

Australian vocational education and training statistics

Employers' use and views of the VET system

2007



This publication presents information on employers' use and views of the vocational education and training (VET) system. The findings relate to the various ways in which Australian employers use the VET system and unaccredited training to meet their skill needs.

Highlights

- 54.0% of employers used the VET system in the last 12 months as a result of:
 - having jobs requiring vocational qualifications (33.3% of employers)
 - having at least one apprentice or trainee (29.1% of employers)
 - having staff undertaking other nationally recognised training (not as part of an apprenticeship or traineeship) (22.1% of employers).
- Employers' satisfaction with the VET system as a way of meeting their skill needs is high.
 - 80.8% of employers with jobs requiring vocational qualifications are satisfied.
 - 83.3% of employers with apprentices and trainees are satisfied.
 - 80.5% of employers using other nationally recognised training (not as part of an apprenticeship or traineeship) are satisfied.
- Almost all employers rate the skill level of their employees as adequate or above what is required (94.9%).
- Compared with 2005:
 - use of the VET system declined (from 57.1% in 2005 to 54.0% in 2007)
 - the percentage of employers with apprentices and trainees increased (from 28.2% in 2005 to 29.1% in 2007)
 - the percentage of employers experiencing difficulty recruiting staff increased (from 40.6% in 2005 to 44.4% in 2007).



Overview

Introduction

This survey collects information on the various ways employers meet their skill needs. This may include hiring staff with vocational qualifications, employing apprentices and trainees, or providing staff with nationally recognised and unaccredited training.

The survey focuses on employer engagement with the vocational education and training (VET) system and how they make the choices they do with regard to meeting their skill needs. Employers are asked about their satisfaction with the products and services of the VET system. The results relate to employers' training experiences in the 12 months preceding their interview.

Scope

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

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

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

For more information

Additional data tables from the 2007 Survey of Employer Use and Views of the VET System are available online at <<http://www.ncver.edu.au/publications/1944.html>>. These data tables include information on each type of training by state, industry and employer size, as well as reasons for using types of training.

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Employer skill needs

Table 2 The majority of employers rate the skill level of their employees as adequate (54.5%) or above what is required (40.3%). This varies across industry.

Table 2 About half (44.4%) of employers experienced some or a lot of difficulty in recruitment. This is higher for large employers (81.5% report having some or a lot of difficulty) and mining employers (72.7% report having some or a lot of difficulty).

Table 22 (available online) The main reasons given for recruitment difficulties are:

- a shortage of skilled people in the industry (58.7%)
- limited applicants/appropriate applicants (23.0%).

Table 22 (available online) In order to address these difficulties, employers:

- increased the amount of job advertising (24.5%)
- used recruitment agencies or head-hunters (21.0%).

Employer training choices

Vocational qualifications

Table 1 A third (33.3%) of employers have jobs that require vocational qualifications.

Of these employers:

Table 23 (available online)

- the main reasons for having these requirements are for legislative, regulatory or licensing requirements (48.9%), or to provide skills required for the job (42.8%)

Table 5

- 80.8% are satisfied with vocational qualifications in providing employees with the skills required for their job

Table 23 (available online)

- 9.6% are dissatisfied with vocational qualifications in providing employees with the skills required for their job, with 37.9% of these employers reporting that the relevant skills are not taught, 36.3% reporting that there are not enough hands on/practical skills taught, and 25.2% reporting that the training is of poor quality or low standard.

Apprenticeships and traineeships

Just under a third (29.1%) of employers have apprentices and trainees.

Table 1

Of these employers:

- the main reasons for employing apprentices and trainees are to gain skills specific to the business/train to own requirements (34.0%), or to get skilled staff/improve staff skills (31.3%)

Table 24 (available online)

- 83.3% are satisfied with apprentices and trainees as a way of meeting their skill needs

Table 5

- 8.0% are dissatisfied with apprentices and trainees as a way of meeting their skill needs, with 28.4% of these employers reporting that the relevant skills are not taught and 21.4% reporting that the training is of poor quality or low standard

Table 24 (available online)

- 61.7% use technical and further education (TAFE) as their main provider to train apprentices and trainees. Of these employers using TAFE:

Table 7

- 78.6% are satisfied with the quality of the training provided by TAFE

Table 8

- their main reason for using TAFE is that it is the only suitable provider available (55.0%).

Table 24 (available online)

Nationally recognised training

Just under a quarter (22.1%) of employers use nationally recognised training.

Table 1

Of these employers:

- the main reasons for using nationally recognised training are for legislative, regulatory or licensing requirements (33.2%), to provide skills required for the job (29.8%), or to maintain professional or industry standards (27.8%)

Table 25 (available online)

- 80.5% are satisfied with nationally recognised training as a way of meeting their skill needs

Table 5

- 6.1% are dissatisfied with nationally recognised training in meeting skill needs, with 30.5% of these employers reporting that there are not enough hands on/practical skills taught, and 28.9% reporting that the relevant skills are not taught

Table 25 (available online)

Table 7 ■ private training providers (34.4%) and TAFE (30.3%) are the main providers used for nationally recognised training. Satisfaction with the quality of training from both of these training providers is high:

Table 8 – 87.7% of employers using private training providers are satisfied

Table 8 – 85.4% of employers using TAFE are satisfied.

Unaccredited training

Table 1 About half (49.0%) of employers use unaccredited training (outside the VET system).

Of these employers:

Table 26
(available online)

■ the main reasons for using unaccredited training is to provide skills required for the job (49.7%), or to maintain professional or industry standards (27.0%)

Table 26
(available online)

■ when selecting unaccredited training, 15.2% indicated that comparable nationally recognised training was available, with 27.0% not exploring the availability of comparable nationally recognised training

- of those employers who indicated that comparable nationally recognised training was available, the reason for choosing unaccredited over nationally recognised training was that 29.6% thought it was more cost-effective and 23.3% thought the time was more convenient or flexible

Table 5 ■ 92.5% are satisfied with unaccredited training as a way of meeting their skill needs

Table 7 ■ unaccredited training is provided by a range of organisations including private training providers (43.5%), supplier/manufacturers of equipment/products (16.0%), industry associations (14.4%), professional associations (9.2%) and government departments/agencies (8.8%).

In 2007, compared with 2005:

Table 1 ■ the current skill level of employees remains the same as in 2005, with only 5.1% of all employers rating the skill level of their employees as below what is required

Table 1 ■ 44.4% of all employers experienced some or a lot of recruitment difficulty in the last 12 months, compared with 40.6% in 2005

■ 54.0% of all employers used the VET system, compared with 57.1% in 2005

Table 1

■ the proportion of all employers with jobs requiring vocational qualifications declined (from 35.0% in 2005 to 33.3% in 2007)

Table 1

■ the proportion of all employers providing nationally recognised training declined (from 24.1% in 2005 to 22.1% in 2007)

Table 1

■ the proportion of all employers with apprentices and trainees increased (from 28.2% in 2005 to 29.1% in 2007)

Table 1

■ small employers recorded the largest drop in overall engagement with the VET system (6.0 percentage points), while the level of engagement of medium and large employers remains about the same

Table 4

■ satisfaction for all forms of training has increased or stayed the same:

- 80.8% of employers with jobs requiring vocational qualifications are satisfied, compared with 76.8% in 2005
- 83.3% of employers with apprentices and trainees are satisfied, compared with 79.1% in 2005
- 80.5% of employers using nationally recognised training are satisfied, compared with 80.3% in 2005
- 92.5% of employers using unaccredited training are satisfied, compared with 92.1% in 2005.

Table 6

Expected usage in the next three years

More employers believe that training will increase over the next three years than those who believe it will decrease, and the margin is substantial.

■ 30.0% of employers with apprentices and trainees believe usage will increase, while 11.5% believe it will decrease.

Table 9

■ 38.8% of employers providing nationally recognised training believe usage will increase, while 8.3% believe it will decrease.

Table 10

■ 41.3% of employers providing unaccredited training expect usage to increase, while 3.0% believe it will decrease.

Table 11

■ Large employers have the highest proportion of those who believe training will increase.

Notes on tables

The Survey of Employer Use and Views of the VET System is undertaken as a stratified, randomly selected sample, with survey responses weighted to population benchmarks. As the estimates from the Survey of Employer Use and Views of the VET System are based on information provided by a sample rather than a population, they are subject to sampling variability; that is, they may differ from the estimates that would be produced if all employers were included and responded to the survey. By convention, a 95% confidence interval is applied in judging the reliability of survey estimates. This means that, if the survey were repeated, there is a 95% chance that the new results obtained would be within a width of plus or minus two standard errors.

All percentages reported are of known responses. (Not stated responses are excluded.)

For the purposes of the survey an employer is defined as a 'type of activity unit' operating within Australia. A 'type of activity unit' is defined by the Australian Bureau of Statistics as a unit comprised of one or more business entities, sub-entities or branches of a business entity that can report production and employment activities. The primary criterion is that the activity of the unit is homogeneous.

The size of an employer is defined as:

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

An employer is considered to have engaged with the VET system if they have used a particular way of meeting skill needs in the past 12 months as a result of:

- having jobs requiring vocational qualifications; that is, qualifications that are nationally recognised. These qualifications are delivered by registered training organisations such as TAFE, private providers and vocational divisions of universities
- having staff undertaking an apprenticeship or traineeship. An apprentice/trainee is an employee who has signed a formal agreement with their employer, known as either a training agreement or contract of training
- having staff undertaking other nationally recognised training; that is, an accredited program of study leading to a vocational qualification that meets the requirements agreed under the National Training Framework. It can apply to a whole course (qualification) or components of a course (units of competency and modules).

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

For more information, please see the survey explanatory notes and other supporting documents at <http://www.ncver.edu.au/publications/1944.html>.

Table I Training choices, importance and satisfaction and skill needs for 2005 and 2007^a

	2005	2007
Training choices		
<i>% of all employers:</i>		
Employers using the VET system:	57.1	54.0
– with jobs that require vocational qualifications	35.0	33.3
– with apprentices and trainees	28.2	29.1
– using nationally recognised training ^b	24.1	22.1
Employers using unaccredited training	53.0	49.0
Employers using informal training	72.1	71.0
Employers providing no training	12.6	13.9
Training importance and satisfaction		
<i>% of employers with vocational qualifications as a job requirement:</i>		
– who consider it important ^c	93.4	90.1
– who are satisfied ^d	76.8	80.8
<i>% of employers with apprentices/trainees:</i>		
– who consider it important ^c	88.4	91.1
– who are satisfied ^d	79.1	83.3
<i>% of employers providing nationally recognised training^b:</i>		
– who consider it important ^c	85.1	76.7
– who are satisfied ^d	80.3	80.5
<i>% of employers providing unaccredited training:</i>		
– who consider it important ^c	92.8	93.8
– who are satisfied ^d	92.1	92.5
Skill needs		
<i>Current skill level of employees relative to needs of the organisation</i>		
<i>(% of all employers):</i>		
– above what is required	37.4	40.3
– adequate	57.5	54.5
– below what is required	5.1	5.1
<i>Level of difficulty in recruiting staff (% of all employers):</i>		
– a lot of difficulty	20.7	24.1
– some difficulty	19.9	20.3
– no difficulty	44.6	42.3
– have not looked for staff	14.9	13.2

- Notes: a Employers were asked about their use of VET and other forms of training in the 12 months preceding their interview.
b Nationally recognised training is defined as nationally recognised training other than as part of an apprenticeship or traineeship. For the purposes of this survey, apprenticeships and traineeships are reported separately.
c Importance in meeting skills needs – 'important' was rated as either important or very important.
d Satisfied as a way of meeting skills needs – 'satisfied' was rated as either satisfied or very satisfied.

Employers' use and views of the VET system 2007 – Summary

Table 2 Current skill level of employees and recruitment by employer characteristics, 2007^a
(% of all employers)

Employer characteristics	Current skill level of staff relative to organisation needs			Level of difficulty experienced in recruiting staff			
	Above what is required	Adequate	Below what is required	A lot of difficulty	Some level of difficulty	No difficulty	Have not looked for staff
State (Base: all employers within state)							
New South Wales	38.8	56.2	5.0	18.8	21.4	47.3	12.6
Victoria	47.2	49.6	3.2*	19.9	18.0	44.3	17.9
Queensland	38.1	55.4	6.5	34.1	19.2	36.5	10.2
South Australia	35.3	59.7	5.0	19.7	18.7	47.4	14.2
Western Australia	36.2	56.2	7.6	36.3	24.7	29.5	9.4
Tasmania	41.5	52.0	6.5*	18.9	21.7	45.5	13.9
Northern Territory	29.7	61.3	9.0	36.5	23.6	31.6	8.3
Australian Capital Territory	41.1	54.5	4.4*	33.3	22.9	32.5	11.2
Employer size (Base: all employers within employer size)							
Small	42.2	53.5	4.3	22.1	15.1	45.8	17.0
Medium	36.3	56.4	7.3	30.3	32.5	34.3	3.0*
Large	24.6	68.8	6.6	24.7	56.8	18.4	**
Industry (Base: all employers within industry)							
Agriculture, forestry and fishing	27.3	69.2	3.5*	14.8	18.8	53.6	12.8*
Mining	58.8*	35.1*	6.0*	58.7*	14.0*	22.0*	5.3*
Manufacturing	30.4	58.3	11.2	24.7	22.3	37.4	15.6
Electricity, gas and water supply	56.4*	35.1*	8.5*	7.7*	35.0*	57.2*	**
Construction	37.2	58.8	4.0*	25.9	18.8	37.3	18.0
Wholesale trade	28.8	62.9	8.3*	24.0	18.6	46.9	10.4*
Retail trade	42.8	53.8	3.4*	26.3	15.2	43.6	14.9
Accommodation, cafes and restaurants	35.0	57.4	7.7*	31.7	31.2	31.6	5.5*
Transport and storage	43.9	53.2	2.9*	30.8	23.0	35.1	11.0*
Communication services	42.9	53.9	3.2*	22.5	18.9	46.9	11.7*
Finance and insurance	56.7	32.5	10.8*	24.0*	19.6*	29.6*	26.8*
Property and business services	38.5	56.5	4.9*	25.9	20.8	41.7	11.6
Government administration and defence	14.5*	78.3	7.2*	29.8*	39.7	26.5*	**
Education	65.8	31.5	2.7*	8.4*	25.9	58.4	7.3*
Health and community services	49.3	48.4	2.3*	15.1*	19.6	56.9	8.4*
Cultural and recreational services	49.7	44.6	5.8*	12.9*	25.9	55.2	5.9*
Personal and other services	42.8	55.7	1.5*	25.3	23.4	38.8	12.5*
Total	40.3	54.5	5.1	24.1	20.3	42.3	13.2

Notes: a Employers were asked about their use of VET and other forms of training in the 12 months preceding their interview.

* The estimate has a relative standard error greater than 25% and therefore should be used with caution.

** NCVET does not report on estimates based on less than 5 respondents because the estimates are unreliable.

Table 3 Engagement with the VET system and other forms of training by employer characteristics, 2007^a (%)

Employer characteristics	The VET system			Other forms of training		
	Vocational qualifications as a job requirement	Apprenticeships/traineeships	Nationally recognised training ^b	Unaccredited training	Informal training	No training
State (Base: all employers within state)						
New South Wales	37.9	27.8	24.1	50.8	73.4	11.6
Victoria	34.1	31.0	19.8	44.7	68.9	16.0
Queensland	27.2	30.9	19.8	48.0	70.2	14.4
South Australia	26.6	26.2	21.9	48.5	68.4	16.8
Western Australia	33.0	25.6	23.6	55.3	69.8	14.1
Tasmania	31.3	35.2	25.2	48.9	70.0	13.4
Northern Territory	32.1	32.5	29.3	54.3	79.2	7.7*
Australian Capital Territory	30.1	30.1	26.8	54.5	78.1	11.9
Employer size (Base: all employers within employer size)						
Small	26.6	22.2	15.9	41.8	64.8	17.9
Medium	49.4	47.1	36.4	66.5	87.3	2.8*
Large	76.8	62.2	64.2	91.2	95.6	**
Industry (Base: all employers within industry)						
Agriculture, forestry and fishing	12.7*	9.4*	11.7*	32.1	53.3	25.5
Mining	38.5*	53.6*	63.4	45.8*	88.1	4.3*
Manufacturing	42.2	36.3	16.5	49.1	74.9	12.0*
Electricity, gas and water supply	23.0*	18.4*	18.8*	36.1*	98.6	**
Construction	40.8	59.7	27.0	36.4	72.7	9.2*
Wholesale trade	30.3	8.2*	13.2*	44.6	65.3	17.3*
Retail trade	23.8	26.6	16.7	45.2	66.9	18.2
Accommodation, cafes and restaurants	23.2	35.9	18.1	37.4	76.3	17.0*
Transport and storage	26.4	21.2	30.3	50.0	71.1	20.4
Communication services	21.3	21.1	14.4*	39.2	59.9	30.0
Finance and insurance	53.0	21.3*	39.2	72.1	80.1	6.3*
Property and business services	34.8	19.3	22.0	58.5	73.0	12.6
Government administration and defence	76.1	59.0	54.1	85.0	85.3	**
Education	53.1	29.5	31.8	67.7	74.7	10.1*
Health and community services	37.0	29.7	24.8	58.1	72.8	5.9*
Cultural and recreational services	20.1	22.1	26.1	44.6	73.4	16.9*
Personal and other services	55.6	42.4	18.8*	48.3	69.4	11.1*
Total	33.3	29.1	22.1	49.0	71.0	13.9

Notes: a Employers were asked about their use of VET and other forms of training in the 12 months preceding their interview.
 b Nationally recognised training is defined as nationally recognised training other than as part of an apprenticeship or traineeship. For the purposes of this survey, apprenticeships and traineeships are reported separately.
 * The estimate has a relative standard error greater than 25% and therefore should be used with caution.
 ** NCVET does not report on estimates based on less than 5 respondents because the estimates are unreliable.

Employers' use and views of the VET system 2007 – Summary

Table 4 Engagement with the VET system, by employer characteristics, 2005 and 2007^a (%)

Employer characteristics	Employers engaged with the VET system		Type of engagement					
	2005	2007	Employers with vocational qualifications as a job requirement		Employers with apprentices/trainees		Employers providing nationally recognised training ^b	
			2005	2007	2005	2007	2005	2007
State (Base: all employers within state)								
New South Wales	61.2	56.2	41.6	37.9	28.7	27.8	25.2	24.1
Victoria	57.1	54.4	33.0	34.1	27.8	31.0	24.2	19.8
Queensland	51.8	51.2	29.0	27.2	28.5	30.9	20.6	19.8
South Australia	54.9	49.8	32.0	26.6	26.4	26.2	28.0	21.9
Western Australia	53.0	52.4	31.5	33.0	25.1	25.6	21.5	23.6
Tasmania	60.7	57.2	31.4	31.3	38.5	35.2	28.8	25.2
Northern Territory	58.2	52.7	34.2	32.1	33.3	32.5	30.9	29.3
Australian Capital Territory	59.7	54.4	33.4	30.1	30.3	30.1	27.0	26.8
Employer size (Base: all employers within employer size)								
Small	51.7	45.7	30.0	26.6	24.3	22.2	18.7	15.9
Medium	72.8	75.1	49.5	49.4	39.7	47.1	39.1	36.4
Large	94.8	95.1	75.2	76.8	54.3	62.2	70.1	64.2
Industry (Base: all employers within industry)								
Agriculture, forestry and fishing	38.8	28.5	18.3	12.7*	16.6	9.4*	21.8	11.7*
Mining	67.4	82.7	42.0	38.5*	23.4*	53.6*	38.8*	63.4
Manufacturing	59.2	59.1	42.4	42.2	35.4	36.3	16.5	16.5
Electricity, gas and water supply	93.5	34.7*	67.5	23.0*	77.3	18.4*	38.5*	18.8*
Construction	73.8	77.6	33.0	40.8	46.5	59.7	29.7	27.0
Wholesale trade	38.2	42.0	27.4	30.3	13.7*	8.2*	11.8*	13.2*
Retail trade	52.2	43.9	28.2	23.8	34.6	26.6	16.0	16.7
Accommodation, cafes and restaurants	48.0	48.9	30.3	23.2	32.3	35.9	19.9	18.1
Transport and storage	42.0	47.9	27.7	26.4	20.0	21.2	16.3	30.3
Communication services	42.4*	39.5	27.4*	21.3	11.3*	21.1	12.7*	14.4*
Finance and insurance	62.0	67.6	41.3	53.0	21.9	21.3*	38.1	39.2
Property and business services	63.3	50.5	39.2	34.8	19.0*	19.3	34.8	22.0
Government administration and defence	73.0	88.8	53.8	76.1	52.7	59.0	53.7	54.1
Education	70.3	63.6	58.7	53.1	20.5	29.5	38.0	31.8
Health and community services	57.5	58.6	47.0	37.0	21.9	29.7	22.7	24.8
Cultural and recreational services	56.8	45.0	32.3	20.1	17.3	22.1	26.5	26.1
Personal and other services	68.9	70.7	44.2	55.6	30.3	42.4	25.0*	18.8*
Total	57.1	54.0	35.0	33.3	28.2	29.1	24.1	22.1

Notes: a Employers were asked about their use of VET and other forms of training in the 12 months preceding their interview.

b Nationally recognised training is defined as nationally recognised training other than as part of an apprenticeship or traineeship. For the purposes of this survey, apprenticeships and traineeships are reported separately.

* The estimate has a relative standard error greater than 25% and therefore should be used with caution.

Australian vocational education and training statistics

Table 5 Importance and satisfaction with training as a way of meeting skill needs by type of engagement with training and employer characteristics, 2007 (%)

Employer characteristics	Employers with vocational qualifications as a job requirement		Employers with apprentices/trainees		Employers providing nationally recognised training ^a		Employers providing unaccredited training	
	Employers who consider it important ^b	Employers who are satisfied ^c	Employers who consider it important ^b	Employers who are satisfied ^c	Employers who consider it important ^b	Employers who are satisfied ^c	Employers who consider it important ^b	Employers who are satisfied ^c
State (Base: all employers within state)								
New South Wales	87.5	80.7	92.9	87.1	73.9	74.2	95.0	93.4
Victoria	94.7	85.4	95.2	82.3	81.8	82.0	94.1	90.6
Queensland	90.7	76.2	88.1	83.9	77.5	87.7	91.6	92.7
South Australia	84.6	88.4	82.0	81.7	76.6	88.2	94.6	91.6
Western Australia	91.8	72.1	86.4	70.4	71.6	81.9	92.9	92.7
Tasmania	82.2	85.5	91.9	89.6	83.1	83.7	92.4	95.9
Northern Territory	90.1	76.8	86.2	82.7	78.6	73.9	93.7	88.5
Australian Capital Territory	86.5	84.4	89.1	81.8	82.8	83.9	91.7	94.0
Employer size (Base: all employers within employer size)								
Small	91.2	81.5	91.3	84.8	79.8	75.8	93.5	92.4
Medium	88.4	79.8	91.2	80.6	74.9	86.2	94.1	92.9
Large	88.2	80.2	88.0	86.8	64.8	82.0	95.0	89.4
Industry (Base: all employers within industry)								
Agriculture, forestry and fishing	66.3	88.9	91.3	79.9	79.6	59.0*	89.1	87.5
Mining	85.7	66.6	99.1	98.5	88.0	95.5	95.6	98.1
Manufacturing	87.6	78.8	88.6	84.6	86.2	93.2	94.6	95.4
Electricity, gas and water supply	97.9	84.5	81.7	93.7	92.8	93.0	98.3	97.8
Construction	99.1	89.8	96.9	83.4	83.8	77.1	89.2	94.2
Wholesale trade	80.0	86.9	79.5	97.1	51.0*	87.2	94.7	99.1
Retail trade	92.7	78.8	89.9	84.9	64.5	81.4	92.2	89.0
Accommodation, cafes and restaurants	71.3	75.2	83.5	78.1	95.8	92.0	97.3	89.8
Transport and storage	85.0	73.0	89.6	84.4	69.6	76.7	95.4	91.3
Communication services	84.3	60.4	75.3	90.0	44.1*	81.9	97.3	99.8
Finance and insurance	81.7	75.3	93.3	83.4	84.3	80.9	94.9	98.9
Property and business services	91.3	77.7	91.6	87.9	68.5	73.7	93.2	88.8
Government administration and defence	94.3	86.5	91.9	90.2	81.5	91.6	95.2	93.7
Education	99.2	91.4	72.1	85.8	91.0	80.0	93.2	94.9
Health and community services	93.7	90.7	89.3	73.9	78.6	93.6	99.0	99.4
Cultural and recreational services	85.9	82.7	89.0	76.6	86.2	92.7	95.7	97.8
Personal and other services	94.9	67.2	93.2	79.2	74.9	58.7*	95.5	85.6
Total	90.1	80.8	91.1	83.3	76.7	80.5	93.8	92.5

Notes: a Nationally recognised training is defined as nationally recognised training other than as part of an apprenticeship or traineeship.

For the purposes of this survey, apprenticeships and traineeships are reported separately.

b Importance in meeting skills needs - 'important' was rated as either important or very important.

c Satisfied as a way of meeting skills needs - 'satisfied' was rated as either satisfied or very satisfied.

* The estimate has a relative standard error greater than 25% and therefore should be used with caution.

Employers' use and views of the VET system 2007 – Summary

Table 6 Employers who are satisfied with training as a way of meeting skill needs by type of engagement with training and employer characteristics, 2005 and 2007^a (%)

Employer characteristics	Employers with vocational qualifications as a job requirement		Employers with apprentices/trainees		Employers providing nationally recognised training ^b		Employers providing unaccredited training	
	2005	2007	2005	2007	2005	2007	2005	2007
State (Base: all employers within state)								
New South Wales	77.1	80.7	73.7	87.1	79.4	74.2	92.8	93.4
Victoria	77.7	85.4	84.0	82.3	86.3	82.0	93.5	90.6
Queensland	73.2	76.2	81.3	83.9	70.9	87.7	88.1	92.7
South Australia	70.1	88.4	82.4	81.7	80.2	88.2	92.6	91.6
Western Australia	83.8	72.1	80.4	70.4	84.7	81.9	93.1	92.7
Tasmania	81.4	85.5	80.2	89.6	82.8	83.7	93.6	95.9
Northern Territory	67.7	76.8	84.2	82.7	74.4	73.9	94.8	88.5
Australian Capital Territory	77.5	84.4	69.9	81.8	83.2	83.9	93.6	94.0
Employer size (Base: all employers within employer size)								
Small	73.9	81.5	76.4	84.8	78.2	75.8	92.9	92.4
Medium	81.5	79.8	84.3	80.6	83.2	86.2	90.0	92.9
Large	86.7	80.2	83.3	86.8	85.6	82.0	95.7	89.4
Industry (Base: all employers within industry)								
Agriculture, forestry and fishing	81.1	88.9	82.7	79.9	78.8	59.0*	93.9	87.5
Mining	94.7	66.6	94.7	98.5	51.3*	95.5	94.1	98.1
Manufacturing	79.0	78.8	81.4	84.6	89.2	93.2	81.9	95.4
Electricity, gas and water supply	83.9	84.5	85.6	93.7	72.9*	93.0	94.0	97.8
Construction	65.4	89.8	79.0	83.4	69.0	77.1	92.0	94.2
Wholesale trade	75.1	86.9	72.5	97.1	78.1	87.2	95.1	99.1
Retail trade	71.5	78.8	69.1	84.9	90.7	81.4	89.0	89.0
Accommodation, cafes and restaurants	81.8	75.2	83.3	78.1	82.6	92.0	91.3	89.8
Transport and storage	71.7	73.0	69.3	84.4	84.8	76.7	89.7	91.3
Communication services	46.4*	60.4	97.1	90.0	74.4	81.9	98.7	99.8
Finance and insurance	84.0	75.3	80.6	83.4	83.9	80.9	95.3	98.9
Property and business services	79.1	77.7	87.5	87.9	77.5	73.7	94.2	88.8
Government administration and defence	90.1	86.5	90.4	90.2	82.8	91.6	94.9	93.7
Education	78.2	91.4	88.1	85.8	78.7	80.0	91.5	94.9
Health and community services	86.2	90.7	82.8	73.9	87.2	93.6	94.2	99.4
Cultural and recreational services	65.2	82.7	86.1	76.6	79.8	92.7	96.2	97.8
Personal and other services	77.9	67.2	79.5	79.2	77.0	58.7*	96.0	85.6
Total	76.8	80.8	79.1	83.3	80.3	80.5	92.1	92.5

Notes: a Satisfied as a way of meeting skills needs - 'satisfied' was rated as either satisfied or very satisfied.

b Nationally recognised training is defined as nationally recognised training other than as part of an apprenticeship or traineeship. For the purposes of this survey, apprenticeships and traineeships are reported separately.

* The estimate has a relative standard error greater than 25% and therefore should be used with caution.

Table 7 Type of provider used for training, by type of training and provider type, 2007 (%)

Type of provider	Employers using type of provider	Employers using as main provider
Apprenticeships and traineeships (Base: all employers using apprentices/trainees)		
TAFE	63.3	61.7
Private training provider	21.9	18.6
Industry association	4.5*	4.3*
Other providers ^a	12.5	10.2
No external training provider used	5.6*	5.1
Nationally recognised training^b (Base: all employers providing nationally recognised training)		
TAFE	37.5	30.3
University	10.3	5.6
Private training provider	40.9	34.4
Government department or agency	7.1	4.5
Professional association	13.6	12.2
Industry association	10.1	8.0
Other providers ^c	4.9	5.0*
Unaccredited training (Base: all employers providing unaccredited training)		
TAFE	6.8	3.5*
Private training provider	50.1	43.5
Government department or agency	12.2	8.8
Professional association	12.7	9.2
Industry association	16.5	14.4
Supplier/manufacturer of equipment and/or product	18.1	16.0
Other providers ^d	6.4	4.6

- Notes: a Other providers used for training apprentices and trainees include universities, government departments or agencies, professional associations, suppliers/manufacturers of equipment/product, parent companies, subsidiaries or franchise dealers or other providers.
- b Nationally recognised training is defined as nationally recognised training other than as part of an apprenticeship or traineeship. For the purposes of this survey, apprenticeships and traineeships are reported separately.
- c Other providers used for providing nationally recognised training include suppliers/manufacturers of equipment/product, parent companies, subsidiaries or franchise dealers, other providers or no external provider used.
- d Other providers used for providing unaccredited training include universities, parent companies, subsidiaries or franchise dealers, other providers or no external provider used.
- * The estimate has a relative standard error greater than 25% and therefore should be used with caution.

Table 8 Satisfaction with the quality of training delivered by main provider, by type of training and main provider type, 2005 and 2007 (%)

Type of main provider	Employers satisfied with quality of training delivered by main provider ^a	
	2005	2007
Apprenticeships and traineeships (Base: all employers using apprentices/trainees and using provider as main provider)		
TAFE	78.8	78.6
Private training provider	76.0	76.8
Industry association	58.3	94.4
Nationally recognised training^b (Base: all employers providing nationally recognised training and using provider as main provider)		
TAFE	85.2	85.4
University	73.1	95.5
Private training provider	92.8	87.7
Government department or agency	82.9	90.0
Professional association	69.5	99.7
Industry association	91.0	81.6
Unaccredited training (Base: all employers providing unaccredited training and using provider as main provider)		
TAFE	96.2	98.2
Private training provider	98.6	94.4
Government department or agency	95.1	86.3
Professional association	91.1	97.7
Industry association	91.9	99.4
Supplier/manufacturer of equipment and/or product	90.7	89.5

Notes: a Satisfied as a way of meeting skills needs - 'satisfied' was rated as either satisfied or very satisfied.

b Nationally recognised training is defined as nationally recognised training other than as part of an apprenticeship or traineeship. For the purposes of this survey, apprenticeships and traineeships are reported separately.

Table 9 Use of apprentices and trainees and expected usage in next three years, by employer characteristics, 2007^a (% of all employers with apprentices/trainees)

Employer characteristics	Use of apprentices/ trainees	Expected usage of apprentices/trainees in next three years		
	Employees in last 12 months who were apprentices & trainees	Increase	Stay the same	Decrease
State (Base: all employers employing apprentices and trainees within state)				
New South Wales	32.2	25.2	61.6	13.1*
Victoria	31.8	28.0	64.9	7.1*
Queensland	30.2	37.4	51.0	11.7*
South Australia	27.6	31.1	49.3	19.6
Western Australia	25.3	34.8	52.9	12.3*
Tasmania	29.6	30.8	55.2	14.0*
Northern Territory	28.0	31.4	60.1	8.5*
Australian Capital Territory	30.7	37.6	52.6	9.8*
Employer size (Base: all employers employing apprentices and trainees within employer size)				
Small	43.9	31.0	56.7	12.3
Medium	13.7	26.9	62.4	10.8
Large	11.6	43.5	49.6	6.8*
Industry (Base: all employers employing apprentices and trainees within industry)				
Agriculture, forestry and fishing	29.5	15.2*	55.1	29.7*
Mining	11.4	15.3*	84.3	**
Manufacturing	23.2	26.1	64.7	9.2*
Electricity, gas and water supply	25.0*	20.9*	35.5*	43.6*
Construction	46.8	28.4	64.3	7.3*
Wholesale trade	18.4	41.7*	14.0*	44.4*
Retail trade	35.2	44.1	41.0	14.9*
Accommodation, cafes and restaurants	20.0	31.4	56.6	12.0*
Transport and storage	24.8*	34.2*	38.7	27.0*
Communication services	28.5	19.2*	70.6	**
Finance and insurance	21.9	24.2*	74.2	1.6*
Property and business services	23.2	27.7*	66.1	6.2*
Government administration and defence	6.8	49.2	43.7	7.0*
Education	14.8	22.0*	60.2	17.7*
Health and community services	16.9	21.9*	66.3	11.8*
Cultural and recreational services	21.3	31.1*	49.5*	**
Personal and other services	34.6	28.8*	53.8	17.4*
Total	30.7	30.0	58.5	11.5

Notes: a Employers were asked about the number of apprentices and trainees they employed in the 12 months preceding their interview.
 * The estimate has a relative standard error greater than 25% and therefore should be used with caution.
 ** NCVET does not report on estimates based on less than 5 respondents because the estimates are unreliable.

Table 10 Use of nationally recognised training and expected usage in next three years, by employer characteristics, 2007^a (% of all employers providing employees with nationally recognised training)

Employer characteristics	Use of nationally recognised training ^b Employees in last 12 months who received nationally recognised training ^b	Expected usage of nationally recognised training ^b in next three years		
		Increase	Stay the same	Decrease
State (Base: all employers providing nationally recognised training within state)				
New South Wales	42.4	34.3	53.5	12.2*
Victoria	47.9	42.9	53.3	3.8*
Queensland	35.6	40.6	51.5	7.9*
South Australia	38.1	41.5	47.8	10.7*
Western Australia	47.8	37.0	58.6	4.4*
Tasmania	44.8	46.6	44.9	8.5*
Northern Territory	36.1	53.1	40.6	6.3*
Australian Capital Territory	42.4	42.1	52.7	5.2*
Employer size (Base: all employers providing nationally recognised training within employer size)				
Small	56.0	35.8	53.1	11.1
Medium	29.5	39.9	54.2	5.9*
Large	18.8	53.1	44.9	2.0*
Industry (Base: all employers providing nationally recognised training within industry)				
Agriculture, forestry and fishing	39.3	13.3*	74.6	**
Mining	31.7*	21.6*	70.5*	**
Manufacturing	37.2	42.8	49.8	7.3*
Electricity, gas and water supply	19.3*	71.8	24.6*	**
Construction	56.4	32.4*	57.9	9.7*
Wholesale trade	34.5*	31.8*	51.1*	**
Retail trade	35.5	35.9	50.9	13.2*
Accommodation, cafes and restaurants	39.9	49.1	37.2*	**
Transport and storage	53.2	45.9	36.5	17.6*
Communication services	47.9*	28.9*	71.1	0.0
Finance and insurance	47.9	63.5	36.5*	**
Property and business services	36.0	32.3	60.9	6.8*
Government administration and defence	22.5	56.4	42.2	**
Education	44.3	37.1*	59.9	3.0*
Health and community services	42.6	35.7*	60.3	4.1*
Cultural and recreational services	57.8	33.4*	66.6	0.0
Personal and other services	36.8*	65.0	29.6*	**
Total	42.7	38.8	52.9	8.3

Notes: a Employers were asked about the number of employees who received nationally recognised training in the 12 months preceding their interview.

b Nationally recognised training is defined as nationally recognised training other than as part of an apprenticeship or traineeship.

For the purposes of this survey, apprenticeships and traineeships are reported separately.

* The estimate has a relative standard error greater than 25% and therefore should be used with caution.

** NCVET does not report on estimates based on less than 5 respondents because the estimates are unreliable.

Table 11 Use of unaccredited training and expected usage in next three years, by employer characteristics, 2007^a (% of all employers providing employees with unaccredited training)

Employer characteristics	Use of unaccredited training	Expected usage of unaccredited training in next three years		
	Employees in last 12 months who received unaccredited training	Increase	Stay the same	Decrease
State (Base: all employers providing unaccredited training within state)				
New South Wales	73.1	38.5	59.0	2.5*
Victoria	65.5	44.3	53.3	2.4*
Queensland	71.7	44.7	51.4	3.8*
South Australia	70.3	38.1	58.4	3.4*
Western Australia	70.3	41.3	54.6	4.0*
Tasmania	64.6	44.5	53.1	2.4*
Northern Territory	64.9	39.3	57.4	3.2*
Australian Capital Territory	67.4	31.9	63.3	4.8*
Employer size (Base: all employers providing unaccredited training within employer size)				
Small	74.7	37.9	58.3	3.8*
Medium	63.7	46.5	51.7	1.8*
Large	56.6	50.1	49.1	0.8*
Industry (Base: all employers providing unaccredited training within industry)				
Agriculture, forestry and fishing	61.8	30.0*	70.0	**
Mining	67.7	32.4	64.8	**
Manufacturing	61.2	40.9	55.5	3.6*
Electricity, gas and water supply	48.6	13.9*	84.6	**
Construction	67.6	45.6	52.4	**
Wholesale trade	61.5	37.8	62.1	**
Retail trade	71.2	32.2	60.4	7.4*
Accommodation, cafes and restaurants	73.1	51.0	49.0	0.0
Transport and storage	72.2	37.3	60.1	2.6*
Communication services	87.9	38.8	50.4	**
Finance and insurance	88.6	47.2	51.2	1.6*
Property and business services	67.3	48.0	49.7	2.3*
Government administration and defence	60.6	38.1	61.6	**
Education	71.4	47.9	51.8	**
Health and community services	72.9	34.3	61.4	4.4*
Cultural and recreational services	71.6	32.7*	66.8	**
Personal and other services	83.2	46.8	52.9	**
Total	70.2	41.3	55.7	3.0

Notes: a Employers were asked about the number of employees who received unaccredited training in the 12 months preceding their interview.
 * The estimate has a relative standard error greater than 25% and therefore should be used with caution.
 ** NCVET does not report on estimates based on less than 5 respondents because the estimates are unreliable.