

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS
ATTORNEY-GENERAL'S DEPARTMENT

Program All

Question No. 68

Senator Humphries asked the following question at the hearing on <date>:

Education expenses

For this financial year to date, detail all education expenses (i.e in house courses and tertiary study) for each portfolio department and agency. Include what type of course, the total cost, cost per participant, how many participants and the amount of study leave granted to each participant. Also include the reason for the study.

The answer to the honourable senator's question is as follows:

Attorney-General's Department

Training Data for FYTD (1/07/2011-29/02/2012)

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted per participant
Supports Strategic Direction	\$13,825	\$76	180	Not applicable
Achieves Results	\$18,975	\$184	103	Not applicable
Supports Productive Working Relationships	\$25,065	\$353	71	Not applicable
Displays Personal Drive & Integrity	\$10,186	\$147	69	Not applicable
Communicates with Influence	\$27,246	\$289	94	Not applicable
Microsoft 2007 Applications Training	\$10,000	\$227	44	Not applicable
AGD Training Applications	\$0	\$0	600	Not applicable
Tertiary Studies (HECS Payments)	\$165,691	\$1949	85	Maximum 65 hours per semester
Tertiary Studies (Study Fees Payments)	\$143,729	\$1942	74	Maximum 65 hours per semester
TOTAL	\$414,717	\$314	1320	

Reason for study

Proposed study must have clear relevance to the priorities, core business responsibilities and operational requirements of the Department or the APS, with the expectation that undertaking such study will improve the employee's capacity to contribute to organisational performance.

Administrative Appeals Tribunal

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted per participant
Supports Strategic Direction	\$21,500.00	\$860.00	27	120 days
Achieves Results	\$42,417.00	\$523.66	81	71 days (includes some 2 hour sessions)
Supports Productive Working Relationships	\$49,540.00	\$191.00	259	48 days (many sessions only 1 to 2 hours in length)
Displays Personal Drive and Integrity	\$3,145.00	\$285.00	11	5 days
Communicates with Influence	\$30,065.00	\$390.45	89	53 days (some sessions only 1 hour in length)
Tertiary Studies	\$5,270.00	\$1,054.00	7	21 days
Total	\$151,937.00	\$320.54	474	318 days

This summary includes all in-house and external activities

Reason for Study

Improve information management and strategic planning and other management skills

Maintain and improve professional expertise

Includes mandatory training (first aid, H&S, time keeper training etc), Microsoft 2010 and in-house case management system training

Increase awareness of probity and professional integrity requirements

Improving written and oral communication skills

Professional development

Australian Commission for Law Enforcement Integrity

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted per participant
Personal Development Course - University Course	-	-	1	65hrs or 8.667 days (5hrs per week)
Personal Development Course - University Course	-	-	1	65hrs or 8.667 days (5hrs per week)
Skills Development Course - University Course	2,750.00	2,750.00	1	60hrs or 8 days
Personal Development Course - CIT Course	-	-	1	65hrs or 8.667 days (5hrs per week)
SES Breakfast Series	230.00	115.00	2	2 hrs (per participant)
Winning that SES job - Practical Insights	2,530.00	2,530.00	1	7.5 hrs

Short Course - AIPIO Intelligence 2011 Conference	-	-	1	22.5hrs or 3 days
Short Course - EXPAND Conference 2011	1,500.00	750.00	2	7.5hrs (per participant)
Short Course - Public Sector In-House Counsel Conference	2,304.50	2,304.50	1	15hrs or 2 days
Short Course - The Great Debate (Round 2)	300.00	150.00	2	4hrs (per participant)
Short Course - Administrative Assistants Conference	299.00	299.00	1	7.5hrs
Short Course - i2 Asia Pacific User Conference 2011	660.00	330.00	2	15hrs or 2 days (per participant)
Minute Taking Skills	635.00	635.00	1	7.5hrs or 1 day
Anti-Corruption Conference	8,828.00	1261.14	7	30 hrs or 4 days
Anti-money Laundering Conference	2,400.00	1,200.00	2	15 hrs or 2 days
Records and Information Management	300.00	300.00	1	7.5 hrs or 1 day
Introduction to Sentencing	300.00	300.00	1	7.5 hrs or 1 day
Company Directors Course	5,850.00	5,850.00	1	7.5 hrs or 1 day
Twilight Networking Event	35.00	35.00	1	2 hrs
Sharepoint 2010 Content Manager	748.00	748.00	1	7.5 hrs or 1 day
Sharepoint 2010 Site Administrator	748.00	748.00	1	7.5 hrs or 1 day
Sharepoint 2010 Information Worker	748.00	748.00	1	7.5 hrs or 1 day
Inter-Agency Integrity Investigators Program	-	-	2	7.5 hrs or 1 day (per participant)
Law Society Pick'n'Mix	264.00	132.00	2	3 hrs (per participant)
Senior First Aid	1,190.00	170.00	7	7.5 hrs or 1 day (per participant)
Indigenous Cultural Awareness Training	1540.00	110.00	14	4 hrs (per participant)
Centre for Transnational Crime Prevention – Integrity Studies (University course)	2,500.00	2,500.00	1	1 semester
LAFIA Pacific Program	25,750.00	25,750.00	1	112.5hrs or 15 days

Reason for Study

Access to staff development opportunities is granted on the basis that it will improve skills and knowledge and extend individual competence and organisational effectiveness in ACLEI or the broader APS.

Australian Crime Commission

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted per participant
Business Skills	\$3,664	\$262	14	During business hours
Coaching			14	During business hours
Compliance Courses	\$8,971	\$18	507	During business hours
Conferences & Forums	\$11,275	\$289	39	During business hours
Finance Specific Capability	\$7,230	\$1,446	5	During business hours
ICT Specific Capability	\$10,509	\$210	50	During business hours
Induction & Culture	\$ -	\$ -	92	During business hours
Intelligence Development	\$5,803	\$187	31	During business hours
Leadership & Management	\$2,200	\$157	14	During business hours
Legal Specific Capability	\$13,212	\$550	24	During business hours
Professional Memberships	\$25,736	\$919	28	During business hours
National Security College	\$51,480	\$5,720	9	During business hours
Job Specific Capability	\$64,047	\$287	223	During business hours
ACC Systems	\$46,129	\$259	178	During business hours
Workplace Health & Safety	\$9,682	\$43	223	During business hours
Tertiary Study Support	\$45,246	\$905	50	Maximum of 6 hours a week
Total	\$305,184	\$203	1,501	

Note: Above costs do include GST when payable, as not all courses are inclusive of GST.

Reason for Study

Examples of tertiary study include:

- Master of Policing, Intelligence and Counter Terrorism
- Master of Justice
- Master of International Security Studies
- Master of Criminology
- Master of Information Technology

Australian Customs and Border Protection Service

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted per participant
Personal Effectiveness/ Development Program	\$68,295	\$1,400	51	N/A
Frontline Supervisor Development Program	Nil	Nil	Under re-development	N/A
Leadership/Management/Personal effectiveness development program	\$395,492	\$1,035	382	N/A
Various Programs for leaders in the security community	\$85,480	\$7,123	12	N/A

Leadership Development Programs	\$149,620	\$5,985	25	N/A
Core/Job specific (Passengers/Cargo Divisions)	\$4.725 million	\$45,000	105	N/A
Job specific/ APS generic learning	Unknown. The majority of certificate qualifications issued are through the C+BP RTO as part of the Trainee Program	unknown	172	N/A
Study programs initiated by staff for personal and professional development/ approved and supported by the Organisation: TAFE courses, undergraduate and post graduate studies at University level in a variety of disciplines Tier 1 = partially financially supported Tier 2 = fully financially supported	TOTAL = \$125,000 Tier 1 = \$75,418 Tier 2 = \$49,626	Tier 1 average = \$575 Tier 2 average = \$1,130	TOTAL FYTD 184: 95= Semester 2, 2011 25 = Summer School 2011/12 64 =Semester 1, 2012 Tier 1 = 131 Tier 2 = 44 ** Average amount of study leave approved per person 37.5 hrs	N/A
Diploma of Government Diploma of Intelligence Analysis	TOTAL = \$145,000 \$80,750 From 1 July – 31 Dec 2011 \$64,250 From 1 Jan – 30 June 2012	\$ 5,800	2011 = 19 graduates 2012 = 31 graduates **Graduates are employed on a calendar year.	N/A

Reason for Study

Australian Customs and Border Protection offer a variety of National Training and Development opportunities to staff. Corporate Leadership and Management Programs, Customs Trainee Program and other staff development programs are outlined in the table below.

In July 2011, Customs introduced a new Human Resource Management system (COMPASS) which included a new Learning Management System to record training. The introduction of the new system has meant that much historical data regarding education and training attendance and expenditure is currently unavailable. As a result, we are unable to capture the following:

1. Australian Customs and Border Protection is a Registered Training Organisation (RTO). In most cases, this training is developed, facilitated and assessed in-house. Numbers of personnel attaining qualifications are included in the table below, but total expenditure against qualifications is not.
2. Divisionally sourced and funded Leadership and Management Development Programs and other job specific learning programs.

Australian Federal Police

The training and development of AFP members (other than the SES) is managed by member's supervisors as part of the Performance Development Agreement process. Any training and development is managed and paid for by individual areas. There is currently no process in place to collect this information centrally. To answer the Senator's question with any degree of confidence and accuracy would require an unreasonable allocation of resources.

Australian Government Solicitor

AGS records show expenditure of approximately \$159,000 for the 2011-12 financial year to 29 February 2012.

This amount relates to all external expenditure by AGS for education across a wide range of activities including in-house and external courses, training, coaching, executive coaching and leadership, seminars and conferences and HECS reimbursement. (It does not include internal costs of in-house activities or administrative costs.)

It is not practical for AGS to provide the further details sought having regard to the records kept, the nature of the information sought and AGS's role as a government business enterprise.

Australian Human Rights Commission

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted per participant
Microsoft Word Training	\$1,485	\$87.35	17	Not applicable
OAIC and FOI Reforms Training	\$1,320	\$132	10	Not applicable

Professional Mentoring	\$1,425	\$1,425	1	Not applicable
Training in Social Media	\$8,250	\$97	85	Not applicable
Aboriginal and Torres Strait Islander Cultural Competence	\$1,360	\$272	5	Not applicable
Tertiary Studies <i>Employee Studies Assistance</i>	\$6,000	\$667	9	A maximum of 5 days per year is granted for the participant to engage in approved study activities

Reason for study

Tertiary study is approved on the basis that it must have clear relevance to the priorities, core business responsibilities and operational requirements of the Department or, at Division Head discretion, the APS, with the expectation that undertaking such study will improve the employee's capacity to contribute to organisational performance.

Australian Institute of Criminology

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted
Masters	\$0	\$0	2	10 days
PhD	\$0	\$0	1	6 weeks

Reason for Study

Courses are relevant to the duties of the employees and the work conducted by the AIC.

Australian Law Reform Commission

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted per participant
Good Legal Writing Seminar	\$1000	\$77	13	N/A
Records and Information Management training	\$272.73	\$272.73	1	N/A
IPAA Minute taking and running meetings	\$590	\$590	1	N/A
Total	\$1862.73			

Reason for Study

To improve the writing of legal and communications staff,
 To ensure ALRC records processes are in line with the Government's digital policy, and
 Personal Development and to increase the number of people at ALRC who can take minutes at consultation and advisory meetings.

Australian Security Intelligence Organisation

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted per participant
Corporate Training i.e. contract management, national intelligence courses, induction, writing courses, etc	\$415,212	\$599	1524	N/A
Operational training:	\$2,723,013	N/A	N/A	N/A
Tertiary studies – Study assistance	\$128,072	\$978	131	up to 60 hours per semester for study leave
Tertiary studies – long term development	\$62,142	\$6,214	10	up to 12 months study leave
Language skills development	\$112,648	\$8,884	29	

Reason for Study

All education activities were undertaken for the purpose of professional development.

Where applicable the figures quoted include costs incurred when external facilities have been used.

AUSTRAC (Australian Transaction Reports and Analysis Centre)

The Australian Transaction Reports and Analysis Centre (AUSTRAC) provides training through a combination of in-house and external courses, conferences, workshops and seminars in order to meet business objectives or individual employee development goals linked to business objectives. AUSTRAC has categorised these as:

- Corporate business
- Employee development
- Financial development
- Information technology
- Intelligence
- Legal
- Supervision

In these categories the employee's attendance constitutes part of the performance of their job and the granting of study leave does not apply in these categories.

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted per participant
Corporate business: supports corporate functions or obligations, e.g. HR training, WHS, security, etc.	18,151	550	33	N/A
Employee development: courses, conferences, seminars & workshops aimed at meeting individuals' identified development needs	44,123	82	534	N/A
Financial development: supports the financial management function	1,650	550	3	N/A
Information Technology: supports the information technology function	82,240	1,713	48	N/A
Intelligence: supports AUSTRAC's financial intelligence function	5,947	743	8	N/A
Legal: courses, conferences, seminars & workshops aimed at meeting individual legal practitioners' identified and/or obligatory development needs	4,471	223	20	N/A
Supervision: supports AUSTRAC's AML/CTF regulator function	36,695	2,621	14	N/A
Subtotal of business training	193,278			
AUSTRAC Studies Assistance Scheme	74,012*	1,423	52	Maximum 60 hours per semester or 120 hours per annum plus time to attend compulsory exams
TOTAL for business training and studies assistance	267,290			

* Note that the approximate total cost for the studies assistance scheme identified in the table is approved financial assistance. The reimbursement of the study costs is subject to the employee providing receipts of their expenditure and evidence of successfully completing the course. The eventual cost to AUSTRAC may vary from the figure for approved financial assistance if the employee does not complete the course or leaves the agency.

Reason for study

AUSTRAC supports employees' career development through a studies assistance scheme. The support includes paid study leave and a financial reimbursement of course fees, registration/enrolment fees **and** prescribed textbooks. The financial reimbursement for study that is directly relevant to the employee's current role in AUSTRAC (Tier 1) is up to a maximum of

\$4,000 per annum. The financial reimbursement for study that is relevant to AUSTRAC (Tier 2) is up to a maximum of \$2,000 per annum.

CrimTrac

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted per participant
Selection Advisory Committee Training/	\$10,890	\$158	69	Not applicable
Corporate Awareness Program	\$16,170	\$490	33	Not applicable
Leadership Development Program	\$171,820	\$5,054	34	Not applicable
Tertiary studies	Total Cost	Cost per participant	No. of participants	Amount of study leave granted
Bachelor of Commerce	\$4,994	\$1665	3	Up to 5 hours per week per participant
Master of Business Administration	\$775	\$775	1	Up to 5 hours per week per participant
Master of Laws	\$4620	\$4620	1	Up to 5 hours per week per participant
Certified Practising Accountant Program	\$885	\$885	1	Up to 5 hours per week per participant
Chartered Accountant Program	\$1,106	\$1,106	1	Up to 5 hours per week per participant
Master of Project Management	\$1,950	\$1,950	1	Up to 5 hours per week per participant
Bachelor of Management	\$1,452	\$1,452	1	Up to 5 hours per week per participant
Graduate Diploma of Legal Practice	\$630	\$630	1	Up to 5 hours per week per participant

Reason for Study

Tertiary study is relevant to achieving business outcomes.

Family Court of Australia

The Court does not have the necessary resources to detail each training course by participant. Education expenses for the YTD are as follows:

Courses and Training	\$104,252 YTD February
HECS	\$12,578 YTD February
Study Bank	\$22,902 YTD February
Internal Training	<u>\$7,777 YTD February</u>
Total Education expenses	\$147,509 YTD February

Federal Court of Australia

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted per participant
Study Assistance - Mostly undergraduate and post-graduate legal studies.	\$42,254	\$3,250	13	2 hrs per subject per week (total leave granted 25.63 days)
Training	\$41,326.03	There were 27 sessions at an average cost of \$1,530 per session but numbers of participants were not recorded, so an average cost per participant cannot be provided	Information not available	None

Reason for Study

Study is approved on the basis that staff develop skills and knowledge in areas of need identified by the Court. Study must have clear relevance to Court priorities, core capabilities and operation requirements. There is an expectation that employees undertaking study will improve their capacity to contribute to organisational performance.

Federal Magistrates Court of Australia

The Court does not have the necessary resources to detail each training course by participant. Education expenses for the YTD are as follows:

Courses and Training	\$7,942 YTD February
HECS	\$11,047 YTD February
Study Bank	\$9,013 YTD February
Internal Training	<u>\$565 YTD February</u>
Total Education expenses	\$28,567 YTD February

High Court of Australia

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted per participant
Australian Institute of Management – Bridging the Skills Gap	\$18.18	\$18.18	1	N/A
Australian Institute of Management – Hardwired Humans	\$18.18	\$18.18	1	N/A

Technology in Government and the Public Sector Summit 2011	\$1,268.18	\$1,268.18	1	N/A
Records management Training and Development ACT Branch dinner	\$31.82	\$31.82	1	N/A
International Association of Law Libraries 30th annual conference	\$449.11	\$449.11	1	N/A
Australian Institute of Judicial Administration Criminal Justice Conference	\$645.45	\$645.45	1	N/A
2011 Security in Government Conference SES Breakfast	\$109.10	\$54.55	2	N/A
Senior First Aid course	\$398.56	\$199.28	2	N/A
2011 Security in Government Conference	\$1,318.18	\$1318.18	1	N/A
Australian Law Librarian Association Conference	\$1,585.65	\$528.55	3	N/A
Australian Public Sector Anti-Corruption Conference 2011	\$1,363.64	\$1363.64	1	N/A
Australian Curriculum Studies Association Conference	\$261.81	\$261.81	1	N/A
CPA AUSTRALIA Congress	\$3,772.72	\$1,257.57	3	N/A
Senior First Aid refresher course	\$87.00	\$87.00	1	N/A
Australian Government Libraries Information Network Forum	\$681.82	\$227.27	3	N/A
Tourism Symposium	\$140.00	\$140.00	1	N/A
Work/Life Assist Seminars	\$2,400.00	\$80.00	30	N/A
Reimbursement of CIT Semester 1 2011 fees	\$247.02	\$247.02	1	N/A
Introduction to Law and Legal System Workshop	\$145.46	\$72.73	2	N/A
2011 National Comcare Conference	\$118.18	\$118.18	1	N/A
Speechwriting Course	\$200.00	\$200.00	1	N/A
Innovative and Strategic Thinking Course	\$100.00	100.00	1	N/A
Electronic Document Management System training	\$13,250	\$662.50	20	N/A
Refund of Conference fee paid for in prior financial year	-\$300.00	-\$300.00	1	N/A
Commstrat Digital Information Summit	\$995.00	\$995.00	1	N/A
Conflict Resolution For EL – APS Commission	\$1,131.82	\$1,131.82	1	N/A
Australian Institute of Judicial Administration – Australian Court Administrators Conference	\$1,936.36	\$645.45	3	N/A

Australian Institute of Management – Analyse and Present Research Information	\$591.90	\$591.90	1	N/A
Australian Institute of Management – Anxiety at Work	\$31.82	\$31.82	1	N/A
Australian Institute of Judicial Administration – Criminal Justice Conference	\$572.73	\$572.73	1	N/A
Australian Public Service Commission – APS Job Application Skills	\$577.27	\$577.27	1	N/A
National Safety Council of Australia - Work Health Safety Harmonisation and Due Diligence	\$1,750.00	\$350.00	5	N/A
St John Ambulance Defibrillator Training	\$200.00	\$40.00	5	N/A
Performance Management & Development Training	\$20,330.90	\$199.32	102	N/A
Comcare Work Health Safety Training for Managers/Supervisors	\$3,181.82	\$454.55	7	N/A
Australian Government Solicitor Constitutional Law Forum	\$627.27	\$627.27	1	N/A
University Of New South Wales 2012 Constitutional Law Conference	\$1,854.55	\$370.91	5	N/A
Australian Public Service Commission – Leader to Leader Series	\$77.27	\$77.27	1	N/A
Office of the Australian Information Commission – 2011 Information Policy Conference Public Sector Information: A National Resource	\$500.00	\$500.00	1	N/A
Supreme & Federal Court Judges Conference	\$1,790.91	\$895.45	2	N/A
Reimbursement of Canberra Institute of Technology Semester 2 Fees	\$229.38	\$229.38	1	Up to 5 hours per week
Code of Conduct Training	\$5,243.64	\$52.44	100	N/A
E-Learning Induction modules	\$8,900.00	\$89.00	100	N/A
National Tax and Accountant’s Association – Fringe Benefits Seminar 2012	\$1,049.09	\$524.54	2	N/A
Office 2010 Training – Word & Excel	\$19,780.00	\$238.31	83	N/A
Comcare Work Health Safety Training for Managers/Supervisors	\$2,163.64	\$108.18	20	N/A
Total	\$101,825.43			

Insolvency and Trustee Service Australia

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted per participant
<ul style="list-style-type: none"> - CPA Program - Master Commercial Law - Graduate Certificate Business Administration - Diploma Justice Administration - Bachelor of Management - Master Law - Graduate Certificate Fraud and Financial Investigation - Master Business and Technology - Graduate Diploma Chartered Accounting - Bachelor Law - Bachelor Commerce 	\$12,438.50	\$691.03	18	26 hours

Reason for Study

The reason for study is to further the skills and knowledge of the employees in order for them to conduct their duties effectively in the work of the Insolvency industry.

National Native Title Tribunal

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted per participant
In house – Compliance Workplace Health and	Internal resources	0	213	616.5 hours
In house (Leadership)	\$14,700	\$216.17	68	272
Tertiary Studies (Study fee payments)	\$2607.36	\$651.84	4	173.5 hours
Tertiary Studies (Heccs) -	\$3760.45	\$940.11	4	243.5 hours
	\$21,068			

Reason for Study

Mandatory compliance training,
Executive Coaching and Leadership Training,
To support employees/officers in gaining tertiary or furthering or enhancing existing educational qualifications. This further education can help employees/officers to acquire the broader conceptual,

research, analytical and communication skills which in turn facilitate the NNTT's ability to meet its outputs and strategic plan, and

To assist Indigenous employees to undertake a program of study in order to increase their expertise and efficiency by gaining career skills and qualifications appropriate to the NNTT.

Office of the Australian Information Commissioner

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted
Masters in Juris Doctor	\$4886	\$4886	1	1 Day
Master of Laws	\$500	\$250	2	6 Days
Master of Arts	\$1000	\$1000	1	2 Days
Bachelor of Laws	\$2000	\$1000	2	1 Day
Master of Public Policy	\$1000	\$500	2	2 Days
Juris Doctor	\$500	\$500	1	Nil
Managing Unreasonable Complaints	\$2112	\$352	6	N/A
Conciliation training	In house. No cost incurred	N/A	17	N/A
Introduction to Privacy	In house. No cost incurred	N/A	18	N/A
Introduction to Freedom of Information	In house. No cost incurred	N/A	7	N/A
SharePoint users training	In house. No cost incurred	N/A	40	N/A
Investigating Complaints	In house. No cost incurred	N/A	13	N/A

Office of the Commonwealth Director of Public Prosecutions

In respect of Questions 68 and 69, the CDPP’s total training costs for the FYTD is \$99,438.98 (ex GST).

Training for FYTD includes various skill development training, in-house legal and in-house advocacy training for CDPP lawyers. There was also considerable ‘on the job’ training, which was not costed. The level of detail requested is not readily identifiable and preparation of the breakdowns requested would involve a significant amount of work.

Office of Parliamentary Counsel

Type of Course	Total cost	Cost per participant	Number of Participants	Study Leave granted per participant
Study Assistance	\$4,375	\$1458.3	3	4 day 2.5 hours

Reason for the study

To pursue higher studies relevant to their current work and career development