

Appendix IV
Summary of Content Changes -- Comparison of the 2003 and 1998 Adult Education and Training Survey (AETS)

Content	2003 AETS	1998 AETS	Comments
Labour Market Situation:			
Labour Force Status (reference year)	LF_Q01 / LF_Q02	AQ03	The labour force information provided by the Labour Force Survey (LFS) covers the labour market situation of AETS respondents during the LFS reference week. In 2003, the AETS complemented this information by identifying the respondent's labour force status during the reference year (self-employed, an employee, temporarily laid off or not working). In 1998, the AETS only asked if the respondent was working during the reference year.
Job Situation Relative to Current or Most Recent Job (reference year)	LF_Q03 / LF_Q04	EQ02 / EQ03	No changes between 1998 and 2003. Measures a potential change between main job of previous calendar year and current or most recent job.
Programs and Courses:			
Participation in Job-related Programs	SC_Q01	AQ02 / BQ01A to E / BQ14 = 01	In 2003, detailed information was collected only for job-related training programs, while in 1998, it was collected for all programs. The reference period is the previous calendar year.
Participation in Job-related Courses	SC_Q02	AQ02 / CQ01 / CQ14 = 01; AQ02 / DQ01 / DQ13 = 01;	In 2003, detailed information was collected only for job-related training courses, while in 1998, it was collected for all courses. The reference period is the previous calendar year.
Number of Job-related Courses Taken	SC_Q03	Not asked in 1998	New question in 2003. The number of courses taken could be derived in 1998.
Subject / Field of Study	SC_Q03A to E / CP_Q05 / CP_Q06 / CP_Q07	BQ02; CQ03; DQ02;	New information collected in 2003. Respondents with training in apprenticeship, trade or vocational programs are asked more specifically about their trade.
Personal Interest - Programs and courses	SC_Q04	AQ02 / BQ01A to E / BQ14 = 02 or 03; AQ02 / CQ01 / CQ14 = 02 or 03; AQ02 / DQ01 / DQ13 = 02 or 03;	This was the only question asking about personal interest training in 2003.

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Basic Reading / Writing / Math Skills	CP_Q02	BQ02A = 04	In 1998, asked only for elementary or high school programs. In 2003, asked also for people taking courses.
Learning Another Language	CP_Q03	BQ02A = 05	In 2003, this question was asking about any other language while in 1998, the question was covering only a second language. In 1998, asked only for elementary or high school programs. In 2003, asked also for people taking courses.
Language Learned	CP_Q04	Not asked in 1998	New question in 2003.
Program Level (university only)	CP_Q06	BQ03	Order of response categories changed.
Training Providers	CP_Q08	BQ10 / CQ10 / DQ09	More details in 2003. The list was updated to better reflect providers of adult education and training. See Employer Sponsorship (CP_Q29) for additional comments.
Work Placement	CP_Q09	Not asked in 1998	New question in 2003. Work placement, including co-op training, is an increasingly common component of educational programs.
Instructional Methods	CP_Q12	BQ11 / CQ11 / DQ10	More details in 1998 / focus on e-learning in 2003.
Distance Education	CP_Q10	BQ12 / CQ12 / DQ11	
Distance Education - Delivery methods	CP_Q11	BQ13 / CQ13 / DQ12	Internet only in 1998 / more details in 2003.
Duration - Months during which training was taken	CP_Q13	Not asked in 1998	New question in 2003.
Duration – Full-time/Part-time Programs	Not asked in 2003	BQ20 / BQ23	Questions dropped in 2003. The definition of full-time varies by institution. It was too difficult to design, with only a few questions, a direct measure for full-time attendance that would give data applicable to all institutions.
Duration - Programs	CP_Q14 / BN_Q04; CP_Q15 / BN_Q05;	BQ21 / BQ24; BQ22 / BQ25;	In 2003, no distinction was made between full-time and part-time programs.

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Duration - Courses	CP_Q16 / BN_Q06; CP_Q17 / BN_Q07; CP_Q18 / BN_Q08; CP_Q19 / BN_Q09; CP_Q20 / BN_Q10; CP_Q21 / BN_Q11;	CQ20 / CQ21; CQ22 / CQ23; DQ19 / DQ20; DQ21 / DQ22;	New questions in 2003. The respondent had three paths to choose from to report duration for courses: hours, days and hours per day or weeks and hours per week. In 1998 the exact number of hours was not asked if the respondent was taking a course for six hours or more a day.
Labour Force Status (during training)	CP_Q22 / CP_Q23	AQ04 / BQ04 / CQ04 / DQ03	More details in 2003. The 2003 AETS asked respondents about their labour force status while training. See question LF_Q01 for details. In 1998, the AETS was only asked if the respondent was working during the reference year.
Job Situation Relative to Current or Most Recent Job (during training)	CP_Q24 / CP_Q25	Not asked in 1998	New question in 2003. Respondents who had a job while training and held a job during the LFS reference week are asked whether their job while training was the same as their current job (or most recent job when they are unemployed during the LFS reference week). In the affirmative, this allows linking the information provided by the LFS to the job held while training.
Who Paid Tuition, Exam Fees, Books or Other Supplies	CP_Q26	BQ06A, B or E / BQ07 / BQ08; CQ06A, B or E / CQ07 / CQ08; DQ05A, B or E / DQ06 / DQ07;	In 2003 less details were gathered about various types of employer sponsorship. See comments on Employer Sponsorship (CP_Q29).
Amount Paid by Individual	CP_Q27 / CP_Q28	Not asked in 1998	New questions in 2003. When the amount invested was higher than \$1,000, respondents are also asked how they financed their individual contributions (i.e. through a loan, Registered Education Savings Plan (RESP), personal savings).
Employer Sponsorship	CP_Q08 / CP_Q26 / CP_Q29 / CP_Q30; BN_Q03;	AQ05 / BQ05 / BQ06A to H; CQ05 / CQ06A to H; DQ04 / DQ05A to H;	The 2003 AETS defines employer sponsorship for training activity as: providing the training, paying for the training, allowing for participation during working hours and other support (such as flexible work schedule, providing transportation, etc.).
Training Location	Not asked in 2003	BQ09 / CQ09 / DQ08	Question dropped in 2003.

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Training During/Outside Work Hours - Programs and Courses	CP_Q30	BQ06C or D; CQ06C or D; DQ05C or D;	New question in 2003. The 2003 AETS asked about participation in training programs and courses during the respondent's working hours (see SD_Q02 for participation in self-directed job-related training). It replaces the 1998 AETS question about whether the employer provided paid or unpaid time-off. See comments on Employer Sponsorship (CP_Q29).
Required Training	CP_Q31 / CP_Q32	Not asked in 1998	New questions in 2003. Provides additional insight into the underlying reasons for taking training. Respondents taking required training are asked who asked them to take the training.
Job-related Training Objectives	CP_Q33 / BN_Q01	BQ15 / CQ15 / DQ14	The 2003 survey collected respondents' objectives in participating in a job-related training activity. These objectives are related to the respondent's labour market situation (increase income, avoid losing job, etc.). The Benchmarking Information (BN) module asks this question once, for all activities not covered in the Course/Program (CP) module. In 1998, respondents were asked to rate the reasons why they took training. The scale used was difficult to understand for some respondents and the response items did not provide enough variation. The scale covered items relating to the respondent's labour market situation as well as the upgrading of knowledge and skills.
Who Suggested Training	Not asked in 2003	BQ26 / CQ24 / DQ23	Question dropped in 2003.
Completion - Programs	CP_Q34	BQ27	In 2003, completion of program implies certification (obtaining a degree, diploma or certificate).
Completion/Certification - Courses	CP_Q34 / CP_Q35	CQ25 / DQ24	New question in 2003. The certification not only attests to the respondent's participation in the training but also formally recognizes knowledge and competencies acquired through training.
On-going Training (at time of interview)	CP_Q36	BQ28 / CQ26 / DQ25	
Intention of Pursuing Training	CP_Q37	Not asked in 1998	New question in 2003.

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Job-related Training Outcomes	CP_Q38 / CP_Q39 / BN_Q02	BQ18 / CQ18 / DQ17	New question in 2003 on key labour market skills gained through training. The 2003 AETS also obtained information on the respondents' perception of their training outcomes using the same answer categories as provided for training objectives (see CP_Q33). The BN module asks this question once, for all activities not covered in the CP module. In 1998, the respondents rated as a whole, to what extent they were using the skills or knowledge acquired in their training at work.
Usefulness of Training in Personal Life	Not asked in 2003	BQ19 / CQ19 / DQ18	Questions dropped in 2003.
Whether Training Expectations Were Met	Not asked in 2003	BQ17 / CQ17 / DQ16	Questions dropped in 2003.
Perception of Employer-provided Training Adequacy	Not asked in 2003	EQ14	Question dropped in 2003.
Difficulties While Training	CP_Q40	Not asked in 1998	New question in 2003.
Respondent's Job Characteristics (if main job in reference year was different from the current or most recent job):			
Main Employer's Name	Not asked in 2003	EQ04	Taken from the LFS for 2003.
Industry	Not asked in 2003	EQ05	Taken from the LFS for 2003.
Occupation	Not asked in 2003	EQ06	Taken from the LFS for 2003.
Usual Hours Worked	Not asked in 2003	EQ07	Taken from the LFS for 2003.
Employment Status	Not asked in 2003	EQ08 / EQ08A	Taken from the LFS for 2003.
Job Permanency	Not asked in 2003	EQ09	Taken from the LFS for 2003.
Union Status	Not asked in 2003	EQ10 / EQ11	Taken from the LFS for 2003.
Establishment Size - Multiple Locations	Not asked in 2003	EQ12	Taken from the LFS for 2003.
Workplace Size - Number of Employees	Not asked in 2003	EQ13	Taken from the LFS for 2003.

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Barriers to Training:			
Training Needed / Wanted	BR_Q01 / BR_Q02	EQ15 / EQ17	The 2003 AETS questions were on job-related training needed and wanted by the respondent. In 1998, the question on training "wanted" covered job and non-job related training while training "needed" was only about job-related training.
Barriers to Training (list of reasons)	BR_Q03	EQ16A to K / EQ18A to K	In the 2003 AETS, to improve data quality, the order in which the barriers were read was modified. Some categories were removed while others were added or reworded. Respondents may have also provided a response not listed.
Barriers to Training (most important reason)	BR_Q04	Not asked in 1998	New question in 2003. The identification of the most important barrier faced by the respondent relies on the respondents' own opinion. It was assumed in 1998 that the most important barriers were identified from the barriers most frequently reported.
Reasons for Non-participation (list of reasons)	BR_Q05	Not asked in 1998	New questions in 2003. Allows for the examination of the reasons why a large number of individuals do not participate in any job-related training and do not have any unmet training needs or wants.
Reasons for Non-participation (most important reason)	BR_Q06	Not asked in 1998	New question in 2003.
Likelihood of Taking Job-related Training in the Next Three Years	BR_Q07	Not asked in 1998	New question in 2003.
Job-related Training Experiences During the Five Years Preceding the Reference Year	BR_Q08	Not asked in 1998	New question in 2003.
Self-directed Training (Job-related):			
Incidence	SD_Q01A to E	Not asked in 1998	New question in 2003. It provides a measure of other ways used by adults to develop their job-related skills. It must be undertaken with the specific intention to develop some job-related skills or knowledge. The reference period was the past four weeks.
Training During/Outside Work Hours	SD_Q02	Not asked in 1998	New question in 2003. As in the case of programs and courses (see CP_Q30), respondents are asked whether they undertook their self-directed training activities during or outside their work hours (or both).

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Frequency	SD_Q03	Not asked in 1998	New question in 2003. It proved challenging for most respondents to assess duration of self-directed training during focus group testing. It was easier for them to report frequency than duration. Respondents are asked about the average weekly occurrence of their self-directed training activities undertaken in the past four weeks.
Usefulness	SD_Q04	Not asked in 1998	New question in 2003. The respondent was asked to indicate which of the programs and courses or self-directed training was more useful in his current employment situation.
Demographics:			
Ethnic/Cultural Background	DM_Q01	EQ19	The 2003 question was taken from the 1996 Census and asks about ancestors' origins. The 1998 survey asked about parents' origins. Changes were made to reflect respondents' feedback during focus group testing: ethnic/cultural background was easier to understand when referring to ancestors than parents.
Born in Canada	DM_Q02	EQ20	
Immigrants' Country of Origin	DM_Q03	Not asked in 1998	New question in 2003.
Immigrants' Year of Arrival in Canada	DM_Q04	EQ21	In 1998, the information collected was age at arrival in Canada, while in 2003, it was year of arrival.
Immigrants' Educational Attainment Outside Canada	DM_Q05 / DM_Q06	Not asked in 1998	New question in 2003.
Country Where Highest Postsecondary Level of Education Was Attained	DM_Q07	Not asked in 1998	New question in 2003.
Immigrants' Educational Attainment in Canada	DM_Q08 / DM_Q09	Not asked in 1998	New question in 2003.
Activity Limitation	DM_Q10	EQ22	Based on census. Slight change in the wording for the French questionnaire.
Income	Individual: Not asked in 2003 Household: DM_Q11 / DM_Q12 / DM_Q13	Individual: EQ23A to C Household: Not asked in 1998	In 2003, the survey collected information using ranges instead of precise amounts. General household income figures were collected to assess the resources potentially available in the household for training.