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Variable: UNIQUEID Position: Length: 5

Unique identifier

Note: If at least one of DQ05A, DQ05B, DQ05C, DQ05D, DQ05E, DQ05F, DQ05G, DQ05H or DQ07P4 = yes then course is considered employer sponsored. If none of DQ05 or DQ07 = yes but AQ05 = yes then also considered employer sponsored.

Variable: SURVDATE Position: Length: 4

Date of survey

214 152,741

Variable: EMDQ03 Position: Length: 1

Number of courses taken while respondents had a job/business

Allowed Min: 1 Allowed Max: 5

1:5 Courses 210 150,575
Not applicable 4 2,166
===== 214 152,741

Note: For employer sponsored courses (section D). This derived variable indicates the total number of courses (section D) taken by the respondent while they had a job/business (DQ03 = 'yes').

June 18, 1999 Page 2 Variable: EMDQ05A Position: Length: 1 Number of courses taken for which employer paid fees or tuition Allowed Min: Allowed Max: 5 **FREQ** WTD 1:5 Courses 151 102,188 Not applicable 50,553 63 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the respondent indicates that the employer supported the training by paying fees or tuition (DQ05A = 'yes'). Variable: EMDQ05B Position: Length: 1 Number of courses taken for which employer paid for course materials Allowed Min: 1 Allowed Max: 5 **FREO** WTD 1:5 Courses 127 78,123 Not applicable 87 74,618 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the respondent indicates that the employer supported the training by paying for course materials (DQ05B = 'yes'). Variable: EMDQ05C Position: Length: 1 Number of courses taken for which employer provided paid time-off Allowed Max: 5 Allowed Min: **FREQ** WTD 1:3 102 66,568 Courses Not applicable 112 86,173 152,741 214 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the respondent indicates that the employer supported the training by providing paid time-off for training or educational leave (DQ05C = 'yes').

June 18, 19		Jenveu variables	Tor Section D, Hon		Page 3
Variable:	EMDQ05D	Position:	Length:	1	
Number of callowed Mires		which employer provide Allowed Max: 5	led unpaid time-off		
1:5	Courses Not applicable			FREQ 50 164	WTD 36,919 115,822
				214	152,741
respond			I variable gives the total nui		
Variable:	EMDQ05E	Position:	Length:	1	
Number of callowed Mires		which employer provide Allowed Max: 5	led premises or suppli	es	
	-			FREQ	WTD
1:5	Courses Not applicable			104 110	71,307 81,434
				214	152,741
-			I variable gives the total nur ing by providing premises		
Variable:	EMDQ05F	Position:	Length:	1	
Number of callowed Min		which employer provide Allowed Max: 5	led transportation or a	ccommodation	
				FREQ	WTD
1:3	Courses Not applicable			58 156	32,370 120,371
				===== 214	152,741
Note: For emp	ployer sponsored course	es (section D). This derived	I variable gives the total nu	mber of courses (section D) for which the

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the respondent indicates that the employer supported the training by providing transportation or accommodation (DQ05F = 'yes').

June 18, 1999 Page 4 Variable: EMDQ05G Position: Length: 1 Number of courses taken for which employer gave the training Allowed Min: Allowed Max: 5 **FREQ** WTD 1:5 Courses 96 69,733 Not applicable 83,008 118 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the respondent indicates that the employer supported the training by giving the training (DQ05G = 'yes'). Variable: EMDQ05H Position: Length: 1 Number of courses taken for which employer provided any other support Allowed Max: 5 Allowed Min: 1 **FREO** WTD 1:2 Courses 27 15,509 Not applicable 187 137,233 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the respondent indicates that the employer supported the training by providing any other support (DQ05H = 'yes'). Variable: EMDQ06P1 Position: Length: 1 Number of courses taken for which self/family also paid Allowed Max: 5 Allowed Min: **FREQ** WTD 1:4 47,160 Courses 72 Not applicable 142 105,581 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which self or

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which self or family also paid (DQ06P1 = 'yes').

Page :		n D, Hobbies			1999	June 18, 19
		Length: 1		0 6P2 <i>F</i>	EMDQ06I	Variable:
			nent also paid dax: 5		of courses taken fo Min: 1	Number of co
WTI 4,400 148,338	FREQ 9 205			eable	Courses Not applicab	1:2
152,74	214					
		Length: 1		DQ06P2 = 'y	employer sponsored correment also paid (DQC) EMDQ061	
		_	r professional ar			
		iization aiso paid	r professional org Iax: 5		of courses taken fo Min: 1	Allowed Min
WTI	FREQ				Courses Not applicab	1:1
69. 152,050	2 212			able	riot applicati	
69				able	тчог аррисао.	
69 152,050 ====== 152,74	212 ===== 214			d courses (se	employer sponsored co on or professional organ	union or
69 152,050 ====== 152,74	212 ===== 214	s the total number of contents of the total number of the tota		d courses (se	employer sponsored co on or professional organ	
69 152,050 ====== 152,74	212 ===== 214		Q06P3 = 'yes').	d courses (se rganization a	employer sponsored co on or professional organ EMDQ06I	union or Variable:
69 152,050 ======= 152,74) for which a	212 ===== 214 ourses (section)		Q06P3 = 'yes').	d courses (se rganization a	employer sponsored coon or professional organ EMDQ06I of courses taken fo Min: 1	union or Variable: Number of coallowed Min
69 152,050 ======= 152,74) for which a	212 ====== 214 ourses (section)		Q06P3 = 'yes').	d courses (se rganization a	employer sponsored co on or professional organ EMDQ06I	union or Variable: Number of co

also paid (DQ06P4 = 'yes').

T 10 10		erived variables for S	ection D, Hor	obies		D (
June 18, 19	<i>1</i> 77					Page 6
Variable:	EMDQ06P5	Position:	Length:	1		
Number of of Allowed Mir		hich no one else paid Allowed Max: 5				
1:5	Courses Not applicable				FREQ 92 122	WTD 70,488 82,253
					214	152,741
	ployer sponsored course d (DQ06P5 = 'yes').	s (section D). This derived variab	le gives the total nu	mber of o	courses (section D) for which no one
Variable:	EMDQ06P6	Position:	Length:	1		
Number of careful Allowed Mir		hich there were no fees Allowed Max: 5				
1.0	G				FREQ	WTD
1:2	Courses Not applicable				24 190	14,573 138,168
					214	152,741
	ployer sponsored course o fees (DQ06P6 = 'yes').	s (section D). This derived variab	le gives the total nu	mber of o	courses (section D) for which there
Variable:	EMDQ07P1	Position:	Length:	1		
Number of careful Allowed Min		hich self/family paid Allowed Max: 5				
					FREQ	WTD
1:1	Courses Not applicable				1 213	2,515 150,226
	TI				214	152,741
	ployer sponsored course paid (DQ07P1= 'yes').	s (section D). This derived variab	le gives the total nu	mber of o		

June 18, 19	99					Page 7
Variable:	EMDQ07P2	Position:	Length:	1		
Number of co		nich government paid Allowed Max: 5				
	Not applicable				FREQ 214	WTD 152,741
					214	152,741
	oloyer sponsored course nent paid (DQ07P2 = 'yo	s (section D). This derived ves').	ariable gives the total nu	mber of c	courses (section D)) for which
Variable:	EMDQ07P3	Position:	Length:	1		
Number of co Allowed Min		nich union or profession Allowed Max: 5	onal organization pai	id		
	Not applicable				FREQ 214	WTD 152,741
					214	152,741
	oloyer sponsored course ssional organization pai	s (section D). This derived v d (DQ07P3 = 'yes').	ariable gives the total nu	mber of o	courses (section D)) for which unior
Variable:	EMDQ07P4	Position:	Length:	1		
Number of co Allowed Min		nich employer paid Allowed Max: 5				
1 . 1	Common				FREQ	WTD
1:1	Courses Not applicable				7 207	6,028 146,714
					214	152,741
-	loyer sponsored course or paid (DQ07P4 = 'yes'	s (section D). This derived v	ariable gives the total nu	mber of o	courses (section D)) for which

June 18, 199	99					Page 8
Variable:	EMDQ07P5	Position:	Length:	1		
Number of coallowed Min:	ourses taken for w	hich 'other' paid Allowed Max: 5				
	Not applicable				FREQ 214 ======	WTD 152,741
	oyer sponsored course 107P5= 'yes').	s (section D). This derived variab	le gives the total nu	imber of	214 courses (section D)	152,741) for which 'other
Variable:	EMDQ07P6	Position:	Length:	1		
Number of coallowed Min:		hich there were 'no fees' Allowed Max: 5				
	Not applicable				FREQ 214	WTD 152,741
					214	152,741
	oyer sponsored course fees' (DQ07P6 = 'yes')	s (section D). This derived variab	le gives the total nu	imber of	courses (section D) for which there
Variable:	EMDQ08A	Position:	Length:	1		
		mentary or high school				
Number of coallowed Min:	ourses taken at ele 1	Allowed Max: 5				
					FREQ 8	WTD 4,538
Allowed Min:	1				~	

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken at an elementary or high school (DQ08A = 'yes'). DQ08 refers to the physical location at which the course was taken.

June 18, 1999 Page 9 Variable: EMDQ08B Position: Length: 1 Number of courses taken at college campus Allowed Min: Allowed Max: **FREQ** WTD 1:1 Courses 16 11,152 Not applicable 198 141,589 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken at a college campus (DQ08B = 'yes'). DQ08 refers to the physical location at which the course was taken. Variable: EMDQ08C Position: Length: 1 Number of courses taken at university campus Allowed Min: 1 Allowed Max: 5 WTD 1:1 Courses 2,857 Not applicable 207 149,884 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken at a university campus (DQ08C = 'yes'). DQ08 refers to the physical location at which the course was taken. Variable: EMDQ08D Position: Length: 1 Number of courses taken at business or commercial school Allowed Min: Allowed Max: 5 **FREQ** WTD 1:1 7,064 Courses Not applicable 208 145,677 152,741 214

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken at a business or commercial school (DQ08D = 'yes'). DQ08 refers to the physical location at which the course was taken.

June 18, 1999 Page 10 Variable: EMDQ08E Position: Length: 1 Number of courses taken at work Allowed Min: Allowed Max: 5 **FREQ** WTD 1:5 Courses 52 34,345 Not applicable 118,396 162 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken at work (DQ08E= 'yes'). DQ08 refers to the physical location at which the course was taken. Variable: EMDQ08F Position: Length: 1 Number of courses taken at training centre Allowed Min: 1 Allowed Max: **FREO** WTD 1:2 Courses 14,037 20 Not applicable 194 138,704 152,741 214 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken at a training centre (DQ08F = 'yes'). DQ08 refers to the physical location at which the course was taken. Variable: EMDQ08G Position: Length: 1 Number of courses taken at conference center or hotel Allowed Min: Allowed Max: 5 **FREQ** WTD 1:3 22,889 Courses 27 Not applicable 187 129,852 152,741 214

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken at a conference centre or hotel (DQ08G = 'yes'). DQ08 refers to the physical location at which the course was taken.

June 18, 1999 Page 11 Variable: EMDQ08H Position: Length: 1 Number of courses taken at home Allowed Min: Allowed Max: 5 **FREQ** WTD 1:2 Courses 12 8,309 Not applicable 202 144,432 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken at home (DQ08H = 'yes'). DQ08 refers to the physical location at which the course was taken. Variable: EMDQ08I Position: Length: 1 Number of courses taken at community centre or sports facility Allowed Min: Allowed Max: 5 **FREO** WTD 1:1 Courses 16,420 24 Not applicable 190 136,321 152,741 214 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken at a community centre or sports facility (DQ08I = 'yes'). DQ08 refers to the physical location at which the course was taken. Variable: EMDQ08J Position: Length: 1 Number of courses taken elsewhere Allowed Min: Allowed Max: 5 **FREQ** WTD 1:223,917 Courses 42 Not applicable 172 128,824 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken elsewhere

(DQ08J = 'yes'). DQ08 refers to the physical location at which the course was taken.

June 18, 1999 Page 12 Variable: EMDQ09P1 Position: Length: 1 Number of courses given by educational institution Allowed Min: Allowed Max: 5 **FREQ** WTD 1:2 Courses 45 28,120 Not applicable 169 124,621 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) given by an educational institution (DQ09P1 = 'yes'). DQ09 refers to the instructor's employer. Variable: EMDQ09P2 Position: Length: 1 Number of courses given by commercial school or private training provider Allowed Min: Allowed Max: 5 **FREO** WTD 1:2 Courses 33,095 51 Not applicable 163 119,646 152,741 214 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) given by a commercial school or private training provider (DQ09P2 = 'yes'). DQ09 refers to the instructor's employer. Variable: EMDQ09P3 Position: Length: 1 Number of courses given by respondent's employer Allowed Max: 5 Allowed Min: 1 **FREQ** WTD 42,161 1:5 Courses 48 Not applicable 166 110,580 152,741 214

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) given by respondent's employer (DQ09P3 = 'yes'). DQ09 refers to the instructor's employer.

June 18, 1999 Page 13 Variable: EMDQ09P4 Position: Length: 1 Number of courses given by a non-profit organization Allowed Min: Allowed Max: 5 **FREQ** WTD 1:1 Courses 25 19,106 Not applicable 189 133,635 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) given by a non-profit organization (DQ09P4 = 'yes'). DQ09 refers to the instructor's employer. Variable: EMDQ09P5 Position: Length: 1 Number of courses given by a producer or supplier of equipment Allowed Min: 1 Allowed Max: 5 **FREO** WTD 1:1 Courses 5,772 12 Not applicable 202 146,969 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) given by a producer or supplier of equipment (DQ09P5 = 'yes'). DQ09 refers to the instructor's employer. Variable: EMDQ09P6 Position: Length: 1 Number of courses given by someone else Allowed Min: Allowed Max: 5 1 **FREQ** WTD 1:3 28,316 Courses 43 Not applicable 171 124,425 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) given by

someone else (DQ09P6 = 'yes'). DQ09 refers to the instructor's employer.

June 18, 1999 Page 14 Variable: EMDQ09P7 Position: Length: 1 Number of courses taken for which there was no instructor Allowed Min: Allowed Max: 5 **FREQ** WTD 1:1 Courses 4,722 6 Not applicable 208 148,019 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken for which there was no instructor (DQ09P7 = 'yes'). DQ09 refers to the instructor's employer. Variable: EMDQ10P1 Position: Length: 1 Number of courses provided through classroom instruction, seminars, or workshops Allowed Min: 1 Allowed Max: 5 WTD **FREO** 1:3 Courses 116,490 173 Not applicable 41 36,251 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) provided through classroom instruction, seminars, or workshops (DQ10P1 = 'yes'). Variable: EMDQ10P2 Position: Length: 1 Number of courses provided through educational software Allowed Max: 5 Allowed Min: 1 **FREQ** WTD 1:2 15,536 Courses 19 Not applicable 195 137,205 152,741 214

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) provided through educational software (DQ10P2 = 'yes'). Educational software refers to any type of computer software or tutorial where the computer is used as the medium for teaching the subject.

June 18, 1999 Page 15 Variable: **EMDQ10P3** Position: Length: 1 Number of courses provided through radio or tv broadcasting Allowed Min: Allowed Max: 5 **FREQ** WTD 1:1 Courses 1,784 Not applicable 209 150,957 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) provided through radio or tv broadcasting (DQ10P3 = 'yes'). Variable: EMDQ10P4 Position: Length: 1 Number of courses provided through audio/video cassettes, tapes or disks Allowed Max: 5 Allowed Min: 1 **FREO** WTD 1:5 Courses 24,752 38 Not applicable 176 127,990 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) provided through audio/video cassettes, tapes or disks (DQ10P4 = 'yes'). Variable: **EMDQ10P5** Position: Length: 1 Number of courses provided through reading materials Allowed Max: 5 Allowed Min: 1 **FREQ** WTD 1:5 65,969 Courses 88 Not applicable 126 86,773 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) provided through reading materials (DQ10P5 = 'yes').

June 18, 1999 Page 16 Variable: **EMDQ10P6** Position: Length: 1 Number of courses provided through on-the-job training Allowed Min: Allowed Max: 5 **FREQ** WTD 1:5 Courses 50 39,707 Not applicable 164 113,034 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) provided through on-the-job training (DQ10P6 = 'yes'). Variable: **EMDQ10P7** Position: Length: 1 Number of courses provided through other methods Allowed Min: 1 Allowed Max: 5 **FREO** WTD 1:1 Courses 20,337 20 Not applicable 194 132,404 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) provided through other methods (DQ10P7 = 'yes'). Variable: EMDQ11 Position: Length: 1 Number of courses taken by correspondence Allowed Min: Allowed Max: 1 **FREQ** WTD 1:1 Courses 5,651 11 203 Not applicable 147,090 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken by correspondence or through some other form of distance education (DQ11 = 'yes').

	99					Page 17
Variable:	EMDQ12	Position:	I anath:	1		
variable:	EMDQ12	Fosition.	Length:	1		
Number of c A <i>llowed Min</i>	ourses taken by in a: 1	ternet Allowed Max: 5				
					EDEO	WTT
	Not applicable				FREQ 214	WTI 152,74
	11				=======================================	
					214	152,74
Note: For emp (DQ12 =		es (section D). This derived variable	e gives the total nu	mber of	courses (section D) taken by intern
Variable:	EMDQ13A	Position:	Length:	1		
Number of c Allowed Min		urrent or future job reasons <i>Allowed Max:</i> 5				
					FREQ	WTI
: 5	Courses				116	73,73
	Not applicable				98	79,00
					214	152,74
	larvar crancarad agures	(.: TS) TT!: 1 : 1 : 11		mbor of	courses (section D) taken for curre
	e job reasons (DQ13 =	es (section D). This derived variabl 1).	le gives the total nu	moer or		,
or future			Length:	1		
or future /ariable: Number of c	EMDQ13B courses taken for po	1).				
or future Variable: Number of c	EMDQ13B courses taken for po	Position: ersonal interest reasons				
or future /ariable: Number of chilowed Min	EMDQ13B courses taken for po	Position: ersonal interest reasons			FREQ 88	WTI 62,563
or future	EMDQ13B courses taken for points: 1	Position: ersonal interest reasons			FREQ	WTI

June 18, 1999 Page 18 EMDQ13C Variable: Position: Length: 1 Number of courses taken for 'other' reasons Allowed Min: Allowed Max: **FREQ** WTD 1:1 Courses 8,348 Not applicable 206 144,393 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken for 'other' reasons (DQ13 = 3). Variable: EMDQ14A1 Position: Length: 1 Number of courses where reason "upgrading your knowledge or skills for your current job" was very important Allowed Min: Allowed Max: 5 **FREO** WTD 1:5 Courses 61.250 Not applicable 91,491 115 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "upgrading your knowledge or skills for your current job" was very important (DQ14A = very important). Variable: EMDQ14A2 Position: Length: 1 Number of courses where reason "upgrading your knowledge or skills for your current job" was somewhat important Allowed Min: Allowed Max: 5 **FREQ** WTD 1:2 Courses 15 9,153 199 Not applicable 143,588 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "upgrading your knowledge or skills for your current job" was somewhat important (DQ14A = somewhat important).

Variable: EMDQ14A3 Position: Length: 1

Number of courses where reason "upgrading your knowledge or skills for your current job" was somewhat unimportant

Allowed Min: 1 Allowed Max: 5

1:1 Courses 2 768
Not applicable 212 151,973
===== 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "upgrading your knowledge or skills for your current job" was somewhat unimportant (DQ14 = somewhat unimportant).

Variable: **EMDQ14A4** Position: Length: 1

Number of courses where reason "upgrading your knowledge or skills for your current job" was very unimportant

Allowed Min: 1 Allowed Max: 5

1:1 Courses 3 5,279
Not applicable 211 147,462
===== 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "upgrading your knowledge or skills for your current job" was very unimportant (DQ14A = very unimportant).

Variable: EMDQ14A5 Position: Length: 1

Number of courses where reason "upgrading your knowledge or skills for your current job" was not applicable

Allowed Min: 1 Allowed Max: 5

1:1 Courses 1 169
Not applicable 213 152,572
===== 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "upgrading your knowledge or skills for your current job" was not applicable (DQ14A = not applicable).

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Variable: EMDQ14B1 Position: Length: 1

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

Allowed Min: 1 Allowed Max: 5

1:4 Courses 69 46,345
Not applicable 145 106,396
===== 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "upgrading your knowledge or skills for a different or future job" was very important (DQ14B = very important).

Variable: EMDQ14B2 Position: Length: 1

Number of courses where reason "upgrading your knowledge or skills for a different or future job" was somewhat important

Allowed Min: 1 Allowed Max: 5

		FREQ	WTD
1:2	Courses	30	18,484
	Not applicable	184	134,257
		=====	========
		214	152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "upgrading your knowledge or skills for a different or future job" was somewhat important (DQ14B = somewhat important).

June 18, 1999 Page 21 Variable: **EMDQ14B3** Position: 1 Length: Number of courses where reason "upgrading your knowledge or skills for a different or future job" was somewhat unimportant Allowed Min: Allowed Max: 5 WTD 1:1 Courses 2,677 Not applicable 207 150,064 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "upgrading your knowledge or skills for a different or future job" was somewhat unimportant (DQ14B = somewhat unimportant). Variable: EMDQ14B4 Length: Position: 1 Number of courses where reason "upgrading your knowledge or skills for a different or future job" was very unimportant Allowed Min: Allowed Max: 5 **FREO** WTD 1:1Courses 6,908 Not applicable 205 145,833 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "upgrading your knowledge or skills for a different or future job" was very unimportant (DQ14B = very unimportant). Variable: **EMDQ14B5** Position: Length: 1 Number of courses where reason "upgrading your knowledge or skills for a different or future job" was not applicable Allowed Min: Allowed Max: 5 1 **FREQ** WTD 1:1 Courses 2,655 Not applicable 150,086 209 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "upgrading your knowledge or skills for a different or future job" was not applicable (DQ14B = not applicable).

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Variable:	EMDQ14C1	Position:	Length:	1		
Number of c Allowed Mir		n "advancing your p Allowed Max: 5	osition at work" was	very imp	ortant	
1:5	Courses Not applicable				FREQ 33 181	WTD 20,100 132,641
				-	214	152,741
reason' Variable:	'advancing your position EMDQ14C2	n at work" was very impor	d variable gives the total nurtant (DQ14C = very important) Length:	rtant).		, 101 111011 1110
Number of careful Allowed Mir		n "advancing your p Allowed Max: 5	osition at work" was s	somewha	at important	
					FREQ	WTD 18,669
1:2	Courses Not applicable				29 185	
1:2				Ξ		134,072 132,741
Note: For emp	Not applicable		d variable gives the total nu important (DQ14C = some Length:		185 ====== = 214 ourses (section D)	134,072
Note: For empreason '	Not applicable bloyer sponsored courses 'advancing your position EMDQ14C3 courses where reaso	n at work" was somewhat Position:	important (DQ14C = some	ewhat impo	185 ====== = 214 ourses (section D) ortant).	134,072 ======== 152,741) for which the
Note: For empreason ' Variable: Number of co	Not applicable bloyer sponsored courses 'advancing your position EMDQ14C3 courses where reaso	Position: n "advancing your p	important (DQ14C = some Length:	ewhat impo	185 ====== = 214 ourses (section D) ortant).	134,072 ======== 152,741) for which the

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "advancing your position at work" was somewhat unimportant (DQ14C = somewhat unimportant).

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Variable: EMDQ14C4 Position: Length: 1 Number of courses where reason "advancing your position at work" was very unimportant Allowed Min: Allowed Max: 5 **FREO** WTD 1:1 Courses 24 21.333 Not applicable 190 131,408 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "advancing your position at work" was very unimportant (DQ14C = very unimportant). Variable: EMDQ14C5 Position: Length: 1 Number of courses where reason "advancing your position at work" was not applicable Allowed Min: Allowed Max: 5 **FREO** WTD 1:3 Courses 9,338 21 143,404 Not applicable 193 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "advancing your position at work" was not applicable (DQ14C = not applicable). Variable: EMDQ14D1 Position: Length: 1 Number of courses where reason "acquiring formal qualifications" was very important Allowed Max: 5 Allowed Min: **FREQ** WTD 1:5 27,380 Courses 45 Not applicable 169 125,361 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "acquiring formal qualifications" was very important (DQ14D = very important).

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1

Length:

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

Position:

Variable:

EMDQ14D2

1:2 Courses 27 21,590
Not applicable 187 131,151
===== 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "acquiring formal qualifications" was somewhat important (DQ14D = somewhat important).

Variable: EMDQ14D3 Position: Length: 1

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

1:1 Courses 8 7,287
Not applicable 206 145,454
===== 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "acquiring formal qualifications" was somewhat unimportant (DQ14D = somewhat unimportant).

Variable: EMDQ14D4 Position: Length: 1

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

1:1 Courses 20 10,684
Not applicable 194 142,057
===== 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "acquiring formal qualifications" was very unimportant (DQ14D = very unimportant).

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Variable:	EMDQ14D5	Position:	Length:	1		
Number of co		n "acquiring formal <i>Allowed Max:</i> 5	qualifications" was no	ot appli	cable	
1:1	Courses Not applicable				FREQ 19 195	WTD 9,670 143,071
					214	152,741
Variable:	EMDQ14E1	Position:	ble (DQ14D = not applicab Length: onal requirements" wa	1	mportant	
Allowed Min.		Allowed Max: 5		- · · · · ·	r	
1:5	Courses Not applicable				FREQ 36 178	WTD 20,590 132,151
1:5					36	20,590
<i>Note:</i> For empl	Not applicable		d variable gives the total nuper portant (DQ14E = very important) Length:		36 178 ====== 214	20,590 132,151 152,741
Note: For emplereason "I	Not applicable loyer sponsored courses legal or professional requestion and the second	puirements" was very imp	oortant (DQ14E = very impo	ortant).	36 178 ===== = 214 courses (section D	20,590 132,151 ======= 152,741) for which the
Note: For emploreason "I Variable: Number of co	Not applicable loyer sponsored courses legal or professional requestion and the second	Position: n "legal or profession	oortant (DQ14E = very impo	ortant).	36 178 ===== = 214 courses (section D	20,590 132,151 ======= 152,741) for which the

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "legal or professional requirements" was somewhat important (DQ14E = somewhat important).

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Variable:	EMDQ14E3	Position:	Length:	1		
Number of c Allowed Min		n "legal or profession "Allowed Max: 5	onal requirements" was	s somew	vhat unimport	ant
1:1	Courses Not applicable				FREQ 8 206	WTD 4,389 148,352
					214	152,741
			ed variable gives the total nunat unimportant (DQ14E = s) for which the
Variable:	EMDQ14E4	Position:	Length:	1		
Number of c Allowed Min		n "legal or profession" Allowed Max: 5	onal requirements" was	s very u	nimportant	
1:1	Courses Not applicable				FREQ 17 197	WTD 15,754 136,987
					214	152,741
reason " Variable:	legal or professional rec	quirements" was very un Position:	ed variable gives the total nu important (DQ14E = very un Length: onal requirements" wa	nimportan	t).) for which the
Allowed Min		Allowed Max: 5				
1:2	Courses Not applicable				FREQ 45 169	WTD 25,737 127,004
					214	152,741
-			ed variable gives the total nu licable (DQ14E = not applic		ourses (section D) for which the

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Variable:	EMDQ15A1	Position:	Length:	1		
Number of c Allowed Mir		n "upgrading your kn Allowed Max: 5	owledge or skills" w	as very i	mportant	
1:1	Courses Not applicable			_	FREQ 64 150	WTD 46,929 105,813
				_	214	152,741
-		s (section D). This derived dge or skills" was very imp	-		urses (section D)) for which the
Variable:	EMDQ15A2	Position:	Length:	1		
Number of careful Allowed Mires		n "upgrading your kn Allowed Max: 5	owledge or skills" w	as somev	what importar	nt
	~				FREQ	WTD
1:2	Courses Not applicable				26 188	17,853 134,889
				=	214	152,741
		s (section D). This derived dge or skills" was somewh			urses (section D)	
					urses (section D)	
reason' Variable:	"upgrading your knowled EMDQ15A3 courses where reaso	dge or skills" was somewh	at important (DQ15A = so	omewhat in	ourses (section D)	for which the
Variable: Number of c	EMDQ15A3 courses where reaso	dge or skills" was somewh Position: n "upgrading your kn	at important (DQ15A = so	omewhat in	ourses (section D)	for which the
Variable:	"upgrading your knowled EMDQ15A3 courses where reaso	dge or skills" was somewh Position: n "upgrading your kn	at important (DQ15A = so	omewhat in	urses (section D) nportant). what unimpor	for which the

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "upgrading your knowledge or skills" was somewhat unimportant (DQ15A = somewhat unimportant).

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Variable:	EMDQ15A4	Position:	Length:	1		
Number of a Allowed Min		n "upgrading your kn Allowed Max: 5	owledge or skills" w	as very unir	nportant	
				F	REQ	WTD
1:1	Courses Not applicable				3 211	897 151,844
				===	214	152,741
reason Variable:	"upgrading your knowled" EMDQ15A5	dge or skills" was very uni Position:	mportant (DQ15A = very Length:			
	_	n "upgrading your kn	· ·		cable	
Allowed Mi		Allowed Max: 5	lowledge of skills w	as not appn	caoic	
	_			F	REQ	WTD
1:1	Courses Not applicable				5 209	5,885 146,856
	Not applicable					- ,
	rvot applicable			===	214	152,741
	ployer sponsored courses	s (section D). This derived dge or skills" was not appl	-	mber of course	214	152,741
	ployer sponsored courses		-	mber of course	214	152,741
reason Variable:	ployer sponsored courses "upgrading your knowled EMDQ15B1 courses where reaso	dge or skills" was not appl	icable (DQ15A = not appl Length:	mber of course icable).	214 es (section D)	152,741
Variable: Number of a	ployer sponsored courses "upgrading your knowled EMDQ15B1 courses where reason: 1	dge or skills" was not appl Position: n "acquiring formal o	icable (DQ15A = not appl Length:	mber of course icable). 1 ery importar	214 es (section D) nt	152,741) for which the
Variable:	ployer sponsored courses "upgrading your knowled EMDQ15B1 courses where reaso	dge or skills" was not appl Position: n "acquiring formal o	icable (DQ15A = not appl Length:	mber of course icable). 1 ery importan	214 es (section D)	152,741) for which the

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "acquiring formal qualifications" was very important (DQ15B = very important).

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Variable:	EMDQ15B2	Position:	Length:	1		
Number of a Allowed Min		n "acquiring formal <i>Allowed Max:</i> 5	qualifications" was so	omewhat	important	
1:2	Courses Not applicable			_	FREQ 16 198	WTD 5,630 147,111
				_	214	152,741
			I variable gives the total numportant (DQ15B = someward) Length:) for which the
Number of a Allowed Min		n "acquiring formal <i>Allowed Max:</i> 5	qualifications" was so	omewhat	unimportant	
					FREQ	WTD
1:2	Courses				7	5,663
	Not applicable				207	147 078
	Not applicable			=	207	147,078
<i>Note:</i> For em	ployer sponsored courses		I variable gives the total nu nimportant (DQ15B = som		214 urses (section D	152,741
Note: For em reason	ployer sponsored courses "acquiring formal qualifi	ications" was somewhat u	nimportant (DQ15B = som	newhat unin	214 urses (section D	152,741
Note: For em reason Variable:	ployer sponsored courses "acquiring formal qualifi EMDQ15B4 courses where reaso	Position:	_	newhat unin	214 urses (section D	152,741
Note: For em reason Variable:	ployer sponsored courses "acquiring formal qualifi EMDQ15B4 courses where reason: 1	Position: on "acquiring formal	nimportant (DQ15B = som Length:	newhat unin	214 urses (section Daportant). portant FREQ	152,741 for which the WTD
Note: For em reason Variable:	ployer sponsored courses "acquiring formal qualifi EMDQ15B4 courses where reason: 1 Courses	Position: on "acquiring formal	nimportant (DQ15B = som Length:	newhat unin	214 urses (section Daportant). portant FREQ 20	152,741 for which the WTD 14,855
Note: For em reason Variable: Number of a Allowed Min	ployer sponsored courses "acquiring formal qualifi EMDQ15B4 courses where reason: 1	Position: on "acquiring formal	nimportant (DQ15B = som Length:	1 ery unim	214 urses (section Daportant). portant FREQ	152,741 for which the WTD

 $reason \ "acquiring \ formal \ qualifications" \ was \ very \ unimportant \ (DQ15B = very \ unimportant).$

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Variable:	EMDQ15B5	Position:	Length:	1	
Number of co Allowed Min		n "acquiring forma Allowed Max: 5	qualifications" was no	t applicable	
1:1	Courses Not applicable			FREQ 28 186 =====	WTD 26,140 126,601
				214	152,741
•	•		ed variable gives the total numble (DQ15B = not applicable		ion D) for which the
Variable:	EMDQ15C1	Position:	Length:	1	
Number of co Allowed Min		n "personal develop Allowed Max: 5	oment" was very import	ant	
1:1	Courses Not applicable			FREQ 71 143	WTD 54,894 97,847
				214	152,741
•	• •	(section D). This derive was very important (DQ	ed variable gives the total num 15C = very important).	nber of courses (sect	ion D) for which the
Variable:	EMDQ15C2	Position:	Length:	1	
Number of co Allowed Min		n "personal develop Allowed Max: 5	oment" was somewhat i	mportant	
1:2	Courses			FREQ 23	WTD 12,865
	Not applicable			191 ======	139,876
				214	152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "personal development" was somewhat important (DQ15C = somewhat important).

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1

Length:

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

Position:

Variable:

EMDQ15C3

1:1 Courses 1 248
Not applicable 213 152,493
===== 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "personal development" was somewhat unimportant (DQ15C = somewhat unimportant).

Variable: EMDQ15C4 Position: Length: 1

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

1:1 Courses 1 1,243
Not applicable 213 151,498
===== 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "personal development" was very unimportant (DQ15C = very unimportant).

Variable: EMDQ15C5 Position: Length: 1

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

1:1 Courses 2 2,313
Not applicable 212 150,428
===== 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "personal development" was not applicable (DQ15C = not applicable).

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Variable:	EMDQ15D1	Position:	Length:	1		
Number of c Allowed Min		n "personal health of Allowed Max: 5	or fitness" was very imp	portant		
1:1	Courses Not applicable				FREQ 44 170	WTD 36,179 116,562
					214	152,741
			ed variable gives the total nur DQ15D = very important).	mber of c	ourses (section D) for which the
Variable:	EMDQ15D2	Position:	Length:	1		
Number of careful Allowed Min		n personal health of Allowed Max:	r fitness was somewhat	import	ant	
	Courses Not applicable				FREQ 12 202	WTD 7,497 145,244
					214	152,741
•	• •		ed variable gives the total nur rtant (DQ15D = somewhat in) for which the
Variable:	EMDQ15D3	Position:	Length:	1		
Number of c Allowed Min		n "personal health of Allowed Max: 5	or fitness" was somewh	at unim	nportant	
1 0					FREQ	WTD
1:3	Courses Not applicable				4 210	2,266 150,475
					214	152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "personal health or fitness" was somewhat unimportant (DQ15D = somewhat unimportant).

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Variable: EMDQ15D4 Position: Length: 1

Number of courses where reason "personal health or fitness" was very unimportant

Allowed Min: 1 Allowed Max: 5

1:1 Courses 9 4,985
Not applicable 205 147,756
===== 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "personal health or fitness" was very unimportant (DQ15D = very unimportant).

Variable: EMDQ15D5 Position: Length: 1

Number of courses where reason "personal health or fitness" was not applicable

Allowed Min: 1 Allowed Max: 5

1:1 Courses 29 20,809
Not applicable 185 131,932
===== 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "personal health or fitness" was not applicable (DQ15D = not applicable).

Variable: EMDQ15E1 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

1:2 Courses 30 25,696
Not applicable 184 127,045
===== 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "being with friends/wanting to meet new people/attending social activities" was very important (DQ15E = very important).

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Variable: EMDQ15E2 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

1:3 Courses 23 16,660
Not applicable 191 136,082
===== 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "being with friends/wanting to meet new people/attending social activities" was somewhat important (DQ15E = somewhat important).

Variable: EMDQ15E3 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	WID
1:1	Courses	15	10,457
	Not applicable	199	142,284
		=====	========
		214	152.741

EDEO

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) for which the reason "being with friends/wanting to meet new people/attending social activities" was somewhat unimportant (DQ15E = somewhat unimportant).

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<i>tune</i> 10, 17	,,					1 450 33
**		5		4		
Variable:	EMDQ15E4	Position:	Length:	1		
Number of c was very uni		on "being with frien	ds/wanting to meet n	ew peop	le/attending so	cial activities"
Allowed Min		Allowed Max:	5			
1:1	Courses				FREQ 17	WTD 11,526
	Not applicable				197	141,215
					214	152,741
	being with friends/want		ed variable gives the total attending social activities			
Variable:	EMDQ15E5	Position:	Length:	1		
		n "being with frien	ds/wanting to meet n	ew peop	le/attending so	cial activities"
was not appl Allowed Min		Allowed Max:	5			
					FREQ	WTD
1:1	Courses				13	7,399
	Not applicable				201	145,342
					214	152,741
			ed variable gives the total attending social activities			
Variable:	EMDQ16A	Position:	Length:	1		
Number of c Allowed Min		hich expectations w Allowed Max:	ere met to a great ex	tent		
					FREQ	WTD
1:3	Courses				143	97,280
	Not applicable				71 ======	55,461 ======
					214	152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken where the expectations were met to a great extent (DQ16 = 1).

June 18, 1999 Page 36 Variable: EMDQ16B Position: Length: 1 Number of courses taken for which expectations were met somewhat Allowed Min: Allowed Max: 5 **FREQ** WTD 1:2 Courses 65 48,338 Not applicable 149 104,403 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken where the expectations were met somewhat (DQ16 = 2). Variable: EMDQ16C 1 Position: Length: Number of courses taken for which expectations were met very little Allowed Max: 5 Allowed Min: 1 WTD **FREO** 1:1 Courses 1,558 Not applicable 210 151,183 152,741 214 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken where the expectations were met very little (DQ16 = 3). Variable: EMDQ16D Position: Length: 1 Number of courses taken for which expectations were not met at all Allowed Max: 5 Allowed Min: **FREQ** WTD 1:1 Courses 2,012 Not applicable 207 150,729 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken where the

expectations were not met at all (DQ16 = 4).

June 18, 1999 Page 37 Variable: EMDQ16E Position: Length: 1 Number of courses taken for which question on expectations was not applicable Allowed Min: Allowed Max: **FREQ** WTD Not applicable 214 152,741 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken where the question on expectations was not applicable (DQ16 = 5). Variable: EMDQ17A 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 1:4 Courses 54,929 82 Not applicable 132 97,812 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken for which the respondent has indicated that the skills or knowledge acquired are being used to a great extent at work (DQ17 = 1). Variable: EMDQ17B Position: Length: Number of courses taken for which respondent is using acquired skills somewhat at work Allowed Min: Allowed Max: 5 **FREO** WTD 1:3 Courses 55 41,888 Not applicable 159 110,854 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken for which the respondent has indicated that the skills or knowledge acquired are being used somewhat at work (DQ17 = 2).

June 18, 1999 Page 38 EMDQ17C Variable: Position: Length: 1 Number of courses taken for which respondent is using acquired skills very little at work Allowed Min: Allowed Max: 5 **FREQ** WTD 1:1 Courses 16 8,886 Not applicable 198 143,855 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken for which the respondent has indicated that the skills or knowledge acquired are being used very little at work (DQ17 = 3). Variable: EMDQ17D Position: Length: 1 Number of courses taken for which respondent is not using acquired skills at work Allowed Max: 5 Allowed Min: **FREO** WTD 1:2 Courses 27,054 Not applicable 172 125,687 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken for which the respondent has indicated that the skills or knowledge acquired are not being used at all at work (DQ17 = 4). Variable: EMDQ17E Position: Length: 1 Number of courses taken for which question on using skills acquired at work was not applicable Allowed Max: 5 Allowed Min: **FREQ** WTD 1:1 14,992 Courses 22 192 Not applicable 137,749

Note: For employer sponsored courses (section D). This derived variable gives the number of courses (section D) taken for which question on using acquired skills at work is not applicable (DQ17 = 5).

152,741

214

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Variable:	EMDQ18A	Position:	Length:	1		
Number of co Allowed Min.		hich respondent is us <i>Allowed Max:</i> 5	ing acquired skills to	a great	extent in perso	onal life
1:2	Courses Not applicable				FREQ 53 161	WTD 29,693 123,048
					214	152,741
the respo	EMDQ18B	at the skills or knowledge and the skills or knowledge and the skills or knowledge and the skills or knowledge	I variable gives the total nuacquired are being used to Length:	a great ex	tent in personal l	ife (DQ18 = 1).
Number of co Allowed Min.		hich respondent is us <i>Allowed Max:</i> 5	ing acquired skills so	mewhat	in personal li	te
1:3	Courses Not applicable				FREQ 76 138	57,611
1:3					76	WTD 57,611 95,130 152,741
<i>Note:</i> For empl	Not applicable		I variable gives the total nu acquired are being used so Length:		76 138 ====== = 214 ourses (section D	57,611 95,130 ====== 152,741) taken for which
Note: For employed the responsible:	Not applicable loyer sponsored course ondent has indicated the EMDQ18C ourses taken for w	at the skills or knowledge and the skills or knowledge at the skills of th	acquired are being used so	mewhat in	76 138 ====== = 214 ourses (section D personal life (DO	57,611 95,130 ======= 152,741) taken for which Q18 = 2).
Note: For employed the responsible to the responsib	Not applicable loyer sponsored course ondent has indicated the EMDQ18C ourses taken for w	Position: hich respondent is us	acquired are being used so: Length:	mewhat in	76 138 ====== = 214 ourses (section D personal life (DO	57,611 95,130 ======= 152,741) taken for which Q18 = 2).

Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken for which the respondent has indicated that the skills or knowledge acquired are being used very little in personal life (DQ18 = 3).

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Variable: EMDQ18D 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 1:3 Courses 45 29,865 Not applicable 169 122,877 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken for which the respondent has indicated that the skills or knowledge acquired are not being used at all in personal life (DQ18 = 4). Variable: EMDQ18E Position: Length: 1 Number of courses taken for which question on using acquired skills in personal life was not applicable Allowed Max: 5 Allowed Min: 1 **FREO** WTD 1:2 Courses 10,570 12 Not applicable 202 142,171 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) taken for which question on using acquired skills or knowledge in personal life is not applicable (DQ18 = 5).

variable. EMF1D Fosition. Length.	Variable:	EMFTD	Position:	Length:
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Number of courses taken full-time only

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Allowed Min: 1 Allowed Max: 5

		FREQ	WTD
1:4	Courses	91	57,381
	Not applicable	123	95,360
		=====	========
		214	152,741

Note: For employer sponsored courses (section D). This derived variable gives the number of courses (section D) taken full-time only (DQ19 = 'yes' and DQ21 = `no').

June 18, 1999 Page 41 **EMPTD** Variable: Position: Length: 1 Number of courses taken part-time only Allowed Min: Allowed Max: 5 **FREQ** WTD 1:4 Courses 101 74,534 Not applicable 78,208 113 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the number of courses (section D) taken part-time only (DQ21 = 'yes' and DQ19 = `no'). Variable: **EMFTPTD** Position: Length: 1 Number of courses taken part-time and full-time Allowed Min: 1 Allowed Max: 5 **FREO** WTD 1:2 Courses 11,358 15 Not applicable 199 141,383 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the number of courses (section D) that were taken both full-time and part-time (DQ19 = 'yes' and DQ21 = 'yes'). Variable: EMDQ23P1 Position: Length: 1 Number of courses taken that were suggested by respondent Allowed Max: 5 Allowed Min: 1 **FREQ** WTD 1:4 Courses 97 70,032 Not applicable 117 82,710 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the number of courses (section D) taken that were suggested by the respondent him/herself (DQ23P1 = 'yes').

June 18, 1999 Page 42 Variable: EMDQ23P2 Position: Length: 1 Number of courses taken that were suggested by friends or family Allowed Min: Allowed Max: 5 **FREQ** WTD 1:2 Courses 17 13,473 Not applicable 197 139,268 152,741 214 Note: For employer sponsored courses (section D). This derived variable gives the number of courses (section D) taken that were suggested by respondent's friends or family (DQ23P2 = 'yes'). Variable: EMDQ23P3 Position: Length: 1 Number of courses taken that were suggested by the employer Allowed Max: 5 Allowed Min: 1 **FREO** WTD 1:5 Courses 90 58,802 Not applicable 124 93,939 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the number of courses (section D) taken which were suggested by respondent's employer (DQ23P3 = 'yes'). Variable: EMDQ23P4 Position: Length: 1 Number of courses taken that were suggested by other employees Allowed Min: Allowed Max: 5 1 **FREQ** WTD 1:1 Courses 7,277 14 Not applicable 200 145,465 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the number of courses (section D) taken that were suggested by other employees (DQ23P4 = 'yes').

June 18, 1999 Page 43 Variable: EMDQ23P5 Position: Length: 1 Number of courses taken because written in collective agreement Allowed Min: Allowed Max: 5 **FREQ** WTD Not applicable 214 152,741 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the number of courses (section D) that were taken because they were written in a collective agreement (DQ23P5 = 'yes'). Variable: EMDQ23P6 Position: Length: 1 Number of courses taken because union recommended or provided it Allowed Max: 5 Allowed Min: **FREQ** WTD 1:1 Courses 1,125 Not applicable 212 151,616 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the number of courses (section D) that were taken because a union recommended or provided it (DQ23P6 = 'yes'). Variable: EMDQ23P7 Position: Length: Number of courses taken because of legal or professional requirement Allowed Min: Allowed Max: 5 **FREO** WTD 1:1Courses 2,858 Not applicable 210 149,883 152,741 214

Note: For employer sponsored courses (section D). This derived variable gives the number of courses (section D) that were taken because they were a legal or professional requirement (DQ23P7 = 'yes').

June 18, 1999 Page 44 EMDQ23P8 Variable: Position: Length: 1 Number of courses taken which were suggested by 'other' source Allowed Min: Allowed Max: 5 **FREQ** WTD 1:1 Courses 12 9,172 Not applicable 202 143,569 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the number of courses (section D) taken that were suggested by an 'other' source (DQ23P8 = 'yes'). Variable: EMDQ24 Position: Length: 1 Number of courses taken and completed Allowed Min: 1 Allowed Max: 5 **FREO** WTD 1:5 Courses 186 126,352 Not applicable 28 26,389 214 152,741 Note: For employer sponsored courses (section D). This derived variable gives the total number of courses (section D) which were completed (DQ24 = 'yes'). Variable: EMDQ25 Position: Length: 1 Number of courses still taking Allowed Min: Allowed Max: 5 1 **FREQ** WTD 1:2 Courses 14,275 17 197 Not applicable 138,467 214 152,741

Note: For employer sponsored courses (section D). This derived variable gives the number of courses (section D) that the respondent is still taking (DQ25 = 'yes').

June 18, 1999					Page 45	
Variable:	EMDURD	Position:	Length:	4		
Total duration Allowed Min.		n in Section D, sponsor Allowed Max: 199				
0001 : 0888 2000 9997	Hours 2000 hours or m Don't know/Car				FREQ 204 0 10 =======	WTD 140,907 0 11,834
Note: Data sup	pressed on the public	microdata file			214	152,741
Variable:	MEMDURD	Position:	Length:	2		
Total duration	n of training taker	n in Section D, 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 m Don't know/Car				FREQ 162 21 8 3 8 1 1 10 ====== 214	WTD 108,499 15,087 5,698 2,724 5,359 3,420 120 11,834
Variable:	EMJOBD	Position:	Length:	4		
Total duration Allowed Min.		n for job or career reason Allowed Max: 199				
0001 : 0888 2000 9997	Not applicable Hours 2000 hours or m Don't know/Car				FREQ 98 115 0 1 ===============================	WTD 79,006 72,970 0 765
Note: Data sup	pressed on the public	microdata file			214	152,741

June 18, 199	99					Page 46
Variable:	MEMJOBD	Position:	Length:	2		
Total duratio	n of training taken	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 mo Don't know/Can				FREQ 98 89 13 5 2 5 0 1 1 1 ===== 214	WTD 79,006 54,080 10,790 3,416 1,610 2,953 0 120 765 =========
Variable:	EMPID	Position:	Length:	4		
Total duration Allowed Min.		for personal interest <i>Allowed Max:</i> 1999				
0001 : 0287 2000 9997	Not applicable Hours 2000 hours or m Don't know/Can				FREQ 126 85 0 3 ====== 214	WTD 90,178 60,628 0 1,935 ====================================
Note: Data sup	pressed on the public 1	microdata file				

June 18, 19	99		,			Page 47
Variable:	MEMPID	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 126 69 9 3 1 2 1 0 3 3 ===== 214	WTD 90,178 48,452 4,680 2,282 1,113 681 3,420 0 1,935 ======= 152,741
Variable:	EMOTD	Position:	Length:	4		
Total duratio Allowed Min		n for some other reason <i>Allowed Max:</i> 1999				
0003 : 0240 2000 9997	Not applicable Hours 2000 hours or n Don't know/Car				FREQ 206 8 0 0 ===============================	WTD 144,393 8,348 0 0
Note: Data sup	pressed on the public	microdata file			214	152,741

June 18, 19	99					Page 48
Variable:	MEMOTD	Position:	Length:	2		
Total duratio	n 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 206 7 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	WTD 144,393 6,623 0 0 1,725 0 0 1,725 152,741
Variable:	EMDKD	Position:	Length:	2		
Total duratio	n of training take	n, reason unknown				
97	Not applicable Cannot calculat	te			FREQ 207 7 ===== 214	WTD 143,524 9,217 ====== 152,741