
Main period employer	
Paid for study materials or fees	
Provided paid study leave	
Paid for accommodation or travel expenses	
Other	
Other employer	
Paid for study materials or fees	
Provided paid study leave	
Paid for accommodation or travel expenses	
Other	
No employer support provided	
Other	
EDN40953A NON-EMPLOYER SUPPORT FOR QUALIFICATION STUDIED FOR IN 1993	15
Non-employer support provided	
Government	
Family	
Self	
Other	
Not known	
No non-employer support provided	
EDN40950B ALL SUPPORT FOR QUALIFICATION STUDIED FOR IN 1993	15
Support provided	
Main period employer	
Other employer	
Non-employer	
Government	
Other	
No support provided	
EDN4103A NUMBER OF QUALIFICATIONS IN WHICH ENROLLED IN 1992	14
One	
Two or more	
EDN4089B LEVEL OF FIRST QUALIFICATION STUDIED FOR IN 1992	14
Studied for post-school qualification	
Higher degree	
Postgraduate diploma	
Bachelor degree	
Undergraduate degree	
Associate diploma	
Skilled vocational qualifications	
Basic vocational qualifications	
Other	
Studied for other qualification	
Secondary school certificate	
Certificate of less than one semester	

DATA ITEM	POPULATION
EDN41061A MAIN FIELD OF FIRST QUALIFICATION STUDIED FOR IN 1992	14
Studied for post-school qualification	
Business and administration	
Health	
Education	
Society and culture	
Natural and physical sciences	
Engineering	
Architecture and building	
Agriculture and related fields	
Miscellaneous fields	
Studied for other qualification	
Secondary school certificate	
Certificate of less than one semester	
EDN41071A WHETHER HAD COMPLETED A QUALIFICATION IN THE FIELD OF THE FIRST QUALIFICATION STUDIED FOR IN 1992	14
Had not completed a qualification	
Had completed a qualification	
In that field	
In another field	
Not determined	
EDN4115 EDUCATIONAL INSTITUTION AT WHICH ENROLLED FOR FIRST QUALIFICATION STUDIED FOR IN 1992	14
Secondary school	
University	
TAFE college	
Business college	
Industry skills centre	
Other	
EDN4116 SECTOR OF EDUCATIONAL INSTITUTION AT WHICH ENROLLED FOR FIRST QUALIFICATION STUDIED FOR IN 1992	14
Public	
Private	
EDN4117A FULL-TIME/PART-TIME STUDY STATUS FOR FIRST QUALIFICATION STUDIED FOR IN 1992	14
Enrolled for full academic year	
Full-time	
Part-time	
Externally	
Enrolled for part of academic year	
Full-time	
Part-time	
Externally	
Total	
Full-time	
Part-time	
Externally	
EDN400A WHETHER COMMENCED STUDY FOR FIRST QUALIFICATION IN 1992	14
Commenced study in 1992	
Commenced study prior to 1992	

DATA ITEM	POPULATION
EDN4119A YEAR COMMENCED FIRST QUALIFICATION STUDIED FOR IN 1992 Before 1980 1980 - 1989 1990 to survey date	14
EDN4118A WHETHER ANY STUDY UNDERTAKEN BY OPEN LEARNING FOR FIRST QUALIFICATION STUDIED FOR IN 1992 Study at least partly undertaken by open learning Study not undertaken by open learning	14
EDN4121 PURPOSE OF FIRST QUALIFICATION STUDIED FOR IN 1992 Vocational Recreational	14
EDN4151B EMPLOYER SUPPORT FOR FIRST QUALIFICATION STUDIED FOR IN 1992 Wage or salary earner in the last 12 months Employer support provided Main period employer Paid for study materials or fees Provided paid study leave Paid for accommodation or travel expenses Other Other employer Paid for study materials or fees Provided paid study leave Paid for accommodation or travel expenses Other No employer support provided Other	14
EDN4153A NON-EMPLOYER SUPPORT FOR FIRST QUALIFICATION STUDIED FOR IN 1992 Non-employer support provided Government Family Self Other Not known No non-employer support provided	14
EDN4151C ALL SUPPORT FOR FIRST QUALIFICATION STUDIED FOR IN 1992 Support provided Main period employer Other employer Non-employer Government Other No support provided	14

DATA ITEM	POPULATION
EDN4071D LEVEL OF QUALIFICATION STUDIED FOR IN 1992 AND CONTINUED IN 1993 Studied for post-school qualification Higher degree Postgraduate diploma Bachelor degree Undergraduate diploma Associate diploma Skilled vocational qualifications Basic vocational qualifications Other Studied for other qualification Secondary school certificate Certificate of less than one semester	16
EDN4087B MAIN FIELD OF QUALIFICATION STUDIED FOR IN 1992 AND CONTINUED IN 1993 Studied for post-school qualification Business and administration Health Education Society and culture Natural and physical sciences Engineering Architecture and building Agriculture and related fields Miscellaneous fields Studied for other qualification Secondary school certificate Certificate of less than one semester	16
EDN4084B WHETHER HAD COMPLETED A QUALIFICATION IN THE FIELD OF THE QUALIFICATION STUDIED FOR IN 1992 AND CONTINUED IN 1993 Had not completed a qualification Had completed a qualification In that field In another field Not determined	16
EDN4085B EDUCATIONAL INSTITUTION AT WHICH ENROLLED FOR QUALIFICATION STUDIED FOR IN 1992 AND CONTINUED IN 1993 Secondary school University TAFE college Business college Industry skills centre Other	16
EDN4086B SECTOR OF EDUCATIONAL INSTITUTION AT WHICH ENROLLED FOR QUALIFICATION STUDIED FOR IN 1992 AND CONTINUED IN 1993 Public Private	16

DATA ITEM	POPULATION
EDN4097A FULL-TIME/PART-TIME STUDY STATUS FOR QUALIFICATION STUDIED FOR IN 1992 AND CONTINUED IN 1993	16
Enrolled for full academic year	
Full-time	
Part-time	
Externally	
Enrolled for part of academic year	
Full-time	
Part-time	
Externally	
Total	
Full-time	
Part-time	
Externally	
EDN4002A WHETHER COMMENCED STUDY IN 1992 FOR QUALIFICATION CONTINUED IN 1993	16
Commenced study in 1992	
Commenced study prior to 1992	
EDN4093B YEAR COMMENCED QUALIFICATION STUDIED FOR IN 1992 AND CONTINUED IN 1993	16
Before 1980	
1980 - 1989	
1990 to survey date	
EDN41923A EMPLOYER SUPPORT FOR QUALIFICATION STUDIED FOR IN 1992 AND CONTINUED IN 1993	16
Wage or salary earner in the last 12 months	
Employer support provided in 1992 or 1993	
Main period employer support	
Paid for study materials or fees	
Provided paid study leave	
Paid for accommodation or travel expenses	
Other	
Other employer support	
Paid for study materials or fees	
Provided paid study leave	
Paid for accommodation or travel expenses	
Other	
No employer support provided in 1992 or 1993	
Other	
EDN41924A SUMMARY OF EMPLOYER SUPPORT FOR QUALIFICATION STUDIED FOR IN 1992 AND CONTINUED IN 1993	16
Wage or salary earner in the last 12 months	
Employer support provided	
Both in 1992 and 1993	
In 1992 only	
In 1993 only	
No employer support provided	
Other	
EDN40953B NON-EMPLOYER SUPPORT IN 1993 FOR QUALIFICATION STUDIED FOR IN 1992 AND CONTINUED IN 1993	16
Non-employer support provided	
Government	
Family	
Self	
Other	
Not known	
No non-employer support provided	

DATA ITEM	POPULATION
EDN4098A WHETHER ANY STUDY UNDERTAKEN BY OPEN LEARNING FOR QUALIFICATION STUDIED FOR IN 1992 AND CONTINUED IN 1993	16
Study at least partly undertaken by open learning	
Study not undertaken by open learning	
EDN4094B PURPOSE OF QUALIFICATION STUDIED FOR IN 1992 AND CONTINUED IN 1993	16
Vocational	
Recreational	

EDUCATIONAL ATTAINMENT

EDN4014A LEVEL OF EDUCATIONAL ATTAINMENT	ALL
Post-school qualifications obtained	
Higher degree	
Postgraduate diploma	
Bachelor degree	
Undergraduate diploma	
Associate diploma	
Skilled vocational qualifications	
Basic vocational qualifications	
Other	
No post-school qualifications obtained	
Attended highest level of secondary school available	
Did not attend highest level of secondary school available	
Left at age —	
18 years or over	
17 years	
16 years	
15 years	
14 years	
13 years or under	
Never attended school	
EDN4157A LEVEL OF HIGHEST QUALIFICATION OBTAINED	ALL
Post-school qualifications obtained	
Higher degree	
Postgraduate diploma	
Bachelor degree	
Undergraduate diploma	
Associate diploma	
Skilled vocational qualifications	
Basic vocational qualifications	
Other	
No post-school qualifications obtained	
EDN4159A MAIN FIELD OF HIGHEST QUALIFICATION OBTAINED	ALL
Post-school qualifications obtained	
Business and administration	
Health	
Education	
Society and culture	
Natural and physical sciences	
Engineering	
Architecture and building	
Agriculture and related fields	
Miscellaneous fields	
No post-school qualifications obtained	

DATA ITEM	POPULATION	DATA ITEM	POPULATION
EDN4099A	YEAR COMPLETED STUDY FOR HIGHEST QUALIFICATION OBTAINED ALL	EDN4320A	NUMBER OF POST-SCHOOL QUALIFICATIONS OBTAINED ALL
	Post-school qualifications obtained Highest qualification was obtained in Australia Before 1960 1960 - 1969 1970 - 1979 1980 - 1989 1990 to survey date Highest qualification was obtained overseas No post-school qualifications obtained		Post-school qualifications obtained Australian qualifications obtained One Two or more Only overseas qualifications obtained No post-school qualifications obtained
EDN4100A	WHERE HIGHEST QUALIFICATION OBTAINED ALL	EDN41504A	LEVEL OF HIGHEST AUSTRALIAN QUALIFICATION OBTAINED ALL
	Post-school qualifications obtained Australia Overseas No post-school qualifications obtained		Post-school qualifications obtained Highest Australian qualification obtained Higher degree Postgraduate diploma Bachelor degree Undergraduate diploma Associate diploma Skilled vocational qualifications Basic vocational qualifications Other Only overseas qualifications obtained No post-school qualifications obtained
EDN4192A	EMPLOYER SUPPORT FOR HIGHEST QUALIFICATION OBTAINED ALL	EDN418A	MAIN FIELD OF HIGHEST AUSTRALIAN QUALIFICATION OBTAINED ALL
	Post-school qualifications obtained Highest qualification was obtained in Australia Wage or salary earner in the last 12 months Employer support provided Main period employer Paid for study materials or fees Provided paid study leave Paid for accommodation or travel expenses Other Other employer Paid for study materials or fees Provided paid study leave Paid for accommodation or travel expenses Other No employer support provided Other Highest qualification was obtained overseas No post-school qualifications obtained		Post-school qualifications obtained Highest Australian qualification obtained Business and administration Health Education Society and culture Natural and physical sciences Engineering Architecture and building Agriculture and related fields Miscellaneous fields Only overseas qualifications obtained No post-school qualifications obtained
EDN41093A	NON-EMPLOYER SUPPORT FOR HIGHEST QUALIFICATION OBTAINED ALL	EDN4156A	LEVEL OF SECOND HIGHEST AUSTRALIAN QUALIFICATION OBTAINED ALL
	Post-school qualifications obtained Highest qualification was obtained in Australia Non-employer support provided Government Family Self Other Not known No non-employer support provided Highest qualification was obtained overseas No post-school qualifications obtained		Post-school qualifications obtained Second highest Australian qualification obtained Higher degree Postgraduate diploma Bachelor degree Undergraduate diploma Associate diploma Skilled vocational qualifications Basic vocational qualifications Other Only overseas qualifications obtained Only one Australian qualification obtained No post-school qualifications obtained
EDN4193A	ALL SUPPORT FOR HIGHEST QUALIFICATION OBTAINED ALL		
	Post-school qualifications obtained Highest qualification was obtained in Australia Support provided Main period employer Other employer Non-employer No support provided Highest qualification was obtained overseas No post-school qualifications obtained		

DATA ITEM	POPULATION
EDN4191A MAIN FIELD OF SECOND HIGHEST AUSTRALIAN QUALIFICATION OBTAINED	ALL
Post-school qualifications obtained	
Second highest Australian qualification obtained	
Business and administration	
Health	
Education	
Society and culture	
Natural and physical sciences	
Engineering	
Architecture and building	
Agriculture and related fields	
Miscellaneous fields	
Only overseas qualifications obtained	
Only one Australian qualification obtained	
No post-school qualifications obtained	
EDN4160A YEAR COMPLETED STUDY FOR SECOND HIGHEST AUSTRALIAN QUALIFICATION OBTAINED	ALL
Post-school qualifications obtained	
Second highest Australian qualification obtained	
Before 1960	
1960 - 1969	
1970 - 1979	
1980 - 1989	
1990 to survey date	
Only overseas qualifications obtained	
Only one Australian qualification obtained	
No post-school qualifications obtained	
EDN4800A COUNTRY IN WHICH FINISHED SCHOOL	ALL
Born in Australia	
Born outside Australia	
Country where finished school —	
Australia	
Oceania	
New Zealand	
Other	
Europe and the former USSR	
Germany	
Greece	
Italy	
Netherlands	
Poland	
UK and Ireland	
Former Yugoslav Republics	
Other	
The Middle East and North Africa	
Lebanon	
Other	
Southeast Asia	
Malaysia	
Philippines	
Viet Nam	
Other	
Northeast Asia	
China	
Other	
The Americas	
Other	
India	
Other	

DATA ITEM	POPULATION
EDN4801A LEVEL OF HIGHEST QUALIFICATION OBTAINED BEFORE ARRIVING IN AUSTRALIA	ALL
Post-school qualifications obtained	
Highest overseas qualification obtained	
Higher degree	
Postgraduate diploma	
Bachelor degree	
Undergraduate diploma	
Associate diploma	
Skilled vocational qualifications	
Basic vocational qualifications	
Other	
Only Australian qualifications obtained	
Born overseas	
Born in Australia	
No post-school qualifications obtained	
EDN4802A MAIN FIELD OF HIGHEST QUALIFICATION OBTAINED BEFORE ARRIVING IN AUSTRALIA	ALL
Post-school qualification obtained	
Highest overseas qualification obtained	
Business and administration	
Health	
Education	
Society and culture	
Natural and physical sciences	
Engineering	
Architecture and building	
Agriculture and related fields	
Miscellaneous fields	
Only Australian qualifications obtained	
Born overseas	
Born in Australia	
No post-school qualifications obtained	
EDN429A WHETHER EVER COMMENCED AN APPRENTICESHIP WHICH WAS NOT COMPLETED	ALL
Had started an apprenticeship which was not completed	
Reason for not completing —	
Changed trade	
Changed job or employer	
Business closed down	
Lost interest or failed exams	
Seeking better pay or conditions	
Too expensive	
Family responsibilities	
Own illness, injury or physical disability	
Other	
Currently doing an apprenticeship	
Had not started an apprenticeship which was not completed	
TRG4032A WHETHER HAD OBTAINED A QUALIFICATION IN MANAGEMENT	6-7
Had obtained a qualification in management	
Had not obtained a qualification in management	
Had received training in management or supervision	
Had not received training in management or supervision	

DATA ITEM	POPULATION
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DATA ITEM	POPULATION
QUALIFICATION REQUIRED TO OBTAIN JOB WITH MAIN PERIOD EMPLOYER	
LBF4181A WHETHER REQUIRED AN EDUCATIONAL QUALIFICATION TO OBTAIN JOB WITH MAIN PERIOD EMPLOYER	2,4-5
Post-school qualifications obtained Educational qualification required to obtain job with main period employer Educational qualification not required to obtain job with main period employer Not known No post-school qualifications obtained	
LBF41861A LEVEL OF EDUCATIONAL QUALIFICATION REQUIRED TO OBTAIN JOB WITH MAIN PERIOD EMPLOYER	2,4-5
Post-school qualifications obtained Educational qualification required Post-school qualification Higher degree Postgraduate diploma Bachelor degree Undergraduate diploma Associate diploma Skilled vocational qualifications Basic vocational qualifications Other Other qualification Secondary school certificate Certificate of less than one semester Educational qualification not required Not known No post-school qualifications obtained	
LBF4185A WHETHER COMPLETED STUDY FOR REQUIRED QUALIFICATION PRIOR TO STARTING JOB WITH MAIN PERIOD EMPLOYER	2,4-5
Post-school qualifications obtained Educational qualification required Completed study prior to starting job Had not completed study prior to starting job Educational qualification not required Not known No post-school qualifications obtained	
EDN41921A EMPLOYER SUPPORT FOR STUDY TO OBTAIN THE REQUIRED EDUCATIONAL QUALIFICATION	2,4-5
Post-school qualifications obtained Educational qualification required Employer support provided Main period employer Paid for study materials or fees Provided paid study leave Paid for accommodation or travel expenses Other Other employer Paid for study materials or fees Provided paid study leave Paid for accommodation or travel expenses Other No employer support provided Educational qualification not required Not known No post-school qualifications obtained	

DATA ITEM	POPULATION
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LBF4186A NON-EMPLOYER SUPPORT FOR STUDY TO OBTAIN THE REQUIRED EDUCATIONAL QUALIFICATION	2,4-5
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Post-school qualifications obtained
 Educational qualification required
 Non-employer support provided
 Government
 Family
 Self
 Other
 Not known
 No non-employer support provided
 Educational qualification not required
 Not known
 No post-school qualifications obtained

EDN41922A ALL SUPPORT FOR STUDY TO OBTAIN THE REQUIRED EDUCATIONAL QUALIFICATION	2,4-5
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Post-school qualifications obtained
 Educational qualification required
 Support provided
 Main period employer
 Other employer
 Non-employer
 Government
 Other
 No support provided
 Educational qualification not required
 Not known
 No post-school qualifications obtained

REQUIREMENTS FOR, AND BARRIERS TO, TRAINING

TRG4024A ADEQUACY OF JOB TRAINING	2,4-5
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Working with main period employer
 Received adequate job training
 Did not receive adequate job training
 Areas of training inadequacy —
 Management and professional
 Technical and para-professional
 Trade
 Craft
 Clerical or office
 Sales and personal service
 Transport and machinery operation
 Labouring and related
 Induction
 General supervision
 General computing skills
 General health and safety
 English language
 Literacy
 Numeracy
 Music and arts
 Other
 Not known
 No need for training
 No longer working with main period employer

TRG4025A FIRST AREA OF TRAINING INADEQUACY	2,4-5
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Categories for this data item are the same as for data item TRG4024A above

DATA ITEM	POPULATION
TRG4026A SECOND AREA OF TRAINING INADEQUACY	2,4-5
Categories for this data item are the same as for data item TRG4024A above	
TRG4027A THIRD AREA OF TRAINING INADEQUACY	2,4-5
Categories for this data item are the same as for data item TRG4024A above	
TRG4091A WHETHER ATTENDED ANY TRAINING COURSES IN WORK TIME	3-7
Attended training courses in work time Did not attend training courses in work time	
LBF4661A MAIN DIFFICULTY IN ATTENDING TRAINING COURSES IN WORK TIME	3-7
Attended training courses in work time Main difficulty in attending —	
Personal	
Physical disability	
No time	
Not interested or motivated	
Location of training, lack of transport	
Too expensive	
Work-related	
No need, little difference to work prospects	
Scheduling of work and training	
Lack of employer support	
Skills-related	
Lack of qualifications or prerequisites	
Lack of English proficiency	
Lack of numeracy skills	
Lack of information on available courses	
No courses available	
Other difficulties	
No difficulties	
Did not attend training courses in work time	
LBF466A DIFFICULTIES IN ATTENDING TRAINING COURSES IN WORK TIME	3-7
Categories for this data item are the same as for data item LBF4661A above	
TRG41351A MAIN REASON DID NOT ATTEND ANY TRAINING COURSES IN WORK TIME	3-7
Did not attend training courses in work time Main reason did not attend —	
Personal	
Physical disability	
No time	
Not interested or motivated	
Location of training, lack of transport	
Too expensive	
Work-related	
No need, little difference to work prospects	
Scheduling of work and training	
Lack of employer support	
Skills-related	
Lack of qualifications or prerequisites	
Lack of English proficiency	
Lack of numeracy skills	
Lack of information on available courses	
No courses available	
Other reasons	
No reasons	
Attended training courses in work time	

DATA ITEM	POPULATION
TRG4135A REASONS DID NOT ATTEND ANY TRAINING COURSES IN WORK TIME	3-7
Categories for this data item are the same as for data item TRG41351A above	
TRG4092A WHETHER ATTENDED ANY TRAINING COURSES IN OWN TIME	3-7
Attended training courses in own time Did not attend training courses in own time	
TRG4094A WHETHER EMPLOYER PAID COSTS OF ANY TRAINING COURSES ATTENDED IN OWN TIME	3-5
Attended training courses in own time Employer paid costs for some courses Employer paid costs for all courses No costs paid by employer Works in own business Did not attend training courses in own time Attended courses in work time No courses attended at all	
TRG41361A MAIN DIFFICULTY IN ATTENDING TRAINING COURSES IN OWN TIME AT OWN EXPENSE	3-7
Attended training courses in own time Employer did not pay costs for all courses or works in own business Main difficulty in attending at own expense —	
Personal	
Physical disability	
No time	
Not interested or motivated	
Location of training, lack of transport	
Too expensive	
Family	
Lack of suitable childcare	
Other family responsibilities	
Work-related	
No need, little difference to work prospects	
Scheduling of work and training	
Lack of employer support	
Skills-related	
Lack of qualifications or prerequisites	
Lack of English proficiency	
Lack of numeracy skills	
Lack of information on available courses	
No courses available	
Other difficulties	
No difficulties	
Employer paid costs for all courses Did not attend training courses in own time	
TRG4136A DIFFICULTIES IN ATTENDING TRAINING COURSES IN OWN TIME AT OWN EXPENSE	3-7
Categories for this data item are the same as for data item TRG41361A above	

DATA ITEM	POPULATION
TRG41371A MAIN REASON DID NOT ATTEND ANY TRAINING COURSES IN OWN TIME AT OWN EXPENSE	3-7
Did not attend training courses in own time	
Main reason did not attend in own time —	
Personal	
Physical disability	
No time	
Not interested or motivated	
Location of training, lack of transport	
Too expensive	
Family	
Lack of suitable childcare	
Other family responsibilities	
Work-related	
No need, little difference to work prospects	
Scheduling of work and training	
Lack of employer support	
Skills-related	
Lack of qualifications or prerequisites	
Lack of English proficiency	
Lack of numeracy skills	
Lack of information on available courses	
No courses available	
Other reasons	
No reasons	
Attended training courses in own time	
TRG4137A REASONS DID NOT ATTEND ANY TRAINING COURSES IN OWN TIME AT OWN EXPENSE	3-7
Categories for this data item are the same as for data item TRG41371A above	
TRG4202A TYPE OF TRAINING COURSES ATTENDED AT EMPLOYER'S EXPENSE	3-5
Attended training courses in own time	
Current wage or salary earner	
At least some costs paid by employer	
Residential courses only	
Non-residential courses only	
Both residential and non-residential courses	
Costs not paid by employer	
Works in own business	
Did not attend training courses in own time	

DATA ITEM	POPULATION
TRG41321A MAIN DIFFICULTY IN ATTENDING RESIDENTIAL TRAINING COURSES IN OWN TIME AT EMPLOYER'S EXPENSE	4-5
Attended training courses in own time	
Some or all costs paid by employer	
At least one residential course attended	
Main difficulty in attending —	
Personal	
Physical disability	
No time	
Not interested or motivated	
Location of training, lack of transport	
Too expensive	
Family	
Lack of suitable childcare	
Other family responsibilities	
Work-related	
No need, little difference to work prospects	
Scheduling of work and training	
Lack of employer support	
Skills-related	
Lack of qualifications or prerequisites	
Lack of English proficiency	
Lack of numeracy skills	
Other difficulties	
No difficulties	
Only non-residential courses attended	
No costs paid by employer	
Did not attend training courses in own time	
TRG4132A DIFFICULTIES IN ATTENDING RESIDENTIAL TRAINING COURSES IN OWN TIME AT EMPLOYER'S EXPENSE	4-5
Categories for this data item are the same as for data item TRG41321A above	
TRG41331A MAIN DIFFICULTY IN ATTENDING NON-RESIDENTIAL TRAINING COURSES IN OWN TIME AT EMPLOYER'S EXPENSE	4-5
Attended training courses in own time	
Some or all costs paid by employer	
At least one non-residential course attended	
Main difficulty in attending —	
Personal	
Physical disability	
No time	
Not interested or motivated	
Location of training, lack of transport	
Too expensive	
Family	
Lack of suitable childcare	
Other family responsibilities	
Work-related	
No need, little difference to work prospects	
Scheduling of work and training	
Lack of employer support	
Skills-related	
Lack of qualifications or prerequisites	
Lack of English proficiency	
Lack of numeracy skills	
Other difficulties	
No difficulties	
Only residential courses attended	
No costs paid by employer	
Did not attend training courses in own time	

DATA ITEM	POPULATION
TRG4133A DIFFICULTIES IN ATTENDING NON-RESIDENTIAL TRAINING COURSES IN OWN TIME AT EMPLOYER'S EXPENSE	4-5
Categories for this data item are the same as for data item TRG41331A above	
TRG4001A ACTION REQUIRED TO OBTAIN A JOB	8-9
Has had a permanent job	
Lacks necessary skills or experience to obtain a job	
Action required to obtain a job —	
Upgrade qualifications	
Improve skills	
Change occupation	
Gain more work experience	
None of the above	
Other difficulties in obtaining a job	
Has never had a permanent job or has never worked	
TRG4023A METHODS REQUIRED TO IMPROVE SKILLS	8-9
Has had a permanent job	
Lacks necessary skills or experience to obtain a job	
Needs to improve skills to obtain a job	
Methods required to improve skills —	
Attend training courses	
Obtain on-the-job training	
Other methods	
None of the above	
Does not need to improve skills to obtain a job	
Other difficulties in obtaining a job	
Has never had a permanent job or has never worked	
TRG4071A MAIN FIELD OF TRAINING COURSE REQUIRED TO OBTAIN A JOB	8-9
Has had a permanent job	
Lacks necessary skills or experience to obtain a job	
Currently studying	
Needs to attend training courses and/or upgrade qualifications to obtain a job	
Needs to attend a training course	
Field of training course required —	
Management and professional	
Technical and para-professional	
Trade	
Craft	
Clerical or office	
Sales and personal service	
Transport and machinery operation	
Labouring and related	
Induction	
General supervision	
General computing skills	
General health and safety	
English language	
Literacy	
Numeracy	
Music and arts	
Other	
Only needs to upgrade qualifications to obtain a job	
Other methods required to obtain a job	
Other difficulties in obtaining a job	
Has never had a permanent job or has never worked	

DATA ITEM	POPULATION
EDN4108A MAIN FIELD OF QUALIFICATION REQUIRED TO OBTAIN A JOB	8-9
Has had a permanent job	
Lacks necessary skills or experience to obtain a job	
Currently studying	
Needs to attend training courses and/or upgrade qualifications to obtain a job	
Only needs to upgrade qualifications	
Field of qualification required —	
Business and administration	
Health	
Education	
Society and culture	
Natural and physical sciences	
Engineering	
Architecture and building	
Agriculture and related fields	
Miscellaneous fields	
Combination of attending training courses and upgrading qualifications required	
Other methods required to obtain a job	
Other difficulties in obtaining a job	
Has never had a permanent job or has never worked	
TRG403A AWARENESS OF COURSE AVAILABILITY	8-9
Has had a permanent job	
Lacks necessary skills or experience to obtain a job	
Currently studying	
Needs to attend training courses and/or upgrade qualifications to obtain a job	
Knows what courses are available	
Does not know what courses are available	
Knows where to get advice or information	
Does not know where to get advice or information	
Other methods required to obtain a job	
Other difficulties in obtaining a job	
Has never had a permanent job or has never worked	
TRG4031A LENGTH OF COURSES AVAILABLE	8-9
Has had a permanent job	
Lacks necessary skills or experience to obtain a job	
Currently studying	
Needs to attend training courses and/or upgrade qualifications to obtain a job	
Knows what courses are available	
Length of courses —	
Under 2 weeks	
2 weeks and under 1 month	
1 month and under 3 months	
3 months and under 6 months	
6 months and under 1 year	
1 year or more	
Not known	
Does not know what courses are available	
Other methods required to obtain a job	
Other difficulties in obtaining a job	
Has never had a permanent job or has never worked	

DATA ITEM	POPULATION
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TRG4101A	MAIN REASON DID NOT ATTEND ANY TRAINING COURSES	8-9
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Has had a permanent job
 Lacks necessary skills or experience to obtain a job
 Currently studying
 Needs to attend training courses and/or upgrade qualifications to obtain a job
 Attended an external training course in the last 12 months
 Did not attend an external training course in the last 12 months
 Main reason did not attend —
 Personal
 Not interested or motivated
 Location of training, lack of transport
 Too expensive
 Scheduling of commitments and training
 Family
 Lack of suitable childcare
 Other family responsibilities
 Work-related
 No need, little difference to work prospects
 Skills-related
 Lack of confidence
 Lack of qualifications or prerequisites
 Lack of English proficiency
 No courses available
 Other reasons
 Other methods required to obtain a job
 Other difficulties in obtaining a job
 Has never had a permanent job or has never worked

TRG410A	REASONS DID NOT ATTEND ANY TRAINING COURSES	8-9
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Categories for this data item are the same as for data item TRG4101A above

IN-HOUSE TRAINING COURSES ATTENDED IN THE LAST 12 MONTHS

TRI42011A	NUMBER OF IN-HOUSE TRAINING COURSES ATTENDED	10
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One
 Two
 Three
 Four
 Five or more

TRI40811C	FIELDS OF IN-HOUSE TRAINING COURSES	Course counts 17
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Categories for this data item are the same as for data item TRI40819 below

DATA ITEM	POPULATION
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TRI40819	FIELD OF MAIN IN-HOUSE TRAINING COURSE	10
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Management and professional
 Technical and para-professional
 Trade
 Craft
 Clerical or office
 Sales and personal service
 Transport and machinery operation
 Labouring and related
 Induction
 General supervision
 General computing skills
 General health and safety
 English language
 Literacy
 Numeracy
 Music and arts
 Other

TRI40821A	SUMMARY OF FIELDS OF IN-HOUSE TRAINING COURSES	10
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Attended one in-house training course
 Type of course —
 Management and professional
 Technical and para-professional
 Trade
 Craft
 Clerical or office
 Sales and personal service
 Transport and machinery operation
 Labouring and related
 Induction
 General supervision
 General computing skills
 General health and safety
 English language
 Literacy
 Numeracy
 Music and arts
 Other
 Attended two or more in-house training courses
 All courses of the same type —
 Management and professional
 Technical and para-professional
 Trade
 Craft
 Clerical or office
 Sales and personal service
 Transport and machinery operation
 Labouring and related
 Induction
 General supervision
 General computing skills
 General health and safety
 English language
 Literacy
 Numeracy
 Music and arts
 Other
 Attended courses of different types

TRI40033A	TOTAL TIME SPENT ON IN-HOUSE TRAINING COURSES	Course counts 17
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Categories for this data item are the same as for data item TRI40019A below

DATA ITEM	POPULATION
TRI40033B TOTAL TIME SPENT ON IN-HOUSE TRAINING COURSES Categories for this data item are the same as for data item TRI40019A below	10
TRI40019A TIME SPENT ON MAIN IN-HOUSE TRAINING COURSE Less than 40 hours 1 - 9 hours 10 - 19 hours 20 - 29 hours 30 - 39 hours 40 hours or more 40 - 119 hours 120 - 199 hours 200 - 399 hours 400 hours or more	10
TRI40331A STRUCTURE OF IN-HOUSE TRAINING COURSES Categories for this data item are the same as for data item TRI40339A below	Course counts 17
TRI40339A STRUCTURE OF MAIN IN-HOUSE TRAINING COURSE Conducted with an instructor With structured notes or a manual Self-paced course Not a self-paced course Without structured notes or a manual Self-paced course Not a self-paced course Conducted without an instructor With structured notes or a manual Self-paced course Not a self-paced course Without structured notes or a manual Self-paced course Not a self-paced course	10
TRI4031A WHETHER IN-HOUSE TRAINING COURSES PRIMARILY FOR COMPUTER SKILLS TRAINING Categories for this data item are the same as for data item TRI40319A below	Course counts 17
TRI40319A WHETHER MAIN IN-HOUSE TRAINING COURSE PRIMARILY FOR COMPUTER SKILLS TRAINING Primarily for computer skills training Word processing Data entry Database retrieval Spreadsheets Specific specialist packages Programming or systems development Other Not primarily for computer skills training	10

DATA ITEM	POPULATION
TRI4261A SUMMARY OF WHETHER IN-HOUSE TRAINING COURSES PRIMARILY FOR COMPUTER SKILLS TRAINING Attended one in-house training course Attended one in-house training course which was primarily for computer skills training Type of computer skills course — Word processing Data entry Database retrieval Spreadsheets Specific specialist packages Programming or systems development Other Attended one in-house training course which was not primarily for computer skills training Attended two or more in-house training courses All courses primarily for computer skills training Some courses primarily for computer skills training No courses primarily for computer skills training	10
TRI40334A WHETHER ELECTRONIC MEDIA USED DURING IN-HOUSE TRAINING COURSES Categories for this data item are the same as for data item TRI40336A below	Course counts 17
TRI40336A WHETHER ELECTRONIC MEDIA USED DURING MAIN IN-HOUSE TRAINING COURSE Taught using electronic media TV or radio broadcast Video or audio cassette Other Not taught using electronic media	10
TRI4072A SUMMARY OF WHETHER ELECTRONIC MEDIA USED DURING IN-HOUSE TRAINING COURSES Attended one in-house training course Taught using electronic media TV or radio broadcast Video or audio cassette Other Not taught using electronic media Attended two or more in-house training courses All courses taught using electronic media Some courses taught using electronic media No courses taught using electronic media	10
TRI41121A METHODS OF ASSESSMENT FOR IN-HOUSE TRAINING COURSES Categories for this data item are the same as for data item TRI41129A below	Course counts 17
TRI41129A METHODS OF ASSESSMENT FOR MAIN IN-HOUSE TRAINING COURSE Performance assessed Written tests or exams Assignments Oral exams Practical demonstrations Other Performance not assessed Not known or still attending	10

DATA ITEM	POPULATION
TRI4092A	SUMMARY OF METHODS OF ASSESSMENT FOR IN-HOUSE TRAINING COURSES 10
	<ul style="list-style-type: none"> Attended one in-house training course Performance assessed <ul style="list-style-type: none"> Written tests or exams Assignments Oral exams Practical demonstrations Other Performance not assessed Not known or still attending Attended two or more in-house training courses Performance assessed in all courses Performance assessed in some courses Performance not assessed in any courses Other
TRI4113A	TIMING OF ASSESSMENT FOR IN-HOUSE TRAINING COURSES Course counts 17
	Categories for this data item are the same as for data item TRI41139A below
TRI41139A	TIMING OF ASSESSMENT FOR MAIN IN-HOUSE TRAINING COURSE 10
	<ul style="list-style-type: none"> Performance assessed <ul style="list-style-type: none"> During the course At the end of the course Sometime after the course Performance not assessed Not known or still attending
TRI40812A	WHETHER IN-HOUSE TRAINING COURSES HELD IN WORK TIME Course counts 17
	Categories for this data item are the same as for data item TRI40818 below
TRI40818	WHETHER MAIN IN-HOUSE TRAINING COURSE HELD IN WORK TIME 10
	<ul style="list-style-type: none"> Training conducted totally in work time Training conducted totally out of work time Training conducted both in and out of work time
TRI4132A	SUMMARY OF WHETHER IN-HOUSE TRAINING COURSES HELD IN WORK TIME 10
	<ul style="list-style-type: none"> Attended one in-house training course <ul style="list-style-type: none"> Training conducted totally in work time Training conducted totally out of work time Training conducted both in and out of work time Attended two or more in-house training courses <ul style="list-style-type: none"> All courses conducted totally in work time All courses conducted totally out of work time All courses conducted both in and out of work time Other
TRI4021A	WHETHER IN-HOUSE TRAINING COURSES WERE PART OF A LARGER TRAINING PROGRAM Course Counts 17
	Categories for this data item are the same as for data item TRI40219 below
TRI40219	WHETHER MAIN IN-HOUSE TRAINING COURSE WAS PART OF A LARGER TRAINING PROGRAM 10
	<ul style="list-style-type: none"> Training course was part of a larger program Training course was not part of a larger program Not known

DATA ITEM	POPULATION
TRI4142A	SUMMARY OF WHETHER IN-HOUSE TRAINING COURSES WERE PART OF A LARGER TRAINING PROGRAM 10
	<ul style="list-style-type: none"> Attended one in-house training course <ul style="list-style-type: none"> Training course was part of a larger program Training course was not part of a larger program Not known Attended two or more in-house training courses <ul style="list-style-type: none"> All courses part of a larger program Some courses part of a larger program No courses part of a larger program Other
TRI40111A	WHETHER IN-HOUSE TRAINING COURSES HAVE IMPROVED JOB PERFORMANCE Course counts 17
	Categories for this data item are the same as for data item TRI40119A below
TRI40119A	WHETHER MAIN IN-HOUSE TRAINING COURSE HAS IMPROVED JOB PERFORMANCE 10
	<ul style="list-style-type: none"> Training has improved job performance Training has not improved job performance <ul style="list-style-type: none"> Training is expected to improve job performance Training is not expected to improve job performance Not known if training will improve job performance Not known
TRI41122D	SUMMARY OF WHETHER IN-HOUSE TRAINING COURSES HAVE IMPROVED JOB PERFORMANCE 10
	<ul style="list-style-type: none"> Attended one in-house training course <ul style="list-style-type: none"> Training has improved job performance Training has not improved job performance <ul style="list-style-type: none"> Training is expected to improve job performance Training is not expected to improve job performance Not known if training will improve job performance Not known Attended two or more in-house training courses <ul style="list-style-type: none"> All courses have improved job performance Some courses have improved job performance No courses have improved job performance Other
TRI40121A	WHETHER IN-HOUSE TRAINING COURSES WERE FOR RETRAINING Course counts 17
	Categories for this data item are the same as for data item TRI40129A below
TRI40129A	WHETHER MAIN IN-HOUSE TRAINING COURSE WAS FOR RETRAINING 10
	<ul style="list-style-type: none"> Wage or salary earner in the last 12 months <ul style="list-style-type: none"> Did training to enable a different kind of work <ul style="list-style-type: none"> Did training to enable different duties in same job Did training to enable different job with same employer Did training to enable job with a different employer Did not do training to enable a different kind of work Not asked Other

DATA ITEM	POPULATION
<p>TRI4122A SUMMARY OF WHETHER IN-HOUSE TRAINING COURSES WERE FOR RETRAINING</p> <p>Wage or salary earner in the last 12 months</p> <p>Attended one in-house training course</p> <p>Did training to enable a different kind of work</p> <p>Did training to enable different duties in same job</p> <p>Did training to enable different job with same employer</p> <p>Did training to enable job with a different employer</p> <p>Did not do training to enable a different kind of work</p> <p>Not asked</p> <p>Attended two or more in-house training courses</p> <p>Did all courses to enable a different kind of work</p> <p>Did some courses to enable a different kind of work</p> <p>Did no courses to enable a different kind of work</p> <p>Not asked</p> <p>Other</p>	10
<p>TRI40112A WHETHER DID IN-HOUSE TRAINING COURSES TO HELP OBTAIN A PROMOTION</p> <p>Course Counts 17</p> <p>Categories for this data item are the same as for data item TRI40118A below</p>	17
<p>TRI40118A WHETHER DID MAIN IN-HOUSE TRAINING COURSE TO HELP OBTAIN A PROMOTION</p> <p>Wage or salary earner in the last 12 months</p> <p>Did training to help obtain a promotion</p> <p>Training helped in obtaining a promotion</p> <p>Training is likely to help in obtaining a promotion</p> <p>Other</p> <p>Did not do training to help obtain a promotion</p> <p>Training helped in obtaining a promotion</p> <p>Training is likely to help in obtaining a promotion</p> <p>Other</p> <p>Not asked</p> <p>Other</p>	10
<p>TRI4152A SUMMARY OF WHETHER DID IN-HOUSE TRAINING COURSES TO HELP OBTAIN A PROMOTION</p> <p>Wage or salary earner in the last 12 months</p> <p>Attended one in-house training course</p> <p>Did training to help obtain a promotion</p> <p>Did not do training to help obtain a promotion</p> <p>Not asked</p> <p>Attended two or more in-house training courses</p> <p>Did all courses to help obtain a promotion</p> <p>Did some courses to help obtain a promotion</p> <p>Did no courses to help obtain a promotion</p> <p>Not asked</p> <p>Other</p>	10
<p>TRI42014A WHETHER SKILLS GAINED THROUGH IN-HOUSE TRAINING COURSES WERE TRANSFERABLE TO ANOTHER EMPLOYER</p> <p>Course Counts 17</p> <p>Categories for this data item are the same as for data item TRI42018A below</p>	17

DATA ITEM	POPULATION
<p>TRI42018A WHETHER SKILLS GAINED THROUGH MAIN IN-HOUSE TRAINING COURSE WERE TRANSFERABLE TO ANOTHER EMPLOYER</p> <p>Wage or salary earner in the last 12 months</p> <p>Skills gained could be used with another employer</p> <p>Skills gained could not be used with another employer</p> <p>Not known</p> <p>Not asked</p> <p>Other</p>	10
<p>TRI4182A SUMMARY OF WHETHER SKILLS GAINED THROUGH IN-HOUSE TRAINING COURSES WERE TRANSFERABLE TO ANOTHER EMPLOYER</p> <p>Wage or salary earner in the last 12 months</p> <p>Attended one in-house training course</p> <p>Skills gained could be used with another employer</p> <p>Skills gained could not be used with another employer</p> <p>Not known</p> <p>Not asked</p> <p>Attended two or more in-house training courses</p> <p>Skills gained through all courses could be used with another employer</p> <p>Skills gained through some courses could be used with another employer</p> <p>Skills gained through courses could not be used with another employer</p> <p>Other</p> <p>Not asked</p> <p>Other</p>	10
<p>TRI40012A WHETHER IN-HOUSE TRAINING COURSES REQUIRED TO OBTAIN JOB WITH MAIN PERIOD EMPLOYER</p> <p>Course Counts 17</p> <p>Categories for this data item are the same as for data item TRI40018A below</p>	17
<p>TRI40018A WHETHER MAIN IN-HOUSE TRAINING COURSE REQUIRED TO OBTAIN JOB WITH MAIN PERIOD EMPLOYER</p> <p>Wage or salary earner in the last 12 months</p> <p>Required to obtain last occupation held with main period employer</p> <p>Not required to obtain last occupation held with main period employer</p> <p>Commenced last occupation held with main period employer in the last 12 months</p> <p>Commenced last occupation held with main period employer more than 12 months ago</p> <p>Not asked</p> <p>Other</p>	10

DATA ITEM	POPULATION	DATA ITEM	POPULATION
TRI4192A	SUMMARY OF WHETHER IN-HOUSE TRAINING COURSES REQUIRED TO OBTAIN JOB WITH MAIN PERIOD EMPLOYER 10 Wage or salary earner in the last 12 months Attended one in-house training course Required to obtain last occupation held with main period employer Not required to obtain last occupation held with main period employer Not asked Attended two or more in-house training courses All courses required to obtain last occupation held with main period employer Some courses required to obtain last occupation held with main period employer No courses required to obtain last occupation held with main period employer Not asked Other	TRI4172A	SUMMARY OF WHETHER IN-HOUSE TRAINING COURSES WERE NECESSARY TO OBTAIN A PROMOTION 10 Wage or salary earner in the last 12 months Attended one in-house training course Training was necessary to obtain a promotion Training was not necessary to obtain a promotion Not asked Attended two or more in-house training courses All courses necessary to obtain a promotion Some courses necessary to obtain a promotion No courses necessary to obtain a promotion Not asked Other TIME SPENT ON <i>FIELD*</i> TRAINING COURSES — IN-HOUSE 10 Attended an in-house <i>field*</i> training course Less than 40 hours 1 - 9 hours 10 - 19 hours 20 - 29 hours 30 - 39 hours 40 hours or more 40 - 119 hours 120 - 199 hours 200 - 399 hours 400 hours or more Did not attend an in-house <i>field*</i> training course <i>FIELD*</i> Select the required field(s) from the list below
TRI42021A	WHO ORGANISED IN-HOUSE TRAINING COURSES Course Counts 17 Categories for this data item are the same as for data item TRI42029A below		
TRI42029A	WHO ORGANISED MAIN IN-HOUSE TRAINING COURSE 10 Wage or salary earner in the last 12 months Organised by main period employer Organised by other employer Not asked Other		
TRI42022A	SUMMARY OF WHO ORGANISED IN-HOUSE TRAINING COURSES 10 Wage or salary earner in the last 12 months Attended one in-house training course Organised by main period employer Organised by other employer Not asked Attended two or more in-house training courses All courses organised by main period employer Some courses organised by main period employer No courses organised by main period employer Not asked Other	TRI4691A	TIME SPENT ON MANAGEMENT AND PROFESSIONAL TRAINING COURSES — IN-HOUSE 10
TRI40122A	WHETHER IN-HOUSE TRAINING COURSES WERE NECESSARY TO OBTAIN A PROMOTION Course Counts 17 Categories for this data item are the same as for data item TRI40128A below	TRI4701A	TIME SPENT ON TECHNICAL AND PARA-PROFESSIONAL TRAINING COURSES — IN-HOUSE 10
TRI40128A	WHETHER MAIN IN-HOUSE TRAINING COURSE WAS NECESSARY TO OBTAIN A PROMOTION 10 Wage or salary earner in the last 12 months Training was necessary to obtain a promotion Training was not necessary to obtain a promotion Not asked Other	TRI4711A	TIME SPENT ON TRADE TRAINING COURSES — IN-HOUSE 10
		TRI4721A	TIME SPENT ON CRAFT TRAINING COURSES — IN-HOUSE 10
		TRI4731A	TIME SPENT ON CLERICAL OR OFFICE TRAINING COURSES — IN-HOUSE 10
		TRI4741A	TIME SPENT ON SALES AND PERSONAL SERVICE TRAINING COURSES — IN-HOUSE 10
		TRI4751A	TIME SPENT ON TRANSPORT AND MACHINERY OPERATION TRAINING COURSES — IN-HOUSE 10
		TRI4761A	TIME SPENT ON LABOURING AND RELATED TRAINING COURSES — IN-HOUSE 10
		TRI4771A	TIME SPENT ON INDUCTION TRAINING COURSES — IN-HOUSE 10
		TRI4781A	TIME SPENT ON GENERAL SUPERVISION TRAINING COURSES — IN-HOUSE 10
		TRI4791A	TIME SPENT ON GENERAL COMPUTING SKILLS TRAINING COURSES — IN-HOUSE 10
		TRI4801A	TIME SPENT ON GENERAL HEALTH AND SAFETY TRAINING COURSES — IN-HOUSE 10

DATA ITEM	POPULATION
TRI4811A TIME SPENT ON ENGLISH LANGUAGE TRAINING COURSES — IN-HOUSE	10
TRI4821A TIME SPENT ON LITERACY TRAINING COURSES — IN-HOUSE	10
TRI4831A TIME SPENT ON NUMERACY TRAINING COURSES — IN-HOUSE	10
TRI4841A TIME SPENT ON MUSIC AND ARTS TRAINING COURSES — IN-HOUSE	10
TRI4853A TIME SPENT ON OTHER TRAINING COURSES — IN-HOUSE	10

EXTERNAL TRAINING COURSES ATTENDED IN THE LAST 12 MONTHS

TRE4201A NUMBER OF EXTERNAL TRAINING COURSES ATTENDED	11-13
One	
Two	
Three	
Four	
Five or more	
TRE4016E FIELDS OF EXTERNAL TRAINING COURSES	Course counts 18-20
Categories for this data item are the same as for data item TRE40169 below	
TRE40169 FIELD OF MAIN EXTERNAL TRAINING COURSE	11-13
Management and professional	
Technical and para-professional	
Trade	
Craft	
Clerical or office	
Sales and personal service	
Transport and machinery operation	
Labouring and related	
Induction	
General supervision	
General computing skills	
General health and safety	
English language	
Literacy	
Numeracy	
Music and arts	
Other	

DATA ITEM	POPULATION
TRE4024A SUMMARY OF FIELDS OF EXTERNAL TRAINING COURSES	11-13
Attended one external training course	
Type of course —	
Management and professional	
Technical and para-professional	
Trade	
Craft	
Clerical or office	
Sales and personal service	
Transport and machinery operation	
Labouring and related	
Induction	
General supervision	
General computing skills	
General health and safety	
English language	
Literacy	
Numeracy	
Music and arts	
Other	
Attended two or more external training courses	
All courses of the same type —	
Management and professional training	
Technical and para-professional	
Trade	
Craft	
Clerical or office	
Sales and personal service	
Transport and machinery operation	
Labouring and related	
Induction	
General supervision	
General computing skills	
General health and safety	
English language	
Literacy	
Numeracy	
Music and arts	
Other	
Attended courses of different types	
TRE40033A TOTAL TIME SPENT ON EXTERNAL TRAINING COURSES	Course Counts 18-20
Categories for this data item are the same as for data item TRE40019A below	
TRE40033B TOTAL TIME SPENT ON EXTERNAL TRAINING COURSES	11-13
Categories for this data item are the same as for data item TRE40019A below	
TRE40019A TIME SPENT ON MAIN EXTERNAL TRAINING COURSE	11-13
Less than 40 hours	
1 - 9 hours	
10 - 19 hours	
20 - 29 hours	
30 - 39 hours	
40 hours or more	
40 - 119 hours	
120 - 199 hours	
200 - 399 hours	
400 hours or more	
TRE4116A PROVIDER OF EXTERNAL TRAINING COURSES	Course Counts 18-20
Categories for this data item are the same as for data item TRE41169 below	

DATA ITEM	POPULATION	DATA ITEM	POPULATION
TRE41169	PROVIDER OF MAIN EXTERNAL TRAINING COURSE Educational institution Training consultant Equipment supplier or manufacturer Professional or industrial association Community or adult education centre Other 11-13	TRE40334A	WHETHER ELECTRONIC MEDIA USED DURING EXTERNAL TRAINING COURSES Course Counts 18-20 Categories for this data item are the same as for data item TRE40335A below
TRE403A	STRUCTURE OF EXTERNAL TRAINING COURSES Course Counts 18-20 Categories for this data item are the same as for data item TRE40338A below	TRE40335A	WHETHER ELECTRONIC MEDIA USED DURING MAIN EXTERNAL TRAINING COURSE 11-13 Taught using electronic media TV or radio broadcast Video or audio cassette Other Not taught using electronic media
TRE40338A	STRUCTURE OF MAIN EXTERNAL TRAINING COURSE 11-13 Conducted with an instructor With structured notes or a manual Self-paced course Not a self-paced course Without structured notes or a manual Self-paced course Not a self-paced course Conducted without an instructor With structured notes or a manual Self-paced course Not a self-paced course Without structured notes or a manual Self-paced course Not a self-paced course	TRE4404A	SUMMARY OF WHETHER ELECTRONIC MEDIA USED DURING EXTERNAL TRAINING COURSES 11-13 Attended one external training course Taught using electronic media TV or radio broadcast Video or audio cassette Other Not taught using electronic media Attended two or more external training courses All courses taught using electronic media Some courses taught using electronic media No courses taught using electronic media
TRE4023A	WHETHER EXTERNAL TRAINING COURSES PRIMARILY FOR COMPUTER SKILLS TRAINING Course Counts 18-20 Categories for this data item are the same as for data item TRE40239A below	TRE41121A	METHODS OF ASSESSMENT FOR EXTERNAL TRAINING COURSES Course Counts 18-20 Categories for this data item are the same as for data item TRE41129A below
TRE40239A	WHETHER MAIN EXTERNAL TRAINING COURSE PRIMARILY FOR COMPUTER SKILLS TRAINING 11-13 Primarily for computer skills training Word processing Data entry Database retrieval Spreadsheets Specific specialist packages Programming or systems development Other Not primarily for computer skills training	TRE41129A	METHODS OF ASSESSMENT FOR MAIN EXTERNAL TRAINING COURSE 11-13 Performance assessed Written tests or exams Assignments Oral exams Practical demonstrations Other Performance not assessed Not known or still attending
TRE4034A	SUMMARY OF WHETHER EXTERNAL TRAINING COURSES PRIMARILY FOR COMPUTER SKILLS TRAINING 11-13 Attended one external training course Attended one external training course which was primarily for computer skill training Type of computer skills course — Word processing Data entry Database retrieval Spreadsheets Specific specialist packages Programming or systems development Other Attended one external training course which was not primarily for computer skills training Attended two or more external training courses All courses primarily for computer skills training Some courses primarily for computer skills training No courses primarily for computer skills training	TRE4424A	SUMMARY OF METHODS OF ASSESSMENT FOR EXTERNAL TRAINING COURSES 11-13 Attended one external training course Performance assessed Written tests or exams Assignments Oral exams Practical demonstrations Other Performance not assessed Not known or still attending Attended two or more external training courses Performance assessed in all courses Performance assessed in some courses Performance not assessed in any courses Other

DATA ITEM	POPULATION
TRE4113A TIMING OF ASSESSMENT FOR EXTERNAL TRAINING COURSES	Course Counts 18-20
Categories for this data item are the same as for data item TRE41139A below	
TRE41139A TIMING OF ASSESSMENT FOR MAIN EXTERNAL TRAINING COURSE	11-13
Performance assessed	
During the course	
At the end of the course	
Sometime after the course	
Performance not assessed	
Not known or still attending	
TRE4191A WHETHER EXTERNAL TRAINING COURSES WERE GOVERNMENT SPONSORED	Course Counts 18-20
Categories for this data item are the same as for data item TRE41919 below	
TRE41919 WHETHER MAIN EXTERNAL TRAINING COURSE WAS GOVERNMENT SPONSORED	11-13
Training course was government sponsored	
Training course was not government sponsored	
TRE4754A SUMMARY OF WHETHER EXTERNAL TRAINING COURSES WERE GOVERNMENT SPONSORED	11-13
Attended one external training course	
Training course was government sponsored	
Training course was not government sponsored	
Attended two or more external training courses	
All courses government sponsored	
Some courses government sponsored	
No courses government sponsored	
TRE4021A WHETHER EXTERNAL TRAINING COURSES WERE PART OF A LARGER TRAINING PROGRAM	Course Counts 18-20
Categories for this data item are the same as for data item TRE40219A below	
TRE40219A WHETHER MAIN EXTERNAL TRAINING COURSE WAS PART OF A LARGER TRAINING PROGRAM	11-13
Training course was part of a larger program	
Number of courses available —	
Less than 5	
5 and under 10	
10 or more	
On-going program	
Not known	
Training course was not part of a larger program	
Not known	

DATA ITEM	POPULATION
TRE4594A SUMMARY OF WHETHER EXTERNAL TRAINING COURSES WERE PART OF A LARGER TRAINING PROGRAM	11-13
Attended one external training course	
Training course was part of a larger program	
Number of courses available —	
Less than 5	
5 and under 10	
10 or more	
On-going program	
Not known	
Training course was not part of a larger program	
Not known	
Attended two or more external training courses	
All courses part of a larger program	
Some courses part of a larger program	
No courses part of a larger program	
Other	
TRE4013A WHETHER EXTERNAL TRAINING COURSES ATTENDED BY PERSONS WORKING IN OWN BUSINESS WERE FOR RETRAINING	Course counts 18-20
Categories for this data item are the same as for data item TRE40139A below	
TRE40139A WHETHER MAIN EXTERNAL TRAINING COURSE ATTENDED BY PERSONS WORKING IN OWN BUSINESS WAS FOR RETRAINING	11-13
Works in own business	
Did training to enable a different kind of work	
Did not do training to enable a different kind of work	
Other	
TRE4824A SUMMARY OF WHETHER EXTERNAL TRAINING COURSES ATTENDED BY PERSONS WORKING IN OWN BUSINESS WERE FOR RETRAINING	11-13
Works in own business	
Attended one external training course	
Did training to enable a different kind of work	
Did not do training to enable a different kind of work	
Attended two or more external training courses	
Did all courses to enable a different kind of work	
Did some courses to enable a different kind of work	
Did no courses to enable a different kind of work	
Other	
TRE4333A NON-EMPLOYER SUPPORT FOR EXTERNAL TRAINING COURSES	Course Counts 18-20
Categories for this data item are the same as for data item TRE43339A below	
TRE43339A NON-EMPLOYER SUPPORT FOR MAIN EXTERNAL TRAINING COURSE	11-13
Non-employer support provided	
Government	
Family	
Self	
Other	
Not known	
No non-employer support provided	

DATA ITEM	POPULATION	DATA ITEM	POPULATION
TRE4944A	SUMMARY OF NON-EMPLOYER SUPPORT FOR EXTERNAL TRAINING COURSES 11-13	TRE40044A	TOTAL TIME SPENT ON EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING Course Counts 18-20
	Attended one external training course Non-employer support provided Government Family Self Other Not known No non-employer support provided Attended two or more external training courses Non-employer support for all courses Non-employer support for some courses No non-employer support for any courses		Categories for this data item are the same as for data item TRE40044B below
TRE4203A	WHETHER WORKING AT THE TIME ATTENDED EXTERNAL TRAINING COURSES Course Counts 18-20	TRE40044B	TOTAL TIME SPENT ON EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING 11-13
	Categories for this data item are the same as for data item TRE42039 below		Attended an external training course while working Less than 40 hours 1 - 9 hours 10 - 19 hours 20 - 29 hours 30 - 39 hours 40 hours or more 40 - 119 hours 120 - 199 hours 200 - 399 hours 400 hours or more Did not attend an external training course while working
TRE42039	WHETHER WORKING AT THE TIME ATTENDED MAIN EXTERNAL TRAINING COURSE 11-13	TRE40111A	WHETHER EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING HAVE IMPROVED JOB PERFORMANCE Course Counts 19
	Did training course while working Did training course while not working		Categories for this data item are the same as for data item TRE40111B below
TRE4784A	SUMMARY OF WHETHER WORKING AT THE TIME ATTENDED EXTERNAL TRAINING COURSES 11-13	TRE40111B	WHETHER MAIN EXTERNAL TRAINING COURSE ATTENDED WHILE WORKING HAS IMPROVED JOB PERFORMANCE 12
	Attended one external training course Did training course while working Did training course while not working Attended two or more external training courses Did all courses while working Did some courses while working Did no courses while working		Training has improved job performance Training has not improved job performance Training is expected to improve job performance Training is not expected to improve job performance Not known if training will improve job performance Not known
TRE4131A	NUMBER OF EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING 12	TRE4545A	SUMMARY OF WHETHER EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING HAVE IMPROVED JOB PERFORMANCE 12
	One Two Three Four		Attended one external training course while working Training has improved job performance Training has not improved job performance Training is expected to improve job performance Training is not expected to improve job performance Not known if training will improve job performance Not known Attended two or more external training courses while working All courses improved job performance Some courses improved job performance No courses improved job performance Other
TRE4016C	FIELD OF MAIN EXTERNAL TRAINING COURSE ATTENDED WHILE WORKING 12		
	Management and professional Technical and para-professional Trade Craft Clerical or office Sales and personal service Transport and machinery operation Labouring and related Induction General supervision General computing skills General health and safety English language Literacy Numeracy Music and arts Other		

DATA ITEM	POPULATION	DATA ITEM	POPULATION
TRE4014A	WHETHER EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING WERE FOR RETRAINING Course Counts 19 Categories for this data item are the same as for data item TRE4014B below	TRE4814A	SUMMARY OF WHETHER DID EXTERNAL TRAINING COURSES WHILE WORKING TO HELP OBTAIN A PROMOTION 12 Wage or salary earner in the last 12 months Attended one external training course while working Did training to help obtain a promotion Did not do training to help obtain a promotion Attended two or more external training courses while working Did all courses to help obtain a promotion Did some courses to help obtain a promotion Did no courses to help obtain a promotion Other
TRE4014B	WHETHER MAIN EXTERNAL TRAINING COURSE ATTENDED WHILE WORKING WAS FOR RETRAINING 12 Wage or salary earner in the last 12 months Did training to enable a different kind of work Did training to enable different duties in same job Did training to enable different job with same employer Did training to enable job with a different employer Did not do training to enable a different kind of work Other	TRE409A	WHETHER SKILLS GAINED THROUGH EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING WERE TRANSFERABLE TO ANOTHER EMPLOYER Course counts 19 Categories for this data item are the same as for data item TRE409B below
TRE4834A	SUMMARY OF WHETHER EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING WERE FOR RETRAINING 12 Wage or salary earner in the last 12 months Attended one external training course while working Did training to enable a different kind of work Did training to enable different duties in same job Did training to enable different job with same employer Did training to enable job with a different employer Did not do training to enable a different kind of work Attended two or more external training courses while working Did all courses to enable a different kind of work Did some courses to enable a different kind of work Did no courses to enable a different kind of work Other	TRE409B	WHETHER SKILLS GAINED THROUGH MAIN EXTERNAL TRAINING COURSE ATTENDED WHILE WORKING WERE TRANSFERABLE TO ANOTHER EMPLOYER 12 Wage or salary earner in the last 12 months Skills gained could be used with another employer Skills gained could not be used with another employer Not known Other
TRE40112A	WHETHER DID EXTERNAL TRAINING COURSES WHILE WORKING TO HELP OBTAIN A PROMOTION Course counts 19 Categories for this data item are the same as for data item TRE40112B below	TRE42131A	SUMMARY OF WHETHER SKILLS GAINED THROUGH EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING WERE TRANSFERABLE TO ANOTHER EMPLOYER 12 Wage or salary earner in the last 12 months Attended one external training course while working Skills gained could be used with another employer Skills gained could not be used with another employer Not known Attended two or more external training courses while working Skills gained through all courses could be used with another employer Skills gained through some courses could be used with another employer Skills gained through courses could not be used with another employer Other
TRE40112B	WHETHER DID MAIN EXTERNAL TRAINING COURSE WHILE WORKING TO HELP OBTAIN A PROMOTION 12 Wage or salary earner in the last 12 months Did training to help obtain a promotion Training helped in obtaining a promotion Training is likely to help in obtaining a promotion Other Did not do training to help obtain a promotion Training helped in obtaining a promotion Training is likely to help in obtaining a promotion Other Other	TRE40012A	WHETHER EXTERNAL TRAINING COURSES REQUIRED TO OBTAIN JOB WITH MAIN PERIOD EMPLOYER Course Counts 18-20 Categories for this data item are the same as for data item TRE40018A below

DATA ITEM	POPULATION
TRE40018A	<p>WHETHER MAIN EXTERNAL TRAINING COURSE REQUIRED TO OBTAIN JOB WITH MAIN PERIOD EMPLOYER 11-13</p> <p>Wage or salary earner in the last 12 months</p> <p>Required to obtain last occupation held with main period employer</p> <p>Not required to obtain last occupation held with main period employer</p> <p>Commenced last occupation held with main period employer in the last 12 months</p> <p>Commenced last occupation held with main period employer more than 12 months ago</p> <p>Other</p>
TRE4694A	<p>SUMMARY OF WHETHER EXTERNAL TRAINING COURSES REQUIRED TO OBTAIN JOB WITH MAIN PERIOD EMPLOYER 11-13</p> <p>Wage or salary earner in the last 12 months</p> <p>Attended one external training course</p> <p>Required to obtain last occupation held with main period employer</p> <p>Not required to obtain last occupation held with main period employer</p> <p>Attended two or more external training courses</p> <p>All courses required to obtain last occupation held with main period employer</p> <p>Some courses required to obtain last occupation held with main period employer</p> <p>No courses required to obtain last occupation held with main period employer</p> <p>Other</p>
TRE4015A	<p>WHETHER EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING WERE NECESSARY TO OBTAIN A PROMOTION Course counts 19</p> <p>Categories for this data item are the same as for data item TRE4015B below</p>
TRE4015B	<p>WHETHER MAIN EXTERNAL TRAINING COURSE ATTENDED WHILE WORKING WAS NECESSARY TO OBTAIN A PROMOTION 12</p> <p>Wage or salary earner in the last 12 months</p> <p>Training was necessary to obtain a promotion</p> <p>Training was not necessary to obtain a promotion</p> <p>Other</p>
TRE4684A	<p>SUMMARY OF WHETHER EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING WERE NECESSARY TO OBTAIN A PROMOTION 12</p> <p>Wage or salary earner in the last 12 months</p> <p>Attended one external training course while working</p> <p>Training was necessary to obtain a promotion</p> <p>Training was not necessary to obtain a promotion</p> <p>Attended two or more external training courses while working</p> <p>All courses necessary to obtain a promotion</p> <p>Some courses necessary to obtain a promotion</p> <p>No courses necessary to obtain a promotion</p> <p>Other</p>
TRE4313A	<p>EMPLOYER SUPPORT FOR EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING Course Counts 19</p> <p>Categories for this data item are the same as for data item TRE4313B below</p>

DATA ITEM	POPULATION
TRE4313B	<p>EMPLOYER SUPPORT FOR MAIN EXTERNAL TRAINING COURSE ATTENDED WHILE WORKING 12</p> <p>Wage or salary earner in the last 12 months</p> <p>Employer support provided</p> <p>Main period employer</p> <p>Paid for study materials or fees</p> <p>Provided paid study leave</p> <p>Paid for accommodation or travel expenses</p> <p>Other</p> <p>Other employer</p> <p>No employer support provided</p> <p>Other</p>
TRE4864A	<p>SUMMARY OF EMPLOYER SUPPORT FOR EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING 12</p> <p>Wage or salary earner in the last 12 months</p> <p>Attended one external training course while working</p> <p>Employer support provided</p> <p>Main period employer</p> <p>Paid for study materials or fees</p> <p>Provided paid study leave</p> <p>Paid for accommodation or travel expenses</p> <p>Other</p> <p>Other employer</p> <p>No employer support provided</p> <p>Attended two or more external training courses while working</p> <p>Employer support provided</p> <p>Main period employer</p> <p>Provided support for all courses</p> <p>Provided support for some courses</p> <p>Other employer</p> <p>No employer support provided</p> <p>Other</p>
TRE4133A	<p>NUMBER OF EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING THAT WERE SUPPORTED BY AN EMPLOYER 12</p> <p>Wage or salary earner in the last 12 months</p> <p>None</p> <p>One</p> <p>Two</p> <p>Three</p> <p>Four</p> <p>Other</p>
TRE40077A	<p>TOTAL TIME SPENT ON EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING THAT WERE SUPPORTED BY AN EMPLOYER 11-13</p> <p>Attended an external training course while working that was supported by an employer</p> <p>Less than 40 hours</p> <p>1 - 9 hours</p> <p>10 - 19 hours</p> <p>20 - 29 hours</p> <p>30 - 39 hours</p> <p>40 hours or more</p> <p>40 - 119 hours</p> <p>120 - 199 hours</p> <p>200 - 399 hours</p> <p>400 hours or more</p> <p>Did not attend an external training course while working that was supported by an employer</p>

DATA ITEM	POPULATION
TRE4134A NUMBER OF EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING THAT WERE NOT SUPPORTED BY AN EMPLOYER	12
Wage or salary earner in the last 12 months	
None	
One	
Two	
Three	
Four	
Other	
TRE40088A TOTAL TIME SPENT ON EXTERNAL TRAINING COURSES ATTENDED WHILE WORKING THAT WERE NOT SUPPORTED BY AN EMPLOYER	11-13
Attended an external training course while working that was not supported by an employer	
Less than 40 hours	
1 - 9 hours	
10 - 19 hours	
20 - 29 hours	
30 - 39 hours	
40 hours or more	
40 - 119 hours	
120 - 199 hours	
200 - 399 hours	
400 hours or more	
Did not attend an external training course while working that was not supported by an employer	
TRE4132A NUMBER OF EXTERNAL TRAINING COURSES ATTENDED WHILE NOT WORKING	13
One	
Two	
Three	
Four	
TRE40066A TOTAL TIME SPENT ON EXTERNAL TRAINING COURSES ATTENDED WHILE NOT WORKING	Course counts 18-20
Categories for this data item are the same as for data item TRE40066B below	
TRE40066B TOTAL TIME SPENT ON EXTERNAL TRAINING COURSES ATTENDED WHILE NOT WORKING	11-13
Attended an external training course while not working	
Less than 40 hours	
1 - 9 hours	
10 - 19 hours	
20 - 29 hours	
30 - 39 hours	
40 hours or more	
40 - 119 hours	
120 - 199 hours	
200 - 399 hours	
400 hours or more	
Did not attend an external training course while not working	
TRE4012A WHETHER EXTERNAL TRAINING COURSES ATTENDED WHILE NOT WORKING WERE FOR RETRAINING	Course counts 20
Categories for this data item are the same as for data item TRE4012B below	

DATA ITEM	POPULATION
TRE4012B WHETHER MAIN EXTERNAL TRAINING COURSE ATTENDED WHILE NOT WORKING WAS FOR RETRAINING	13
Unemployed or marginally attached persons who have had a previous job	
Did training to enable different kind of work to previous job	
Did not do training to enable different kind of work to previous job	
Other	
TRE4544A SUMMARY OF WHETHER EXTERNAL TRAINING COURSES ATTENDED WHILE NOT WORKING WERE FOR RETRAINING	13
Unemployed or marginally attached persons who have had a previous job	
Attended one external training course while not working	
Did training to enable a different kind of work to previous job	
Did not do training to enable a different kind of work to previous job	
Attended two or more external training courses while not working	
Did all courses to enable a different kind of work to previous job	
Did some courses to enable a different kind of work to previous job	
Did no courses to enable a different kind of work to previous job	
Other	
TRE4204A WHETHER DID EXTERNAL TRAINING COURSES WHILE NOT WORKING TO HELP OBTAIN A JOB	Course counts 20
Categories for this data item are the same as for data item TRE4204B below	
TRE4204B WHETHER DID MAIN EXTERNAL TRAINING COURSE WHILE NOT WORKING TO HELP OBTAIN A JOB	13
Wage or salary earner in the last 12 months	
Did training to help obtain a job	
Training helped in obtaining a job	
Better job or more money than previous job	
Other, or no previous job	
Training did not help in obtaining a job	
Did not do training to help obtain a job	
Training helped in obtaining a job	
Better job or more money than previous job	
Other, or no previous job	
Training did not help in obtaining a job	
Other	
Did training to help obtain a job	
Did not do training to help obtain a job	
TRE4794A SUMMARY OF WHETHER DID EXTERNAL TRAINING COURSES WHILE NOT WORKING TO HELP OBTAIN A JOB	13
Attended one external training course while not working	
Did training to help obtain a job	
Did not do training to help obtain a job	
Attended two or more external training courses while not working	
Did all courses to help obtain a job	
Did some courses to help obtain a job	
Did no courses to help obtain a job	

DATA ITEM	POPULATION
TIME SPENT ON <i>FIELD*</i> TRAINING COURSES — EXTERNAL	11-13
Attended an external <i>field*</i> training course	
Less than 40 hours	
1 - 9 hours	
10 - 19 hours	
20 - 29 hours	
30 - 39 hours	
40 hours or more	
40 - 119 hours	
120 - 199 hours	
200 - 399 hours	
400 hours or more	
Did not attend an external <i>field*</i> training course	
<i>FIELD*</i>	Select the required field(s) from the list below
TRE4692A	TIME SPENT ON MANAGEMENT AND PROFESSIONAL TRAINING COURSES — EXTERNAL 11-13
TRE4702A	TIME SPENT ON TECHNICAL AND PARA-PROFESSIONAL TRAINING COURSES — EXTERNAL 11-13
TRE4712A	TIME SPENT ON TRADE TRAINING COURSES — EXTERNAL 11-13
TRE4722A	TIME SPENT ON CRAFT TRAINING COURSES — EXTERNAL 11-13
TRE4732A	TIME SPENT ON CLERICAL OR OFFICE TRAINING COURSES — EXTERNAL 11-13
TRE4742A	TIME SPENT ON SALES AND PERSONAL SERVICE TRAINING COURSES — EXTERNAL 11-13
TRE4752A	TIME SPENT ON TRANSPORT AND MACHINERY OPERATION TRAINING COURSES — EXTERNAL 11-13
TRE4762A	TIME SPENT ON LABOURING AND RELATED TRAINING COURSES — EXTERNAL 11-13
TRE4772A	TIME SPENT ON INDUCTION TRAINING COURSES — EXTERNAL 11-13
TRE4782A	TIME SPENT ON GENERAL SUPERVISION TRAINING COURSES — EXTERNAL 11-13
TRE4792A	TIME SPENT ON GENERAL COMPUTING SKILLS TRAINING COURSES — EXTERNAL 11-13
TRE4802A	TIME SPENT ON GENERAL HEALTH AND SAFETY TRAINING COURSES — EXTERNAL 11-13
TRE4812A	TIME SPENT ON ENGLISH LANGUAGE TRAINING COURSES — EXTERNAL 11-13
TRE4822A	TIME SPENT ON LITERACY TRAINING COURSES — EXTERNAL 11-13
TRE4832A	TIME SPENT ON NUMERACY TRAINING COURSES — EXTERNAL 11-13
TRE4842A	TIME SPENT ON MUSIC AND ARTS TRAINING COURSES — EXTERNAL 11-13
TRE4851A	TIME SPENT ON OTHER TRAINING COURSES — EXTERNAL 11-13

DATA ITEM	POPULATION
TRAINING CATEGORIES	
TRG4021B	CATEGORIES OF TRAINING UNDERTAKEN IN THE LAST 12 MONTHS ALL
	Some training undertaken in the last 12 months
	Study or training courses undertaken
	Studied in 1992
	In-house course
	External course
	Wage or salary earner in last 12 months
	Attended while working
	Employer supported
	Not employer supported
	Attended while not working
	Other
	On-the-job training
	No training undertaken in the last 12 months
EDN4151D	EMPLOYER SUPPORT FOR ALL STUDY OR TRAINING COURSES UNDERTAKEN IN THE LAST 12 MONTHS ALL
	Wage or salary earner in the last 12 months
	All study or training courses undertaken
	Some were employer supported
	Studied in 1992
	Studied in 1993
	In-house course
	External course
	Some were not employer supported
	Studied in 1992
	Studied in 1993
	External course
	No study or training courses undertaken
	Other
TRE4333B	ALL SUPPORT FOR EXTERNAL TRAINING COURSES ATTENDED IN THE LAST 12 MONTHS ALL
	Attended at least one external training course
	Some support provided
	Employer support
	Main period employer
	Other employer
	Non-employer support
	Government
	Family
	Self
	Other or not known
	No support provided at all
	Did not attend an external training course
TRI4261B	SUMMARY OF WHETHER ATTENDED AN IN-HOUSE OR EXTERNAL TRAINING COURSE WHICH WAS PRIMARILY FOR COMPUTER SKILLS TRAINING ALL
	At least one computer skills training course attended
	In-house
	External
	Only non-computer training courses attended
	In-house
	External
	Did not attend an in-house or external training course

DATA ITEM	POPULATION	DATA ITEM	POPULATION
TRG4010A	WHETHER DID BOTH IN-HOUSE AND EXTERNAL TRAINING COURSES IN THE LAST 12 MONTHS ALL Attended at least one in-house or external training course Attended both in-house and external training courses Attended in-house training courses only Attended external training courses only Did not attend an in-house or external training course	TRG4713A	SUMMARY OF TIME SPENT ON TRADE TRAINING COURSES 10-13
TRG4020A	TOTAL TIME SPENT ON IN-HOUSE AND EXTERNAL TRAINING COURSES ATTENDED IN THE LAST 12 MONTHS ALL Attended an in-house or external training course Less than 40 hours 1 - 9 hours 10 - 19 hours 20 - 29 hours 30 - 39 hours 40 hours or more 40 - 119 hours 120 - 199 hours 200 - 399 hours 400 hours or more Did not attend an in-house or external training course	TRG4723A	SUMMARY OF TIME SPENT ON CRAFT TRAINING COURSES 10-13
TRE40099A	TOTAL TIME SPENT ON IN-HOUSE AND EMPLOYER SUPPORTED EXTERNAL TRAINING COURSES ATTENDED IN THE LAST 12 MONTHS ALL Attended an in-house or employer supported external training course Less than 40 hours 1 - 9 hours 10 - 19 hours 20 - 29 hours 30 - 39 hours 40 hours or more 40 - 119 hours 120 - 199 hours 200 - 399 hours 400 hours or more Did not attend an in-house or employer supported external training course	TRG4733A	SUMMARY OF TIME SPENT ON CLERICAL OR OFFICE TRAINING COURSES 10-13
	SUMMARY OF TIME SPENT ON FIELD* TRAINING COURSES 10-13 Attended a field* training course Less than 40 hours 1 - 9 hours 10 - 19 hours 20 - 29 hours 30 - 39 hours 40 hours or more 40 - 119 hours 120 - 199 hours 200 - 399 hours 400 hours or more Did not attend a field* training course	TRG4743A	SUMMARY OF TIME SPENT ON SALES AND PERSONAL SERVICE TRAINING COURSES 10-13
FIELD*	Select the required field(s) from the list below	TRG4753A	SUMMARY OF TIME SPENT ON TRANSPORT AND MACHINERY OPERATION TRAINING COURSES 10-13
TRG4693A	SUMMARY OF TIME SPENT ON MANAGEMENT AND PROFESSIONAL TRAINING COURSES 10-13	TRG4763A	SUMMARY OF TIME SPENT ON LABOURING AND RELATED TRAINING COURSES 10-13
TRG4703A	SUMMARY OF TIME SPENT ON TECHNICAL AND PARA-PROFESSIONAL TRAINING COURSES 10-13	TRG4773A	SUMMARY OF TIME SPENT ON INDUCTION TRAINING COURSES 10-13
		TRG4783A	SUMMARY OF TIME SPENT ON GENERAL SUPERVISION TRAINING COURSES 10-13
		TRG4793A	SUMMARY OF TIME SPENT ON GENERAL COMPUTING SKILLS TRAINING COURSES 10-13
		TRG4803A	SUMMARY OF TIME SPENT ON GENERAL HEALTH AND SAFETY TRAINING COURSES 10-13
		TRG4813A	SUMMARY OF TIME SPENT ON ENGLISH LANGUAGE TRAINING COURSES 10-13
		TRG4823A	SUMMARY OF TIME SPENT ON LITERACY TRAINING COURSES 10-13
		TRG4833A	SUMMARY OF TIME SPENT ON NUMERACY TRAINING COURSES 10-13
		TRG4843A	SUMMARY OF TIME SPENT ON MUSIC AND ARTS TRAINING COURSES 10-13
		TRG4852A	SUMMARY OF TIME SPENT ON OTHER TRAINING COURSES 10-13
		ON-THE-JOB TRAINING ACTIVITIES	
		TRG4022A	ALL ON-THE-JOB TRAINING ACTIVITIES UNDERTAKEN IN THE LAST 12 MONTHS ALL Employed in the last 12 months Did on-the-job training Being shown how to do the job Watching others work Asking questions of co-workers Teaching self Did not do on-the-job training Not employed in the last 12 months
		TRG4022A	MAIN ON-THE-JOB TRAINING ACTIVITY UNDERTAKEN IN THE LAST 12 MONTHS ALL Employed in the last 12 months Did on-the-job training Main activity — Being shown how to do the job Watching others work Asking questions of co-workers Teaching self Did not do on-the-job training Not employed in the last 12 months

STATE TABLES ORDER FORM

TRAINING AND EDUCATION EXPERIENCE, 1993

Please specify which State tables you require on the order form provided below.

The following points should be noted when requesting State tables:

1. State tables are provided on computer printout.
2. The current cost of State tables is as follows —

	Cost (\$)
1 State or Territory	200
All States and Territories (excluding Australia)	500

NOTE: Prices quoted are subject to revisions.

3. Return the completed order form together with the address advice to —

Assistant Director
Training Sub-section
Australian Bureau of Statistics
PO Box 10
Belconnen ACT 2616

4. The invoiced cost is payable in full within 28 days of supply.
5. Any inquiries about this order should be directed to Bob McCombe on (06) 252 6660.



STATE TABLES ORDER FORM — DETACH AND FORWARD WITH YOUR ADDRESS ADVICE.

PLEASE SEND ME:

TOTAL COST (\$)

<input type="checkbox"/>	copies	New South Wales	@ \$200	_____
<input type="checkbox"/>	copies	Victoria	@ \$200	_____
<input type="checkbox"/>	copies	Queensland	@ \$200	_____
<input type="checkbox"/>	copies	South Australia	@ \$200	_____
<input type="checkbox"/>	copies	Western Australia	@ \$200	_____
<input type="checkbox"/>	copies	Tasmania	@ \$200	_____
<input type="checkbox"/>	copies	Northern Territory	@ \$200	_____
<input type="checkbox"/>	copies	Australian Capital Territory	@ \$200	_____
<input type="checkbox"/>	copies	All States and Territories	@ \$500	_____

ADDRESS ADVICE

Please send my order and invoice to —

NAME _____

ORGANISATION _____

ADDRESS _____

POSTCODE _____

FAX _____ TELEPHONE _____

Signature _____ Date / /

SPECIAL TABLES ORDER FORM

TRAINING AND EDUCATION EXPERIENCE, 1993

Please specify your special tables request(s) on the order form provided on the following page.

The following points should be noted when requesting special tables:

1. Table requests can be provided on computer printout or floppy disk.
2. The current cost of special tables is as follows —

No. of data items (excluding populations)	Cost per table (\$)
2	120
3	150
4	225
5	330
6 or more	negotiable

NOTE: Prices quoted are subject to revisions.

3. Return the completed order form together with the address advice to —

Assistant Director
Training Sub-section
Australian Bureau of Statistics
PO Box 10
Belconnen ACT 2616

4. The invoiced cost is payable in full within 28 days of supply.
5. Any inquiries about this order should be directed to Bob McCombe on (06) 252 6660.

✂

ADDRESS ADVICE — DETACH AND FORWARD TOGETHER WITH YOUR COMPLETED ORDER FORM.

Please send my order and invoice to —

NAME _____

ORGANISATION _____

ADDRESS _____

_____ POSTCODE _____

FAX _____ TELEPHONE _____

Signature _____ Date / /

EDUCATION AND TRAINING – RELATED PUBLICATIONS

Employer Training Expenditure, Australia, July to September 1993 (Cat. No. 6353.0)
Released May 1994

This publication provides estimates on the costs incurred by employers (from a wide cross-section of industries, employer sizes and the private and public sectors) in training employees. Information on employer training also includes:

- how many employers are providing training;
- the time employees spent receiving training;
- how much employers are spending on training;
- component costs of training; and
- types of training provided.

Employer Training Practices, Australia, February 1994 (Cat. No. 6356.0)

Release date: expected to be October 1994

This publication links training practices of businesses and organisations to training expenditure in 1993. Statistics include:

- types of formal training by occupational groups;
- factors affecting training expenditure;
- training plans;
- record keeping practices for training activities;
- number of full-time qualified trainers;
- methods of assessing training needs of employees; and
- limitations to providing training.

Career Paths of Persons with Trade Qualifications, Australia, 1993 (Cat. No. 6243.0)

Release date: expected to be October 1994

This publication focuses on persons with trade qualifications. It features statistics on:

- the number of qualified tradespersons and their socio-demographic characteristics;
- when, and in what field, the trade qualification was obtained;
- employment status, including industry and occupation details;
- use of trade skills and time worked in trade; and
- year left trade and reasons for leaving (if applicable).

Transition From Education to Work, Australia, May 1993 (Cat. No. 6227.0)
Released December 1993

The publication features information on:

- socio-demographic characteristics and work history details;
- type of institution attending/attended in the previous year;
- level of course attending/attended in the previous year;
- type of school last attended (15 to 24 year olds);
- highest level of education attained;
- level and main field of study of highest post-school qualification attained; and
- information on the characteristics of apprentices.

Labour Force Status and Educational Attainment, Australia, February 1994 (Cat. No. 6235.0)

Release date: August 1994 (final issue)

The publication features information on:

- socio-demographic characteristics;
- time series of educational attainment by age, labour force status and duration of unemployment; and
- a selection of findings from the survey.

Schools, Australia, 1993 (Cat. No. 4221.0)
Released May 1994

This publication provides statistics on schools, students and staff involved in the provision or administration of primary and secondary education and includes:

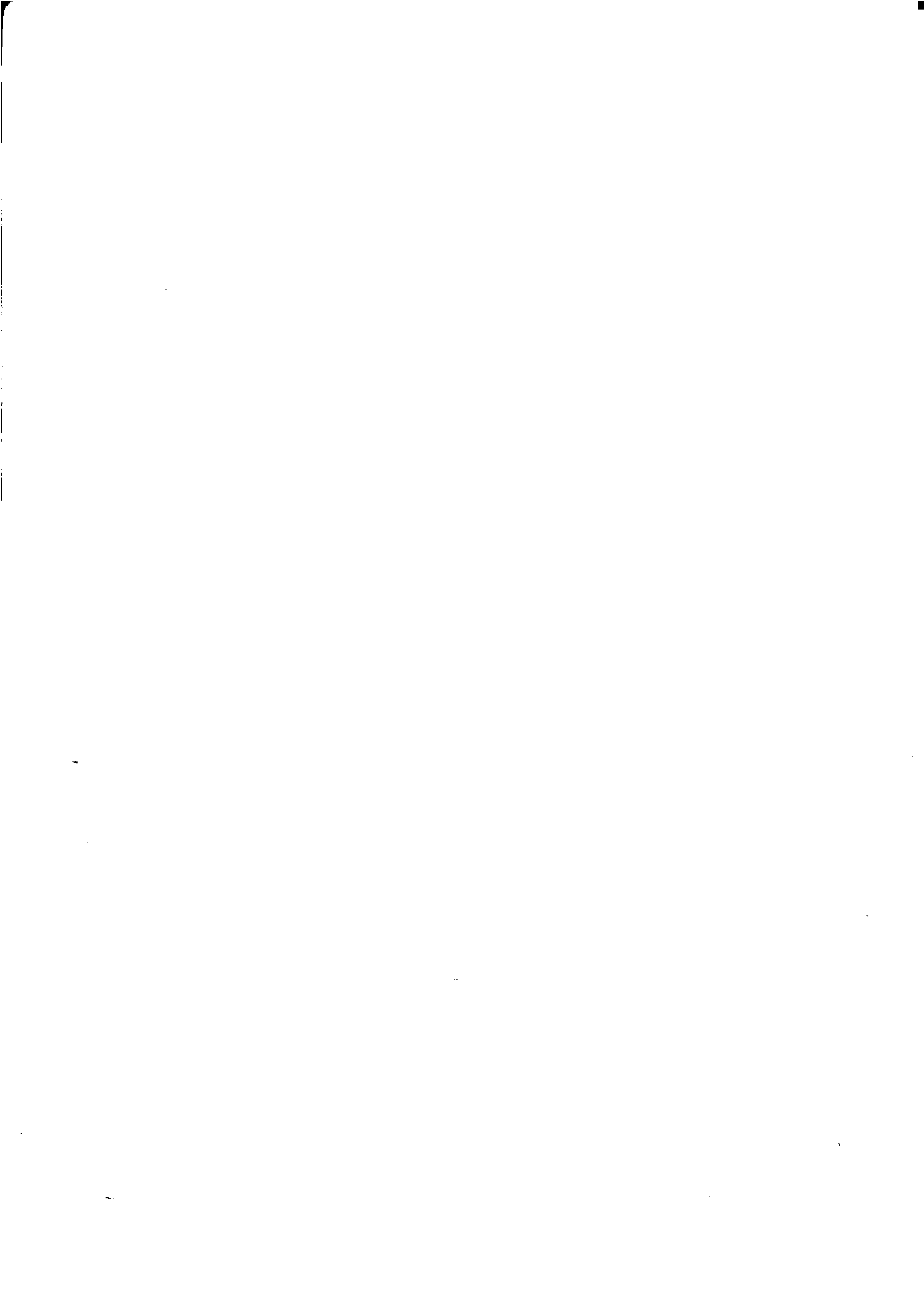
- schools classified by type;
- students classified by age, level/year of education, sex and type of school attended;
- staff classified by category of school and major function;
- student retention rates;
- student/teaching staff ratios; and
- student/total school staff ratios and features.

A Directory of Education and Training Statistics, March 1993 (Cat. No. 1136.0)

Released May 1993 (free)

This publication is a catalogue of ABS statistics related to education and training in Australia.

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Printed by Alan Law, Commonwealth Government Printer, Canberra
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Recommended retail price: \$30.00



2627800012934
ISBN 0 642 18167 5