

## CHAPTER 9

### TRAINING

Training is a major factor in both labour market adjustment and occupational mobility. In addition, the manner in which training is acquired can be a major influence on labour market efficiency.

National estimates of the expenditure by employers for the formal training of their employees are provided by the *Training Expenditure Survey*. The survey also provides estimates of the paid time employees spend receiving formal training. Detailed industry and employer size statistics on training expenditure are provided. These statistics are used to analyse industry training and monitor employer training expenditure.

Further, national details about the extent and the types of training and education being undertaken by wage and salary earners are provided through the 1989 survey of *How Workers Get Their Training*.

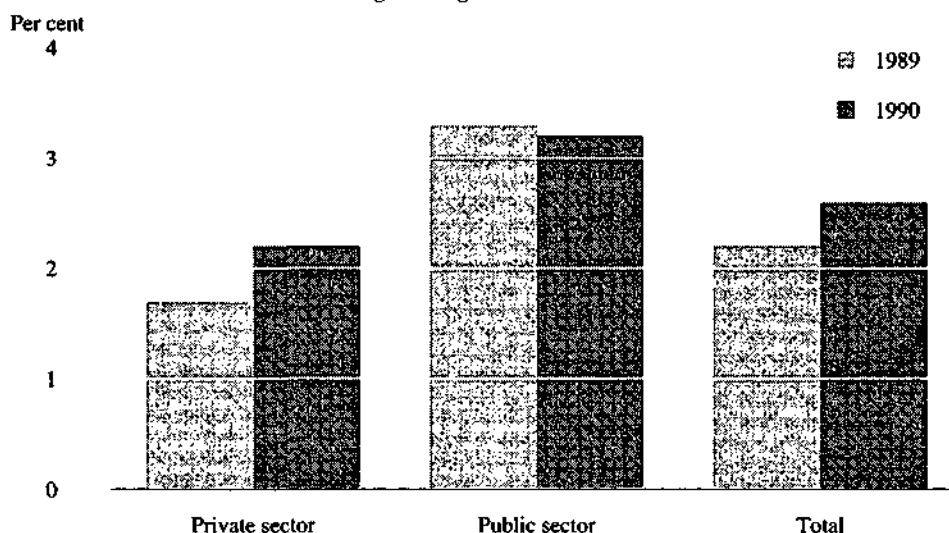
#### Training Expenditure

During the three months July to September 1990, Australian employers spent an amount equivalent to 2.6 per cent of gross wages and salaries on the formal training of their employees. This represents \$163 per employee, or almost six hours of training per employee.

During the 1990 survey period, private sector employers overall spent the equivalent of 2.2 per cent of gross wages and salaries on the formal training of their employees, an average of \$132 per employee. Private sector employees received an average of 5.0 hours of formal training. In the public sector, employers spent the equivalent of 3.2 per cent of gross wages and salaries overall, an average of \$230, and provided 8.1 hours of formal training per employee for the three month period. By comparison, in 1989, private sector employers spent the equivalent of 1.7 per cent of gross wages and salaries on the formal training of their employees and public sector employers spent the equivalent of 3.3 per cent.

Employers with a large number of employees spent a higher proportion of gross wages and salaries on formal training than did those with few employees. Large employers (with 100 or more employees) spent three per cent of gross wages and salaries. By contrast, medium employers (with 20 to 99 employees) spent 1.9 per cent, and small employers (with 1 to 19 employees) spent 1.4 per cent on formal training during the quarter. In the private sector, large employers spent 2.8 per cent of gross wages and salaries, medium employers spent 1.9 per cent, and small employers spent 1.4 per cent. A greater number of large employers (94%) reported formal training expenditure than did either medium (64%) or small employers (19%).

**CHART 9.1. AVERAGE TRAINING EXPENDITURE BY SECTOR,  
AUSTRALIA, JULY TO SEPTEMBER 1989 AND 1990**  
Per cent of gross wages and salaries



Source: *Employer Training Expenditure, Australia, July to September 1990* (6353.0).

**TABLE 9.1. AVERAGE TRAINING EXPENDITURE, ALL EMPLOYERS, SECTOR BY  
EMPLOYER SIZE, AUSTRALIA, JULY TO SEPTEMBER 1990**

	<i>1 - 19 employees</i>	<i>20 - 99 employees</i>	<i>100 or more employees</i>	<i>Total</i>
<b>PRIVATE</b>				
Total training expenditure	1.35	per cent of gross wages and salaries 1.89	2.79	2.22
Total training expenditure per employee	67.9	dollars 112.5	181.8	132.1
Training hours per employee	4.00	hours 4.09	5.97	4.95
Employers reporting training expenditure(a)	18.3	per cent of employers 62.8	91.9	23.6
Total training expenditure	78.0	\$ million 108.2	338.4	524.7
<b>PUBLIC</b>				
Total training expenditure	*1.63	per cent of gross wages and salaries 1.81	3.25	3.19
Total training expenditure per employee	*75.5	dollars 127.9	234.9	229.9
Training hours per employee	*3.32	hours 4.25	8.23	8.05
Employers reporting training expenditure(a)	*41.7	per cent of employers 94.6	99.8	72.7
Total training expenditure	*1.0	\$ million *8.4	408.9	418.3
<b>TOTAL</b>				
Total training expenditure	1.35	per cent of gross wages and salaries 1.88	3.03	2.57
Total training expenditure per employee	68.0	dollars 113.5	207.5	162.8
Training hours per employee	3.99	hours 4.10	7.06	5.92
Employers reporting training expenditure(a)	18.5	per cent of employers 64.3	93.7	24.4
Total training expenditure	78.9	\$ million 116.7	747.3	942.9

(a) The percentage of employers is based on the statistical unit for the survey (see the Technical Notes).

Source: Employer Training Expenditure, Australia, July to September 1990 (6353.0).

**TABLE 9.2. AVERAGE TRAINING EXPENDITURE, ALL EMPLOYERS, SECTOR BY EMPLOYER PAYROLL SIZE, AUSTRALIA, JULY TO SEPTEMBER 1990**

	<i>less than \$50,000(a)</i>	<i>\$50,000 and over(a)</i>	<i>Total</i>
<b>PRIVATE</b>			
Total training expenditure	per cent of gross wages and salaries 1.22	2.38	2.22
Total training expenditure per employee	51.3	dollars 152.1	132.1
Training hours per employee	3.53	hours 5.30	4.95
Employers reporting training expenditure(b)	13.8	per cent of employers 58.3	23.6
Total training expenditure	40.5	\$ million 484.2	524.7
<b>PUBLIC</b>			
Total training expenditure	per cent of gross wages and salaries *2.48	3.20	3.19
Total training expenditure per employee	*91.4	dollars 230.4	229.9
Training hours per employee	*2.88	hours 8.07	8.05
Employers reporting training expenditure(b)	*34.3	per cent of employers 94.0	72.7
Total training expenditure	*0.6	\$ million 417.7	418.3
<b>TOTAL</b>			
Total training expenditure	per cent of gross wages and salaries 1.23	2.70	2.57
Total training expenditure per employee	51.6	dollars 180.5	162.8
Training hours per employee	3.52	hours 6.30	5.92
Employers reporting training expenditure(b)	14.0	per cent of employers 60.0	24.4
Total training expenditure	41.1	\$ million 901.9	942.9

(a) This is the equivalent of \$200,000 for the full year. (b) The percentage of employers is based on the statistical unit for the survey (see the Technical Notes).

Source: *Employer Training Expenditure, Australia, July to September 1990* (6353.0).

### Training Expenditure by Industry

The three industries with the highest average training expenditure were—

- Air transport, \$564 per employee;
- Mining, \$462 per employee; and
- Communication, \$347 per employee.

The three industries with the lowest average training expenditure were—

- Restaurants, hotels and clubs, \$44 per employee;
- Retail trade, \$61 per employee; and
- Wood, wood products manufacture, \$77 per employee.

By comparison, average training hours per employee were the highest in the Transport equipment manufacturing industry, 16.8 hours and in the Personal services industry, 12.8 hours. The Entertainment and recreation industry reported the least amount of training at 1.9 hours per employee for the three month period.

Training costs per hour varied considerably across industry from \$11 per hour in the Personal services industry up to \$77 in Air transport.

**TABLE 9.3. AVERAGE TRAINING EXPENDITURE PER EMPLOYEE, ALL EMPLOYERS,  
SECTOR BY INDUSTRY, AUSTRALIA, JULY TO SEPTEMBER 1990**  
(Dollars)

Industry	Private			Total		
	In-house	External	Total	In-house	External	Total
Mining	310.5	153.7	464.2	313.3	148.8	462.1
Manufacturing	92.1	50.7	142.8	97.6	51.3	148.8
Food, beverages and tobacco	53.3	35.8	89.1	54.2	34.9	89.1
Textiles, clothing and footwear	72.6	23.1	95.7	72.1	23.2	95.3
Wood, wood products	*31.4	43.5	74.9	*33.1	43.4	76.5
Paper, paper products	*110.9	59.8	170.8	*110.7	60.5	171.2
Chemical, petroleum and coal products	229.5	82.0	311.5	226.6	83.0	309.6
Non metallic mineral products	53.2	50.7	103.9	53.2	50.7	103.9
Basic metal products	208.1	81.0	289.1	207.8	81.0	288.8
Fabricated metal, machinery and equipment	61.8	51.4	113.2	66.0	51.8	117.9
Transport equipment	172.1	70.4	242.4	203.0	72.9	275.9
Miscellaneous manufacturing	68.8	31.4	100.2	68.8	31.4	100.2
Electricity, gas and water	226.8	89.2	316.1	241.8	97.6	339.5
Construction	35.5	85.1	120.6	57.6	82.7	140.3
Non building construction	45.4	40.9	86.3	97.8	41.9	139.7
Other construction	34.3	90.6	124.9	46.4	94.1	140.4
Wholesale and retail trade	63.4	29.9	93.3	63.3	29.9	93.2
Wholesale trade	110.4	52.3	162.7	109.8	52.1	162.0
Retail trade	41.2	19.4	60.6	41.2	19.4	60.6
Transport and storage	115.4	41.4	156.8	178.5	35.4	213.9
Air transport	286.1	28.1	314.1	545.3	18.9	564.3
Other transport and storage	91.9	43.3	135.1	113.7	38.3	152.0
Communication	73.7	73.7	147.4	292.0	55.4	347.3
Finance, property and business services	152.6	70.9	223.5	150.7	65.4	216.1
Finance	240.5	62.9	303.4	235.7	56.4	292.0
Insurance	217.5	*112.5	330.0	217.3	*111.0	328.2
Property and business services	94.6	67.1	161.6	89.2	63.2	152.4
Public administration and defence	..	..	..	149.5	83.5	233.0
Community services	63.0	32.5	95.5	112.7	44.6	157.2
Health	*44.1	*17.6	*61.7	89.0	33.2	122.2
Other community services	86.3	50.9	137.2	128.2	52.0	180.2
Recreational, personal and other services	28.0	26.2	54.3	38.0	26.5	64.5
Entertainment and recreation	18.1	9.3	27.5	*58.3	18.6	76.8
Restaurants, hotels and clubs	25.2	*19.2	44.4	25.2	*19.0	44.2
Personal services	*58.2	90.3	148.6	*57.4	88.7	146.1
All industries	85.5	46.6	132.1	112.2	50.6	162.8

Source: Employer Training Expenditure, Australia, July to September 1990 (6353.0).

### Fields of Training

Formal training was classified into fields of training according to the main content of the training course or program.

Formal trade and apprenticeship training accounted for 27 per cent of all training, with an average of 1.6 hours per employee. The next highest were Management and professional training and Technical and para-professional training with an average of 1 hour and 0.9 hours per employee, respectively.

In the private sector Trade and apprenticeship training accounted for almost 40 per cent of all training, averaging 1.9 hours per employee.

In the public sector, the two highest fields of training were Technical and para-professional, 2.2 hours per employee and Management and professional training, 1.8 hours per employee.

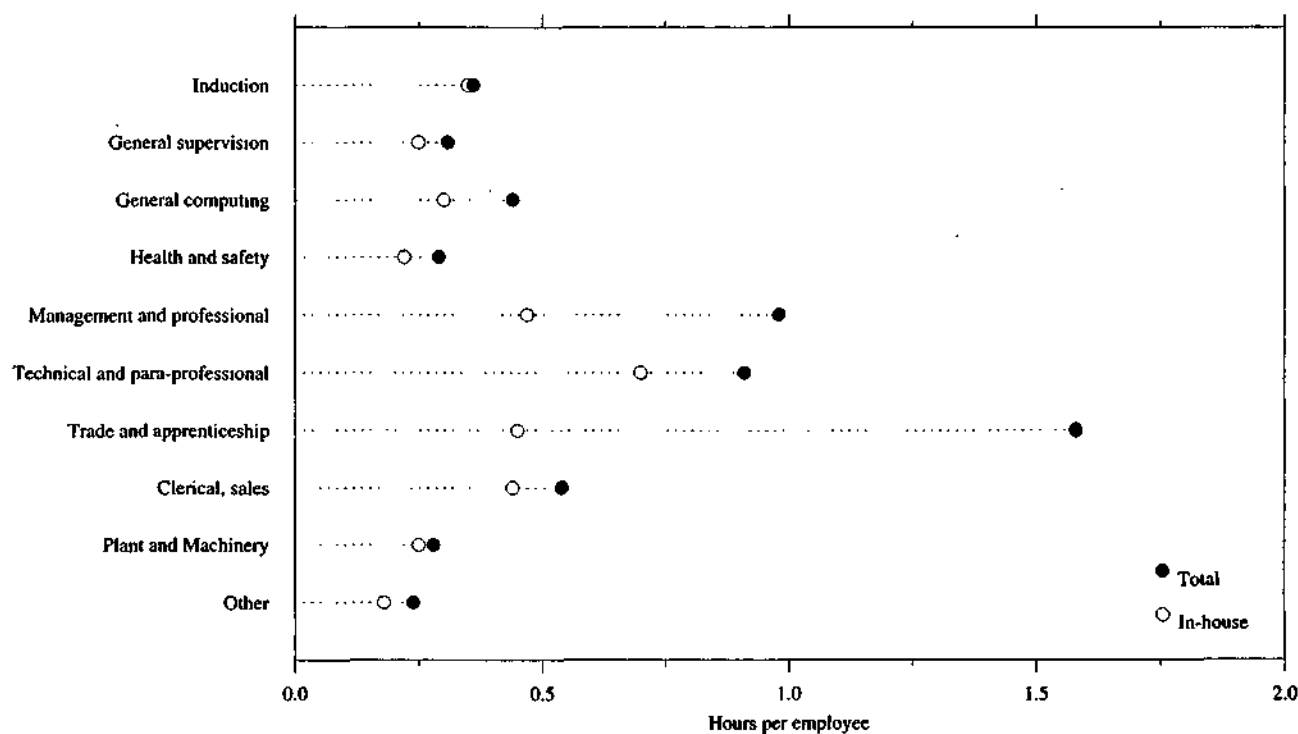
The highest levels of Trade and apprenticeship training were recorded in the following industries—

- Construction, 6.7 hours on average per employee;
- Electricity, gas and water, 3.3 hours per employee;
- Manufacturing, 3.3 hours per employee; and
- Mining, 2.9 hours per employee.

The highest levels of Management and professional training were recorded in the following industries—

- Public administration and defence, 1.8 hours per employee;
- Community services, 1.8 hours per employee;
- Finance, property and business services, 1.3 hours per employee; and
- Communication, 1.2 hours per employee.

**CHART 9.2. AVERAGE PAID TRAINING TIME PER EMPLOYEE  
FIELD OF TRAINING (a), AUSTRALIA, JULY TO SEPTEMBER 1990**



(a) Formal training was classified according to the main content of the course or program.

Source: *Employer Training Expenditure, Australia, July to September 1990 (6353)*.

**TABLE 9.4. AVERAGE PAID TRAINING TIME PER EMPLOYEE(a), ALL EMPLOYERS,  
FIELD OF TRAINING BY SECTOR, AUSTRALIA, JULY TO SEPTEMBER 1990  
(Hours)**

<i>Field of training(b)</i>	<i>In-house</i>	<i>External</i>	<i>Total</i>
<b>PRIVATE</b>			
Induction	0.35	0.00	0.35
General supervision	0.23	0.05	0.29
General computing	0.24	0.13	0.37
Health and safety	0.17	0.06	0.22
Management and professional	0.32	0.28	0.60
Technical and para-professional	0.19	0.11	0.30
Trade and apprenticeship	0.43	1.43	1.86
Clerical, sales	0.42	0.10	0.52
Plant and machinery	0.24	0.03	0.27
Other	0.12	0.04	0.16
<i>All fields</i>	<i>2.70</i>	<i>2.24</i>	<i>4.95</i>
<b>PUBLIC</b>			
Induction	0.36	*0.01	0.36
General supervision	0.30	0.07	0.37
General computing	0.44	0.16	0.60
Health and safety	0.33	0.09	0.42
Management and professional	0.80	1.00	1.79
Technical and para-professional	1.81	0.43	2.24
Trade and apprenticeship	0.49	0.47	0.95
Clerical, sales	0.50	0.10	0.60
Plant and machinery	0.27	0.04	0.31
Other	0.32	0.08	0.40
<i>All fields</i>	<i>5.60</i>	<i>2.45</i>	<i>8.05</i>
<b>TOTAL</b>			
Induction	0.35	0.01	0.36
General supervision	0.25	0.06	0.31
General computing	0.30	0.14	0.44
Health and safety	0.22	0.07	0.29
Management and professional	0.47	0.51	0.98
Technical and para-professional	0.70	0.21	0.91
Trade and apprenticeship	0.45	1.13	1.58
Clerical, sales	0.44	0.10	0.54
Plant and machinery	0.25	0.03	0.28
Other	0.18	0.05	0.24
<i>All fields</i>	<i>3.61</i>	<i>2.31</i>	<i>5.92</i>

(a) The total time receiving formal training averaged over the total number of employees. (b) Formal training was classified according to the main content of the course or program.

Source: *Employer Training Expenditure, Australia, July to September 1990* (6353.0).

### Components of Training Expenditure

Employees' wages for time receiving training (\$81 per employee) was the largest single component of training expenditure during the period. Employers also spent an average of \$57 per employee for trainers' costs which covers gross wages and salaries for employees providing training, consultants' fees, and training institution fees. A further \$25 per employee was spent on other items such as training equipment, travel, meals, accommodation, consumables, training rooms, and payments to industry training bodies.

**TABLE 9.5. COMPOSITION OF AVERAGE TRAINING EXPENDITURE PER EMPLOYEE,  
ALL EMPLOYERS, SECTOR, AUSTRALIA, JULY TO SEPTEMBER 1990**  
(Dollars)

Components of expenditure	Private	Public	Total
Employees' wages and salaries for time receiving training	63.3	119.6	81.0
Trainers' costs (including fees)	46.7	79.9	57.2
Wages and salaries for time providing training	22.7	55.2	32.9
Fees to consultants and institutions	24.0	24.8	24.3
Other expenditure	22.0	30.4	24.6
Equipment	2.6	4.4	3.1
Travel, accommodation and meals	11.0	14.1	12.0
Training rooms	3.6	6.1	4.4
Payments to industry training bodies	*1.5	*1.7	*1.6
Other(a)	3.2	4.1	3.5
Total wages and salaries costs(b)	86.1	174.7	113.9
Total costs other than wages and salaries(c)	46.0	55.2	48.9
Total training expenditure	132.1	229.9	162.8
Training subsidies received	*6.9	5.0	*6.3
Net training expenditure	125.1	225.0	156.5

(a) Materials, books, computer based training packages, printing, etc. (b) Employees' gross wages and salaries for time receiving and providing training. (c) Fees to consultants and institutions, and Other expenditure.

Source: Employer Training Expenditure, Australia, July to September 1990 (6353.0).

**TABLE 9.6. COMPOSITION OF AVERAGE TRAINING EXPENDITURE, ALL EMPLOYERS,  
EMPLOYER SIZE, AUSTRALIA, JULY TO SEPTEMBER 1990**  
(Per cent of gross wages and salaries)

Components of expenditure	1 - 19 employees	20 - 99 employees	100 or more employees	Total
Employees' wages and salaries for time receiving training	0.8	0.9	1.5	1.3
In-house training	0.3	0.4	1.0	0.8
External training	0.5	0.5	0.4	0.5
Trainers' costs (including fees)	0.4	0.6	1.1	0.9
Other expenditure	*0.2	0.4	0.4	0.4
Total wages and salaries costs(a)	1.0	1.1	2.2	1.8
Total costs other than wages and salaries(b)	0.4	0.8	0.9	0.8
Total in-house	0.6	1.0	2.2	1.8
Total external	0.7	0.9	0.8	0.8
Total	1.4	1.9	3.0	2.6

(a) Employees' gross wages and salaries for time receiving and providing training. (b) Fees to consultants and institutions, and Other expenditure.

Source: Employer Training Expenditure, Australia, July to September 1990 (6353.0).

### **How Workers Get Their Training**

Of those persons who had a wage or salary job in the twelve months to July 1989, 79 per cent undertook some form of training in that period.

Some 72 per cent of all employees received on-the-job training. About 35 per cent undertook in-house training courses, 17 per cent studied for an educational qualification, and 10 per cent attended at least one external training course. Some workers received more than one form of training.

#### *Qualifying training*

Of the 6,704,700 persons who had a wage or salary job during the year, 32 per cent (2,122,400) required a post-school qualification to secure their main job, and 13 per cent (863,400) required a secondary school certificate.

Some 69 per cent of Professionals required a diploma, bachelor degree or higher qualification to obtain their jobs, and 45 per cent of Tradespersons required a trade qualification or apprenticeship.

For public sector, and private sector employees, 63 per cent and 37 per cent respectively required an educational qualification to obtain their jobs.

Of the 2,985,800 persons who needed an educational qualification for their jobs, 29 per cent (853,700) received employer support in gaining that qualification. Of workers who needed to complete a trade qualification or apprenticeship, 64 per cent received employer support in obtaining that qualification.

#### *In-house training courses*

Some 2,337,500 persons who had a wage or salary job in the last twelve months attended in-house training courses. Of these persons, 42 per cent attended one course only, and 14 per cent attended 5 or more courses.

About 26 per cent of those attending an in-house training course nominated management and professional training as the type of course on which they spent most time.

Of those undertaking in-house training, 331,500 (14%) stated that the main type of course taken had helped them obtain a promotion, while a further 17 per cent (388,000) felt that the training would be likely to help them gain a promotion.

Some 39 per cent reported spending between 1 and 9 hours on the main in-house training course, while 22 per cent reported 40 hours or more.

Persons attending in-house courses attended an average 2.1 principal courses (principal courses refer to the first four in-house courses on which workers spent the most time) during the year. Approximately 34 per cent spent a total of 40 or more hours on those courses, while 26 per cent spent less than 10 hours.

#### *External training courses*

An estimated 658,400 persons who had a wage and salary job during the year took 1,012,400 places on principal external training courses during the year. Most of these courses were taken while working. Two-thirds of persons who had undertaken an external training course while working had employer support for that course.

Some 445,700 workers undertook one external course only, representing 68 per cent of all persons who attended an external training course. Management and professional training was reported by 32 per cent of those taking an external course as their main type of external training.

For 77 per cent of those taking an external course, the main course attended took less than 40 hours, and for 41 per cent the main course was for less than 10 hours.



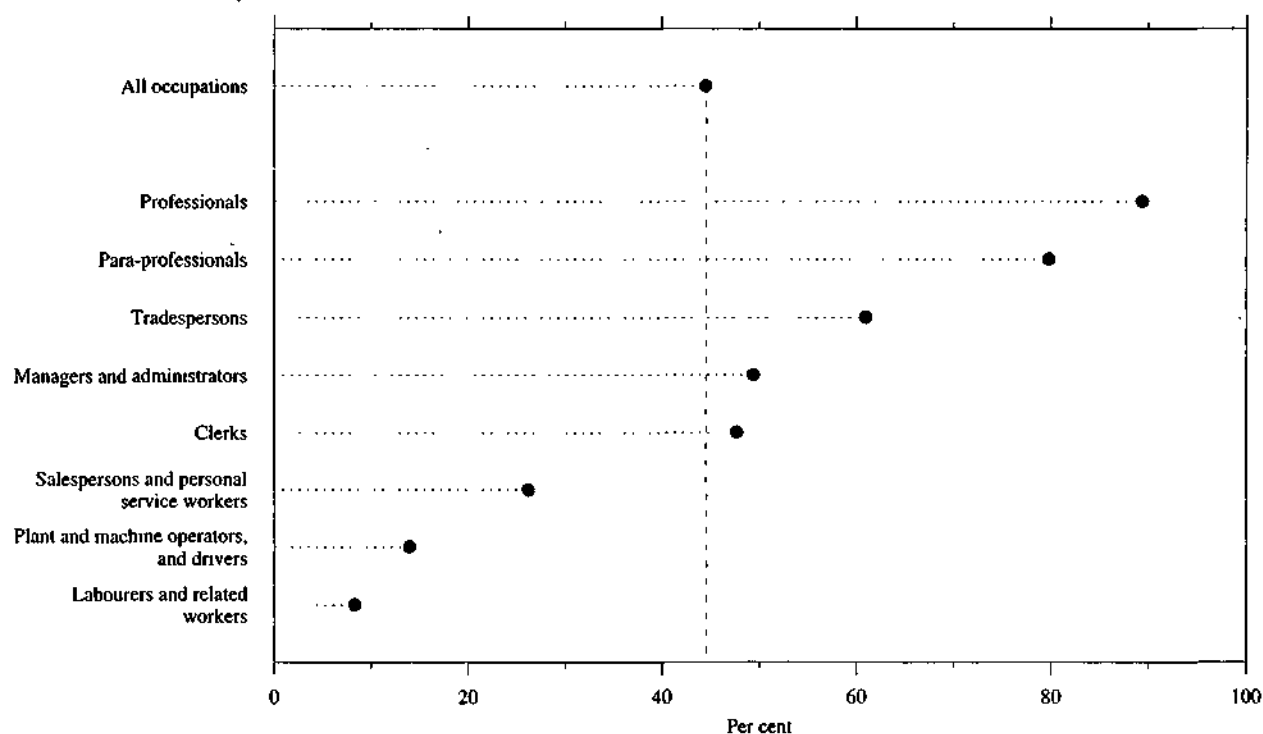
**TABLE 9.7. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: SUMMARY OF CHARACTERISTICS AND CATEGORIES OF TRAINING UNDERTAKEN IN THE LAST 12 MONTHS, AUSTRALIA, 1989**

	Studied for educational qualification in 1988	Training courses undertaken						Total	
		Employer supported	Total	In-house	On-the-job	Some training undertaken	No training undertaken		
— per cent —									(‘000)
<i>Marital status —</i>									
Married	9.0	7.0	10.1	36.0	66.6	74.5	25.5	4,031.6	
Not married	28.5	5.5	9.4	33.1	79.6	86.0	14.0	2,673.1	
<i>Family status —</i>									
Member of a family	15.9	6.4	9.6	34.4	70.9	78.3	21.7	5,441.4	
Husband or wife	9.0	7.0	10.1	36.2	66.6	74.5	25.5	3,901.8	
With dependents present	8.7	7.2	10.5	37.5	68.0	76.1	23.9	2,367.2	
Without dependents present	9.3	6.8	9.6	34.3	64.5	72.1	27.9	1,534.6	
Other family head	12.4	5.0	10.7	32.2	70.7	77.9	22.1	273.8	
Full-time student aged 15-24(a)	85.4	*0.9	*2.2	23.5	81.5	99.1	*0.9	136.5	
Other child of married couple or family head	32.9	5.2	8.5	30.7	84.9	89.2	10.8	1,051.5	
Other relative of married couple or family head	22.1	*2.9	*3.5	23.8	77.1	81.3	18.7	77.8	
Not a member of a family	20.0	7.2	11.8	38.6	76.1	83.1	16.9	960.7	
Family status not determined	22.6	4.6	8.2	30.5	74.6	80.4	19.6	302.7	
<i>Birthplace and period of arrival —</i>									
Born in Australia	17.9	6.3	9.9	36.2	73.3	80.6	19.4	5,039.0	
Born outside Australia	13.2	6.7	9.6	30.8	67.2	74.4	25.6	1,665.8	
Main English speaking countries	12.7	8.5	12.9	37.3	71.9	79.4	20.6	777.0	
Other countries	13.7	5.2	6.8	25.0	63.1	70.0	30.0	888.7	
Arrived before 1960	5.5	7.5	11.3	30.7	54.5	62.9	37.1	272.4	
Arrived 1960-1969	9.7	6.6	9.5	31.7	61.3	68.8	31.2	473.3	
Arrived 1970-1979	17.5	6.3	8.9	31.4	70.2	76.9	23.1	435.2	
Arrived 1980-1989	17.2	6.7	9.5	29.4	77.4	84.0	16.0	484.8	
<i>Age (years) —</i>									
15-24	37.9	4.2	7.1	30.3	87.7	92.6	7.4	1,705.3	
25-34	13.8	7.8	11.9	39.6	76.0	83.2	16.8	1,939.1	
35-44	9.0	8.0	12.0	40.2	68.1	77.1	22.9	1,621.9	
45-54	5.2	6.5	9.3	31.5	56.5	64.6	35.4	977.9	
55-64	2.9	3.1	4.7	20.4	40.9	49.0	51.0	460.5	
<i>Level of educational attainment —</i>									
With post-school qualifications	17.2	9.9	14.9	44.2	76.2	84.1	15.9	3,172.6	
Post-graduate degree or graduate diploma	20.6	18.5	28.0	59.8	84.4	92.9	7.1	315.7	
Bachelor degree or diploma	23.4	15.8	21.8	56.2	84.9	90.8	9.2	747.6	
Trade qualification or apprenticeship	9.4	5.6	8.5	31.5	65.8	74.3	25.7	936.0	
Post-secondary certificate	18.8	7.4	12.1	42.6	76.6	85.3	14.7	1,143.7	
Full-time student aged 15-24(a)	*12.1	*7.9	*12.1	32.8	79.4	83.4	*16.6	29.6	
Without post-school qualifications(b)	16.4	3.2	5.2	26.5	67.9	74.5	25.5	3,532.1	
Attended highest level of secondary school available	33.4	6.2	8.5	36.6	79.4	87.5	12.5	1,006.6	
Did not attend highest level of secondary school available	9.4	2.0	3.8	22.4	63.2	69.2	30.8	2,496.5	
Left at age —									
16 years or over	14.4	2.5	4.8	26.7	72.8	79.0	21.0	1,091.0	
15 years or under	5.6	1.6	3.1	19.1	55.7	61.7	38.3	1,405.5	
<b>Total</b>	<b>16.8</b>	<b>6.4</b>	<b>9.8</b>	<b>34.9</b>	<b>71.8</b>	<b>79.0</b>	<b>21.0</b>	<b>6,704.7</b>	
<b>Males</b>	<b>17.0</b>	<b>7.4</b>	<b>10.4</b>	<b>35.1</b>	<b>71.1</b>	<b>78.8</b>	<b>21.2</b>	<b>3,740.7</b>	
<b>Females</b>	<b>16.5</b>	<b>5.2</b>	<b>9.1</b>	<b>34.6</b>	<b>72.7</b>	<b>79.4</b>	<b>20.6</b>	<b>2,964.0</b>	
									— ‘000 —
<b>Total</b>	<b>1,124.0</b>	<b>429.2</b>	<b>658.4</b>	<b>2,337.5</b>	<b>4,814.4</b>	<b>5,300.1</b>	<b>1,404.6</b>	<b>6,704.7</b>	
<b>Males</b>	<b>634.1</b>	<b>276.5</b>	<b>388.3</b>	<b>1,311.2</b>	<b>2,659.0</b>	<b>2,947.5</b>	<b>793.2</b>	<b>3,740.7</b>	
<b>Females</b>	<b>489.9</b>	<b>152.7</b>	<b>270.1</b>	<b>1,026.4</b>	<b>2,155.4</b>	<b>2,352.6</b>	<b>611.5</b>	<b>2,964.0</b>	

(a) Excludes persons attending school (b) Includes those who never attended school and those for whom secondary school qualifications could not be determined.

Source: *How Workers Get Their Training, 1989* (6278.0).

**CHART 9.3. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: OCCUPATION AND PROPORTION WHO REQUIRED AN EDUCATIONAL QUALIFICATION TO OBTAIN JOB WITH MAIN PERIOD EMPLOYER, AUSTRALIA, 1989**



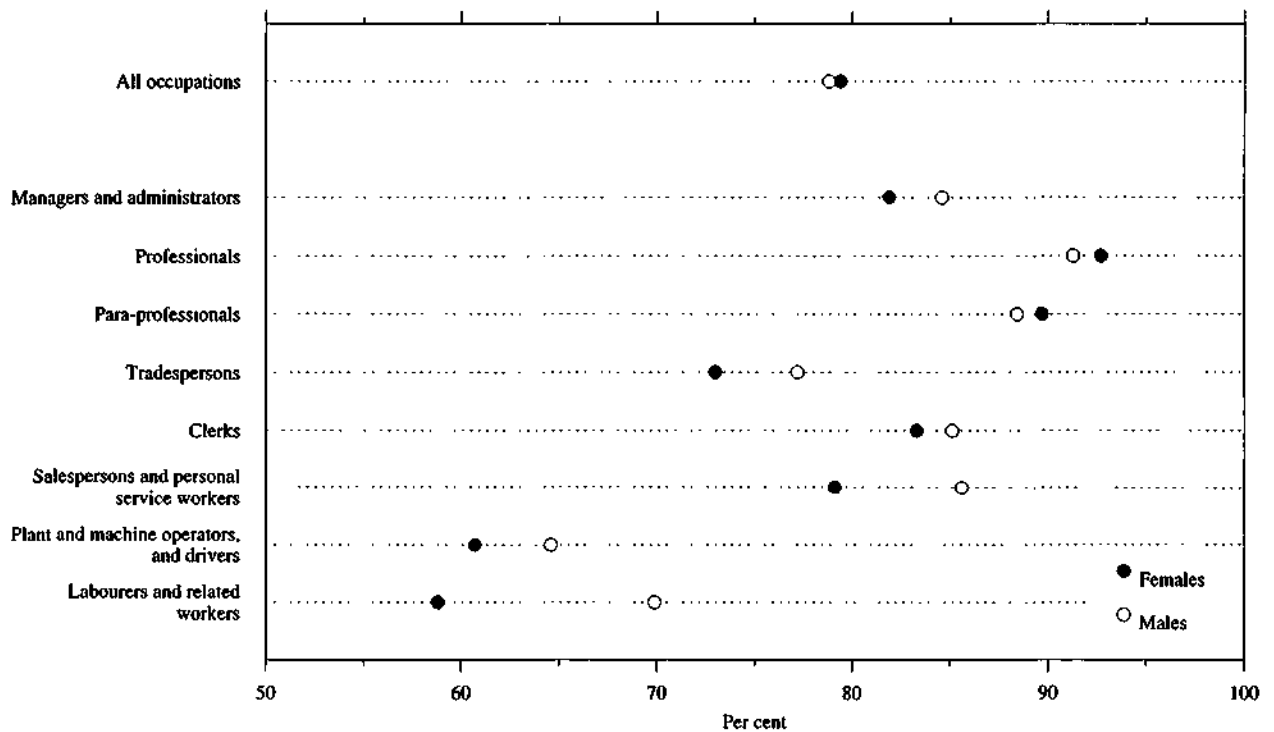
Source: *How Workers Get Their Training, 1989* (6278.0).

**TABLE 9.8. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: SUMMARY OF EMPLOYMENT CHARACTERISTICS AND CATEGORIES OF TRAINING UNDERTAKEN IN THE LAST 12 MONTHS, AUSTRALIA, 1989**

	Studied for educational qualification in 1988	Training courses undertaken					Some training undertaken	No training undertaken	Total	
		External training			In-house	On-the-job				
		Employer supported	Total							
— per cent —										(‘000)
<i>Hours usually worked —</i>										
Part-time	20.3	1.8	6.0	21.9	65.5	72.9	27.1	1,409.3		
1-15	27.0	*0.8	5.5	15.9	64.0	72.2	27.8	581.5		
16-29	15.5	2.1	5.7	26.0	64.9	71.8	28.2	599.9		
30-34	16.1	3.7	8.0	26.2	70.8	77.5	22.5	227.9		
Full-time	15.8	7.6	10.8	38.3	73.5	80.7	19.3	5,295.5		
35-39	15.2	5.7	8.3	36.9	72.3	79.7	20.3	1,913.7		
40	16.6	6.2	9.1	34.5	71.9	78.6	21.4	1,706.9		
41-44	17.5	8.2	12.7	43.8	77.5	85.4	14.6	321.1		
45-48	17.2	11.5	15.7	45.6	77.5	84.7	15.3	558.8		
49 and over	13.8	12.2	16.7	42.5	75.4	82.9	17.1	794.9		
<i>Whether permanent or casual employee —</i>										
Permanent	15.5	7.7	11.0	39.8	73.2	80.5	19.5	5,367.0		
Casual	21.9	1.2	5.2	15.2	66.3	73.2	26.8	1,337.7		
<i>Size of location (employees) —</i>										
Under 10	18.2	3.9	7.5	19.9	71.2	76.1	23.9	1,539.7		
10-19	16.6	4.1	7.4	26.4	72.4	77.3	22.7	800.0		
20-99	16.5	6.2	9.8	37.6	72.8	80.3	19.7	1,869.4		
100 and over	16.3	9.2	12.5	46.5	72.0	81.4	18.6	2,347.3		
Don't know	13.2	*2.4	5.7	18.6	59.3	66.3	33.7	148.3		
<i>Sector —</i>										
Public	16.7	8.4	12.6	52.4	74.4	83.7	16.3	1,928.8		
Private	16.8	5.6	8.7	27.8	70.8	77.2	22.8	4,776.0		
<b>Total</b>	<b>16.8</b>	<b>6.4</b>	<b>9.8</b>	<b>34.9</b>	<b>71.8</b>	<b>79.0</b>	<b>21.0</b>	<b>6,704.7</b>		

Source: *How Workers Get Their Training, 1989* (6278.0).

**CHART 9.4. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE  
LAST 12 MONTHS: PARTICIPATION IN TRAINING BY OCCUPATION,  
AUSTRALIA, 1989**



**CHART 9.5. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE  
LAST 12 MONTHS: PARTICIPATION IN TRAINING BY INDUSTRY AND  
FULL-TIME/TOTAL WORKERS, AUSTRALIA, 1989**

