

Why do Australian companies train their workers? An analysis of the 2005 SEUV data

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Reasons for Training

- Black box of employer training
- Workplace change
- New technology
- Nationally Recognised Training
- Skills development and shortages

Survey of Employer Use and Views of VET

- Biennial employer survey (NCVER)
- 6418 employers and 4601 responses (72%)
- Having vocational qualifications as a job requirement
- Employing apprentices and/or trainees
- Using nationally recognised training
- Using unaccredited training

Analysis

- Cluster analysis of reasons for using different forms of training
- Statistical modelling against
 - Industry sector
 - Organisational size
 - Employee permanence
 - Strategic training

Vocational qualifications

- To ensure skills supply (50%)
- To meet industry standards (41%)
- To comply with regulations (39%)
- For competitive reasons (11%)

Employing Apprentices and trainees

- Top gain skills (46%)
- To skills staff (31%)
- To fill a specific job role (31%)
- Normative reasons (23%)
- Financial reasons (16%)

Using Nationally Recognised Training

- To comply with regulations (40%)
- To gain skills (33%)
- To meet industry standards (27%)
- Competitive reasons (24%)
- Human resource reasons (19%)

Unaccredited training

- To gain skills (56%)
- Competitive reasons (39%)
- To meet industry standards (31%)
- Responsive workforce (18%)
- Regulations (13%)

Conclusions

- The complexity of employer training
- Industry sector
- Dominance of skills reasons
- Importance of regulations
- Competition