

Careers in vocational education and training: What are they really like?—Appendices

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Appendix A: Development of the survey instrument

Focus group questions

- ✧ What are your perceptions of career pathways and career development opportunities available to you in your current position?
- ✧ Are you satisfied with the types of professional development and the opportunities to undertake the professional development available to you in your current position?
- ✧ What do you see as the 'positives' in the current career pathways/career development and professional development opportunities available to you in your current position?
- ✧ Can you identify any gaps or barriers in
 - ◆ your career pathways and/or career development
 - ◆ types of professional development available to you or opportunities to undertake professional development
- ✧ How do you perceive the relationship (if any) between your career pathways/development, your professional development and your performance appraisal?
- ✧ What additional resources or support would assist you to improve your career development and/or professional development opportunities? How would these things help you?

Appendix B: The final survey instrument

Understanding Careers in the VET Workforce

This Questionnaire is designed to collect important information about the work histories of all classifications of staff employed within the Australian vocational education and training (VET) workforce.

You are invited to complete this Questionnaire if you are a current employee of a public or private registered training organisation (RTO) and involved in delivering or supporting the delivery of vocational education and training (VET) programs.

This invitation is extended to staff in all types of management, teaching/training/assessing and general roles, including all professional and associate professional groups, technical groups and tradespersons, lecturers' assistants, project and research officers.

Your position may be in areas such as

- ✧ program delivery
- ✧ student services
- ✧ library services
- ✧ teaching and learning support services
- ✧ corporate services
- ✧ information technology (IT) services
- ✧ human resource (HR) services
- ✧ or any other areas involved in the delivery or supporting the delivery of vocational education & training

Your position may be

- ✧ fulltime, part-time or casual
- ✧ permanent, or any type of fixed term or limited term contract (including consultants and hourly paid instructors (HPI))

Please note that for the purposes of this Questionnaire the term **general staff position** will be used to collectively refer to all positions other than teaching/training/assessing roles.

The Questionnaire is structured into nine sections and will take you about 45 – 60 minutes to complete.

To assist in providing a common understanding of the terms used in the questions a **Glossary of Terms** is provided on the **back cover** of the Questionnaire. It may help you to read through the Glossary of Terms before starting to answer the questions.

Section I: Background information **Questions 1 - 6**

This group of questions ask for background information about you.

Please mark the appropriate box or give brief responses in spaces provided.

1. What is your **gender**?

| | |
|--------|--|
| Female | |
| Male | |

2. What is your **age group**?

| | |
|--------------------|--|
| Less than 20 years | |
| 21-34 years | |
| 35-49 years | |
| 50-60 years | |
| More than 60 years | |

3. What is the **total** number of **years** you have been in the **VET workforce**?

Please refer to the definition of *VET workforce* provided on the back cover of the questionnaire

4. What is the **total** number of **years** you have been in the **paid workforce**?

5. Have you taken any **breaks** from **the paid workforce**?

By 'breaks' we mean periods of time when you were **unemployed** or were on some form of **unpaid leave**

| | |
|------|---|
| YES* | * |
| NO | |

If *Yes, **how many** breaks have you taken?

Please state number here: _____

6. If you have taken breaks from the paid workforce, what were the reasons for those breaks?

Please select **all** that apply

| | |
|---------------------------------------|--|
| Parental leave/child care | |
| Carer's leave (other than child care) | |
| Unemployed | |
| Illness | |
| Study/ study leave | |
| Not applicable | |
| Other reasons please state | |

Section II – Point of entry into VET workforce **Questions 7 - 19**

This group of questions ask about your **first ever position** in the *VET workforce*.

Please refer to the definition of *VET workforce* provided on the back cover of the questionnaire.

Please mark the appropriate box or give brief responses in spaces provided.

7. What was the **title** of the **first** position you had in the *VET workforce*?

8. What **year** did you commence your **first** position in the *VET workforce*? _____

9. What best describes your **mode of employment** in your **first** position in the *VET workforce*?

Please mark **one** option in **each** box below

| | |
|---|--|
| Permanent/ongoing | |
| Fixed-term contract | |
| Non-fixed term contract | |
| Sessional contract / Hourly Paid Instructor (HPI) | |
| Employment Agency | |
| Self-employed Consultant | |
| Business Owner | |

| | |
|-----------|--|
| Full-time | |
| Part-time | |
| Casual | |

10. What **type** of registered training organisation employed you in your **first** position in the *VET workforce*?

Please refer to definitions of the *types of RTOs* provided on the back cover of the questionnaire

Please mark only **one** option

| | |
|------|--|
| | |
| TAFE | |
| | |

| | |
|------------|--|
| School | |
| Community | |
| Enterprise | |
| Industry | |
| Commercial | |
| Unsure | |

11. What qualifications did you have when you **entered** the *VET workforce*?

Please select **all** that apply

| | | | |
|--|--|------------------------------------|--|
| Year 10 or below | | Advanced Diploma | |
| Year 11 or 12 | | Associate Diploma | |
| No post-school qualifications | | Bachelor Degree | |
| Miscellaneous education (statements of attainment, bridging & enabling courses etc.) | | Post Grad Certificate | |
| Certificate (Levels I - IV, including Trade Certificates) | | Post Grad Diploma | |
| Advanced Certificate | | Higher Degree (Masters or PhD) | |
| Diploma | | Other qualifications, please state | |

12. Which of the following best describes the **program area/s** of your **first position** in the *VET workforce*?

Please select **all** that apply

| | | | |
|---|--|--|--|
| Across a range of program areas within the same organisation | | Across all program areas within the same organisation | |
| Building & Construction | | Economics, Law and Legal Studies | |
| Business & Administrative Services | | Agriculture, Horticulture and related areas | |
| Community Services & Health | | Tourism & Hospitality | |
| Cultural & Recreational Services | | Transport & Distribution | |
| Information Technology & Communication Services | | Wholesale Retail and Personal Services | |
| Manufacturing | | Library Services | |
| Corporate Services (e.g. finance) | | Human Resource Services | |
| Multi-field Education (e.g. ESL, literacy, numeracy) | | Science, Veterinary Science (e.g. equine studies, racing industry, animal care) | |
| Services to support Teaching and Learning (e.g. teacher education/ professional development/ flexible delivery and curriculum development) | | Student Services (e.g. student counselling, career development services, other student support services) | |
| Automotive | | Metals & Engineering | |
| Other, please state: | | | |

13. Which of the following best describes your **first** position in the *VET workforce*?

Please mark only **one** option

| | |
|---|--|
| Teaching/ Training/ Tutoring/ Assessing position | |
| Educational Management position | |
| General staff position (as described on the front page of the questionnaire) | |
| Combination of Educational Management and Teaching / Training position | |
| Combination of a General staff position and Teaching / Training position | |

14. If this first VET position was partly or

wholly a **General staff** position, which of the following best describes your role?

Please select **all** that apply

| | | | | | |
|---------------------|--|----------------------------------|--|---------------------------|--|
| Administration role | | Technical role | | Student services role | |
| Finance role | | Teaching & Learning support role | | Human Resources (HR) role | |
| Management role | | Information Technology (IT) role | | Other role? please state: | |
| Coordinator role | | Curriculum development role | | | |

15. Did you have **more than one** job in the *VET workforce* at that time?

| | |
|-----|--|
| YES | |
| NO | |

16. Did you have concurrent work **outside** of the *VET workforce* at that time?

| | |
|------|--|
| YES | |
| NO * | |

If 'Yes' go to **Q17** below

* If 'No' advance to **Q18**, on page 6

17. If 'Yes' to question above, which position did **you** consider to be your **primary** position?

Please mark only **one** option

| | |
|-------------------------------------|--|
| VET position/s | |
| Position/s outside of VET workforce | |
| Unsure | |

18. Were you employed immediately before starting your first position in the *VET workforce*?

| | |
|------|--|
| YES | |
| NO * | |

If 'Yes' go to **Q19** below

* If 'No' advance to **Q20** on page 7

19. If 'Yes' to question above. (A) What was your **position title**?

Please state **position title**

here _____

(B) What **type of industry** were you employed in?

Please select only **one** type of industry from table below

| | | | |
|---|--|---|--|
| Agriculture, Forestry And Fishing | | Information Media & Telecommunications | |
| Mining | | Finance and Insurance Services | |
| Manufacturing | | Rental, Hiring & Real Estate Services | |
| Electricity, Gas and Water & Waste Services | | Professional, Scientific & Technical Services | |
| Construction | | Education & Training | |
| Wholesale Trade | | Health Care & Social Assistance | |
| Retail Trade | | Public Administration And Safety | |
| Personal and Other Services | | Administrative And Support Services | |
| Transport, Postal & Warehousing | | Unsure | |
| Arts & Recreation Services | | Other Industry or Services? please state here | |

Section III – Current position/s in VET workforce **Questions 20 - 33**

This group of questions ask for detail about your **current position/s** in the *VET workforce*

Please refer to the definition of *VET workforce* provided on the back cover of the questionnaire.

Please mark the appropriate box or give brief responses in spaces provided.

20. What is/ are the **position title/s** of your **current** position/s in the *VET workforce*?

| | |
|-------------|--|
| Position 1* | |
| Position 2 | |
| Position 3 | |

*if you currently have more than one position in the *VET workforce*, the position **you** consider to be your **primary** position should be “position 1” in the response table

21. What **year** did you **commence** your **current** position/s in the *VET workforce*?

| | |
|--------------|--|
| Position 1 * | |
| Position 2 | |
| Position 3 | |

22. Which of the following best describe your **mode of employment** for the position you consider to be your **current primary** VET position?

Please select **one** option in **each** box below

| | |
|---|--|
| Permanent/ongoing | |
| Fixed-term contract | |
| Non-fixed term contract | |
| Sessional contract / Hourly paid Instructor (HPI) | |

| | |
|--------------------------|--|
| | |
| Employment Agency | |
| Self-employed Consultant | |
| Business Owner | |
| Full-time | |
| Part-time | |
| Casual | |

23. Do you belong to a Union?

| | |
|-----|--|
| YES | |
| NO | |

24. What **type** of registered training organisation employs you now, in the position you consider to be your **current primary** VET position?

Please refer to the definition of *types of RTO* provided on the back cover of the questionnaire

Please mark only **one** option

| | |
|-----------|--|
| TAFE | |
| School | |
| Community | |

| | |
|------------|--|
| Enterprise | |
| Industry | |
| Commercial | |
| Unsure | |

25. What qualifications do you **currently** hold?

Please select **all** that apply

| | | | |
|--|--|------------------------------------|--|
| Year 10 or below | | Advanced Diploma | |
| Year 11 or 12 | | Associate Diploma | |
| No post-school qualifications | | Bachelor Degree | |
| Miscellaneous education (statements of attainment, bridging & enabling courses etc.) | | Graduate Certificate | |
| Certificate (Levels I - IV, including Trade Certificates) | | Graduate Diploma | |
| Advanced Certificate | | Higher Degree (Masters or PhD) | |
| Diploma | | Other qualifications, please state | |

26. Which of the following determines the conditions of employment in your **current primary** VET position?

Please mark only **one** option

| | |
|---|--|
| An Award | |
| An Enterprise Agreement (EA or EBA) | |
| An Australian Workplace Agreement (AWA) | |

| | |
|-----------------------------------|--|
| Other type of individual contract | |
| Unsure | |

27. Which of the following best describe the **program area/s** of your **current primary** VET position?

Please select **all** that apply

| | | | |
|--|--|--|--|
| Across a range of program areas within the same organisation | | Across all program areas within the same organisation | |
| Building & Construction | | Economics, Law and Legal Studies | |
| Business & Administrative Services | | Agriculture, Horticulture and related areas | |
| Community Services & Health | | Tourism & Hospitality | |
| Cultural & Recreational Services | | Transport & Distribution | |
| Information Technology & Communication Services | | Wholesale Retail and Personal Services | |
| Manufacturing | | Library Services | |
| Corporate Services (e.g. finance) | | Human Resource Services | |
| Multi-field Education (e.g. ESL, literacy, numeracy) | | Science, Veterinary Science (e.g. equine studies, racing industry, animal care) | |
| Services to support Teaching and Learning (e.g. teacher education/ professional development/ flexible delivery and curriculum development) | | Student Services (e.g. student counselling, career development services, other student support services) | |
| Automotive | | Metals & Engineering | |
| Other program area? please state here | | | |

28. Which of the following best describes your **current primary** position in the VET workforce?

Please mark only **one** option

| | |
|--|--|
| Teaching/ Training/ Tutoring/ Assessing position | |
| Educational Manager position | |
| General staff position (as described on the front page of the questionnaire) | |
| Combination of Educational Management and Teaching or Training position | |
| Combination of General staff position and Teaching or Training position | |

29. If this **current primary** VET position is partly or wholly a **general staff position**, which of the following best describes your **general staff** role?

Please select **all** that apply

| | | | | | |
|---------------------|--|----------------------------------|--|---------------------------|--|
| Administration role | | Technical role | | Student services role | |
| Finance role | | Teaching & Learning support role | | Human Resources (HR) role | |
| Management role | | Information Technology (IT) role | | Other role? please state: | |
| Coordinator role | | Curriculum development role | | | |

30. Do you work in any team/s in your **current primary** position in the VET workforce?

| | |
|------|--|
| YES | |
| NO * | |

If 'Yes' go to **Q31** below,

*If 'No' advance to question **32** on this page

31. If 'Yes' to above, to what extent do you think your current work team/s have the ability to make autonomous decisions about their work?

Please mark only **one** option

large extent _____
 some extent _____
 little extent _____
 none

32. Do you have a concurrent position **outside** of the *VET workforce* at this time?

| | |
|-----|--|
| YES | |
| NO* | |

If 'Yes' go to **Q33** below

* If 'No' advance to **Q34** on page 11

33. If 'Yes' to above, which position do you consider to be your **primary** position?

Please mark only **one** option

| | |
|-------------------------------------|--|
| VET position/s | |
| Position/s outside of VET workforce | |
| Unsure | |

Section IV – Work History within the VET workforce **Question 34**

This question asks for details about your **position moves** within the *VET workforce* that make up your *work history*.

Please refer to the definition of *work history* and *VET workforce* provided on the back cover of the questionnaire.

34. Using the grid below please provide details of your **position moves** between your first VET position and your current VET position.

The position moves in your *VET work history* may include: sideways moves or regressive moves; promotions; temporary secondments or temporary change of roles; opportunities to undertake project work; opportunities to act in higher duties; changes of program areas; changes of positions or changes of employers.

| | What was the position title for each move? | What year did you commence each position? | Which option best describes this mode of employment for each position? | Which option best describes this mode of employment for each position? | Did you change your employer in the move? | What type of RTO employed you in each position? | Which option best describes the type of work for each position? |
|--|---|---|---|--|--|---|--|
| | Please state the position title for each move in the appropriate space below | Please state the year you commenced each position in the appropriate space below | Please select one option and circle the option number in appropriate space below for each move 1- Permanent/ongoing 2- Fixed term contract 3- Non fixed term contract 4- Sessional contract (HPI) 5- Employment agency | Please select one option and circle the option number in appropriate space below for each move 1- fulltime 2- part-time 3- casual | Please circle one option only in appropriate space below for each move | Please select one option and circle the option number in appropriate space below for each move 1- TAFE 2- School 3- Community 4- Enterprise 5- Industry 6- Commercial | Please select one option and circle the option number in appropriate space below for each move 1- Teaching/ training/ tutoring/ assessing 2- Educational Management 3- General staff position 4- Combination of Educational Management & Teaching role 5- Combination of General staff position & Teaching role |

| | | | | | | | |
|--|----------------------|----------------|---------------------------------------|-------------------------------|--------------------------------|-------------------------------------|-----------------------------------|
| | | | 6- Self-employed consultant | | | | |
| | | | 7- Business Owner | | | | |
| Initial position in VET workforce - Completed in Questions 7 to 19 | | | | | | | |
| First move | State position title | Year commenced | Please circle option 1 2 3 4 5 6 7 | Please circle option 1 2 3 | Please circle option Yes No | Please circle option 1 2 3 4 5 6 | Please circle option 1 2 3 4 5 |
| 2 nd move | | | 1 2 3 4 5 6 7 | 1 2 3 | Yes No | 1 2 3 4 5 6 | 1 2 3 4 5 |
| 3 rd move | | | 1 2 3 4 5 6 7 | 1 2 3 | Yes No | 1 2 3 4 5 6 | 1 2 3 4 5 |
| 4 th move | | | 1 2 3 4 5 6 7 | 1 2 3 | Yes No | 1 2 3 4 5 6 | 1 2 3 4 5 |
| 5 th move * | | | 1 2 3 4 5 6 7 | 1 2 3 | Yes No | 1 2 3 4 5 6 | 1 2 3 4 5 |
| Current position in VET workforce - Completed in Questions 20 to 33 | | | | | | | |

* If you have had more than 5 moves in your work history, please use the Insert sheet provided to complete moves 6 to 10.

Section V – Your experience of Professional Development within the *VET workforce* **Questions 35 - 43**

These questions ask about your experience of *professional development* (PD) over the past 3 years in the *VET workforce*.

Please refer to definitions of the *types of professional development* and *VET workforce* provided on the back cover of the questionnaire

35. Using the grid below please provide details about your **access** to the *types of professional development* (PD) over the past 3 years in the *VET workforce*

| | | | | | | |
|---|---|--|--|---|--|--|
| <p>Types of PD</p> <p>Please refer to definitions of types of PD provided on the back cover of questionnaire</p> | <p>Which types of PD have you undertaken over the past 3 years in the VET workforce?</p> <p>Please circle Yes or No in the appropriate space for each type of PD</p> | <p>Which types of PD have you personally sought over the past 3 years in the VET workforce?</p> <p>Please circle Yes or No in the appropriate space for each type of PD</p> | <p>Please indicate the level of opportunity you have had to undertake each type of PD over the past 3 years in the VET workforce</p> <p>Please rank each type of PD using numbers from 1-3 where:</p> <p>3= great deal of opportunity 2= some opportunity 1= little or no opportunity 0= not applicable</p> | <p>Please indicate the level of usefulness to you of each type of PD undertaken over the past 3 years in the VET workforce</p> <p>Please rank each type of PD using numbers from 1-3 where:</p> <p>3=very useful 2=useful 1=not useful 0= not applicable</p> | <p>Please indicate how often your employer has offered each type of PD over the past 3 years</p> <p>Please rank each type of PD using numbers from 1-3 where:</p> <p>3=often 2=sometimes 1=rarely or never 0= not applicable</p> | <p>Have any of these types of PD been mandated by your employer over the past 3 years?</p> <p>Please answer Yes or No in the appropriate space for each type of PD</p> |
|---|---|--|--|---|--|--|

| | | | | | | |
|---------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|--------------------------------|
| Formal PD | Please circle option Yes No | Please circle option Yes No | Please circle option 3 2 1 0 | Please circle option 3 2 1 0 | Please circle option 3 2 1 0 | Please circle option Yes No |
| Structured PD | Yes No | Yes No | 3 2 1 0 | 3 2 1 0 | 3 2 1 0 | Yes No |
| Informal PD | Yes No | Yes No | 3 2 1 0 | 3 2 1 0 | 3 2 1 0 | Yes No |

36. Overall, how satisfied are you with the **access** to *professional development* you have experienced over the past **3** years in the *VET workforce*?

Please mark only **one** option

very satisfied _____ satisfied _____ somewhat satisfied _____ not satisfied

37. Using the grid below please provide details about the **support** you have received to participate in these *types of professional development* (PD) over the past 3 years in the *VET workforce*

| Type of PD | Time support | | Funding support | | | | |
|---|--|---|--|--|--|---|--|
| <p>Please refer to definitions of types of PD provided on the back cover of the questionnaire</p> | <p>Have you attended PD activities in paid time over the past 3 years?</p> <p>Please circle Yes, No or sometimes in the appropriate space for each type of PD</p> | <p>Have you used unpaid time to attend PD activities over the past 3 years?</p> <p>Please circle Yes, No or sometimes in the appropriate space for each type of PD</p> | <p>Were any of your PD expenses totally funded by your employer over the past 3 years?</p> <p>Please circle Yes, No or sometimes in the appropriate space for each type of PD</p> | <p>Were any of your PD expenses jointly funded by your self & your employer over the past 3 years?</p> <p>Please circle Yes, No or sometimes in the appropriate space for each type of PD</p> | <p>Were any of your PD expenses totally self-funded over the past 3 years?</p> <p>Please circle Yes, No or sometimes in the appropriate space for each type of PD</p> | <p>Were any of your PD expenses totally or partly funded from external sources over the past 3 years?</p> <p>Please circle Yes, No or sometimes in the appropriate space for each type of PD</p> | <p>Does your organisation provide any financial or time support for staff to undertake PD that is unrelated to their immediate performance needs?</p> <p>Please circle Yes, No or sometimes in the appropriate space for each type of PD</p> |
| Formal PD | Please circle option | Please circle option | Please circle option | Please circle option | Please circle option | Please circle option | Please circle option |

| | | | | | | | |
|---------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | Yes No Sometimes |
| Structured PD | Yes No Sometimes |
| Informal PD | Yes No Sometimes |

38. Overall, how satisfied are you with the **encouragement** you have received to attend **professional development** activities over the past **3** years in the *VET workforce*?

Please mark only **one** option

very satisfied _____ satisfied _____ somewhat satisfied _____ not satisfied

39. Overall, how **helpful** has *professional development* been to you in **obtaining** position/s in the *VET workforce* over the past **3** years?

Please mark only **one** option

very helpful _____ helpful _____ somewhat helpful _____ not helpful

40. Overall, how **helpful** has *professional development* been to you in **maintaining** position/s in the *VET workforce* over the past **3** years?

Please mark only **one** option

very helpful _____ helpful _____ somewhat helpful _____ not helpful

41. Overall, how **helpful** has *professional development* been to you in **changing** position/s in the *VET workforce* over the past **3** years?

Please mark only **one** option

very helpful _____ helpful _____ somewhat helpful _____ not helpful

42. Overall, how **satisfied** are you with the **quality** of *professional development* you have experienced in the *VET workforce* over the past **3** years?

Please mark only **one** option

very satisfied _____ satisfied _____ somewhat satisfied _____ not satisfied

43. In your **current primary** VET position, do you have an **individual PD plan** drawn up with your manager?

Please mark only **one** option

| | |
|--------|--|
| YES | |
| NO | |
| Unsure | |

Section VI – Your experience of Performance Appraisal within the *VET workforce* **Questions 44 - 47**

These questions ask about your experience of *performance appraisal* (PA) while working in the *VET workforce*.

Please refer to the definitions of *performance appraisal* and *VET workforce* provided on the back cover of the questionnaire

44. Have you **ever** received *performance appraisal* in the *VET workforce*?

Please mark only **one** option

| | |
|--------|--|
| YES | |
| NO * | |
| Unsure | |

*If you have **never** experienced *performance appraisal* in the *VET workforce*, please proceed to **Q 48**, on page 16

45. How frequently have you experienced *performance appraisal* in your **current primary** position the *VET workforce*?

Please select **all** that apply

| | |
|------------------------------|--|
| Never * | |
| Monthly intervals | |
| Six monthly intervals | |
| Annually | |
| Bi-annually | |
| Irregular intervals | |
| Not applicable | |
| Other interval, please state | |

| |
|--|
| |
|--|

46. From who have you received *performance appraisal* in the *VET workforce*?

Please select **all** that apply

| | |
|---------------------|--|
| Manager | |
| Peers/Colleagues | |
| Students | |
| Other, please state | |

47. Overall, how satisfied are you with the **quality** of the *performance appraisal* you have received in the *VET workforce* over the past **3** years?

Please mark only **one** option

very satisfied _____ satisfied _____ somewhat satisfied _____ not satisfied

Section VII – Reflection on your *work history* within the *VET workforce*
Questions 48 - 52

These questions invite you to reflect on your *work history* within the *VET workforce*.

Please refer to the definition of *work history* and *VET workforce* provided on the back cover of the questionnaire

Please mark the appropriate box or give brief responses in spaces provided.

48. What does the term '**career**' mean to you?

49. Do you consider you have had a **'career'** in the *VET workforce*?

Please mark only **one** option

| | |
|--------|--|
| YES | |
| NO | |
| Unsure | |

50. When you reflect on your **work history/career** in the *VET workforce*, which five words or phrases in the list below would **best** describe your experiences?

Please select only **5 words / phrases**

| | | | | | |
|---------------|--|---------------------|--|----------------------|--|
| advancement | | regressive | | changes of direction | |
| enjoyment | | progressive | | retarding | |
| development | | difficult to manage | | diverse | |
| complex | | easy to manage | | move/s upward | |
| disappointing | | straightforward | | changeable | |
| frustrating | | uncomplicated | | important | |
| rewarding | | multifaceted | | unimportant | |
| problematic | | interrupted | | move/s sideways | |
| stimulating | | impossible | | unrewarding | |
| interesting | | complicated | | satisfying | |
| planned | | opportunistic | | move/s backward | |

51. How strong have each of the factors listed below been in influencing your **decisions** about your **work history/career** in the *VET workforce*?

To answer, please **rate each** of the factors by using numbers from 1 to 3 in the appropriate space, where 3 =strong influence; 2 =some influence and 1 =no influence

| Factor | Rating | Factor | Rating |
|---------------------------------------|--------|--|--------|
| Support from colleagues | | Recognition of potential career pathways | |
| Support from managers | | Changing career/life goals | |
| Support from family/ kin group | | Support from personal networks | |
| Family responsibilities | | Availability of part-time work | |
| Confidence/self-esteem | | Availability of full-time work | |
| Qualifications required for positions | | Availability of permanent /ongoing work | |
| Workload issues | | Financial cost of further study | |
| Availability of PD | | Time needed to undertake further study | |
| Job satisfaction | | Geographic location or relocation | |
| Personal ambition | | Organisation restructuring | |
| Life stage/age | | Health issues | |
| Financial responsibilities | | Job security | |
| | | | |

| Factor | Rating | Factor | Rating |
|---|---------------|---------------------------------------|---------------|
| Government policies & priorities | | Unmet expectations | |
| Opportunities to retrain | | Work-life balance | |
| Opportunities to experience job rotation | | Availability of career guidance | |
| Opportunities to experience project work | | Availability of promotional positions | |
| Other factors, please state and rate | | | |

52. Overall, how would you rate your level of **satisfaction** with your **work history/career** in the *VET workforce*?

Please mark only **one** option.

very satisfied _____ satisfied _____ somewhat satisfied _____ not satisfied

Section VIII – In the Future **Questions 53 - 57**

These questions ask about your future career plans and ideas related to careers in the *VET workforce*.

Please refer to the definition of *VET workforce* provided on the back cover of the questionnaire

Please mark the appropriate box or give brief responses in the spaces provided.

53. Do you plan to be in the *VET workforce* in 5 years time?

Please mark only **one** option

| | |
|--------|--|
| | |
| YES | |
| NO * | |
| Unsure | |

If 'Yes' go to **Q54**, below

*If 'No' please advance to **Q56** on this page

54. If you answered '**Yes**' to the question above, what **future career aspirations** do you have in the *VET workforce*?

55. What would help you to achieve your future career aspirations in the *VET workforce*?

56. If you do **not** plan to be in the *VET workforce* in 5 years time, what are you planning to do?

57. What advice would you give to people starting work in the *VET workforce* about developing their career?

Section IX – Further involvement, information and close **Question 58**

58. If you are interested in participating in an individual interview to further explore various aspects of career development, professional development and managing a career in the VET workforce, please contact Val Pudney by email val.pudney@unisa.edu.au or phone (08) 83026712.

Thank you for taking the time to complete this Questionnaire, your effort is appreciated.

Please place the questionnaire in the reply-paid envelope provided and post **as soon as possible**.

If you have any questions about the Questionnaire please contact

Dr Michele Simons email michele.simons@unisa.edu.au, phone (08) 83026427.

If you would like further information or updates about any of the nine Consortium research activities please visit the Consortium website address:

<http://consortiumresearchprogram.net.au/html/content/view/28/43/>

Glossary of Terms

Performance Appraisal (PA): by this we mean a periodic interview/ review/assessment/ evaluation/feedback session between staff member and a manager to evaluate job performance. Performance Appraisal may also be received from peers, students or clients.

Professional Development (PD): by this we mean all forms of learning associated with your work roles or career aspirations and may include any of the types listed below.

Formal PD: by this we mean courses where an award/formal qualification is conferred upon successful completion

Structured PD: by this we mean work related activities that could be initiated by your employer or yourself and are designed to develop employment related skills and competencies, but which do not lead to formal qualifications. Examples can include workshops, lectures, training seminars, conferences, industry release, and self-directed learning packages

Informal PD: by this we mean activities initiated by people in work settings that result in the development of employment related knowledge and skills. Informal learning can be either planned or unplanned. Examples of informal learning include networking; mentoring; sharing resources with others; searching the internet, and/or experimenting with new techniques or tools

Types of Registered Training Organisations (RTOs)

| | |
|-------------------|---|
| TAFE | TAFE Institutes (or technical colleges in the pre-TAFE era) and TAFE Divisions of dual sector Universities |
| School | Public or Private High Schools |
| Community | Providers identified with adult & community education and with a primary focus on education & training |
| Enterprise | Training centres within enterprises & with prime business focus on industry other than education & training |
| Industry | Industry sponsored training centres, including group training companies |
| Commercial | For profit training organisations |

VET workforce: by this we mean all staff employed in teaching and general positions in both public and private registered training organisations (RTOs) in Australia

Work history: by this we mean the consecutive sequence of positions you have held while employed in the VET workforce

Appendix C: Additional data tables

Table 2: Gender of participants

| Gender | N | % |
|-------------|------|-----|
| Female | 697 | 64 |
| Male | 388 | 35 |
| No response | 10 | 1 |
| Total | 1095 | 100 |

Table 3: Age of participants

| Age | N | % |
|--------------------|------|-----|
| less than 20 years | 11 | 1 |
| 21-34 years | 149 | 14 |
| 35-49 years | 462 | 42 |
| 50-60 years | 407 | 37 |
| More than 60 years | 61 | 5 |
| No response | 5 | <1 |
| Total | 1095 | 100 |

Table 3: Years in VET workforce

| Years | N | % |
|-------------------------------|------|-----|
| 0-5 years | 346 | 32 |
| 6-10 years | 255 | 23 |
| 11-15 years | 176 | 16 |
| 16-19 years | 85 | 8 |
| ≥ 20 years | 217 | 20 |
| No response /invalid response | 16 | 2 |
| Total | 1095 | 100 |

Table 4: Classification in current VET position

| Classification | N | % |
|--------------------------|------|-----|
| Teacher/Trainer/Assessor | 409 | 37 |
| TTA | | |
| Educational Manager | 135 | 12 |
| EM | | |
| General Staff | 404 | 37 |
| GS | | |
| Combined | 73 | 7 |
| EM+TTA | | |
| Combined | 42 | 4 |
| TTA+GS | | |
| No response | 28 | 3 |
| Invalid response | 4 | <1 |
| Total | 1095 | 100 |

Table 5: Mode of employment A

| Mode of employment A | N | % |
|-----------------------------|-------------|------------|
| Permanent/ongoing | 746 | 68 |
| Fixed-term contract | 196 | 18 |
| Non-fixed term contract | 20 | 2 |
| Sessional contract/HPI | 32 | 3 |
| Self employed consultant | 5 | <1 |
| Business owner | 6 | <1 |
| No response | 83 | 8 |
| Invalid response | 7 | <1 |
| Total | 1095 | 100 |

Table 6: Mode of employment B

| Mode of employment B | N | % |
|-----------------------------|-------------|------------|
| Fulltime | 505 | 46 |
| Part-time | 109 | 10 |
| Casual | 49 | 5 |
| No response | 427 | 39 |
| Invalid response | 5 | <1 |
| Total | 1095 | 100 |

Table 7: Type of RTO: current VET position

| Type of RTO | N | % |
|----------------------------|-------------|------------|
| TAFE | 838 | 77 |
| Community | 63 | 6 |
| Industry | 49 | 5 |
| Enterprise | 40 | 4 |
| Commercial | 35 | 3 |
| Schools | 12 | 1 |
| Other type of RTO | 11 | 1 |
| Unsure/no response/invalid | 47 | 4 |
| Total | 1095 | 100 |

Table 8: Program areas: current VET position

| Program areas | N | % |
|---|-----|----|
| Across range of program areas in organisation | 151 | 14 |
| Building & Construction | 71 | 7 |
| Business & Administrative Services | 151 | 14 |
| Community Services and health | 158 | 14 |
| Cultural & Recreational Services | 33 | 3 |
| IT & Communication Services | 89 | 8 |
| Manufacturing | 36 | 3 |
| Corporate Services | 79 | 7 |
| Multi-field Education | 71 | 6 |
| Services to Support Teaching & Learning | 132 | 12 |
| Automotive | 33 | 3 |
| Across ALL program areas in organisation | 82 | 7 |
| Economics, Law & Legal Studies | 11 | 1 |
| Agriculture, Horticulture & related areas | 67 | 6 |
| Tourism & Hospitality | 62 | 6 |
| Transport & Distribution | 24 | 2 |
| Wholesale, Retail & Personal Services | 35 | 3 |
| Library Services | 62 | 6 |
| Human Resource Services | 79 | 7 |
| Science & Veterinary Science | 41 | 4 |
| Student Services | 88 | 8 |
| Metals & Engineering | 43 | 4 |

Table 9: Qualifications in held in current VET position

| Qualifications | N | % |
|--|-----|----|
| Year 10 or below | 154 | 14 |
| Year 11 or 12 | 380 | 35 |
| No post-school qualifications | 12 | 1 |
| Miscellaneous education | 212 | 19 |
| Certificate Levels I-IV (including Trades) | 599 | 55 |
| Advanced Certificate | 81 | 7 |
| Diploma | 326 | 30 |
| Advanced Diploma | 68 | 6 |
| Associate Diploma | 83 | 8 |
| Bachelor Degree | 426 | 39 |
| Post Graduate Certificate | 95 | 9 |
| Post Graduate Diploma | 201 | 18 |
| Higher Degree | 168 | 15 |

Table 10: Reason for breaks from paid workforce

| Type of break | N | % |
|--------------------------------------|-----|----|
| Parental Leave | 395 | 61 |
| Carer's leave (other than childcare) | 8 | 1 |
| Unemployed | 150 | 23 |
| Illness | 42 | 7 |
| Further study/study leave | 149 | 23 |
| Other reasons | 170 | 26 |

Table 11: Teachers: age at first VET position

| Age group | N | % |
|-------------|-----|-----|
| <20 years | 2 | <1 |
| 21-34 years | 48 | 8 |
| 35-49 years | 249 | 42 |
| 50-60 years | 244 | 41 |
| >60 years | 44 | 8 |
| No response | 2 | <1 |
| Total | 589 | 100 |

Table 12: Type of RTO teachers were first employed in

| Type of RTO | N | % |
|----------------------------|-----|-----|
| TAFE | 426 | 72 |
| Community | 32 | 5 |
| Industry | 29 | 5 |
| Enterprise | 23 | 4 |
| Commercial | 30 | 5 |
| Schools | 31 | 5 |
| Unsure/no response/invalid | 17 | 3 |
| Other type of RTO | 1 | <1 |
| Total | 589 | 100 |

Table 13: Teachers with a job outside VET at time of entry

| Time of entry | Yes | No | No response/ Invalid | Total |
|---------------------|-----|-----|-------------------------|-------|
| | N | N | N | N |
| 1997-2006 | 117 | 119 | 2 | 238 |
| 1986-1996 | 88 | 116 | 3 | 207 |
| 1975-1985 | 35 | 78 | 3 | 116 |
| 1964-1974 | 1 | 19 | 2 | 22 |
| No entry date given | 3 | 3 | 0 | 6 |
| Total | 244 | 335 | 10 | 589 |

Table 14: Teachers who held more than one job at time of entry

| Time of entry | Yes | No | No response/ Invalid | Total |
|----------------------|------------|------------|---------------------------------|--------------|
| | N | N | N | N |
| 1997-2006 | 32(41%) | 205 | 1 | 238 |
| 1986-1996 | 31(40%) | 174 | 2 | 207 |
| 1975-1985 | 13(17%) | 102 | 1 | 116 |
| 1964-1974 | 2(2%) | 19 | 1 | 22 |
| No entry date given | 0 | 6 | 0 | 6 |
| Total | 78 | 506 | 5 | 589 |

Table 15: Qualifications held by teachers at time of entry

| Qualifications | N | % |
|--|----------|----------|
| Year 11 or 12 | 186 | 32 |
| No post-school qualifications | 12 | 2 |
| Miscellaneous education | 67 | 11 |
| Certificate Levels I-IV (including Trades) | 246 | 42 |
| Advanced Certificate | 41 | 7 |
| Diploma | 114 | 19 |
| Advanced Diploma | 20 | 3 |
| Associate Diploma | 42 | 7 |
| Bachelor Degree | 204 | 35 |
| Post Graduate Certificate | 24 | 4 |
| Post Graduate Diploma | 76 | 13 |
| Higher Degree | 43 | 7 |

Table 16: General Staff: Age at time of entry into VET

| Age group | N | % |
|------------------|------------|------------|
| <20 years | 9 | 2 |
| 21-34 years | 88 | 22 |
| 35-49 years | 171 | 43 |
| 50-60 years | 118 | 30 |
| >60 years | 12 | 3 |
| No response | 0 | 0 |
| Total | 398 | 100 |

Table 17: Qualifications held by general staff at time of entry

| Qualifications | N | % |
|--|-----|----|
| Year 10 or below | 76 | 19 |
| Year 11 or 12 | 184 | 46 |
| No post-school qualifications | 19 | 5 |
| Miscellaneous education | 48 | 12 |
| Certificate Levels I-IV (including Trades) | 111 | 28 |
| Advanced Certificate | 11 | 3 |
| Diploma | 46 | 12 |
| Advanced Diploma | 13 | 3 |
| Associate Diploma | 17 | 4 |
| Bachelor Degree | 89 | 22 |
| Post Graduate Certificate | 7 | 2 |
| Post Graduate Diploma | 30 | 8 |
| Higher Degree | 14 | 4 |

Table 18: Gender of staff entering VET in a combined educational management and teaching roles

| Gender | Educational Manager role | | EM and Teaching role | |
|-------------|--------------------------|-----|----------------------|-----|
| | N | % | N | % |
| Female | 8 | 36 | 18 | 56 |
| Male | 13 | 59 | 12 | 38 |
| No response | 1 | 5 | 2 | 6 |
| Total | 22 | 100 | 32 | 100 |

Table 19: Age of staff in combined educational management and teaching roles at time of survey

| Age | EM role | | EM and Teaching role | |
|-------------|---------|-----|----------------------|-----|
| | N | % | N | % |
| <20 years | 0 | 0 | 0 | 0 |
| 21-34 years | 2 | 9 | 2 | 6 |
| 35-49 years | 11 | 50 | 12 | 37 |
| 50-60 years | 7 | 32 | 14 | 44 |
| >60 years | 1 | 4.5 | 4 | 13 |
| No response | 1 | 4.5 | 0 | 0 |
| Total | 22 | 100 | 32 | 100 |

Table 20: Time of entry for staff commencing as educational managers or in combined educational management and teaching roles

| Time of entry | Educational Managers | | EM plus teaching role | |
|---------------------|----------------------|-----|-----------------------|-----|
| | N | % | N | % |
| 1964-1974 | 0 | 0 | 1 | 3 |
| 1975-1985 | 1 | 5 | 6 | 19 |
| 1986-1996 | 4 | 18 | 10 | 31 |
| 1997-2006 | 17 | 77 | 15 | 47 |
| No entry date given | 0 | 0 | 0 | 0 |
| Total | 22 | 100 | 32 | 100 |

Table 21: Type of RTO educational managers commenced employment in

| Type of RTO | N | % |
|----------------------------|----|-----|
| TAFE | 9 | 41 |
| Community | 1 | 5 |
| Industry | 3 | 14 |
| Enterprise | 5 | 23 |
| Commercial | 0 | 0 |
| Schools | 2 | 9 |
| Unsure/no response/invalid | 1 | 4 |
| Other type of RTO | 1 | 4 |
| Total | 22 | 100 |

Table 22: Type of RTO staff in combined educational management and teaching roles commenced employment in

| Type of RTO | N | % |
|----------------------------|----|-----|
| Public | 14 | 44 |
| Private | 13 | 41 |
| Schools | 2 | 6 |
| Unsure/no response/invalid | 2 | 6 |
| Other type of RTO | 1 | 3 |
| Total | 32 | 100 |

Table 23: Program areas at entry for educational managers and staff in combined educational management and teaching roles

| Program areas | Educational Managers at entry N=22 | | EM plus teaching role at entry N=32 | |
|---|------------------------------------|----|-------------------------------------|----|
| | N | % | N | % |
| Across range of program areas in organisation | 4 | 18 | 10 | 31 |
| Building & Construction | 1 | 5 | 2 | 6 |
| Business & Administrative Services | 1 | 5 | 10 | 31 |
| Community Services and health | 4 | 18 | 7 | 22 |
| Cultural & Recreational Services | 0 | 0 | 5 | 16 |
| IT & Communication Services | 2 | 9 | 5 | 16 |
| Manufacturing | 1 | 5 | 1 | 3 |
| Corporate Services | 0 | 0 | 1 | 3 |
| Multi-field Education | 1 | 5 | 3 | 9 |
| Services to Support Teaching & Learning | 4 | 18 | 5 | 16 |
| Automotive | 0 | 0 | 1 | 3 |
| Across ALL program areas in organisation | 7 | 32 | 4 | 13 |
| Economics, Law & Legal Studies | 0 | 0 | 2 | 6 |
| Agriculture, Horticulture & related areas | 4 | 18 | 0 | 0 |
| Tourism & Hospitality | 1 | 5 | 3 | 9 |
| Transport & Distribution | 1 | 5 | 1 | 3 |
| Wholesale, Retail & Personal Services | 2 | 9 | 2 | 6 |
| Library Services | 0 | 0 | 0 | 0 |
| Human Resource Services | 2 | 9 | 5 | 16 |
| Science & Veterinary Science | 1 | 5 | 0 | 0 |
| Student Services | 0 | 0 | 7 | 22 |
| Metals & Engineering | 0 | 0 | 1 | 3 |

Table 24: Qualifications at entry for educational managers and staff in combined educational management and teaching roles

| Qualifications | Educational Managers | | EM plus teaching role | |
|--|----------------------|----|-----------------------|----|
| | N | % | N | % |
| Year 10 or below | 2 | 9 | 2 | 6 |
| Year 11 or 12 | 5 | 23 | 11 | 34 |
| No post-school qualifications | 0 | 0 | 2 | 6 |
| Miscellaneous education | 2 | 9 | 2 | 6 |
| Certificate Levels I-IV (including Trades) | 8 | 36 | 9 | 28 |
| Advanced Certificate | 3 | 14 | 2 | 6 |
| Diploma | 7 | 32 | 8 | 25 |
| Advanced Diploma | 2 | 9 | 1 | 3 |
| Associate Diploma | 2 | 9 | 0 | 0 |
| Bachelor Degree | 10 | 46 | 13 | 41 |
| Post Graduate Certificate | 3 | 14 | 2 | 6 |
| Post Graduate Diploma | 2 | 9 | 8 | 25 |
| Higher Degree | 4 | 18 | 5 | 16 |

Table 25: Program areas for staff commencing employment in combined general staff/teaching roles

| Program areas | N | % |
|---|----|----|
| Across range of program areas in organisation | 8 | 21 |
| Building & Construction | 0 | 0 |
| Business & Administrative Services | 6 | 15 |
| Community Services and health | 10 | 26 |
| Cultural & Recreational Services | 0 | 0 |
| IT & Communication Services | 4 | 10 |
| Manufacturing | 0 | 0 |
| Corporate Services | 2 | 5 |
| Multi-field Education | 3 | 8 |
| Services to Support Teaching & Learning | 7 | 18 |
| Automotive | 2 | 5 |
| Across ALL program areas in organisation | 5 | 13 |
| Economics, Law & Legal Studies | 0 | 0 |
| Agriculture, Horticulture & related areas | 3 | 8 |
| Tourism & Hospitality | 6 | 15 |
| Transport & Distribution | 0 | 0 |
| Wholesale, Retail & Personal Services | 3 | 8 |
| Library Services | 5 | 13 |
| Human Resource Services | 1 | 3 |
| Science & Veterinary Science | 0 | 0 |
| Student Services | 5 | 13 |
| Metals & Engineering | 0 | 0 |

Table 26: Qualifications of staff commencing employment in combined general staff/teaching roles

| Qualifications | N | % |
|--|----|----|
| Year 10 or below | 3 | 8 |
| Year 11 or 12 | 13 | 33 |
| No post-school qualifications | 2 | 5 |
| Miscellaneous education | 4 | 10 |
| Certificate Levels I-IV (including Trades) | 15 | 39 |
| Advanced Certificate | 2 | 5 |
| Diploma | 7 | 18 |
| Advanced Diploma | 2 | 5 |
| Associate Diploma | 1 | 3 |
| Bachelor Degree | 14 | 36 |
| Post Graduate Certificate | 2 | 5 |
| Post Graduate Diploma | 3 | 8 |
| Higher Degree | 6 | 15 |

Table 27: Respondents with no moves by time of entry into the sector

| No moves in VET | Teachers, Trainers, Assessors | | General staff | | Educational Managers | | EM and Teacher role | | GS and Teacher role | |
|---------------------|-------------------------------|------------|---------------|------------|----------------------|------------|---------------------|------------|---------------------|------------|
| | N | % | N | % | N | % | N | % | N | % |
| 1964-1974 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 1975-1985 | 9 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 1986-1996 | 13 | 14 | 5 | 8 | 0 | 0 | 2 | 29 | 0 | 0 |
| 1997-2006 | 68 | 72 | 58 | 92 | 4 | 100 | 5 | 71 | 6 | 100 |
| No entry date given | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 94 | 100 | 63 | 100 | 4 | 100 | 7 | 100 | 6 | 100 |

Table 28: Number of staff making moves in VET by type of RTO

| Number moves | Public RTO | Private RTO | Schools | Unsure | No response | Other type RTO | Total |
|---------------------------|------------|-------------|-----------|-----------|-------------|----------------|-------------|
| 0 moves | 118 | 49 | 2 | 6 | 2 | 0 | 177 |
| 1-2 moves | 308 | 77 | 3 | 7 | 8 | 3 | 406 |
| 3-5 moves | 276 | 47 | 5 | 3 | 9 | 1 | 341 |
| 6-10 moves | 110 | 9 | 2 | 0 | 0 | 5 | 126 |
| >10 moves | 9 | 1 | 0 | 0 | 0 | 0 | 10 |
| No response/invalid | 17 | 4 | 0 | 0 | 12 | 2 | 35 |
| Total participants | 838 | 187 | 12 | 16 | 31 | 11 | 1095 |

Table 29: Changes to modes of employment for staff in combined roles by time of entry

| | EM + teaching Entry position N=32 (%) | EM + Teaching Current position N=73 (%) | Teaching + General staff Entry position N=39 (%) | Teaching + General Staff Current position N=42 (%) |
|--------------------------|--|--|---|---|
| Entered 1964-1974 | | | | |
| Permanent on-going | 100 | 50 | 0 | 0 |
| Fixed-term contract | 0 | 0 | 0 | 0 |
| Sessional / hourly-paid | 0 | 0 | 0 | 0 |
| Full-time | 100 | 50 | 0 | 0 |
| Part-time | 0 | 0 | 0 | 0 |
| Casual | 0 | 0 | 0 | 0 |
| Entered 1975-1985 | | | | |
| Permanent on-going | 17 | 71 | 100 | 100 |
| Fixed-term contract | 50 | 29 | 0 | 0 |
| Sessional / hourly-paid | 17 | 0 | 0 | 0 |
| Full-time | 67 | 57 | 100 | 50 |
| Part-time | 17 | 0 | 0 | 0 |
| Casual | 0 | 0 | 0 | 0 |
| Entered 1986-1996 | | | | |
| Permanent on-going | 50 | 78 | 64 | 86 |
| Fixed-term contract | 20 | 6 | 18 | 14 |
| Sessional / hourly-paid | 20 | 0 | 9 | 0 |
| Full-time | 70 | 56 | 73 | 57 |
| Part-time | 10 | 3 | 0 | 0 |
| Casual | 10 | 0 | 27 | 0 |
| Entered 1997-2006 | | | | |
| Permanent on-going | 53 | 72 | 30 | 48 |
| Fixed-term contract | 33 | 16 | 43 | 30 |
| Sessional / hourly-paid | 7 | 0 | 9 | 0 |
| Full-time | 67 | 68 | 61 | 44 |
| Part-time | 20 | 8 | 22 | 30 |
| Casual | 0 | 0 | 17 | 0 |

Table 30: General staff moves in public and private RTOs

| Number of moves | General Staff Public RTO N (%) | General Staff Private RTO N (%) |
|------------------------|---|--|
| 0 moves | 46 (13.3%) | 14 (31.1%) |
| 1-2 moves | 122 (35.3%) | 24 (53.3%) |
| 3-5 moves | 124 (36%) | 5 (11%) |
| 6-10 moves | 44 (13%) | 2 (5%) |
| >10 moves | 5 (1.5%) | 0 |
| No response/invalid | 5 (1.5%) | 0 |
| Total | 346 (100%) | 45 (100%) |

Table 31: Plans to be in the VET sector in five years

| Plan to be in VET? | N | % |
|------------------------------------|------|-----|
| Yes | 603 | 55 |
| No | 239 | 22 |
| Unsure | 209 | 19 |
| No response/invalid/not applicable | 44 | 4 |
| Total | 1095 | 100 |

Table 32: Numbers of staff who plan to be in VET in five years by type of RTO

| Type of RTO | Yes | No | unsure | No response/not applicable/invalid | Total |
|---------------------------|-----|-----|--------|------------------------------------|-------|
| Public RTO | 478 | 177 | 157 | 26 | 838 |
| Private RTO | 94 | 47 | 41 | 5 | 187 |
| Unsure | 9 | 4 | 3 | 0 | 16 |
| school | 5 | 4 | 3 | 0 | 12 |
| No response/invalid/other | 17 | 7 | 5 | 13 | 42 |
| Total | 603 | 239 | 209 | 44 | 1095 |

Table 33: Types of professional development (PD) sought in past three years by different groups of staff

| Classification | Formal PD sought in past 3 years | Structure PD sought in past 3 years | Informal PD sought in past 3 years | Total |
|------------------------------------|----------------------------------|-------------------------------------|------------------------------------|-------------|
| Teachers | 242 (59%) | 262 (64%) | 270 (66%) | 409 |
| Educational managers | 94 (70%) | 112 (83%) | 110 (82%) | 135 |
| General staff | 199 (49%) | 247 (61%) | 255 (63%) | 404 |
| Educational manager/teaching roles | 46 (63%) | 53 (73%) | 57 (78%) | 73 |
| Teaching/general staff roles | 23 (55%) | 29 (69%) | 28 (67%) | 42 |
| No response/invalid | 12 | 10 | 15 | 32 |
| Total | - | - | - | 1095 |

Table 34: Usefulness of professional development

| Types of professional development | Teachers (n=409) % | General staff (n=404) % | Ed Managers (n=135) % | Teacher/educational manager role (n=73) % | Teacher/general staff role (n=42) % |
|-----------------------------------|-----------------------|----------------------------|--------------------------|--|--|
| Formal | | | | | |
| Not useful | 9 | 3 | 6 | 10 | 0 |
| Useful | 24 | 25 | 24 | 23 | 21 |
| Very useful | 39 | 31 | 46 | 43 | 50 |
| Structured | | | | | |
| Not useful | 6 | 4 | 3 | 3 | 5 |
| Useful | 35 | 35 | 40 | 32 | 41 |
| Very useful | 35 | 36 | 42 | 44 | 36 |
| Informal | | | | | |
| Not useful | 3 | 4 | 1 | 6 | 0 |
| Useful | 30 | 30 | 28 | 30 | 26 |
| Very useful | 41 | 38 | 56 | 49 | 45 |

Table 35: Staff who had a professional development plan with their with manager by type of RTO

| | Public N | Private N | School N | Unsure N | Other N | No response/invalid N | Total N |
|-------------------------|-------------|--------------|-------------|-------------|------------|-----------------------------|-------------|
| Yes | 452 | 72 | 5 | 9 | 4 | 11 | 553 |
| No | 338 | 94 | 5 | 4 | 6 | 6 | 453 |
| Unsure | 22 | 16 | 2 | 3 | 0 | 2 | 45 |
| No response /invalid | 24 | 4 | 0 | 0 | 1 | 12 | 41 |
| Not applicable | 2 | 1 | 0 | 0 | 0 | 0 | 3 |
| Total | 838 | 187 | 12 | 16 | 11 | 31 | 1095 |

Table 36: Intervals between performance appraisals

| PA intervals | YES | |
|----------------------------|------------|------------|
| | N | % |
| Monthly | 23 | 3 |
| 6 monthly | 195 | 24 |
| Annually | 346 | 43 |
| Bi-annually | 29 | 4 |
| Irregular intervals | 157 | 20 |
| Other intervals | 48 | 6 |
| Total Yes responses | 798 | 100 |

Table 37: Level of satisfaction with quality of performance appraisal by type of RTO

| Level of satisfaction | Public | Private | School | Unsure | Other type RTO | No response/invalid |
|--|------------|------------|-----------|-----------|-------------------|------------------------|
| Very satisfied | 85 | 39 | 1 | 3 | 1 | 3 |
| Satisfied | 235 | 68 | 3 | 5 | 4 | 3 |
| Somewhat satisfied | 166 | 32 | 4 | 3 | 3 | 4 |
| Not satisfied | 131 | 12 | 0 | 2 | 1 | 1 |
| No response/invalid/ not applicable | 221 | 36 | 4 | 3 | 2 | 15 |
| Total | 838 | 187 | 12 | 16 | 11 | 26 |

Table 38: Notions of career by time of entry into the VET sector

| Notion of career | 1964-1974 | | 1975-1985 | | 1986-1996 | | 1997-2006 | | No date | | Total N |
|----------------------------------|-----------|------------|------------|------------|------------|------------|------------|------------|-----------|------------|-------------|
| | N | % | N | % | N | % | N | % | N | % | |
| Subjective | 4 | 13 | 27 | 17 | 60 | 17 | 90 | 17 | 2 | 11 | 183 |
| Objective | 11 | 34 | 40 | 25 | 109 | 30 | 156 | 30 | 4 | 22 | 320 |
| Both objective and subjective | 10 | 31 | 41 | 25 | 98 | 27 | 119 | 23 | 3 | 17 | 271 |
| Not able to classify | 4 | 13 | 26 | 16 | 48 | 14 | 72 | 14 | 1 | 6 | 151 |
| No response | 3 | 9 | 28 | 17 | 44 | 12 | 87 | 16 | 8 | 44 | 170 |
| Total | 32 | 100 | 162 | 100 | 359 | 100 | 524 | 100 | 18 | 100 | 1095 |

Table 39: Notion of career in VET by type of RTO

| Notion of career | Public | | Private | | School | | Unsure | | Other | | No resp./invalid | Total N |
|-------------------------------|------------|------------|------------|------------|-----------|------------|-----------|------------|-----------|------------|------------------|-------------|
| | N | % | N | % | N | % | N | % | N | % | | |
| Subjective | 141 | 17 | 29 | 16 | 3 | 25 | 4 | 25 | 2 | 18 | 44 | 183 |
| Objective | 250 | 30 | 58 | 31 | 2 | 17 | 3 | 19 | 4 | 36 | 3 | 320 |
| Both Subjective and objective | 202 | 24 | 51 | 27 | 5 | 42 | 5 | 31 | 1 | 9 | 7 | 271 |
| Not able to classify | 119 | 14 | 24 | 13 | 2 | 17 | 1 | 6 | 2 | 18 | 3 | 151 |
| No response | 126 | 15 | 25 | 13 | 0 | 0 | 3 | 19 | 2 | 18 | 14 | 170 |
| Total | 838 | 100 | 187 | 100 | 12 | 100 | 16 | 100 | 11 | 100 | 31 | 1095 |

Table 40: Word/phrase that best describes career in VET

| Ranking | Word /phrase | Responses N | % |
|---------|--|-------------|----|
| 1 | Rewarding – 41.9% | 459 | 42 |
| 2 | Interesting – 35.5% | 389 | 36 |
| 3 | Development – 32.0% | 350 | 32 |
| 4 | Multifaceted – 29.5% | 323 | 30 |
| 5 | Frustrating – 29.3% | 321 | 29 |
| 6 | Satisfying – 28.0% | 307 | 28 |
| 7 | Stimulating – 27.1% | 297 | 27 |
| 8 | Diverse – 24.1% | 264 | 24 |
| 9 | Changeable – 19.6% | 215 | 20 |
| 10 | Complex – 19.0% | 208 | 19 |
| 11 | Changes of direction – 17.6% | 193 | 18 |
| 12 | Advancement – 16.9% | 185 | 17 |
| 13 | Important – 16.0% | 175 | 16 |
| 14 | Progressive – 11.9% | 130 | 12 |
| 15 | Opportunistic – 10.6% | 116 | 11 |
| 16 | Complicated – 8.6% | 94 | 9 |
| 17 | Problematic – 7.7% | 84 | 8 |
| 18 | Disappointing – 7.2% Difficult to manage – 7.2% | 79} | 7 |
| 19 | Move/s upward – 5.2% | 57 | 5 |
| 20 | Move/s sideways – 5.0% | 55 | 5 |

| | | | |
|----|------------------------|----|---|
| 21 | Easy to manage – 4.4% | 48 | 4 |
| 22 | Interrupted – 4.2% | 46 | 4 |
| 23 | Regressive – 3.5% | 38 | 4 |
| 24 | Unrewarding – 3.3% | 36 | 3 |
| 25 | Straightforward – 2.9% | 32 | 3 |
| 26 | Planned – 2.7% | 30 | 3 |
| 27 | Retarding – 2.6% | 29 | 3 |

| Ranking | Word /phrase | Responses N | % |
|---------|------------------------|----------------|---|
| 28 | Unimportant – 2.0% | 22 | 2 |
| 29 | Move/s backward – 1.7% | 19 | 2 |
| 30 | Uncomplicated – 1.5% | 16 | 2 |
| 31 | Impossible – 0.7% | 8 | 1 |

Table 41: Identify work in VET as a career

| | N | % |
|----------------------|------|-----|
| Yes | 723 | 66 |
| No | 214 | 20 |
| Unsure | 100 | 9 |
| No response/ invalid | 58 | 5 |
| Total | 1095 | 100 |

Table 42: Identify work in VET as a career by date of entry

| Date of entry | Yes N | No N | Unsure N | No resp./invalid N | Total N |
|---------------------|----------|---------|-------------|-----------------------|------------|
| 1964-1974 | 24 | 7 | 0 | 1 | 32 |
| 1975-1985 | 128 | 19 | 9 | 6 | 162 |
| 1986-1996 | 263 | 60 | 26 | 10 | 359 |
| 1997-2006 | 301 | 126 | 64 | 33 | 524 |
| No entry date given | 7 | 2 | 1 | 8 | 18 |
| Total | 723 | 214 | 100 | 58 | 1095 |

Table 43: Identify work in VET as a career by age

| Age | Yes | No | Unsure | No response/invalid | Total |
|-------------|-----|-----|--------|---------------------|-------|
| <20 years | 7 | 3 | 1 | 0 | 11 |
| 21-34 years | 94 | 26 | 19 | 10 | 149 |
| 35-49 years | 290 | 102 | 49 | 21 | 462 |
| 50-60 years | 290 | 65 | 26 | 26 | 407 |
| >60 years | 40 | 17 | 4 | 0 | 61 |
| No response | 2 | 1 | 1 | 1 | 5 |
| Total | 723 | 214 | 100 | 58 | 1095 |

Table 44: Factors affecting career decisions

| Factors | Ordered by strong influence | | | Some influence | | Ordered by strong + some influence |
|---------|--|-----|----|----------------|-----|------------------------------------|
| | | N | % | N | % | |
| 1 | Job satisfaction | 735 | 67 | 242 | 22 | 1 |
| 2 | Support from family/kin | 505 | 46 | 324 | 30 | 5= |
| 3 | Job security | 502 | 46 | 284 | 26 | 8= |
| 4 | Confidence/self-esteem | 501 | 46 | 422 | 39 | 2 |
| 5 | Family responsibilities | 486 | 44 | 325 | 30 | 6 |
| 6 | Support from colleagues | 480 | 44 | 421 | 38 | 3 |
| 7 | Availability of fulltime work | 468 | 43 | 212 | 19 | 11 |
| 8 | Work/life balance | 463 | 42 | 372 | 34 | 5= |
| 9 | Financial responsibilities | 421 | 38 | 383 | 35 | 7= |
| 10 | Life stage/age | 412 | 38 | 378 | 35 | 7= |
| 11 | Personal ambition | 410 | 37 | 427 | 39 | 5= |
| 12 | Support from managers | 405 | 37 | 451 | 41 | 4 |
| 13 | Qualifications required for position | 346 | 32 | 439 | 40 | 8= |
| 14 | Geographic location/relocation | 316 | 29 | 304 | 28 | 12 |
| 15 | Work load issues | 313 | 29 | 442 | 40 | 9 |
| 16 | Changing career life/goals | 278 | 25 | 425 | 39 | 10 |
| 17 | Organisational restructure | 217 | 20 | 289 | 26 | 16 |
| 18 | Availability of part-time work | 216 | 20 | 164 | 15 | 20= |
| 19 | Support from personal networks | 214 | 20 | 379 | 35 | 14 |
| 20 | Time needed to undertake further study | 196 | 18 | 262 | 24 | 18 |
| 21 | Recognition of potential career pathways | 195 | 18 | 418 | 38 | 13 |
| 22 | Availability of promotional positions | 164 | 15 | 362 | 33 | 15= |
| 23 | Health issues | 156 | 14 | 200 | 18 | 21 |
| 24 | Opportunity to experience project work | 144 | 13 | 306 | 28 | 19 |
| 25 | Opportunity to retrain | 136 | 12 | 357 | 33 | 17 |
| 26 | Availability of Professional Development | 128 | 12 | 398 | 36 | 15= |
| 27 | Unmet expectations | 105 | 10 | 272 | 25 | 20= |
| 28 | Opportunity to experience | 91 | 8 | 224 | 21* | 22 |

| | | | | | | |
|----|------------------------------------|----|---|-----|-----|-----|
| | job rotation | | | | | |
| 29 | Government policies and priorities | 89 | 8 | 291 | 27 | 20= |
| 30 | Availability of career guidance | 74 | 7 | 229 | 21* | 23 |
