

**AETS 1998 - Micro Record Layout for Employer Sponsored  
Derived Variables in Section B, Programs**

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

Unique identifier

*Note:* If at least one of BQ06A, BQ06B, BQ06C, BQ06D, BQ06E, BQ06F, BQ06G, BQ06H or BQ08P4 = yes then program is considered employer sponsored. If none of BQ06 or BQ08 = yes but AQ05 = yes then also considered employer sponsored.

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

Date of survey

		FREQ	WTD
1998		986	799,617
		=====	=====
		986	799,617

*Variable:*     **EMBQ04**       *Position:*                    *Length:*        1

Number of programs taken while respondents had a job/business

*Allowed Min:*   1                    *Allowed Max:*   5

		FREQ	WTD
1 : 4	Programs	948	768,910
	Not applicable	38	30,708
		=====	=====
		986	799,617

*Note:* For employer sponsored programs. This derived variable indicates the total number of programs taken by the respondent while they had a job/business (BQ04 = 'yes').

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*Variable:*       **EMBQ06A**       *Position:*                       *Length:*       1

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

		FREQ	WTD
1 : 4	Programs	589	439,980
	Not applicable	397	359,637
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the respondent indicates that the employer supported the training by paying fees or tuition (BQ06A = 'yes').

*Variable:*       **EMBQ06B**       *Position:*                       *Length:*       1

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

		FREQ	WTD
1 : 4	Programs	475	346,847
	Not applicable	511	452,770
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the respondent indicates that the employer supported the training by paying for course materials (BQ06B = 'yes').

*Variable:*       **EMBQ06C**       *Position:*                       *Length:*       1

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

		FREQ	WTD
1 : 4	Programs	369	274,534
	Not applicable	617	525,083
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the respondent indicates that the employer supported the training by providing paid time-off for training or educational leave (BQ06C = 'yes').

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*Variable:*       **EMBQ06D**       *Position:*                       *Length:*       1

Number of programs taken for which employer provided unpaid time-off

*Allowed Min:*   1                       *Allowed Max:*   5

		FREQ	WTD
1 : 3	Programs	347	308,003
	Not applicable	639	491,614
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the respondent indicates that the employer supported the training by providing unpaid time-off for training or educational leave (BQ06D = 'yes').

*Variable:*       **EMBQ06E**       *Position:*                       *Length:*       1

Number of programs taken for which employer provided premises or supplies

*Allowed Min:*   1                       *Allowed Max:*   5

		FREQ	WTD
1 : 4	Programs	343	249,189
	Not applicable	643	550,428
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the respondent indicates that the employer supported the training by providing premises or supplies (BQ06E = 'yes').

*Variable:*       **EMBQ06F**       *Position:*                       *Length:*       1

Number of programs taken for which employer provided transportation or accommodation

*Allowed Min:*   1                       *Allowed Max:*   5

		FREQ	WTD
1 : 4	Programs	184	115,761
	Not applicable	802	683,856
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the respondent indicates that the employer supported the training by providing transportation or accommodation (BQ06F = 'yes').

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*Variable:*       **EMBQ06G**       *Position:*                               *Length:*       1

Number of programs taken for which employer gave the training

*Allowed Min:*   1                               *Allowed Max:*   5

		FREQ	WTD
1 : 4	Programs	271	195,360
	Not applicable	715	604,257
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the respondent indicates that the employer supported the training by giving the training (BQ06G = 'yes').

*Variable:*       **EMBQ06H**       *Position:*                               *Length:*       1

Number of programs taken for which employer provided any other support

*Allowed Min:*   1                               *Allowed Max:*   5

		FREQ	WTD
1 : 4	Programs	132	112,843
	Not applicable	854	686,774
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the respondent indicates that the employer supported the training by providing any other support (BQ06H = 'yes').

*Variable:*       **EMBQ07P1**       *Position:*                               *Length:*       1

Number of programs taken for which self/family also paid

*Allowed Min:*   1                               *Allowed Max:*   5

		FREQ	WTD
1 : 3	Programs	444	383,801
	Not applicable	542	415,816
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which self or family also paid (BQ07P1 = 'yes').

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*Variable:*       **EMBQ07P2**    *Position:*                                *Length:*        1

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

		FREQ	WTD
1 : 2	Programs	97	89,166
	Not applicable	889	710,451
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the government also paid (BQ07P2 = 'yes').

*Variable:*       **EMBQ07P3**    *Position:*                                *Length:*        1

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

		FREQ	WTD
1 : 2	Programs	27	14,017
	Not applicable	959	785,600
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which a union or professional organization also paid (BQ07P3 = 'yes').

*Variable:*       **EMBQ07P4**    *Position:*                                *Length:*        1

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

		FREQ	WTD
1 : 2	Programs	26	20,738
	Not applicable	960	778,879
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which 'other' also paid (BQ07P4 = 'yes').

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*Variable:*       **EMBQ07P5**   *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 4	Programs	298	231,159
	Not applicable	688	568,458
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which no one else paid (BQ07P5 = 'yes').

*Variable:*       **EMBQ07P6**   *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 2	Programs	61	40,785
	Not applicable	925	758,833
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which there were no fees (BQ07P6 = 'yes').

*Variable:*       **EMBQ08P1**   *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 1	Programs	9	6,242
	Not applicable	977	793,375
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which self or family paid (BQ08P1= 'yes').

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*Variable:*      **EMBQ08P2**      *Position:*                      *Length:*      1

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

		FREQ	WTD
1 : 1	Programs	2	1,928
	Not applicable	984	797,689
		=====	=====
		986	799,617

*Note:*                      For employer sponsored programs. This derived variable gives the total number of programs for which government paid (BQ08P2 = 'yes').

*Variable:*      **EMBQ08P3**      *Position:*                      *Length:*      1

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

		FREQ	WTD
	Not applicable	986	799,617
		=====	=====
		986	799,617

*Note:*                      For employer sponsored programs. This derived variable gives the total number of programs for which union or professional organization paid (BQ08P3 = 'yes').

*Variable:*      **EMBQ08P4**      *Position:*                      *Length:*      1

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

		FREQ	WTD
1 : 4	Programs	49	39,215
	Not applicable	937	760,402
		=====	=====
		986	799,617

*Note:*                      For employer sponsored programs. This derived variable gives the total number of programs for which employer paid (BQ08P4 = 'yes').

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*Variable:*     **EMBQ08P5**   *Position:*                    *Length:*        1

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

Not applicable	FREQ	WTD
	986	799,617
	=====	=====
	986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs for which 'other' paid (BQ08P5= 'yes').

*Variable:*     **EMBQ08P6**   *Position:*                    *Length:*        1

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

Not applicable	FREQ	WTD
	986	799,617
	=====	=====
	986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs for which there were 'no fees' (BQ08P6 = 'yes').

*Variable:*     **EMBQ09A**   *Position:*                    *Length:*        1

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

1 : 2	Programs	FREQ	WTD
	Not applicable	72	64,022
		914	735,595
		=====	=====
		986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs taken at an elementary or high school (BQ09P1 = 'yes'). BQ09 refers to the physical location at which the program was taken.



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*Variable:*       **EMBQ09B**       *Position:*                       *Length:*       1

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

		FREQ	WTD
1 : 2	Programs	213	208,613
	Not applicable	773	591,004
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken at a college campus (BQ09P2 = 'yes'). BQ09 refers to the physical location at which the program was taken.

*Variable:*       **EMBQ09C**       *Position:*                       *Length:*       1

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

		FREQ	WTD
1 : 3	Programs	255	206,954
	Not applicable	731	592,663
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken at a university campus (BQ09P3 = 'yes'). BQ09 refers to the physical location at which the program was taken.

*Variable:*       **EMBQ09D**       *Position:*                       *Length:*       1

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

		FREQ	WTD
1 : 2	Programs	37	34,124
	Not applicable	949	765,494
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken at a business or commercial school (BQ09P4 = 'yes'). BQ09 refers to the physical location at which the program was taken.

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*Variable:*       **EMBQ09E**       *Position:*                               *Length:*       1

Number of programs taken at work  
*Allowed Min:*   1                               *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	128	96,200
	Not applicable	858	703,418
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken at work (BQ09P5='yes'). BQ09 refers to the physical location at which the program was taken.

*Variable:*       **EMBQ09F**       *Position:*                               *Length:*       1

Number of programs taken at training centre  
*Allowed Min:*   1                               *Allowed Max:*   5

		FREQ	WTD
1 : 4	Programs	102	71,565
	Not applicable	884	728,052
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken at a training centre (BQ09P6 = 'yes'). BQ09 refers to the physical location at which the program was taken.

*Variable:*       **EMBQ09G**       *Position:*                               *Length:*       1

Number of programs taken at conference center or hotel  
*Allowed Min:*   1                               *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	46	30,049
	Not applicable	940	769,568
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken at a conference centre or hotel (BQ09P7 = 'yes'). BQ09 refers to the physical location at which the program was taken.

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*Variable:*       **EMBQ09H**       *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 2	Programs	56	37,229
	Not applicable	930	762,389
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken at home (BQ09P8 = 'yes'). BQ09 refers to the physical location at which the program was taken.

*Variable:*       **EMBQ09I**       *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 1	Programs	10	4,702
	Not applicable	976	794,915
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken at a community centre or sports facility (BQ09P9 = 'yes'). BQ09 refers to the physical location at which the program was taken.

*Variable:*       **EMBQ09J**       *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 2	Programs	59	40,011
	Not applicable	927	759,606
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken elsewhere (BQ09P10 = 'yes'). BQ09 refers to the physical location at which the program was taken.

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*Variable:*       **EMBQ10P1**    *Position:*                        *Length:*        1

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

		FREQ	WTD
1 : 3	Programs	654	567,133
	Not applicable	332	232,484
		=====	=====
		986	799,617

*Note:*            For employer sponsored programs. This derived variable gives the total number of programs given by an educational institution (BQ10P1 = 'yes'). BQ10 refers to the instructor's employer.

*Variable:*       **EMBQ10P2**    *Position:*                        *Length:*        1

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

		FREQ	WTD
1 : 4	Programs	110	80,090
	Not applicable	876	719,527
		=====	=====
		986	799,617

*Note:*            For employer sponsored programs. This derived variable gives the total number of programs given by a commercial school or private training provider (BQ10P2 = 'yes'). BQ10 refers to the instructor's employer.

*Variable:*       **EMBQ10P3**    *Position:*                        *Length:*        1

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

		FREQ	WTD
1 : 3	Programs	125	101,025
	Not applicable	861	698,592
		=====	=====
		986	799,617

*Note:*            For employer sponsored programs. This derived variable gives the total number of programs given by respondent's employer (BQ10P3 = 'yes'). BQ10 refers to the instructor's employer.

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*Variable:*      **EMBQ10P4**      *Position:*                      *Length:*      1

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

		FREQ	WTD
1 : 1	Programs	23	17,609
	Not applicable	963	782,008
		=====	=====
		986	799,617

*Note:*              For employer sponsored programs. This derived variable gives the total number of programs given by a non-profit organization (BQ10P4 = 'yes'). BQ10 refers to the instructor's employer.

*Variable:*      **EMBQ10P5**      *Position:*                      *Length:*      1

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

		FREQ	WTD
1 : 2	Programs	42	30,124
	Not applicable	944	769,494
		=====	=====
		986	799,617

*Note:*              For employer sponsored programs. This derived variable gives the total number of programs given by a producer or supplier of equipment (BQ10P5 = 'yes'). BQ10 refers to the instructor's employer.

*Variable:*      **EMBQ10P6**      *Position:*                      *Length:*      1

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

		FREQ	WTD
1 : 2	Programs	49	32,599
	Not applicable	937	767,019
		=====	=====
		986	799,617

*Note:*              For employer sponsored programs. This derived variable gives the total number of programs given by someone else (BQ10P6 = 'yes'). BQ10 refers to the instructor's employer.

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*Variable:*     **EMBQ10P7**    *Position:*                    *Length:*        1

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

		FREQ	WTD
1 : 1	Programs	13	8,412
	Not applicable	973	791,205
		=====	=====
		986	799,617

*Note:*            For employer sponsored programs. This derived variable gives the total number of programs taken for which there was no instructor (BQ10P7 = 'yes'). BQ10 refers to the instructor's employer.

*Variable:*     **EMBQ11P1**    *Position:*                    *Length:*        1

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

		FREQ	WTD
1 : 4	Programs	830	686,822
	Not applicable	156	112,795
		=====	=====
		986	799,617

*Note:*            For employer sponsored programs. This derived variable gives the total number of programs provided through classroom instruction, seminars, or workshops (BQ11P1 = 'yes').

*Variable:*     **EMBQ11P2**    *Position:*                    *Length:*        1

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

		FREQ	WTD
1 : 3	Programs	144	126,108
	Not applicable	842	673,509
		=====	=====
		986	799,617

*Note:*            For employer sponsored programs. This derived variable gives the total number of programs provided through educational software (BQ11P2 = '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:*       **EMBQ11P3**   *Position:*                                    *Length:*        1

Number of programs provided through radio or tv broadcasting

*Allowed Min:*  1                                *Allowed Max:*  5

		FREQ	WTD
1 : 2	Programs	33	31,616
	Not applicable	953	768,001
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs provided through radio or tv broadcasting (BQ11P3 = 'yes').

*Variable:*       **EMBQ11P4**   *Position:*                                    *Length:*        1

Number of programs provided through audio/video cassettes, tapes or disks

*Allowed Min:*  1                                *Allowed Max:*  5

		FREQ	WTD
1 : 4	Programs	166	137,567
	Not applicable	820	662,050
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs provided through audio/video cassettes, tapes or disks (BQ11P4 = 'yes').

*Variable:*       **EMBQ11P5**   *Position:*                                    *Length:*        1

Number of programs provided through reading materials

*Allowed Min:*  1                                *Allowed Max:*  5

		FREQ	WTD
1 : 4	Programs	399	328,562
	Not applicable	587	471,055
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs provided through reading materials (BQ11P5 = 'yes').

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*Variable:*       **EMBQ11P6**    *Position:*                                *Length:*        1

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

		FREQ	WTD
1 : 3	Programs	181	147,670
	Not applicable	805	651,947
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs provided through on-the-job training (BQ11P6 = 'yes').

*Variable:*       **EMBQ11P7**    *Position:*                                *Length:*        1

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

		FREQ	WTD
1 : 2	Programs	48	44,328
	Not applicable	938	755,289
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs provided through other methods (BQ11P7 = 'yes').

*Variable:*       **EMBQ12**        *Position:*                                *Length:*        1

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

		FREQ	WTD
1 : 3	Programs	158	108,129
	Not applicable	828	691,489
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken by correspondence or through some other form of distance education (BQ12 = 'yes').



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*Variable:*       **EMBQ13**       *Position:*                               *Length:*       1

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

			FREQ	WTD
1 : 1	Programs		15	9,425
	Not applicable		971	790,193
			=====	=====
			986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken by internet (BQ13 = 'yes').

*Variable:*       **EMBQ14A**       *Position:*                               *Length:*       1

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

			FREQ	WTD
1 : 4	Programs		843	678,573
	Not applicable		143	121,044
			=====	=====
			986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken for current or future job reasons (BQ14 = 1).

*Variable:*       **EMBQ14B**       *Position:*                               *Length:*       1

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

			FREQ	WTD
1 : 1	Programs		90	72,752
	Not applicable		896	726,865
			=====	=====
			986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken for personal interest reasons (BQ14 = 2).

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*Variable:*      **EMBQ14C**      *Position:*                      *Length:*              1

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

		FREQ	WTD
1 : 2	Programs	32	29,376
	Not applicable	954	770,242
		=====	=====
		986	799,617

*Note:*              For employer sponsored programs. This derived variable gives the total number of programs taken for 'other' reasons (BQ14 = 3).

*Variable:*      **EMBQ15A1**      *Position:*                      *Length:*              1

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

		FREQ	WTD
1 : 4	Programs	622	500,891
	Not applicable	364	298,727
		=====	=====
		986	799,617

*Note:*              For employer sponsored programs. This derived variable gives the total number of programs for which the reason "upgrading knowledge or skills for current job" was very important (BQ15A = very important).

*Variable:*      **EMBQ15A2**      *Position:*                      *Length:*              1

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

		FREQ	WTD
1 : 2	Programs	115	88,860
	Not applicable	871	710,757
		=====	=====
		986	799,617

*Note:*              For employer sponsored programs. This derived variable gives the total number of programs for which the reason "upgrading knowledge or skills for current job" was somewhat important (BQ15A = somewhat important).

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*Variable:*       **EMBQ15A3**   *Position:*                               *Length:*       1

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

*Allowed Min:*   1                               *Allowed Max:*   5

			FREQ	WTD
1 : 1	Programs		23	12,951
	Not applicable		963	786,666
			=====	=====
			986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "upgrading knowledge or skills for current job" was somewhat unimportant (BQ15A = somewhat unimportant).

*Variable:*       **EMBQ15A4**   *Position:*                               *Length:*       1

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

*Allowed Min:*   1                               *Allowed Max:*   5

			FREQ	WTD
1 : 2	Programs		46	44,452
	Not applicable		940	755,166
			=====	=====
			986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "upgrading knowledge or skills for current job" was very unimportant (BQ15A = very unimportant).

*Variable:*       **EMBQ15A5**   *Position:*                               *Length:*       1

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

*Allowed Min:*   1                               *Allowed Max:*   5

			FREQ	WTD
1 : 1	Programs		45	39,747
	Not applicable		941	759,870
			=====	=====
			986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "upgrading knowledge or skills for current job" was not applicable (BQ15A = not applicable).

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*Variable:*     **EMBQ15B1**   *Position:*                    *Length:*        1

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

*Allowed Min:*   1                    *Allowed Max:*   5

		FREQ	WTD
1 : 4	Programs	591	503,018
	Not applicable	395	296,599
		=====	=====
		986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs for which the reason "upgrading knowledge or skills for a different or future job" was very important (BQ15B = very important).

*Variable:*     **EMBQ15B2**   *Position:*                    *Length:*        1

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

*Allowed Min:*   1                    *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	159	107,985
	Not applicable	827	691,632
		=====	=====
		986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs for which the reason "upgrading knowledge or skills for a different or future job" was somewhat important (BQ15B = somewhat important).

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*Variable:*       **EMBQ15B3**   *Position:*                               *Length:*       1

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

*Allowed Min:*   1                               *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	35	25,910
	Not applicable	951	773,707
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "upgrading knowledge or skills for a different or future job" was somewhat unimportant (BQ15B = somewhat unimportant).

*Variable:*       **EMBQ15B4**   *Position:*                               *Length:*       1

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

*Allowed Min:*   1                               *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	34	27,574
	Not applicable	952	772,043
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "upgrading knowledge or skills for a different or future job" was very unimportant (BQ15B = very unimportant).

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*Variable:*       **EMBQ15B5**   *Position:*                               *Length:*       1

Number of programs where reason "upgrading knowledge or skills for a different or future job" was not applicable

*Allowed Min:*   1                               *Allowed Max:*   5

		FREQ	WTD
1 : 1	Programs	36	26,249
	Not applicable	950	773,368
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "upgrading knowledge or skills for a different or future job" was not applicable (BQ15B = not applicable).

*Variable:*       **EMBQ15C1**   *Position:*                               *Length:*       1

Number of programs where reason "advancing your position at work" was very important

*Allowed Min:*   1                               *Allowed Max:*   5

		FREQ	WTD
1 : 4	Programs	429	340,899
	Not applicable	557	458,718
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "advancing your position at work" was very important (BQ15C = very important).

*Variable:*       **EMBQ15C2**   *Position:*                               *Length:*       1

Number of programs where reason "advancing your position at work" was somewhat important

*Allowed Min:*   1                               *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	186	134,597
	Not applicable	800	665,020
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "advancing your position at work" was somewhat important (BQ15C = somewhat important).

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*Variable:*       **EMBQ15C3**   *Position:*                                    *Length:*       1

Number of programs where reason "advancing your position at work" was somewhat unimportant

*Allowed Min:*   1                                    *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	58	55,095
	Not applicable	928	744,522
		=====	=====
		986	799,617

*Note:*                   For employer sponsored programs. This derived variable gives the total number of programs for which the reason "advancing your position at work" was somewhat unimportant (BQ15C = somewhat unimportant).

---

*Variable:*       **EMBQ15C4**   *Position:*                                    *Length:*       1

Number of programs where reason "advancing your position at work" was very unimportant

*Allowed Min:*   1                                    *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	81	61,801
	Not applicable	905	737,816
		=====	=====
		986	799,617

*Note:*                   For employer sponsored programs. This derived variable gives the total number of programs for which the reason "advancing your position at work" was very unimportant (BQ15C = very unimportant).

---

*Variable:*       **EMBQ15C5**   *Position:*                                    *Length:*       1

Number of programs where reason "advancing your position at work" was not applicable

*Allowed Min:*   1                                    *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	100	93,787
	Not applicable	886	705,830
		=====	=====
		986	799,617

*Note:*                   For employer sponsored programs. This derived variable gives the total number of programs for which the reason "advancing your position at work" was not applicable (BQ15C = not applicable).

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Variable:       **EMBQ15D1**    Position:                    Length:       1

Number of programs where reason "acquiring formal qualifications" was very important

Allowed Min:   1                        Allowed Max:   5

		FREQ	WTD
1 : 4	Programs	554	470,334
	Not applicable	432	329,283
		=====	=====
		986	799,617

Note:           For employer sponsored programs. This derived variable gives the total number of programs for which the reason "acquiring formal qualifications" was very important (BQ15D = very important).

Variable:       **EMBQ15D2**    Position:                    Length:       1

Number of programs where reason "acquiring formal qualifications" was somewhat important

Allowed Min:   1                        Allowed Max:   5

		FREQ	WTD
1 : 3	Programs	202	148,881
	Not applicable	784	650,736
		=====	=====
		986	799,617

Note:           For employer sponsored programs. This derived variable gives the total number of programs for which the reason "acquiring formal qualifications" was somewhat important (BQ15D = somewhat important).

Variable:       **EMBQ15D3**    Position:                    Length:       1

Number of programs where reason "acquiring formal qualifications" was somewhat unimportant

Allowed Min:   1                        Allowed Max:   5

		FREQ	WTD
1 : 1	Programs	30	15,758
	Not applicable	956	783,859
		=====	=====
		986	799,617

Note:           For employer sponsored programs. This derived variable gives the total number of programs for which the reason "acquiring formal qualifications" was somewhat unimportant (BQ15D = somewhat unimportant).



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*Variable:*       **EMBQ15D4**   *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 2	Programs	25	17,386
	Not applicable	961	782,231
		=====	=====
		986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs for which the reason "acquiring formal qualifications" was very unimportant (BQ15D = very unimportant).

*Variable:*       **EMBQ15D5**   *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 1	Programs	41	32,731
	Not applicable	945	766,886
		=====	=====
		986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs for which the reason "acquiring formal qualifications" was not applicable (BQ15D = not applicable).

*Variable:*       **EMBQ15E1**   *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 4	Programs	346	293,201
	Not applicable	640	506,416
		=====	=====
		986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs for which the reason "legal or professional requirement" was very important (BQ15E = very important).

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*Variable:*       **EMBQ15E2**   *Position:*                               *Length:*       1

Number of programs where reason "legal or professional requirement" was somewhat important

*Allowed Min:*   1                               *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	179	136,364
	Not applicable	807	663,253
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "legal or professional requirement" was somewhat important (BQ15E = somewhat important).

*Variable:*       **EMBQ15E3**   *Position:*                               *Length:*       1

Number of programs where reason "legal or professional requirement" was somewhat unimportant

*Allowed Min:*   1                               *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	57	44,409
	Not applicable	929	755,208
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "legal or professional requirement" was somewhat unimportant (BQ15E = somewhat unimportant).

*Variable:*       **EMBQ15E4**   *Position:*                               *Length:*       1

Number of programs where reason "legal or professional requirement" was very unimportant

*Allowed Min:*   1                               *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	64	45,489
	Not applicable	922	754,128
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "legal or professional requirement" was very unimportant (BQ15E = very unimportant).

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*Variable:*       **EMBQ15E5**    *Position:*                                *Length:*        1

Number of programs where reason "legal or professional requirement" was not applicable

*Allowed Min:*   1                                *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	211	174,168
	Not applicable	775	625,449
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "legal or professional requirement" was not applicable (BQ15E = not applicable).

*Variable:*       **EMBQ16A1**    *Position:*                                *Length:*        1

Number of programs where reason "upgrading knowledge or skills" was very important

*Allowed Min:*   1                                *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	86	72,779
	Not applicable	900	726,838
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "upgrading knowledge or skills" was very important (BQ16A = very important).

*Variable:*       **EMBQ16A2**    *Position:*                                *Length:*        1

Number of programs where reason "upgrading knowledge or skills" was somewhat important

*Allowed Min:*   1                                *Allowed Max:*   5

		FREQ	WTD
1 : 1	Programs	28	22,729
	Not applicable	958	776,889
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "upgrading knowledge or skills" was somewhat important (BQ16A = somewhat important).

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*Variable:*     **EMBQ16A3**   *Position:*                     *Length:*         1

Number of programs where reason "upgrading knowledge or skills" was somewhat unimportant

*Allowed Min:*   1                     *Allowed Max:*   5

		FREQ	WTD
1 : 1	Programs	1	612
	Not applicable	985	799,006
		=====	=====
		986	799,617

*Note:*             For employer sponsored programs. This derived variable gives the total number of programs for which the reason "upgrading knowledge or skills" was somewhat unimportant (BQ16A = somewhat unimportant).

*Variable:*     **EMBQ16A4**   *Position:*                     *Length:*         1

Number of programs where reason "upgrading knowledge or skills" was very unimportant

*Allowed Min:*   1                     *Allowed Max:*   5

		FREQ	WTD
1 : 1	Programs	1	382
	Not applicable	985	799,235
		=====	=====
		986	799,617

*Note:*             For employer sponsored programs. This derived variable gives the total number of programs for which the reason "upgrading knowledge or skills" was very unimportant (BQ16A = very unimportant).

*Variable:*     **EMBQ16A5**   *Position:*                     *Length:*         1

Number of programs where reason "upgrading knowledge or skills" was not applicable

*Allowed Min:*   1                     *Allowed Max:*   5

		FREQ	WTD
1 : 1	Programs	6	5,626
	Not applicable	980	793,991
		=====	=====
		986	799,617

*Note:*             For employer sponsored programs. This derived variable gives the total number of programs for which the reason "upgrading knowledge or skills" was not applicable (BQ16A = not applicable).

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*Variable:*       **EMBQ16B1**    *Position:*                                *Length:*        1

Number of programs where reason "acquiring formal qualifications" was very important

*Allowed Min:*   1                                *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	77	74,481
	Not applicable	909	725,136
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "acquiring formal qualifications" was very important (BQ16B = very important).

*Variable:*       **EMBQ16B2**    *Position:*                                *Length:*        1

Number of programs where reason "acquiring formal qualifications" was somewhat important

*Allowed Min:*   1                                *Allowed Max:*   5

		FREQ	WTD
1 : 1	Programs	24	13,434
	Not applicable	962	786,183
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "acquiring formal qualifications" was somewhat important (BQ16B = somewhat important).

*Variable:*       **EMBQ16B3**    *Position:*                                *Length:*        1

Number of programs where reason "acquiring formal qualifications" was somewhat unimportant

*Allowed Min:*   1                                *Allowed Max:*   5

		FREQ	WTD
1 : 1	Programs	8	7,591
	Not applicable	978	792,026
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "acquiring formal qualifications" was somewhat unimportant (BQ16B = somewhat unimportant).

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*Variable:*      **EMBQ16B4**   *Position:*                      *Length:*              1

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

		FREQ	WTD
1 : 1	Programs	7	3,175
	Not applicable	979	796,442
		=====	=====
		986	799,617

*Note:*            For employer sponsored programs. This derived variable gives the total number of programs for which the reason "acquiring formal qualifications" was very unimportant (BQ16B = very unimportant).

*Variable:*      **EMBQ16B5**   *Position:*                      *Length:*              1

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

		FREQ	WTD
1 : 1	Programs	6	3,445
	Not applicable	980	796,172
		=====	=====
		986	799,617

*Note:*            For employer sponsored programs. This derived variable gives the total number of programs for which the reason "acquiring formal qualifications" was not applicable (BQ16B = not applicable).

*Variable:*      **EMBQ16C1**   *Position:*                      *Length:*              1

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

		FREQ	WTD
1 : 2	Programs	95	77,298
	Not applicable	891	722,319
		=====	=====
		986	799,617

*Note:*            For employer sponsored programs. This derived variable gives the total number of programs for which the reason "personal development" was very important (BQ16C = very important).

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*Variable:*     **EMBQ16C2**   *Position:*                    *Length:*         1

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

	FREQ	WTD
1 : 1        Programs	25	22,953
Not applicable	961	776,664
	=====	=====
	986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs for which the reason "personal development" was somewhat important (BQ16C = somewhat important).

*Variable:*     **EMBQ16C3**   *Position:*                    *Length:*         1

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

	FREQ	WTD
1 : 1        Programs	1	241
Not applicable	985	799,377
	=====	=====
	986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs for which the reason "personal development" was somewhat unimportant (BQ16C = somewhat unimportant).

*Variable:*     **EMBQ16C4**   *Position:*                    *Length:*         1

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

	FREQ	WTD
Not applicable	986	799,617
	=====	=====
	986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs for which the reason "personal development" was very unimportant (BQ16C = very unimportant).

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*Variable:*       **EMBQ16C5**   *Position:*                       *Length:*       1

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

		FREQ	WTD
1 : 1	Programs	1	1,636
	Not applicable	985	797,981
		=====	=====
		986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs for which the reason "personal development" was not applicable (BQ16C = not applicable).

*Variable:*       **EMBQ16D1**   *Position:*                       *Length:*       1

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

		FREQ	WTD
1 : 1	Programs	41	37,742
	Not applicable	945	761,875
		=====	=====
		986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs for which the reason "personal health or fitness" was very important (BQ16D = very important).

*Variable:*       **EMBQ16D2**   *Position:*                       *Length:*       1

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

		FREQ	WTD
1 : 1	Programs	18	14,417
	Not applicable	968	785,200
		=====	=====
		986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs for which the reason "personal health or fitness" was somewhat important (BQ16D = somewhat important).



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*Variable:*       **EMBQ16D3**   *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 1	Programs	9	5,433
	Not applicable	977	794,184
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "personal health or fitness" was somewhat unimportant (BQ16D = somewhat unimportant).

*Variable:*       **EMBQ16D4**   *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 1	Programs	5	3,112
	Not applicable	981	796,506
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "personal health or fitness" was very unimportant (BQ16D = very unimportant).

*Variable:*       **EMBQ16D5**   *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 1	Programs	50	41,589
	Not applicable	936	758,028
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "personal health or fitness" was not applicable (BQ16D = not applicable).

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*Variable:*       **EMBQ16E1**   *Position:*                               *Length:*       1

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

*Allowed Min:*   1                               *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	35	32,233
	Not applicable	951	767,384
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "being with friends/wanting to meet new people/attending social activities" was very important (BQ16E = very important).

*Variable:*       **EMBQ16E2**   *Position:*                               *Length:*       1

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

*Allowed Min:*   1                               *Allowed Max:*   5

		FREQ	WTD
1 : 1	Programs	37	30,692
	Not applicable	949	768,926
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "being with friends/wanting to meet new people/attending social activities" was somewhat important (BQ16E = somewhat important).

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*Variable:*       **EMBQ16E3**   *Position:*                               *Length:*       1

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

*Allowed Min:*   1                               *Allowed Max:*   5

			FREQ	WTD
1 : 1	Programs		9	6,874
	Not applicable		977	792,743
			=====	=====
			986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "being with friends/wanting to meet new people/attending social activities" was somewhat unimportant (BQ16E = somewhat unimportant).

*Variable:*       **EMBQ16E4**   *Position:*                               *Length:*       1

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

*Allowed Min:*   1                               *Allowed Max:*   5

			FREQ	WTD
1 : 1	Programs		17	15,575
	Not applicable		969	784,042
			=====	=====
			986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which the reason "being with friends/wanting to meet new people/attending social activities" was very unimportant (BQ16E = very unimportant).

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*Variable:*       **EMBQ16E5**    *Position:*                                *Length:*        1

Number of programs where reason "being with friends/wanting to meet new people/attending social activities" was not applicable

*Allowed Min:*   1                                *Allowed Max:*   5

		FREQ	WTD
1 : 1	Programs	24	16,754
	Not applicable	962	782,864
		=====	=====
		986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs for which the reason "being with friends/wanting to meet new people/attending social activities" was not applicable (BQ16E = not applicable).

*Variable:*       **EMBQ17A**    *Position:*                                *Length:*        1

Number of programs taken for which expectations were met to a great extent

*Allowed Min:*   1                                *Allowed Max:*   5

		FREQ	WTD
1 : 4	Programs	569	448,419
	Not applicable	417	351,199
		=====	=====
		986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs taken where the expectations were met to a great extent (BQ17 = 1).

*Variable:*       **EMBQ17B**    *Position:*                                *Length:*        1

Number of programs taken for which expectations were met somewhat

*Allowed Min:*   1                                *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	360	308,869
	Not applicable	626	490,748
		=====	=====
		986	799,617

*Note:*           For employer sponsored programs. This derived variable gives the total number of programs taken where the expectations were met somewhat (BQ17 = 2).

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*Variable:*       **EMBQ17C**       *Position:*                       *Length:*       1

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

		FREQ	WTD
1 : 1	Programs	28	13,856
	Not applicable	958	785,761
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken where the expectations were met very little (BQ17 = 3).

*Variable:*       **EMBQ17D**       *Position:*                       *Length:*       1

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

		FREQ	WTD
1 : 1	Programs	10	9,362
	Not applicable	976	790,255
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken where the expectations were not met at all (BQ17 = 4).

*Variable:*       **EMBQ17E**       *Position:*                       *Length:*       1

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

		FREQ	WTD
1 : 1	Programs	7	6,954
	Not applicable	979	792,664
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken where the question on expectations was not applicable (BQ17 = 5).

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*Variable:*       **EMBQ18A**       *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 4	Programs	448	330,944
	Not applicable	538	468,673
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken for which the respondent has indicated that the skills or knowledge acquired are being used to a great extent at work (BQ18 = 1).

*Variable:*       **EMBQ18B**       *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 4	Programs	289	245,296
	Not applicable	697	554,321
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken for which the respondent has indicated that the skills or knowledge acquired are being used somewhat at work (BQ18 = 2).

*Variable:*       **EMBQ18C**       *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 2	Programs	93	64,142
	Not applicable	893	735,475
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken for which the respondent has indicated that the skills or knowledge acquired are being used very little at work (BQ18 = 3).

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*Variable:*     **EMBQ18D**     *Position:*                         *Length:*         1

Number of programs taken for which respondent is not using acquired skills at work

*Allowed Min:*   1                         *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	99	89,522
	Not applicable	887	710,095
		=====	=====
		986	799,617

*Note:*             For employer sponsored programs. This derived variable gives the total number of programs taken for which the respondent has indicated that the skills or knowledge acquired are not being used at all at work (BQ18 = 4).

*Variable:*     **EMBQ18E**     *Position:*                         *Length:*         1

Number of programs taken for which question on using acquired skills at work is not applicable

*Allowed Min:*   1                         *Allowed Max:*   5

		FREQ	WTD
1 : 2	Programs	42	52,520
	Not applicable	944	747,097
		=====	=====
		986	799,617

*Note:*             For employer sponsored programs. This derived variable gives the number of programs taken for which question on using acquired skills at work is not applicable (BQ18 = 5).

*Variable:*     **EMBQ19A**     *Position:*                         *Length:*         1

Number of programs taken for which respondent is using acquired skills to a great extent in personal life

*Allowed Min:*   1                         *Allowed Max:*   5

		FREQ	WTD
1 : 3	Programs	173	145,038
	Not applicable	813	654,579
		=====	=====
		986	799,617

*Note:*             For employer sponsored programs. This derived variable gives the total number of programs taken for which the respondent has indicated that the skills or knowledge acquired are being used to a great extent in personal life (BQ19 = 1).

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*Variable:*       **EMBQ19B**       *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 4	Programs	327	266,762
	Not applicable	659	532,855
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken for which the respondent has indicated that the skills or knowledge acquired are being used somewhat in personal life (BQ19 = 2).

*Variable:*       **EMBQ19C**       *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 2	Programs	186	141,290
	Not applicable	800	658,327
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken for which the respondent has indicated that the skills or knowledge acquired are being used very little in personal life (BQ19 = 3).

*Variable:*       **EMBQ19D**       *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 2	Programs	187	154,299
	Not applicable	799	645,318
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken for which the respondent has indicated that the skills or knowledge acquired are not being used at all in personal life (BQ19 = 4).



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*Variable:*       **EMBQ19E**       *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 2	Programs	108	82,995
	Not applicable	878	716,622
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs taken for which question on using acquired skills or knowledge in personal life is not applicable (BQ19 = 5).

*Variable:*       **EMFTB**       *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 4	Programs	296	277,736
	Not applicable	690	521,881
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the number of programs taken full-time only (BQ20 = 'yes' and BQ23 = 'no').

*Variable:*       **EMPTB**       *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 3	Programs	589	430,694
	Not applicable	397	368,923
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the number of programs taken part-time only (BQ23 = 'yes' and BQ20 = 'no').

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*Variable:*       **EMFTPTB**       *Position:*                               *Length:*       1

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

			FREQ	WTD
1 : 1	Programs		42	40,910
	Not applicable		944	758,707
			=====	=====
			986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the number of programs that were taken both full-time and part-time (BQ20 = 'yes' and BQ23 = 'yes').

*Variable:*       **EMBQ26P1**       *Position:*                               *Length:*       1

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

			FREQ	WTD
1 : 3	Programs		565	495,035
	Not applicable		421	304,582
			=====	=====
			986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the number of programs taken that were suggested by the respondent him/herself (BQ26P1 = 'yes').

*Variable:*       **EMBQ26P2**       *Position:*                               *Length:*       1

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

			FREQ	WTD
1 : 2	Programs		60	58,204
	Not applicable		926	741,413
			=====	=====
			986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the number of programs taken that were suggested by respondent's friends or family (BQ26P2 = 'yes').

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*Variable:*       **EMBQ26P3**    *Position:*                                *Length:*        1

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

		FREQ	WTD
1 : 4	Programs	380	260,079
	Not applicable	606	539,538
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the number of programs taken which were suggested by respondent's employer (BQ26P3 = 'yes').

*Variable:*       **EMBQ26P4**    *Position:*                                *Length:*        1

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

		FREQ	WTD
1 : 1	Programs	22	17,610
	Not applicable	964	782,007
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the number of programs taken which were suggested by other employees (BQ26P4 = 'yes').

*Variable:*       **EMBQ26P5**    *Position:*                                *Length:*        1

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

		FREQ	WTD
1 : 1	Programs	3	2,952
	Not applicable	983	796,665
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the number of programs taken which were written in a collective agreement (BQ26P5 = 'yes').

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*Variable:*       **EMBQ26P6**   *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 2	Programs	7	3,562
	Not applicable	979	796,055
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the number of programs taken because union recommended or provided it (BQ26P6 = 'yes').

*Variable:*       **EMBQ26P7**   *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 2	Programs	43	33,166
	Not applicable	943	766,451
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the number of programs that were taken because they were a legal or professional requirement (BQ26P7= 'yes').

*Variable:*       **EMBQ26P8**   *Position:*                               *Length:*       1

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

		FREQ	WTD
1 : 2	Programs	32	38,754
	Not applicable	954	760,863
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the number of programs taken that were suggested by an 'other' source (BQ26P8 = 'yes').

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*Variable:*       **EMBQ27**       *Position:*                       *Length:*       1

Number of programs taken where a degree, diploma or certificate was received  
*Allowed Min:*   1                       *Allowed Max:*   5

		FREQ	WTD
1 : 4	Programs	401	296,519
	Not applicable	585	503,099
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the total number of programs for which a degree, diploma, or certificate was received (BQ27 = 'yes').

*Variable:*       **EMBQ28**       *Position:*                       *Length:*       1

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

		FREQ	WTD
1 : 3	Programs	412	369,243
	Not applicable	574	430,375
		=====	=====
		986	799,617

*Note:*               For employer sponsored programs. This derived variable gives the number of programs that the respondent is still taking (BQ28 = 'yes').

*Variable:*       **EMDURB**       *Position:*                       *Length:*       4

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

		FREQ	WTD
0001 : 1872	Hours	841	682,645
2000	2000 hours or more	15	12,703
9997	Don't know/Cannot calculate	130	104,268
		=====	=====
		986	799,617

*Note:*               Data suppressed on the public microdata file.

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*Variable:*       **MEMDURB**   *Position:*                               *Length:*        2

Total duration of training taken in program section, sponsored by employer

		FREQ	WTD
01	1-40 Hours	217	148,694
02	41-80 Hours	121	73,917
03	81-120 Hours	97	76,153
04	121-16-0 Hours	46	45,851
05	161-320 Hours	116	103,507
06	321-480 Hours	80	84,492
07	481-640 Hours	44	34,996
08	641-800 Hours	30	33,629
09	801-960 Hours	23	20,129
10	961-1440 Hours	57	50,496
11	1441 Hours or more	25	23,485
97	Don't know/Cannot calculate	130	104,268
		=====	=====
		986	799,617

*Variable:*       **EMJOBB**   *Position:*                               *Length:*        4

Total duration of training taken for job or career reason  
*Allowed Min:* 0001                   *Allowed Max:* 1900

		FREQ	WTD
	Not applicable	143	121,044
0001 : 1872	Hours	733	586,008
2000	2000 hours or more	13	12,379
9997	Don't know/Cannot calculate	97	80,186
		=====	=====
		986	799,617

*Note:*               Data suppressed on the public microdata file.

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*Variable:*      **MEMJOBB**      *Position:*                      *Length:*      2

Total duration of training taken for job or career reason

		FREQ	WTD
	Not applicable	143	121,044
01	1-40 Hours	192	132,605
02	41-80 Hours	109	67,194
03	81-120 Hours	83	64,668
04	121-160 Hours	37	38,545
05	161-320 Hours	106	89,865
06	321-480 Hours	71	74,140
07	481-640 Hours	37	27,447
08	641-800 Hours	26	31,265
09	801-960 Hours	18	17,115
10	961-1440 Hours	46	39,723
11	1441 Hours or more	21	15,819
97	Don't know/Cannot calculate	97	80,186
		=====	=====
		986	799,617

*Variable:*      **EMPIB**      *Position:*                      *Length:*      4

Total duration of duration of training taken for personal interest

*Allowed Min:* 0001                      *Allowed Max:* 1900

		FREQ	WTD
	Not applicable	896	726,865
0012 : 1368	Hours	82	69,430
2000	2000 hours or more	1	159
9997	Don't know/Cannot calculate	7	3,163
		=====	=====
		986	799,617

*Note:*                      Data suppressed on the public microdata file.

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*Variable:*      **MEMPIB**      *Position:*                      *Length:*      2

Total duration of duration of training taken for personal interest

		FREQ	WTD
	Not applicable	896	726,865
01	1-40 Hours	19	13,058
02	41-80 Hours	12	6,920
03	81-120 Hours	11	10,144
04	121-160 Hours	7	6,647
05	161-320 Hours	9	11,920
06	321-480 Hours	5	8,176
07	481-640 Hours	5	4,489
08	641-800 Hours	4	2,364
09	801-960 Hours	4	2,345
10	961-1440 Hours	6	3,367
11	1441 Hours or more	1	159
97	Don't know/Cannot calculate	7	3,163
		=====	=====
		986	799,617

*Variable:*      **EMOTB**      *Position:*                      *Length:*      4

Total duration of training taken for some other reason  
*Allowed Min:* 0001                      *Allowed Max:* 1900

		FREQ	WTD
	Not applicable	954	770,242
0004 : 1560	Hours	28	28,551
2000	2000 hours or more	1	166
9997	Don't know/Cannot calculate	3	658
		=====	=====
		986	799,617

*Note:*                      Data suppressed on the public microdata file.



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*Variable:*      **MEMOTB**      *Position:*                      *Length:*      2

Total duration of training taken for some other reason

		FREQ	WTD
	Not applicable	954	770,242
01	1-40 Hours	6	3,031
02	41-80 Hours	3	1,512
03	81-120 Hours	3	1,340
04	121-160 Hours	1	294
05	161-320 Hours	1	1,722
06	321-480 Hours	4	2,176
07	481-640 Hours	2	3,060
08	641-800 Hours	0	0
09	801-960 Hours	1	670
10	961-1440 Hours	5	7,406
11	1441 Hours or more	3	7,507
97	Don't know/Cannot calculate	3	658
		=====	=====
		986	799,617

*Variable:*      **EMDKB**      *Position:*                      *Length:*      2

Total duration of training taken, reason unknown

		FREQ	WTD
	Not applicable	905	736,521
97	Cannot calculate	81	63,097
		=====	=====
		986	799,617