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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

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

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').

June 18, 1999 Page 2 Variable: EMCQ06A Position: Length: 1 Number of courses taken for which employer paid fees or tuition Allowed Min: 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 WTD **FREO** 1:5 Courses 2,374,531 3,264 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 Max: 5 Allowed Min: **FREQ** WTD 1:5 3,052 Courses 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').

June 18, 1999 Page 3 Variable: EMCQ06D Position: 1 Length: Number of courses taken for which employer provided unpaid time-off Allowed Min: 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: Allowed Max: 5 **FREO** WTD 2,021,800 1:5 Courses 2,813 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: Allowed Max: 5 WTD **FREQ** 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').

June 18, 1999 Page 4 Variable: EMCQ06G Position: Length: 1 Number of courses taken for which employer gave the training Allowed Min: 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 WTD **FREO** 1:5 Courses 485,793 635 2,528,121 Not applicable 3,549 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 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 Max: 5 Allowed Min: **FREQ** WTD 1:5 549 402,318 Courses

*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').

3,635

4,184

2,611,595

3,013,913

Not applicable

Page 5

June 18, 1999

Allowed Min:

Variable: EMCQ07P2 Position: Length: 1 Number of courses taken for which government also paid Allowed Max: 5 Allowed Min: **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: Allowed Max: 5 **FREO** WTD 1:3 Courses 107,397 170 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

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

**FREQ** 

Allowed Max: 5

*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').

June 18, 1999 Page 6 Variable: EMCQ07P5 Position: Length: 1 Number of courses taken for which no one else paid Allowed Min: 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 **FREO** 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 Max: Allowed Min: **FREQ** WTD 1:1 Courses 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').

June 18, 1999 Page 7 Variable: EMCQ08P2 Position: Length: 1 Number of courses taken for which government paid Allowed Max: 5 Allowed Min: **FREQ** WTD 1:1 Courses 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 Max: 5 Allowed Min: 1 WTD **FREO** 1:1 Courses 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 Max: 5 Allowed Min: 1 **FREQ** WTD 1:3 74,668 Courses 117 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').

June 18, 1999 Page 8 Variable: EMCQ08P5 Position: Length: 1 Number of courses taken for which 'other' paid Allowed Min: Allowed Max: **FREQ** WTD 1:1 Courses 1,145 Not applicable 3,012,769 4,183 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 **FREO** 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'). EMCQ09A Length: Variable: Position: Number of courses taken at elementary or high school Allowed Min: Allowed Max: 5 **FREO** WTD Courses 1:4 206 122,868 Not applicable 3,978 2,891,045

*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.

3,013,913

4,184

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Variable: EMCQ09B Position: Length: 1

Number of courses taken at college campus

Allowed Min: 1 Allowed Max: 5

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

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

1:3 Courses 99 68,626 Not applicable 4,085 2,945,287

*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.

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Variable: EMCQ09E Position: Length: 1

Number of courses taken at work

Allowed Min: 1 Allowed Max: 5

1:5 Courses 1,560 WTD
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

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

1:5 Courses 927 617,771
Not applicable 3,257 2,396,142

*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.

4,184

3,013,913

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

Number of courses taken at home

Allowed Min: 1 Allowed Max: 5

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

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

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.

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Variable: EMCQ10P1 Position: Length: 1

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

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

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.

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Variable: EMCQ10P4 Position: Length: 1

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

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

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

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.

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Variable: EMCQ10P7 Position: Length: 1

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

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

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

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.

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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

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

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').

June 18, 1999 Page 16 Variable: **EMCQ11P6** Position: Length: 1 Number of courses provided through on-the-job training Allowed Min: 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 **FREO** WTD 1:5 Courses 130,163 174 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: Allowed Max: 1 **FREQ** WTD 1:5 Courses 188 142,016 Not applicable 3,996 2,871,898

*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').

4,184

3,013,913

June 18, 1999 Page 17 EMCQ13 Variable: Position: Length: 1 Number of courses taken by internet Allowed Min: 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 Max: 5 Allowed Min: 1 **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).

June 18, 1999 Page 18 Variable: EMCQ14C Position: Length: 1 Number of courses taken for 'other' reasons Allowed Min: 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 Max: 5 Allowed Min: WTD **FREO** 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 Max: 5 Allowed Min: **FREQ** WTD 1:5 684 Courses 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).

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Variable:	EMCQ15A3	Position:	Length:	1		
Number of c Allowed Min		n "upgrading knowl Allowed Max: 5	edge or skills for curre	ent job"	was somewh	nat unimportant
1:2	Courses Not applicable				FREQ 59 4,125	WTD 37,893 2,976,021
					4,184	3,013,913
Variable:		Position:	O	1	was vory un	mportant
	ourses where reason  1: 1	Allowed Max: 5	euge of skills for curre	ent job	was very um	<b>F</b>
Allowed Min			eage of skins for curre	ent joo	FREQ 51	WTD 28,975
Allowed Min	n: 1		eage of skills for curre	ent Joo	FREQ	WTD
Allowed Min	a: 1 Courses		eage of skills for curre	ent Joo	FREQ 51	WTD 28,975
Allowed Min  1:3  Note: For emp	c: 1  Courses  Not applicable  bloyer sponsored courses	Allowed Max: 5 s (section C). This derived r skills for current job" w	d variable gives the total nu as very unimportant (CQ15	mber of c	FREQ 51 4,133 ===== 4,184 courses (section 6	WTD 28,975 2,984,939 ======= 3,013,913
Allowed Min  1:3  Note: For empression "  Variable:  Number of c	Courses Not applicable  bloyer sponsored courses 'upgrading knowledge or  EMCQ15A5  courses where reason	Allowed Max: 5 s (section C). This derived r skills for current job" we Position:	d variable gives the total nu as very unimportant (CQ15	mber of c A = very	FREQ 51 4,133 ===== 4,184 courses (section of unimportant).	WTD 28,975 2,984,939 ======= 3,013,913 C) for which the
Allowed Min  1:3  Note: For empression "  Variable:	Courses Not applicable  bloyer sponsored courses 'upgrading knowledge or  EMCQ15A5  courses where reason	Allowed Max: 5  s (section C). This derived r skills for current job" we resident the section of	d variable gives the total nu as very unimportant (CQ15  Length:	mber of c A = very	FREQ 51 4,133 ===== 4,184 courses (section of unimportant).	WTD 28,975 2,984,939 ======= 3,013,913 C) for which the

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).

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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

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

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).

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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

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

Position:

Number of courses where reason "upgrading knowledge or skills for a different or future job" was very unimportant

Allowed Min: 1 Allowed Max: 5

**EMCQ15B3** 

Variable:

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).

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Variable:	EMCQ15B5	Position:		Length:	1		
	urses where reason	n "upgrading kno	owledge or sk	ills for a di	ferent of	or future job"	was not
applicable <i>Allowed Min:</i>	1	Allowed Max:	5				
1:5	Courses Not applicable					FREQ 346 3,838	WTD 242,877 2,771,036
						4,184	3,013,913
	pyer sponsored courses pygrading knowledge of EMCQ15C1						
Number of co	urses where reason	n "advancing vou	ır position at	work" was	verv im	portant	
Allowed Min:	1	Allowed Max:	5	., 0111 ., 415	, 01 ) 1111	Portunit	
1:5	Courses Not applicable					FREQ 1,670 2,514	WTD 1,267,997 1,745,916
						4,184	3,013,913
_	oyer sponsored courses dvancing your position  EMCQ15C2	at work" was very in	_			courses (section C	C) for which the
Number of con Allowed Min:	urses where reason	n "advancing you Allowed Max:	our position at	work" was	somewl	nat important	
1:5	Not applicable					FREQ 994 3,190	WTD 691,791 2,322,122
						4,184	3,013,913
Note: For ample	oyer sponsored courses	(saction C) This day	rivad variabla ai	use the total mu	han af .	annana (anation C	S)

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).

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Variable:	EMCQ15C3	Position:	Length:	1		
Number of a Allowed Min		n "advancing your po Allowed Max: 5	osition at work" was s	somewha	t unimporta	nt
1:4	Courses Not applicable				FREQ 493 3,691	WTD 350,738 2,663,175
				_	4,184	3,013,913
reason  Variable:	"advancing your position  EMCQ15C4	Position:	unimportant (CQ15C = sor  Length:	mewhat uni	mportant).	
Number of a Allowed Min		n "advancing your po Allowed Max: 5	osition at work" was v	very unin	nportant	
	~				FREQ	WTD
1:3	Courses Not applicable				470 3,714	306,399 2,707,515
				=	4,184	3,013,913
			variable gives the total nu oortant (CQ15C = very unit		urses (section C	C) for which the
			_		urses (section C	C) for which the
reason  Variable:	EMCQ15C5 courses where reaso	a at work" was very unimp	oortant (CQ15C = very unit	mportant).		C) for which the
Variable: Number of a Allowed Min	EMCQ15C5 courses where reaso n: 1	Position: n "advancing your po	oortant (CQ15C = very unit	mportant).	cable FREQ	WTD
Variable:	EMCQ15C5 courses where reaso	Position: n "advancing your po	oortant (CQ15C = very unit	mportant).	cable	

*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).

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Variable:	EMCQ15D1	Position:	Length:	1		
Number of callowed Min		n "acquiring formal Allowed Max: 5	qualifications" was ve	ery impo	ortant	
1:5	Courses Not applicable				FREQ 1,419 2,765	WTD 1,020,519 1,993,394
					4,184	3,013,913
_	_		d variable gives the total nu tant (CQ15D = very importation)  Length:		ourses (section C	c) for which the
	_		C		4:	
Allowed Min		n acquiring formal Allowed Max: 5	qualifications" was so	mewna	it important	
1:4	Courses Not applicable				FREQ 921 3,263	WTD 643,843 2,370,071
1:4					921	643,843
Note: For emp	Not applicable		d variable gives the total nu important (CQ15D = somew		921 3,263 ====== 4,184 courses (section C	643,843 2,370,071 ======3,013,913
Note: For emp	Not applicable				921 3,263 ====== 4,184 courses (section C	643,843 2,370,071 ======3,013,913
Note: For empreason'  Variable:	Not applicable  ployer sponsored courses 'acquiring formal qualifi  EMCQ15D3  courses where reaso	Position:	Length: qualifications" was so	hat impo	921 3,263 ===== 4,184 courses (section Cortant).	643,843 2,370,071 ======= 3,013,913 C) for which the
Note: For empreason'  Variable:  Number of c	Not applicable  ployer sponsored courses 'acquiring formal qualifi  EMCQ15D3  courses where reaso	Position:  n "acquiring formal	Length: qualifications" was so	hat impo	921 3,263 ===== 4,184 courses (section Cortant).	643,843 2,370,071 ======= 3,013,913 C) for which the

*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).

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Variable: EMCQ15D4 Position: Length: 1 Number of courses where reason "acquiring formal qualifications" was very unimportant Allowed Min: Allowed Max: 5 **FREQ** WTD 1:4 Courses 509 361,443 Not applicable 2,652,470 3,675 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 "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: Allowed Max: 5 WTD **FREO** 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 Max: 5 Allowed Min: **FREQ** WTD 1:5 1,247 914,337 Courses 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).

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		5				
Variable:	EMCQ15E2	Position:	Length:	1		
Number of c Allowed Min		n "legal or profession Allowed Max: 5	onal requirements" was	somew	hat importan	t
1:5	Courses Not applicable				FREQ 719 3,465	WTD 503,161 2,510,753
					4,184	3,013,913
_	-		d variable gives the total nur at important (CQ15E = som Length:			c) for which the
Number of c Allowed Min		n "legal or profession Allowed Max: 5	onal requirements" was	s somew	hat unimport	tant
					FREQ	WTD
1:5	Courses				328	221,088
	Not applicable				3,856	2,792,825
					4,184	3,013,913
_	-		d variable gives the total nur at unimportant (CQ15E = so Length:			c) for which the
Number of c		n "legal or profession" Allowed Max: 5	onal requirements" was	s very u	nimportant	
					FREQ	WTD
1:4	Courses				492	340,261
	Not applicable				3,692	2,673,652
					4,184	3,013,913
Note: For emp	ployer sponsored courses	s (section C). This derive	d variable gives the total nu	mber of co	ourses (section C	c) for which the

*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).

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Variable:	EMCQ15E5	Position:	Length:	1		
Number of co Allowed Min		n "legal or profession Allowed Max: 5	nal requirements" was	not ap	plicable	
1:5	Courses Not applicable				FREQ 1,372 2,812	WTD 975,732 2,038,181
					4,184	3,013,913
			variable gives the total nur cable (CQ15E = not applica		courses (section C	r) for which the
Variable:	EMCQ16A1	Position:	Length:	1		
Number of co Allowed Min		n "upgrading knowle Allowed Max: 5	edge or skills" was ver	y impo	ortant	
1:3	Courses Not applicable				FREQ 348 3,836	WTD 244,654 2,769,259
					4,184	3,013,913
*			variable gives the total numeric (CQ16A = very importation)		courses (section C	c) for which the
Variable:	EMCQ16A2	Position:	Length:	1		
	ourses where reaso		<i>Length:</i> edge or skills" was sor		timportant	
Number of co	ourses where reaso	n "upgrading knowle	, and the second		FREQ 85 4,099	WTD 56,849 2,957,064

*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).

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Variable:	EMCQ16A3	Position:	Length:	1		
Number of Allowed Mi		n "upgrading knowle <i>Allowed Max:</i> 5	dge or skills" was so	mewhat	unimportant	
1:1	Courses Not applicable				FREQ 16 4,168	WTD 9,913 3,004,000
				-	4,184	3,013,913
			variable gives the total nu important (CQ16A = some Length:			,
Number of Allowed Mi		n "upgrading knowle Allowed Max: 5	dge or skills" was ve	ry unimp	oortant	
					FREQ	WTD
1:1	Courses Not applicable			_	9 4,175 =====	13,059 3,000,854
				-	4,184	3,013,913
			variable gives the total nu tant (CQ16A = very unim		urses (section C	C) for which the
					urses (section C	C) for which the
reason  Variable:	"upgrading knowledge o  EMCQ16A5  courses where reaso	r skills" was very unimpor  Position:	tant (CQ16A = very unim	portant).		C) for which the
Variable: Number of Allowed Mi	"upgrading knowledge o  EMCQ16A5  courses where reaso  n: 1	r skills" was very unimpor  Position:  n "upgrading knowle	tant (CQ16A = very unim	portant).	ble FREQ	WTD
Variable:	"upgrading knowledge o  EMCQ16A5  courses where reaso	r skills" was very unimpor  Position:  n "upgrading knowle	tant (CQ16A = very unim	portant).	ble	

*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).

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Variable: **EMCQ16B1** Position: Length: 1 Number of courses where reason "acquiring formal qualifications" was very important Allowed Min: 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: Allowed Max: 5 **FREO** WTD 1:2 Courses 61,309 98 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 Max: Allowed Min: **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).

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Variable: **EMCQ16B4** Position: Length: 1 Number of courses where reason "acquiring formal qualifications" was very unimportant Allowed Min: Allowed Max: 5 **FREO** 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 Max: 5 Allowed Min: **FREO** WTD 1:3 Courses 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 Max: 5 Allowed Min: **FREQ** WTD 1:3 217,867 Courses 318 Not applicable 3,866 2,796,047

*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).

4,184

3,013,913

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Variable: **EMCQ16C2** Position: 1 Length: Number of courses where reason "personal development" was somewhat important Allowed Min: Allowed Max: 5 **FREO** 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: Allowed Max: 5 **FREO** WTD 1:1 Courses 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 Max: 5 Allowed Min: **FREQ** WTD 1:1 10,239 Courses 13 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).

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Variable: **EMCQ16C5** Position: Length: 1 Number of courses where reason "personal development" was not applicable Allowed Min: Allowed Max: 5 **FREQ** WTD 1:2 Courses 17 19,358 Not applicable 2,994,556 4,167 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: Allowed Max: 5 WTD **FREO** 1:3 Courses 103,967 144 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 Max: 5 Allowed Min: **FREQ** WTD 1:2 41,259 Courses 67 Not applicable 4,117 2,972,655

*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).

4,184

3,013,913

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Variable: EMCQ16D3 Position: 1 Length: Number of courses where reason "personal health or fitness" was somewhat unimportant Allowed Min: Allowed Max: 5 **FREQ** WTD 1:2 Courses 19 9,383 Not applicable 3,004,531 4,165 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: Allowed Max: 5 FREO WTD 1:2 Courses 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 Max: 5 Allowed Min: **FREQ** WTD

*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).

189

3,995

4,184

133,603

2,880,311

3,013,913

1:4

Courses

Not applicable

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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

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

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).

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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

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

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).

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Variable: **EMCQ16E5** Position: 1 Length: Number of courses where reason "being with friends/wanting to meet new people/attending social activities" was not applicable Allowed Min: Allowed Max: 5 **FREQ** WTD 1:3 Courses 83,983 110 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: Allowed Max: 5 **FREO** 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: 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).

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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

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 1:2 Courses 26 1

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

WTD

*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).

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Variable: EMCQ18A Position: Length: 1 Number of courses taken for which respondent is using acquired skills to a great extent at work Allowed Min: 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 Max: 5 Allowed Min: WTD **FREO** 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 Max: 5 Allowed Min: **FREQ** WTD 1:3 410 Courses 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).

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Variable: EMCQ18D Position: Length: 1 Number of courses taken for which respondent is not using acquired skills at work Allowed Min: Allowed Max: 5 **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: Allowed Max: 5 **FREO** WTD 1:3 Courses 55,350 Not applicable 4.111 2,958,564 3,013,913 4.184 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 Max: 5 Allowed Min: **FREQ** WTD 1:4 583 451,500 Courses 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).

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Variable: EMCQ19B Position: Length: 1 Number of courses taken for which respondent is using acquired skills somewhat in personal life Allowed Min: 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 Max: 5 Allowed Min: **FREO** WTD 1:4 Courses 592,407 882 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 Max: 5 Allowed Min: **FREQ** WTD 1:5 1,352 949,069 Courses 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).

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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

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

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

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').

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Variable: EMFTPTC Position: Length: 1

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

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

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').

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Variable: EMCQ24P3 Position: Length: 1

Number of courses taken that were suggested by the employer

Allowed Min: 1 Allowed Max: 5

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

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

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').

June 18, 1999 Page 44 Variable: EMCQ24P6 Position: Length: 1 Number of courses taken because union recommended or provided it Allowed Min: 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

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

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').

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Variable:	EMCQ25	Position:	Length:	1		
Number of a Allowed Min	courses taken and on: 1	completed  Allowed Max: 5				
1:5	Courses Not applicable				FREQ 4,033 151	WTD 2,901,730 112,183
					4,184	3,013,913
	ployer sponsored cours = 'yes').	es (section C). This derived	variable gives the total nu	mber of o	courses (section C	C) completed
Variable:	EMCQ26	Position:	Length:	1		
Number of a Allowed Min	courses still taking n: 1	Allowed Max: 5				
1:2	Courses Not applicable				FREQ 130 4,054	WTD 92,878 2,921,035
					4,184	3,013,913
	ployer sponsored cours ring (CQ26 = 'yes').	es (section C). This derived	variable gives the number	of cours	es (section C) tha	it the respondent is
Variable:	<b>EMDURC</b>	Position:	Length:	4		
		n in Section C, sponso Allowed Max: 19				
0001 : 1722 2000	Hours 2000 hours or n	2072			FREQ 4,065	WTD 2,931,791
9997	Don't know/Car				0 119	82,122
					4,184	3,013,913
Note: Data su	appressed on the public	microdata file				

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Variable:	MEMDURC	Position:	Length:	2		
Total duration	on of training taken	in Section C, sponsor	ed by employer			
01 02 03 04 05 06 07 97	1-40 Hours 41-80 Hours 81-120 Hours 121-160 Hours 161-240 Hours 241-320 Hours 321 Hours or mo Don't know/Can				FREQ 3,251 491 157 53 52 22 39 119	WTD 2,304,242 374,894 125,463 41,379 39,367 17,460 28,985 82,122
					4,184	3,013,913
Variable:	EMJOBC	Position:	Length:	4		
Total duration Allowed Min		for job or career rease Allowed Max: 199				
0001 : 1722 2000 9997	Not applicable Hours 2000 hours or mo Don't know/Can				FREQ 355 3,730 0 99	WTD 261,055 2,686,428 0 66,431
					4,184	3,013,913
Note: Data su	ppressed on the public n	nicrodata file				

June 18, 199	99					Page 47
Variable:	MEMJOBC	Position:	Length:	2		
Total duration	n of training take	n for job or career reason				
01 02 03 04 05 06 07 97	Not applicable 1-40 Hours 41-80 Hours 81-120 Hours 121-160 Hours 161-240 Hours 241-320 Hours 321 Hours or m Don't know/Car				FREQ 355 2,986 447 141 52 48 18 38 99	WTD 261,055 2,114,731 339,164 110,963 41,064 37,462 14,204 28,840 66,431
					4,184	3,013,913
Variable:	EMPIC	Position:	Length:	4		
Total duration Allowed Min.		n for personal interest  Allowed Max: 1999				
Not applicable 0001:0540 Hours 2000 2000 hours or more 9997 Don't know/Cannot c					FREQ 3,878 295 0 11	WTD 2,804,701 197,862 0 11,351
					4,184	3,013,913
Note: Data sup	pressed on the public	microdata file				

June 18, 19	99					Page 48
Variable:	MEMPIC	Position:	Length:	2		
Total duratio	n of training take	n for personal interest				
01 02 03 04 05 06 07 97	Not applicable 1-40 Hours 41-80 Hours 81-120 Hours 121-160 Hours 161-240 Hours 241-320 Hours 321 Hours or m Don't know/Car				FREQ 3,878 258 22 9 0 3 2 1 11 ===== 4,184	WTD 2,804,701 171,503 15,174 8,343 0 2,240 457 145 11,351 ====== 3,013,913
Variable:	ЕМОТС	Position:	Length:	4		
Total duratio Allowed Min		n for some other reason <i>Allowed Max:</i> 1999				
0001 : 0270 2000 9997	Not applicable Hours 2000 hours or n Don't know/Car				FREQ 4,040 136 0 8	WTD 2,901,906 108,382 0 3,625
					4,184	3,013,913
Note: Data sup	pressed on the public	microdata file				

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Julie 18, 19	777					1 age 49
Variable:	MEMOTC	Position:	Length:	2		
Total duration	on of training take	n for some other reason				
01 02 03 04 05 06 07 97	Not applicable 1-40 Hours 41-80 Hours 81-120 Hours 121-160 Hours 161-240 Hours 241-320 Hours 321 Hours or m Don't know/Car				FREQ 4,040 113 15 5 0 2 1 0 8 ===== 4,184	WTD 2,901,906 86,643 14,331 4,943 0 693 1,771 0 3,625 ======= 3,013,913
Variable:	EMDKC	Position:	Length:	2		
Total duration	on of training take	n, reason unknown				
97	Not applicable Cannot calculat	e			FREQ 4,160 24	WTD 2,995,923 17,990
					4,184	3,013,913