

EDUCATION, SCIENCE AND TRAINING

SENATE LEGISLATION COMMITTEE - QUESTIONS ON NOTICE 2003-2004 BUDGET ESTIMATES HEARING

Outcome: 2
Output Group: 2.1

DEST Question No. E175_04 and E176_04

Senator Carr asked on 4 June 2003, EWRE Hansard pages 395, 396 and 397

Question:

With regard to the training expenditure survey:

- (a) Is there a difference in the percentage of the gross wages bill paid by all employers on structured training compared to unstructured training?
- (b) What is the definition used in the survey for unstructured training? Does it include 'showing or explaining how to perform a task on the job as the need arises' and 'acquiring the knowledge and skills relevant to performing a job through group discussion'?
- (c) Does the training expenditure survey results show that 22 per cent of employers provide structured training to a non-standard level?
- (d) According to the survey, has the number of training hours increased or decreased?

Answer:

Training Expenditure Survey

ANTA has provided the following response:

(a). Is there a difference in the percentage of the gross wages bill paid by all employers on structured training compared to unstructured training?

The ABS collects total wages paid and total structured training expenditures – if any - for each employer. It does not collect any information on expenditure on unstructured training.

The ABS aggregates this information by state, industry and business size for employers that provided structured training and for all employers whether or not they provided training.

The ABS then calculates the ratio of expenditure on structured training to gross wages and salaries for the sub-group that trained and for the larger group which includes this sub-group along with employers with no expenditure on training. The first ratio is always larger than the second, 1.5% as compared with 1.3% in 2001-02. The difference depends on the number of non-training employers: the smaller this number the smaller the difference.

The difference between the two has nothing to do with the level of unstructured training as the ABS does not collect wage expenditure data separately for employers engaging in unstructured training.

(b) What is the definition used in the survey for unstructured training? Does it include 'showing or explaining how to perform a task on the job as the need arises' and 'acquiring the knowledge and skills relevant to performing a job through group discussion'?

The definition of 'Unstructured training' used by the ABS is:

All training activities which do not have a specified content or predetermined plan, including:

- _showing or explaining how to perform a task on-the-job as the need arises
- acquiring knowledge/skills relevant to performing a job through reading manuals, journals, visual aids or training notes
- computer-assisted training that was not monitored and/or not used as part of a structured training program
- acquiring knowledge/skills relevant to performing a job through group discussion (e.g. company/team meetings, sales conferences where the primary purpose is training).

The ABS includes the cited phrases as examples of the application of the definition.

(c) Does the training expenditure survey results show that 22 per cent of employers provide structured training to a non-standard level?

The survey shows that 40.3% of employers who provided structured training had no employees participating in nationally recognised training. This equates to 16.5% of all employers.

(d) According to the survey, has the number of training hours increased or decreased?

The survey does not collect data on training hours.