AETS 1998 - Micro Record Layout for Employer Sponsored
Derived Variables in Section C, Courses

Variable: **UNIQUEID**   *Position:*   *Length:*   5

Unique identifier

Note: If at least one of CQ06A, CQ06B, CQ06C, CQ06D, CQ06E, CQ06F, CQ06G, CQ06H or CQ08P4 = yes then course is
considered employer sponsored. If none of CQ06 or CQ08 = yes but AQ05 = yes then also considered employer sponsored.

Variable: **SURVDATE**   *Position:*   *Length:*   4

Date of survey

	FREQ	WTD
1998	4,184	3,013,913
	======	==========
	4,184	3,013,913

Variable: **EMCQ04**   *Position:*   *Length:*   1

Number of courses taken while respondents had a job/business
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	4,109	2,967,783
	Not applicable	75	46,130
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable indicates the total number of courses (section C) taken by the
respondent while they had a job/business (CQ04 = 'yes').

Variable: **EMCQ06A**   *Position:*   *Length:*   1

Number of courses taken for which employer paid fees or tuition
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	3,543	2,590,900
	Not applicable	641	423,013
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the respondent indicates that the employer supported the training by paying fees or tuition (CQ06A = 'yes').

Variable: **EMCQ06B**   *Position:*   *Length:*   1

Number of courses taken for which employer paid for course materials
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	3,264	2,374,531
	Not applicable	920	639,383
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the respondent indicates that the employer supported the training by paying for course materials (CQ06B = 'yes').

Variable: **EMCQ06C**   *Position:*   *Length:*   1

Number of courses taken for which employer provided paid time-off
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	3,052	2,214,826
	Not applicable	1,132	799,087
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the respondent indicates that the employer supported the training by providing paid time-off for training or educational leave (CQ06C = 'yes').

Variable: **EMCQ06D**   *Position:*   *Length:*   1

Number of courses taken for which employer provided unpaid time-off
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	753	521,575
	Not applicable	3,431	2,492,338
		======	=========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the respondent indicates that the employer supported the training by providing unpaid time-off for training or educational leave (CQ06D = 'yes').

Variable: **EMCQ06E**   *Position:*   *Length:*   1

Number of courses taken for which employer provided premises or supplies
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	2,813	2,021,800
	Not applicable	1,371	992,114
		======	=========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the respondent indicates that the employer supported the training by providing premises or supplies (CQ06E = 'yes').

Variable: **EMCQ06F**   *Position:*   *Length:*   1

Number of courses taken for which employer provided transportation or accommodation
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	1,552	1,043,233
	Not applicable	2,632	1,970,680
		======	=========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the respondent indicates that the employer supported the training by providing transportation or accommodation (CQ06F = 'yes').

Variable: **EMCQ06G**   *Position:*   *Length:*   1

Number of courses taken for which employer gave the training
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	2,664	1,941,840
	Not applicable	1,520	1,072,073
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the
          respondent indicates that the employer supported the training by giving the training (CQ06G = 'yes').

Variable: **EMCQ06H**   *Position:*   *Length:*   1

Number of courses taken for which employer provided any other support
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	635	485,793
	Not applicable	3,549	2,528,121
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the
          respondent indicates that the employer supported the training by providing any other support (CQ06H = 'yes').

Variable: **EMCQ07P1**   *Position:*   *Length:*   1

Number of courses taken for which self/family also paid
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	549	402,318
	Not applicable	3,635	2,611,595
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which self or
          family also paid (CQ07P1 = 'yes').

| *Variable:* | **EMCQ07P2** | *Position:* | | *Length:* | 1 |

Number of courses taken for which government also paid
Allowed Min: 1   *Allowed Max:* 5

		FREQ	WTD
1 : 5	Courses	256	129,933
	Not applicable	3,928	2,883,980
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the government also paid (CQ07P2 = 'yes').

| *Variable:* | **EMCQ07P3** | *Position:* | | *Length:* | 1 |

Number of courses taken for which union or professional organization also paid
Allowed Min: 1   *Allowed Max:* 5

		FREQ	WTD
1 : 3	Courses	170	107,397
	Not applicable	4,014	2,906,516
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which a union or professional organization also paid (CQ07P3 = 'yes').

| *Variable:* | **EMCQ07P4** | *Position:* | | *Length:* | 1 |

Number of courses taken for which 'other' also paid
Allowed Min: 1   *Allowed Max:* 5

		FREQ	WTD
1 : 5	Courses	197	132,968
	Not applicable	3,987	2,880,945
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which 'other' also paid (CQ07P4 = 'yes').

Variable: **EMCQ07P5**   *Position:*   *Length:*   1

Number of courses taken for which no one else paid
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	2,598	1,968,053
	Not applicable	1,586	1,045,860
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which no one
          else paid (CQ07P5 = 'yes').

Variable: **EMCQ07P6**   *Position:*   *Length:*   1

Number of courses taken for which there were no fees
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 4	Courses	540	355,524
	Not applicable	3,644	2,658,389
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which there
          were no fees (CQ07P6 = 'yes').

Variable: **EMCQ08P1**   *Position:*   *Length:*   1

Number of courses taken for which self/family paid
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 1	Courses	3	1,110
	Not applicable	4,181	3,012,803
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which self or
          family paid (CQ08P1= 'yes').

Variable: **EMCQ08P2**   *Position:*   *Length:*   1

Number of courses taken for which government paid
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 1	Courses	7	5,538
	Not applicable	4,177	3,008,375
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which
government paid (CQ08P2 = 'yes').

Variable: **EMCQ08P3**   *Position:*   *Length:*   1

Number of courses taken for which union or professional organization paid
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 1	Courses	1	112
	Not applicable	4,183	3,013,802
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which union
or professional organization paid (CQ08P3 = 'yes').

Variable: **EMCQ08P4**   *Position:*   *Length:*   1

Number of courses taken for which employer paid
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 3	Courses	117	74,668
	Not applicable	4,067	2,939,246
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which
employer paid (CQ08P4 = 'yes').

Variable: **EMCQ08P5**   *Position:*   *Length:*   1

Number of courses taken for which 'other' paid
Allowed Min: 1   *Allowed Max:*   5

			FREQ	WTD
1 : 1	Courses		1	1,145
	Not applicable		4,183	3,012,769
			======	==========
			4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which 'other' paid (CQ08P5= 'yes').

Variable: **EMCQ08P6**   *Position:*   *Length:*   1

Number of courses taken for which there were 'no fees'
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
	Not applicable	4,184	3,013,913
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which there were 'no fees' (CQ08P6 = 'yes').

Variable: **EMCQ09A**   *Position:*   *Length:*   1

Number of courses taken at elementary or high school
Allowed Min: 1   *Allowed Max:*   5

			FREQ	WTD
1 : 4	Courses		206	122,868
	Not applicable		3,978	2,891,045
			======	==========
			4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken at an elementary or high school (CQ09P1 = 'yes'). CQ09 refers to the physical location at which the course was taken.

Variable: **EMCQ09B**   *Position:*   *Length:*   1

Number of courses taken at college campus
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	333	238,043
	Not applicable	3,851	2,775,871
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken at a college campus (CQ09P2 = 'yes'). CQ09 refers to the physical location at which the course was taken.

Variable: **EMCQ09C**   *Position:*   *Length:*   1

Number of courses taken at university campus
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 3	Courses	165	108,062
	Not applicable	4,019	2,905,852
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken at a university campus (CQ09P3 = 'yes'). CQ09 refers to the physical location at which the course was taken.

Variable: **EMCQ09D**   *Position:*   *Length:*   1

Number of courses taken at business or commercial school
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 3	Courses	99	68,626
	Not applicable	4,085	2,945,287
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken at a business or commercial school (CQ09P4 = 'yes'). CQ09 refers to the physical location at which the course was taken.

Variable: **EMCQ09E**   _Position:_   _Length:_   1

Number of courses taken at work
Allowed Min: 1   _Allowed Max:_   5

		FREQ	WTD
1 : 5	Courses	1,560	1,148,194
	Not applicable	2,624	1,865,719
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken at work (CQ09P5= 'yes'). CQ09 refers to the physical location at which the course was taken.

Variable: **EMCQ09F**   _Position:_   _Length:_   1

Number of courses taken at training centre
Allowed Min: 1   _Allowed Max:_   5

		FREQ	WTD
1 : 5	Courses	754	615,637
	Not applicable	3,430	2,398,276
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken at a training centre (CQ09P6 = 'yes'). CQ09 refers to the physical location at which the course was taken.

Variable: **EMCQ09G**   _Position:_   _Length:_   1

Number of courses taken at conference center or hotel
Allowed Min: 1   _Allowed Max:_   5

		FREQ	WTD
1 : 5	Courses	927	617,771
	Not applicable	3,257	2,396,142
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken at a conference centre or hotel (CQ09P7 = 'yes'). CQ09 refers to the physical location at which the course was taken.

Variable: **EMCQ09H**   *Position:*   *Length:*   1

Number of courses taken at home
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	91	68,372
	Not applicable	4,093	2,945,541
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken at home (CQ09P8 = 'yes'). CQ09 refers to the physical location at which the course was taken.

Variable: **EMCQ09I**   *Position:*   *Length:*   1

Number of courses taken at community centre or sports facility
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 4	Courses	107	48,431
	Not applicable	4,077	2,965,482
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken at a community centre or sports facility (CQ09P9 = 'yes'). CQ09 refers to the physical location at which the course was taken.

Variable: **EMCQ09J**   *Position:*   *Length:*   1

Number of courses taken elsewhere
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 4	Courses	429	295,441
	Not applicable	3,755	2,718,473
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken elsewhere (CQ09P10 = 'yes'). CQ09 refers to the physical location at which the course was taken.

Variable: **EMCQ10P1**   *Position:*   *Length:*   1

Number of courses given by educational institution
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	1,002	730,198
	Not applicable	3,182	2,283,715
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) given by an educational institution (CQ10P1 = 'yes'). CQ10 refers to the instructor's employer.

Variable: **EMCQ10P2**   *Position:*   *Length:*   1

Number of courses given by commercial school or private training provider
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	966	672,705
	Not applicable	3,218	2,341,208
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) given by a commercial school or private training provider (CQ10P2 = 'yes'). CQ10 refers to the instructor's employer.

Variable: **EMCQ10P3**   *Position:*   *Length:*   1

Number of courses given by respondent's employer
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	1,586	1,142,863
	Not applicable	2,598	1,871,051
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) given by respondent's employer (CQ10P3 = 'yes'). CQ10 refers to the instructor's employer.

Variable: **EMCQ10P4**   *Position:*   *Length:*   1

Number of courses given by a non-profit organization
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 4	Courses	303	206,900
	Not applicable	3,881	2,807,014
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) given by a
        non-profit organization (CQ10P4 = 'yes'). CQ10 refers to the instructor's employer.

Variable: **EMCQ10P5**   *Position:*   *Length:*   1

Number of courses given by a producer or supplier of equipment
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	501	393,136
	Not applicable	3,683	2,620,778
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) given by a
        producer or supplier of equipment (CQ10P5 = 'yes'). CQ10 refers to the instructor's employer.

Variable: **EMCQ10P6**   *Position:*   *Length:*   1

Number of courses given by someone else
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	603	415,791
	Not applicable	3,581	2,598,122
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) given by
        someone else (CQ10P6 = 'yes'). CQ10 refers to the instructor's employer.

Variable: **EMCQ10P7**   *Position:*   *Length:*   1

Number of courses taken for which there was no instructor
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 4	Courses	51	43,330
	Not applicable	4,133	2,970,583
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken for which there was no instructor (CQ10P7 = 'yes'). CQ10 refers to the instructor's employer.

Variable: **EMCQ11P1**   *Position:*   *Length:*   1

Number of courses provided through classroom instruction, seminars, or workshops
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	3,809	2,744,471
	Not applicable	375	269,442
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) provided through classroom instruction, seminars, or workshops (CQ11P1 = 'yes').

Variable: **EMCQ11P2**   *Position:*   *Length:*   1

Number of courses provided through educational software
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	594	458,143
	Not applicable	3,590	2,555,770
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) provided through educational software (CQ11P2 = 'yes'). Educational software refers to any type of computer software or tutorial where the computer is used as the medium for teaching the subject.

Variable: **EMCQ11P3**   *Position:*   *Length:*   1

Number of courses provided through radio or tv broadcasting
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	97	61,432
	Not applicable	4,087	2,952,482
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) provided through radio or tv broadcasting (CQ11P3 = 'yes').

Variable: **EMCQ11P4**   *Position:*   *Length:*   1

Number of courses provided through audio/video cassettes, tapes or disks
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	947	672,920
	Not applicable	3,237	2,340,993
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) provided through audio/video cassettes, tapes or disks (CQ11P4 = 'yes').

Variable: **EMCQ11P5**   *Position:*   *Length:*   1

Number of courses provided through reading materials
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	1,644	1,169,513
	Not applicable	2,540	1,844,401
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) provided through reading materials (CQ11P5 = 'yes').

Variable: **EMCQ11P6**   *Position:*   *Length:*   1

Number of courses provided through on-the-job training
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	979	750,755
	Not applicable	3,205	2,263,158
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) provided
through on-the-job training (CQ11P6 = 'yes').

Variable: **EMCQ11P7**   *Position:*   *Length:*   1

Number of courses provided through other methods
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	174	130,163
	Not applicable	4,010	2,883,750
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) provided
through other methods (CQ11P7 = 'yes').

Variable: **EMCQ12**   *Position:*   *Length:*   1

Number of courses taken by correspondence
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	188	142,016
	Not applicable	3,996	2,871,898
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken by
correspondence or through some other form of distance education (CQ12 = 'yes').

Variable: **EMCQ13**   *Position:*   *Length:*   1

Number of courses taken by internet
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 1	Courses	13	11,010
	Not applicable	4,171	3,002,903
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken by internet (CQ13 = 'yes').

Variable: **EMCQ14A**   *Position:*   *Length:*   1

Number of courses taken for current or future job reasons
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	3,829	2,752,858
	Not applicable	355	261,055
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken for current or future job reasons (CQ14 = 1).

Variable: **EMCQ14B**   *Position:*   *Length:*   1

Number of courses taken for personal interest reasons
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 4	Courses	306	209,213
	Not applicable	3,878	2,804,701
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken for personal interest reasons (CQ14 = 2).

Variable: **EMCQ14C**   *Position:*   *Length:*   1

Number of courses taken for 'other' reasons
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 2	Courses	144	112,007
	Not applicable	4,040	2,901,906
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken for 'other' reasons (CQ14 = 3).

Variable: **EMCQ15A1**   *Position:*   *Length:*   1

Number of courses where reason "upgrading knowledge or skills for current job" was very important
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	3,193	2,300,938
	Not applicable	991	712,975
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "upgrading knowledge or skills for current job" was very important (CQ15A = very important).

Variable: **EMCQ15A2**   *Position:*   *Length:*   1

Number of courses where reason "upgrading knowledge or skills for current job" was somewhat important
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	684	481,466
	Not applicable	3,500	2,532,447
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "upgrading knowledge or skills for current job" was somewhat important (CQ15A = somewhat important).

Variable: **EMCQ15A3**   *Position:*   *Length:*   1

Number of courses where reason "upgrading knowledge or skills for current job" was somewhat unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 2	Courses	59	37,893
	Not applicable	4,125	2,976,021
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "upgrading knowledge or skills for current job" was somewhat unimportant (CQ15A = somewhat unimportant).

Variable: **EMCQ15A4**   *Position:*   *Length:*   1

Number of courses where reason "upgrading knowledge or skills for current job" was very unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 3	Courses	51	28,975
	Not applicable	4,133	2,984,939
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "upgrading knowledge or skills for current job" was very unimportant (CQ15A = very unimportant).

Variable: **EMCQ15A5**   *Position:*   *Length:*   1

Number of courses where reason "upgrading knowledge or skills for current job" was not applicable
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 2	Courses	34	22,572
	Not applicable	4,150	2,991,342
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "upgrading knowledge or skills for current job" was not applicable (CQ15A = not applicable).

Variable: **EMCQ15B1**   *Position:*   *Length:*   1

Number of courses where reason "upgrading knowledge or skills for a different or future job" was very important
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	2,017	1,514,910
	Not applicable	2,167	1,499,003
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "upgrading knowledge or skills for a different or future job" was very important (CQ15B = very important).

Variable: **EMCQ15B2**   *Position:*   *Length:*   1

Number of courses where reason "upgrading knowledge or skills for a different or future job" was somewhat important
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	1,053	709,414
	Not applicable	3,131	2,304,500
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "upgrading knowledge or skills for a different or future job" was somewhat important (CQ15B = somewhat important).

Variable: **EMCQ15B3** *Position:* *Length:* 1

Number of courses where reason "upgrading knowledge or skills for a different or future job" was somewhat unimportant
Allowed Min: 1 *Allowed Max:* 5

		FREQ	WTD
1 : 3	Courses	337	218,364
	Not applicable	3,847	2,795,549
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "upgrading knowledge or skills for a different or future job" was somewhat unimportant (CQ15B = somewhat unimportant).

Variable: **EMCQ15B4** *Position:* *Length:* 1

Number of courses where reason "upgrading knowledge or skills for a different or future job" was very unimportant
Allowed Min: 1 *Allowed Max:* 5

		FREQ	WTD
1 : 5	Courses	439	290,011
	Not applicable	3,745	2,723,902
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "upgrading knowledge or skills for a different or future job" was very unimportant (CQ15B = very unimportant).

Variable: **EMCQ15B5**   *Position:*   *Length:*   1

Number of courses where reason "upgrading knowledge or skills for a different or future job" was not applicable
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	346	242,877
	Not applicable	3,838	2,771,036
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "upgrading knowledge or skills for a different or future job" was not applicable (CQ15B = not applicable).

Variable: **EMCQ15C1**   *Position:*   *Length:*   1

Number of courses where reason "advancing your position at work" was very important
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	1,670	1,267,997
	Not applicable	2,514	1,745,916
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "advancing your position at work" was very important (CQ15C = very important).

Variable: **EMCQ15C2**   *Position:*   *Length:*   1

Number of courses where reason "advancing your position at work" was somewhat important
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5		994	691,791
	Not applicable	3,190	2,322,122
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "advancing your position at work" was somewhat important (CQ15C = somewhat important).

Variable: **EMCQ15C3**   *Position:*   *Length:*   1

Number of courses where reason "advancing your position at work" was somewhat unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 4	Courses	493	350,738
	Not applicable	3,691	2,663,175
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the
reason "advancing your position at work" was somewhat unimportant (CQ15C = somewhat unimportant).

Variable: **EMCQ15C4**   *Position:*   *Length:*   1

Number of courses where reason "advancing your position at work" was very unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 3	Courses	470	306,399
	Not applicable	3,714	2,707,515
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the
reason "advancing your position at work" was very unimportant (CQ15C = very unimportant).

Variable: **EMCQ15C5**   *Position:*   *Length:*   1

Number of courses where reason "advancing your position at work" was not applicable
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 4	Courses	564	373,194
	Not applicable	3,620	2,640,720
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the
reason "advancing your position at work" was not applicable (CQ15C = not applicable).

Variable: **EMCQ15D1**   *Position:*   *Length:*   1

Number of courses where reason "acquiring formal qualifications" was very important
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	1,419	1,020,519
	Not applicable	2,765	1,993,394
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "acquiring formal qualifications" was very important (CQ15D = very important).

Variable: **EMCQ15D2**   *Position:*   *Length:*   1

Number of courses where reason "acquiring formal qualifications" was somewhat important
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 4	Courses	921	643,843
	Not applicable	3,263	2,370,071
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "acquiring formal qualifications" was somewhat important (CQ15D = somewhat important).

Variable: **EMCQ15D3**   *Position:*   *Length:*   1

Number of courses where reason "acquiring formal qualifications" was somewhat unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 4	Courses	349	221,039
	Not applicable	3,835	2,792,875
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "acquiring formal qualifications" was somewhat unimportant (CQ15D = somewhat unimportant).

Variable: **EMCQ15D4**   *Position:*   *Length:*   1

Number of courses where reason "acquiring formal qualifications" was very unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 4	Courses	509	361,443
	Not applicable	3,675	2,652,470
		======	=========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the
reason "acquiring formal qualifications" was very unimportant (CQ15D = very unimportant).

Variable: **EMCQ15D5**   *Position:*   *Length:*   1

Number of courses where reason "acquiring formal qualifications" was not applicable
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	1,029	765,207
	Not applicable	3,155	2,248,706
		======	=========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the
reason "acquiring formal qualifications" was not applicable (CQ15D = not applicable).

Variable: **EMCQ15E1**   *Position:*   *Length:*   1

Number of courses where reason "legal or professional requirements" was very important
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	1,247	914,337
	Not applicable	2,937	2,099,576
		======	=========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the
reason "legal or professional requirements" was very important (CQ15E = very important).

Variable: **EMCQ15E2**   *Position:*   *Length:*   1

Number of courses where reason "legal or professional requirements" was somewhat important
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	719	503,161
	Not applicable	3,465	2,510,753
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "legal or professional requirements" was somewhat important (CQ15E = somewhat important).

Variable: **EMCQ15E3**   *Position:*   *Length:*   1

Number of courses where reason "legal or professional requirements" was somewhat unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	328	221,088
	Not applicable	3,856	2,792,825
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "legal or professional requirements" was somewhat unimportant (CQ15E = somewhat unimportant).

Variable: **EMCQ15E4**   *Position:*   *Length:*   1

Number of courses where reason "legal or professional requirements" was very unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 4	Courses	492	340,261
	Not applicable	3,692	2,673,652
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason for "legal or professional requirements" was very unimportant (CQ15E = very unimportant).

Variable: **EMCQ15E5**   *Position:*   *Length:*   1

Number of courses where reason "legal or professional requirements" was not applicable
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	1,372	975,732
	Not applicable	2,812	2,038,181
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the
reason "legal or professional requirements" was not applicable (CQ15E = not applicable).

Variable: **EMCQ16A1**   *Position:*   *Length:*   1

Number of courses where reason "upgrading knowledge or skills" was very important
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 3	Courses	348	244,654
	Not applicable	3,836	2,769,259
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the
reason "upgrading knowledge or skills" was very important (CQ16A = very important).

Variable: **EMCQ16A2**   *Position:*   *Length:*   1

Number of courses where reason "upgrading knowledge or skills" was somewhat important
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 2	Courses	85	56,849
	Not applicable	4,099	2,957,064
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the
reason "upgrading knowledge or skills" was somewhat important (CQ16A = somewhat important).

Variable: **EMCQ16A3**   *Position:*   *Length:*   1

Number of courses where reason "upgrading knowledge or skills" was somewhat unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 1	Courses	16	9,913
	Not applicable	4,168	3,004,000
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "upgrading knowledge or skills" was somewhat unimportant (CQ16A = somewhat unimportant).

Variable: **EMCQ16A4**   *Position:*   *Length:*   1

Number of courses where reason "upgrading knowledge or skills" was very unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 1	Courses	9	13,059
	Not applicable	4,175	3,000,854
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "upgrading knowledge or skills" was very unimportant (CQ16A = very unimportant).

Variable: **EMCQ16A5**   *Position:*   *Length:*   1

Number of courses where reason "upgrading knowledge or skills" was not applicable
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 1	Courses	7	6,504
	Not applicable	4,177	3,007,409
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "upgrading knowledge or skills" was not applicable (CQ16A = not applicable).

Variable: **EMCQ16B1**   *Position:*   *Length:*   1

Number of courses where reason "acquiring formal qualifications" was very important
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 3	Courses	173	118,569
	Not applicable	4,011	2,895,345
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the
reason "acquiring formal qualifications" was very important (CQ16B = very important).

Variable: **EMCQ16B2**   *Position:*   *Length:*   1

Number of courses where reason "acquiring formal qualifications" was somewhat important
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 2	Courses	98	61,309
	Not applicable	4,086	2,952,605
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the
reason "acquiring formal qualifications" was somewhat important (CQ16B = somewhat important).

Variable: **EMCQ16B3**   *Position:*   *Length:*   1

Number of courses where reason "acquiring formal qualifications" was somewhat unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 2	Courses	34	19,463
	Not applicable	4,150	2,994,450
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the
reason "acquiring formal qualifications" was somewhat unimportant (CQ16B = somewhat unimportant).

Variable: **EMCQ16B4**   *Position:*   *Length:*   1

Number of courses where reason "acquiring formal qualifications" was very unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 3	Courses	58	54,778
	Not applicable	4,126	2,959,136
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "acquiring formal qualifications" was very unimportant (CQ16B = very unimportant).

Variable: **EMCQ16B5**   *Position:*   *Length:*   1

Number of courses where reason "acquiring formal qualifications" was not applicable
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 3	Courses	99	76,956
	Not applicable	4,085	2,936,957
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "acquiring formal qualifications" was not applicable (CQ16B = not applicable).

Variable: **EMCQ16C1**   *Position:*   *Length:*   1

Number of courses where reason "personal development" was very important
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 3	Courses	318	217,867
	Not applicable	3,866	2,796,047
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "personal development" was very important (CQ16C = very important).

Variable: **EMCQ16C2**   *Position:*   *Length:*   1

Number of courses where reason "personal development" was somewhat important
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 2	Courses	96	72,162
	Not applicable	4,088	2,941,751
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "personal development" was somewhat important (CQ16C = somewhat important).

Variable: **EMCQ16C3**   *Position:*   *Length:*   1

Number of courses where reason "personal development" was somewhat unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 1	Courses	15	6,614
	Not applicable	4,169	3,007,299
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "personal development" was somewhat unimportant (CQ16C = somewhat unimportant).

Variable: **EMCQ16C4**   *Position:*   *Length:*   1

Number of courses where reason "personal development" was very unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 1	Courses	13	10,239
	Not applicable	4,171	3,003,675
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "personal development" was very unimportant (CQ16C = very unimportant).

Variable: **EMCQ16C5** *Position:* *Length:* 1

Number of courses where reason "personal development" was not applicable
Allowed Min: 1 *Allowed Max:* 5

		FREQ	WTD
1 : 2	Courses	17	19,358
	Not applicable	4,167	2,994,556
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "personal development" was not applicable (CQ16C = not applicable).

Variable: **EMCQ16D1** *Position:* *Length:* 1

Number of courses where reason "personal health or fitness" was very important
Allowed Min: 1 *Allowed Max:* 5

		FREQ	WTD
1 : 3	Courses	144	103,967
	Not applicable	4,040	2,909,947
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "personal health or fitness" was very important (CQ16D = very important).

Variable: **EMCQ16D2** *Position:* *Length:* 1

Number of courses where reason "personal health or fitness" was somewhat important
Allowed Min: 1 *Allowed Max:* 5

		FREQ	WTD
1 : 2	Courses	67	41,259
	Not applicable	4,117	2,972,655
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "personal health or fitness" was somewhat important (CQ16D = somewhat important).

Variable: **EMCQ16D3**   *Position:*   *Length:*   1

Number of courses where reason "personal health or fitness" was somewhat unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 2	Courses	19	9,383
	Not applicable	4,165	3,004,531
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "personal health or fitness" was somewhat unimportant (CQ16D = somewhat unimportant).

Variable: **EMCQ16D4**   *Position:*   *Length:*   1

Number of courses where reason "personal health or fitness" was very unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 2	Courses	34	34,347
	Not applicable	4,150	2,979,566
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "personal health or fitness" was very unimportant (CQ16D = very unimportant).

Variable: **EMCQ16D5**   *Position:*   *Length:*   1

Number of courses where reason "personal health or fitness" was not applicable
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 4	Courses	189	133,603
	Not applicable	3,995	2,880,311
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "personal health or fitness" was not applicable (CQ16D = not applicable).

Variable: **EMCQ16E1**   *Position:*   *Length:*   1

Number of courses where reason "being with friends/wanting to meet new people/attending social activities" was very important

Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 3	Courses	101	63,257
	Not applicable	4,083	2,950,656
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "being with friends/wanting to meet new people/attending social activities" was very important (CQ16E = very important).

Variable: **EMCQ16E2**   *Position:*   *Length:*   1

Number of courses where reason "being with friends/wanting to meet new people/attending social activities" was somewhat important

Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 2	Courses	120	70,114
	Not applicable	4,064	2,943,799
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "being with friends/wanting to meet new people/attending social activities" was somewhat important (CQ16E = somewhat important).

Variable: **EMCQ16E3**   *Position:*   *Length:*   1

Number of courses where reason "being with friends/wanting to meet new people/attending social activities" was somewhat unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 1	Courses	48	33,250
	Not applicable	4,136	2,980,663
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "being with friends/wanting to meet new people/attending social activities" was somewhat unimportant (CQ16E = somewhat unimportant).

Variable: **EMCQ16E4**   *Position:*   *Length:*   1

Number of courses where reason "being with friends/wanting to meet new people/attending social activities" was very unimportant
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 3	Courses	79	75,985
	Not applicable	4,105	2,937,928
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the reason "being with friends/wanting to meet new people/attending social activities" was very unimportant (CQ16E = very unimportant).

Variable: **EMCQ16E5**   *Position:*   *Length:*   1

Number of courses where reason "being with friends/wanting to meet new people/attending social activities"
was not applicable
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 3	Courses	110	83,983
	Not applicable	4,074	2,929,930
		======	=========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) for which the
reason "being with friends/wanting to meet new people/attending social activities" was not applicable (CQ16E = not applicable).

Variable: **EMCQ17A**   *Position:*   *Length:*   1

Number of courses taken for which expectations were met to a great extent
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	2,626	1,904,058
	Not applicable	1,558	1,109,856
		======	=========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken where the
expectations were met to a great extent (CQ17 = 1).

Variable: **EMCQ17B**   *Position:*   *Length:*   1

Number of courses taken for which expectations were met somewhat
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	1,640	1,139,602
	Not applicable	2,544	1,874,311
		======	=========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken where the
expectations were met somewhat (CQ17 = 2).

Variable: **EMCQ17C**   *Position:*   *Length:*   1

Number of courses taken for which expectations were met very little
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 2	Courses	202	145,151
	Not applicable	3,982	2,868,762
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken where the
         expectations were met very little (CQ17 = 3).

Variable: **EMCQ17D**   *Position:*   *Length:*   1

Number of courses taken for which expectations were not met at all
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 2	Courses	67	45,098
	Not applicable	4,117	2,968,815
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken where the
         expectations were not met at all (CQ17 = 4).

Variable: **EMCQ17E**   *Position:*   *Length:*   1

Number of courses taken for which question on expectations was not applicable
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 2	Courses	26	17,384
	Not applicable	4,158	2,996,530
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken where the
         question on expectations was not applicable (CQ17 = 5).

Variable: **EMCQ18A**   *Position:*   *Length:*   1

Number of courses taken for which respondent is using acquired skills to a great extent at work
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	2,391	1,760,018
	Not applicable	1,793	1,253,895
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken for which the respondent has indicated that the skills or knowledge acquired are being used to a great extent at work (CQ18 = 1).

Variable: **EMCQ18B**   *Position:*   *Length:*   1

Number of courses taken for which respondent is using acquired skills somewhat at work
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	1,559	1,105,119
	Not applicable	2,625	1,908,795
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken for which the respondent has indicated that the skills or knowledge acquired are being used somewhat at work (CQ18 = 2).

Variable: **EMCQ18C**   *Position:*   *Length:*   1

Number of courses taken for which respondent is using acquired skills very little at work
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 3	Courses	410	255,447
	Not applicable	3,774	2,758,466
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken for which the respondent has indicated that the skills or knowledge acquired are being used very little at work (CQ18 = 3).

Variable: **EMCQ18D**   *Position:*   *Length:*   1

Number of courses taken for which respondent is not using acquired skills at work
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
		FREQ	WTD
1 : 4	Courses	255	164,160
	Not applicable	3,929	2,849,754
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken for which
the respondent has indicated that the skills or knowledge acquired are not being used at all at work (CQ18 = 4).

Variable: **EMCQ18E**   *Position:*   *Length:*   1

Number of courses taken for which question on using acquired skills at work was not applicable
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
		FREQ	WTD
1 : 3	Courses	73	55,350
	Not applicable	4,111	2,958,564
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken for which
question on using acquired skills at work is not applicable (CQ18 = 5).

Variable: **EMCQ19A**   *Position:*   *Length:*   1

Number of courses taken for which respondent is using acquired skills to a great extent in personal life
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
		FREQ	WTD
1 : 4	Courses	583	451,500
	Not applicable	3,601	2,562,413
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken for which
the respondent has indicated that the skills or knowledge acquired are being used to a great extent in personal life (CQ19 = 1).

Variable: **EMCQ19B**   *Position:*   *Length:*   1

Number of courses taken for which respondent is using acquired skills somewhat in personal life
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	1,335	913,674
	Not applicable	2,849	2,100,239
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken for which the respondent has indicated that the skills or knowledge acquired are being used somewhat in personal life (CQ19 = 2).

Variable: **EMCQ19C**   *Position:*   *Length:*   1

Number of courses taken for which respondent is using acquired skills very little in personal life
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 4	Courses	882	592,407
	Not applicable	3,302	2,421,507
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken for which the respondent has indicated that the skills or knowledge acquired are being used very little in personal life (CQ19 = 3).

Variable: **EMCQ19D**   *Position:*   *Length:*   1

Number of courses taken for which respondent is not using acquired skills in personal life
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	1,352	949,069
	Not applicable	2,832	2,064,844
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken for which the respondent has indicated that the skills or knowledge acquired are not being used at all in personal life (CQ19 = 4).

Variable: **EMCQ19E**   *Position:*   *Length:*   1

Number of courses taken for which question on using acquired skills in personal life was not applicable
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 4	Courses	624	492,542
	Not applicable	3,560	2,521,371
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) taken for which
question on using acquired skills or knowledge in personal life is not applicable (CQ19 = 5).

Variable: **EMFTC**   *Position:*   *Length:*   1

Number of courses taken full-time only
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	2,472	1,767,161
	Not applicable	1,712	1,246,752
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the number of courses (section C) taken full-time only
(CQ20 = 'yes' and CQ22 = `no').

Variable: **EMPTC**   *Position:*   *Length:*   1

Number of courses taken part-time only
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	1,617	1,181,441
	Not applicable	2,567	1,832,473
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the number of courses (section C) taken part-time only
(CQ22 = 'yes' and CQ20 = `no').

Variable: **EMFTPTC**   *Position:*   *Length:*   1

Number of courses taken part-time and full-time
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 4	Courses	340	236,349
	Not applicable	3,844	2,777,564
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the number of courses (section C) that were taken both full-time and part-time (CQ20 = 'yes' and CQ22 = 'yes').

Variable: **EMCQ24P1**   *Position:*   *Length:*   1

Number of courses taken that were suggested by respondent
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	1,287	945,854
	Not applicable	2,897	2,068,059
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the number of courses (section C) taken that were suggested by the respondent him/herself (CQ22P1 = 'yes').

Variable: **EMCQ24P2**   *Position:*   *Length:*   1

Number of courses taken that were suggested by friends or family
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	66	43,267
	Not applicable	4,118	2,970,647
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the number of courses (section C) taken that were suggested by respondent's friends or family (CQ24P2 = 'yes').

Variable: **EMCQ24P3**   *Position:*   *Length:*   1

Number of courses taken that were suggested by the employer
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	2,623	1,876,155
	Not applicable	1,561	1,137,759
		======	=========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the number of courses (section C) taken which were
suggested by respondent's employer (CQ24P3 = 'yes').

Variable: **EMCQ24P4**   *Position:*   *Length:*   1

Number of courses taken that were suggested by other employees
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	567	414,665
	Not applicable	3,617	2,599,248
		======	=========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the number of courses (section C) taken that were
suggested by other employees (CQ24P4 = 'yes').

Variable: **EMCQ24P5**   *Position:*   *Length:*   1

Number of courses taken because written in collective agreement
Allowed Min: 1   *Allowed Max:*   5

		FREQ	WTD
1 : 5	Courses	35	26,928
	Not applicable	4,149	2,986,985
		======	=========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the number of courses (section C) that were taken
because they were written in a collective agreement (CQ24P5 = 'yes').

Variable: **EMCQ24P6** *Position:* *Length:* 1

Number of courses taken because union recommended or provided it
Allowed Min: 1   *Allowed Max:* 5

		FREQ	WTD
1 : 5	Courses	68	47,256
	Not applicable	4,116	2,966,657
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the number of courses (section C) that were taken because a union recommended or provided it (CQ24P6 = 'yes').

Variable: **EMCQ24P7** *Position:* *Length:* 1

Number of courses taken because of legal or professional requirement
Allowed Min: 1   *Allowed Max:* 5

		FREQ	WTD
1 : 5	Courses	238	172,036
	Not applicable	3,946	2,841,877
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the number of courses (section C) that were taken because they were a legal or professional requirement (CQ24P7 = 'yes').

Variable: **EMCQ24P8** *Position:* *Length:* 1

Number of courses taken which were suggested by 'other' source
Allowed Min: 1   *Allowed Max:* 5

		FREQ	WTD
1 : 3	Courses	143	102,980
	Not applicable	4,041	2,910,934
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the number of courses (section C) taken that were suggested by an 'other' source (CQ24P8 = 'yes').

Variable: **EMCQ25** *Position:* *Length:* 1

Number of courses taken and completed
Allowed Min: 1 *Allowed Max:* 5

		FREQ	WTD
1 : 5	Courses	4,033	2,901,730
	Not applicable	151	112,183
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the total number of courses (section C) completed
(CQ25 = 'yes').

Variable: **EMCQ26** *Position:* *Length:* 1

Number of courses still taking
Allowed Min: 1 *Allowed Max:* 5

		FREQ	WTD
1 : 2	Courses	130	92,878
	Not applicable	4,054	2,921,035
		======	==========
		4,184	3,013,913

Note: For employer sponsored courses (section C). This derived variable gives the number of courses (section C) that the respondent is
still taking (CQ26 = 'yes').

Variable: **EMDURC** *Position:* *Length:* 4

Total duration of training taken in Section C, sponsored by employer
Allowed Min: 0001 *Allowed Max:* 1999

		FREQ	WTD
0001 : 1722	Hours	4,065	2,931,791
2000	2000 hours or more	0	0
9997	Don't know/Cannot calculate	119	82,122
		======	==========
		4,184	3,013,913

Note: Data suppressed on the public microdata file

Variable: **MEMDURC**   *Position:*   *Length:*   2

Total duration of training taken in Section C, sponsored by employer

		FREQ	WTD
01	1-40 Hours	3,251	2,304,242
02	41-80 Hours	491	374,894
03	81-120 Hours	157	125,463
04	121-160 Hours	53	41,379
05	161-240 Hours	52	39,367
06	241-320 Hours	22	17,460
07	321 Hours or more	39	28,985
97	Don't know/Cannot calculate	119	82,122
		======	==========
		4,184	3,013,913

Variable: **EMJOBC**   *Position:*   *Length:*   4

Total duration of training taken for job or career reason
Allowed Min: 0001   *Allowed Max:*   1999

		FREQ	WTD
	Not applicable	355	261,055
0001 : 1722	Hours	3,730	2,686,428
2000	2000 hours or more	0	0
9997	Don't know/Cannot calculate	99	66,431
		======	==========
		4,184	3,013,913

Note: Data suppressed on the public microdata file

Variable: **MEMJOBC**   *Position:*   *Length:*   2

Total duration of training taken for job or career reason

		FREQ	WTD
	Not applicable	355	261,055
01	1-40 Hours	2,986	2,114,731
02	41-80 Hours	447	339,164
03	81-120 Hours	141	110,963
04	121-160 Hours	52	41,064
05	161-240 Hours	48	37,462
06	241-320 Hours	18	14,204
07	321 Hours or more	38	28,840
97	Don't know/Cannot calculate	99	66,431
		======	==========
		4,184	3,013,913

Variable: **EMPIC**   *Position:*   *Length:*   4

Total duration of training taken for personal interest
Allowed Min: 0001   *Allowed Max:*   1999

		FREQ	WTD
	Not applicable	3,878	2,804,701
0001 : 0540	Hours	295	197,862
2000	2000 hours or more	0	0
9997	Don't know/Cannot calculate	11	11,351
		======	==========
		4,184	3,013,913

Note: Data suppressed on the public microdata file

Variable: **MEMPIC**   *Position:*   *Length:*   2

Total duration of training taken for personal interest

		FREQ	WTD
	Not applicable	3,878	2,804,701
01	1-40 Hours	258	171,503
02	41-80 Hours	22	15,174
03	81-120 Hours	9	8,343
04	121-160 Hours	0	0
05	161-240 Hours	3	2,240
06	241-320 Hours	2	457
07	321 Hours or more	1	145
97	Don't know/Cannot calculate	11	11,351
		======	==========
		4,184	3,013,913

Variable: **EMOTC**   *Position:*   *Length:*   4

Total duration of training taken for some other reason
Allowed Min: 0001   *Allowed Max:*   1999

		FREQ	WTD
	Not applicable	4,040	2,901,906
0001 : 0270	Hours	136	108,382
2000	2000 hours or more	0	0
9997	Don't know/Cannot calculate	8	3,625
		======	==========
		4,184	3,013,913

Note: Data suppressed on the public microdata file

Variable: **MEMOTC**   *Position:*   *Length:*   2

Total duration of training taken for some other reason

		FREQ	WTD
	Not applicable	4,040	2,901,906
01	1-40 Hours	113	86,643
02	41-80 Hours	15	14,331
03	81-120 Hours	5	4,943
04	121-160 Hours	0	0
05	161-240 Hours	2	693
06	241-320 Hours	1	1,771
07	321 Hours or more	0	0
97	Don't know/Cannot calculate	8	3,625
		======	=========
		4,184	3,013,913

Variable: **EMDKC**   *Position:*   *Length:*   2

Total duration of training taken, reason unknown

		FREQ	WTD
	Not applicable	4,160	2,995,923
97	Cannot calculate	24	17,990
		======	=========
		4,184	3,013,913