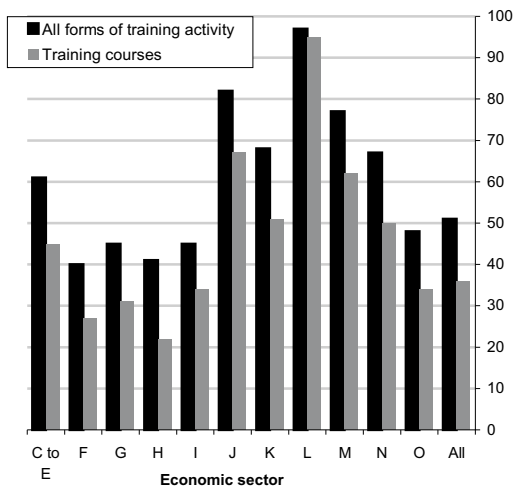




Continuing Vocational Training Survey 2005

Percentage of enterprises with training activities by sector %



Half of all enterprises had training activity in 2005

Just over half of all enterprises (51%) engaged in some form of continuing vocational training (CVT)¹ in 2005. This ranged from 97% in the Public administration and defence (L) sector to 40% in the Construction (F) sector. Just under a third of enterprises had external training courses, on-the-job training and training through attendance at conferences, workshops etc. However only 9% had training through job rotation, exchanges, study visits etc. All enterprises with 250 or more employees, but only 49% of enterprises with 3 to 50 employees, had some form of training. In addition, virtually the entire public sector engaged in training while just over half (51%) of private sector enterprises had training in 2005. *See table 1 and graph opposite.*

48% of staff attended training courses in 2005

Some 48% of staff attended training courses in 2005 with slightly more females (24%) than males (23%) on these courses (some of the staff may have attended more than one course). In the Education sector, staff on training courses represented 73% of all employees but in the Hotels and restaurants, Construction and Other services sectors, the figure was under 30% (27%, 29% and 29% respectively). In the large enterprises (those with over 250 employees) and the public sector, a figure equivalent to two thirds of employees attended training courses. *See table 2.*

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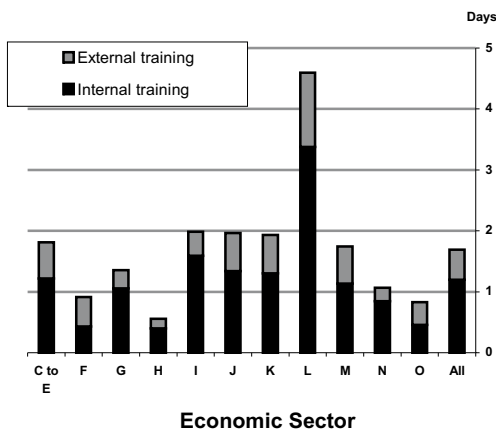
Environment and health and safety biggest reason for having training courses in 2005

Nearly a quarter of all time spent on training courses (24%) was for environmental protection and health and safety. On the other hand only 1% of time was spent on learning a language. While environmental protection and health and safety was the biggest reason for having training courses in nearly all sectors, in the Financial sector accounting, finance and office work accounted for 28% of the time spent on training courses. In the Wholesale and retail trade sector, sales and marketing accounted for 26% of courses. *See table 4.*

¹ See the background notes for more information on the definitions used in the release.

For more information contact Paul Crowley at 021-453 5090 or Ann Hickey at 021-453 5508.

Number of days per employee on training courses



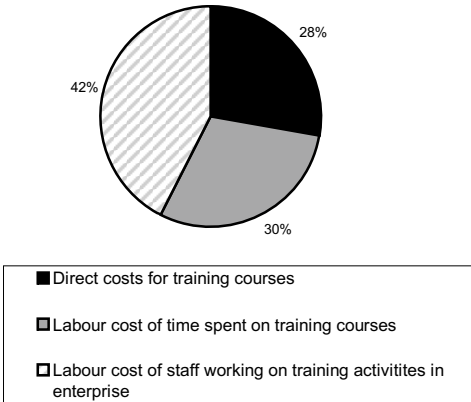
Underperformance of staff reason for only 5% of training courses in 2005

The reasons given for having training courses were fairly evenly split between compliance with statutory obligations (31%), developing staff for higher positions (29%) and preparing staff for their current or similar position (28%) while only 5% was for correcting underperformance. 65% of all courses in the Construction sector but only 17% in the financial sector were for statutory reasons. On the other hand the Construction (1%) and Education (3%) sectors had very low scores for the correction of underperformance (the sector with the highest percentage was the Hotels and restaurants sector at 11%). There was little variation by size of enterprise while the public sector was more likely (38% against 29%) to be preparing staff for higher positions than the private sector. See table 5.

1.7 days per employee spent on training courses in 2005

There was on average 1.2 days spent on internal training courses and 0.5 days spent on external training courses in 2005. Staff in the Public administration sector had 4.6 days per person while there were a few sectors such as Transport, storage and communications, Financial services and Real estate, renting and other business activities which had around 2 days. On the other hand, the Other services sector only had 0.8 days. Staff in larger enterprises had on average 2.3 days while those in enterprises with 3 to 49 employees had 0.8 days. The public sector had on average one day more than their private sector counterparts (2.4 days versus 1.4 days). See table 3 and graph opposite.

Costs as a % of total training costs in 2005



Training costs equal to 2.6% of total labour costs in 2005

The cost of training course activity was estimated to be 2.6% of total labour costs in 2005. This was composed of 0.7% for direct costs such as fees and payment for courses in 2005, travel and subsistence and the cost of premises. Another 0.8% was estimated to be the cost of the time spent on courses by the trainees and a final 1.1% was the estimated cost of all staff involved in training activities in the enterprises.

The total cost of training also varied from 4.0% in Public administration to 1.5% in the Construction sector. The cost of training was actually higher in small enterprises (less than 50 employees) at 2.9% compared to the larger enterprises (250+ employees) at 2.4%. The total cost of training as a percentage of all labour costs was also estimated to be higher for the private sector as against the public sector (2.7% and 2.4% respectively). See table 6.

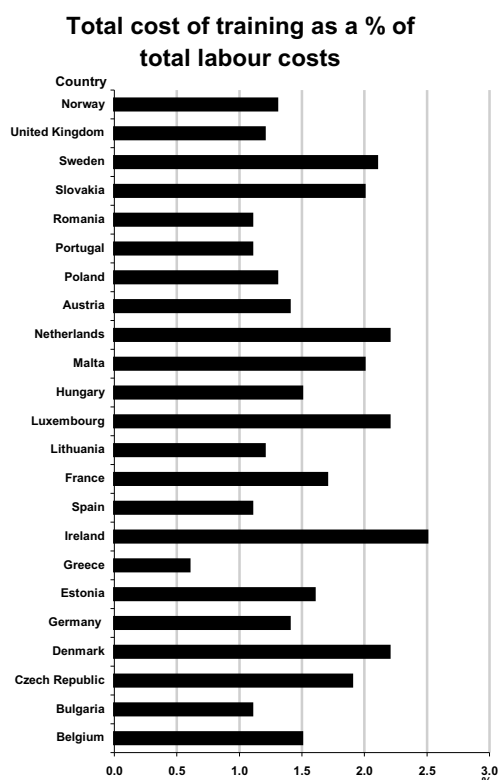
The direct costs were 28% of total training costs, the time spent on training courses made up 30% of costs and the labour cost of staff working on training activities was 42% of all training costs. See graph opposite.

More enterprises planned to have training courses in 2006 than had in 2005

While 36% of enterprises had training courses (internal and/or external) in 2005, 39% indicated that they intended to have training courses in 2006. In 2004 only 33% of enterprises had training courses. Only a quarter of enterprises in the Hotels and restaurants sector planned to have training courses in 2006 while 96% of enterprises in Public administration had similar plans. All large enterprises planned to have training courses in 2006 while only just over a third (36%) of small enterprises were planning to do the same. For other forms of training 23% of enterprises provided these in 2004 but this had more than doubled to 47% in 2005. However only 29% of enterprises planned to have such training available in 2006. See table 7.

Non-training enterprises happy with skills of existing staff in 2005

The most common reason enterprises gave for not having any form of training was that existing staff had the skills and competencies to match current needs (83%). Just under a third of enterprises (28%) said that the enterprise had the strategy to recruit persons with the required skills. Only 11% of enterprises were deterred by the cost of training and only 17% by the workloads and/or limited available time. *See table 8.*



Ireland highest training costs in 2005 across the EU

The CVTS3 was conducted on a harmonised basis across the EU and, for those countries for which figures are available, Ireland had the highest costs of training (as a percentage of total labour costs) at 2.5%. The next highest were the Netherlands, Denmark and Luxembourg at 2.2%. On the other hand Greece's training costs were 0.6% of total labour costs. While Ireland had 55% of enterprises providing training courses, Denmark had 81% and Sweden, France, and the Netherlands all had 70% or more. The UK was highest with 90% of enterprises with some form of training activity while Greece had 21%. *See table 9 and graph opposite.*

Drop in percentage of enterprises with training activity between 1999 and 2005

Figures have been calculated from the 2005 survey on as comparable a basis as possible with the previous CVTS surveys and these show that, while the overall percentage of enterprises with training activity has fallen from 79% to 70% between 1999 and 2005, the percentage with training courses remained constant at 56% during the same period.

The average number of days on training courses has also fallen from 2.4 to 1.7 days between 1999 to 2005, but the expenditure on training courses rose from €364 million to €851 million over the same period. However there was only a very slight increase in the percentage of total labour costs spent on training, up 2.4% to 2.5% between 1999 and 2005. The cost per day of training also rose, up from €251 to €604 during the same period (it had been €177 per day in 1993). *See table 10.*

Table 1 Training enterprises by type of training as a percentage of all enterprises in 2005¹

	Training courses			Other forms of training							Total
	Internal Training courses	External Training courses	All Training courses	Planned on-the-job training	Planned training through job rotation, exchanges, study visits etc	Planned training through learning/quality circles	Planned training by self-directed learning	Attendances at conferences, workshops, trade fairs, lectures etc	All other forms of training	Any form of training activity	
Economic Sector	%	%	%	%	%	%	%	%	%	%	%
C - E Mining, quarrying, manufacturing and electricity, gas and water supply	29	39	45	43	17	16	21	36	56	61	100
F Construction	10	24	27	18	5	8	12	17	34	40	100
G Wholesale and retail trade	18	25	31	26	6	7	12	25	40	45	100
H Hotels and restaurants	17	11	22	27	6	11	8	14	39	41	100
I Transport, storage and communications	19	28	34	28	10	6	10	23	37	45	100
J Financial services	45	60	67	62	20	22	45	67	78	82	100
K Real estate, renting and other business activities	26	43	51	35	10	16	23	47	63	68	100
L Public administration and defence	73	92	95	74	46	34	82	88	93	97	100
M Education	30	57	62	37	23	21	37	57	71	77	100
N Health	26	45	50	37	18	28	27	54	64	67	100
O Other services	20	27	34	26	7	10	11	29	45	48	100
Total	20	29	36	29	9	11	15	30	47	51	100
Size class (by number of employees)											
3 to 49 employees	17	27	33	26	7	10	13	27	44	49	100
50 to 249 employees	64	72	81	73	30	24	49	67	83	89	100
250+ employees	96	94	100	93	64	49	88	92	99	100	100
Total	20	29	36	29	9	11	15	30	47	51	100
Public/Private sector											
Private sector	20	29	36	29	8	11	15	29	47	51	100
Public sector	76	92	96	79	50	38	85	90	95	98	100
Total	20	29	36	29	9	11	15	30	47	51	100

¹ More than one type of training activity possible for each enterprise

Table 2 Staff participating on training courses by gender as a percentage of employees in all enterprises in 2005

	Males participating in training courses	Females participating in training courses	Total employees participating in training courses	Total Employees
Economic Sector				
	%	%	%	%
C - E Mining, quarrying, manufacturing and electricity, gas and water supply	34	14	48	100
F Construction	26	2	29	100
G Wholesale and retail trade	16	24	40	100
H Hotels and restaurants	12	15	27	100
I Transport, storage and communications	37	16	52	100
J Financial services	26	42	68	100
K Real estate, renting and other business activities	25	22	46	100
L Public administration and defence	44	25	68	100
M Education	21	52	73	100
N Health	9	41	50	100
O Other services	12	17	29	100
Total	23	24	48	100
Size class (by number of employees)				
3 to 49 employees	12	10	22	100
50 to 249 employees	27	18	44	100
250+ employees	30	36	66	100
Total	23	24	48	100
Public/Private sector				
Private sector	22	20	42	100
Public sector	28	36	64	100
Total	23	24	48	100

Table 3 Number of days on training courses per employee in all enterprises in 2005

	Internal training courses	External training courses	Total training courses
Economic Sector	Days	Days	Days
C - E Mining, quarrying, manufacturing and electricity, gas and water supply	1.2	0.6	1.8
F Construction	0.4	0.5	0.9
G Wholesale and retail trade	1.1	0.3	1.4
H Hotels and restaurants	0.4	0.2	0.6
I Transport, storage and communications	1.6	0.4	2.0
J Financial services	1.3	0.6	2.0
K Real estate, renting and other business activities	1.3	0.6	1.9
L Public administration and defence	3.4	1.2	4.6
M Education	1.1	0.6	1.7
N Health	0.8	0.2	1.1
O Other services	0.5	0.4	0.8
Total	1.2	0.5	1.7
Size class (by number of employees)			
3 to 49 employees	0.4	0.4	0.8
50 to 249 employees	1.0	0.5	1.6
250+ employees	1.8	0.5	2.3
Total	1.2	0.5	1.7
Public/Private sector			
Private sector	1.0	0.5	1.4
Public sector	1.8	0.6	2.4
Total	1.2	0.5	1.7

Table 4 Percentage of time spent on each type of training course in 2005

	Language related	Sales and marketing related	Accounting, finance, office work related	Management, administration related	Personal development, working life related	Computer science, computer usage related	Engineering, manufacturing, construction related	Environment protection, health and safety related	Military, personal, transport, protection of property, persons related	Other subject related	Total
Economic Sector											
	%	%	%	%	%	%	%	%	%	%	%
C - E Mining, quarrying, manufacturing and electricity, gas and water supply	0	7	7	9	5	8	23	30	2	8	100
F Construction	0	3	3	3	1	2	32	49	3	4	100
G Wholesale and retail trade	1	26	7	8	4	8	6	22	1	16	100
H Hotels and restaurants	2	8	3	8	8	5	1	42	2	20	100
I Transport, storage and communications	1	15	6	11	3	8	4	29	10	13	100
J Financial services	1	17	28	14	6	18	0	3	1	12	100
K Real estate, renting and other business activities	0	10	15	11	6	15	8	12	2	21	100
L Public administration and defence	2	2	10	16	15	12	4	21	3	15	100
M Education	1	1	9	15	12	6	0	21	1	33	100
N Health	1	3	4	8	17	7	0	17	1	41	100
O Other services	0	9	5	8	8	7	1	21	1	39	100
Total	1	12	9	9	6	9	10	24	2	18	100
Size class (by number of employees)											
3 to 49 employees	1	13	9	8	5	9	9	24	2	19	100
50 to 249 employees	0	12	8	12	7	8	11	27	3	13	100
250+ employees	1	6	8	14	11	10	11	21	2	15	100
Total	1	12	9	9	6	9	10	24	2	18	100
Public/Private sector											
Private sector	1	12	9	9	6	9	10	25	2	18	100
Public sector	2	3	11	17	15	12	3	18	3	17	100
Total	1	12	9	9	6	9	10	24	2	18	100

Table 5 Percentage of time spent on training courses by reason for the course in 2005

	To prepare staff for current job or another similar job	To correct under-performance of staff	To develop staff for higher positions	To comply with statutory obligations	Other purposes	Total
Economic Sector						
	%	%	%	%	%	%
C - E Mining, quarrying, manufacturing and electricity, gas and water supply	27	5	25	36	6	100
F Construction	13	1	17	65	4	100
G Wholesale and retail trade	30	6	30	27	7	100
H Hotels and restaurants	32	11	15	36	6	100
I Transport, storage and communications	32	5	17	40	6	100
J Financial services	33	5	41	17	5	100
K Real estate, renting and other business activities	30	4	37	21	7	100
L Public administration and defence	17	4	40	24	15	100
M Education	27	3	30	23	17	100
N Health	26	4	35	22	14	100
O Other services	32	4	32	23	9	100
Total	28	5	29	31	7	100
Size class (by number of employees)						
3 to 49 employees	28	5	29	31	7	100
50 to 249 employees	32	5	27	31	6	100
250+ employees	30	6	31	25	8	100
Total	28	5	29	31	7	100
Public/Private sector						
Private sector	28	5	29	31	7	100
Public sector	21	4	38	21	16	100
Total	28	5	29	31	7	100

Table 6 Training costs as a percentage of total labour costs in 2005

	Direct costs e.g fees, course payments, travel & sub, cost of premises	Cost of trainees time spent on training courses	Labour cost of all staff involved in training in the enterprise	All training costs	Total labour costs
Economic Sector	%	%	%	%	%
C - E Mining, quarrying, manufacturing and electricity, gas and water supply	0.6	0.8	1.0	2.4	100
F Construction	0.3	0.4	0.8	1.5	100
G Wholesale and retail trade	0.4	0.6	1.3	2.3	100
H Hotels and restaurants	0.2	0.2	3.0	3.4	100
I Transport, storage and communications	0.6	0.9	1.1	2.6	100
J Financial services	1.2	0.8	1.1	3.1	100
K Real estate, renting and other business activities	0.8	0.8	1.6	3.2	100
L Public administration and defence	1.5	1.8	0.7	4.0	100
M Education	0.5	0.7	0.6	1.9	100
N Health	1.0	0.4	0.5	1.9	100
O Other services	0.5	0.4	1.9	2.8	100
Total	0.7	0.8	1.1	2.6	100
Size class (by number of employees)					
3 to 49 employees	0.4	0.4	2.1	2.9	100
50 to 249 employees	0.7	0.7	1.3	2.6	100
250+ employees	0.9	1.0	0.6	2.4	100
Total	0.7	0.8	1.1	2.6	100
Public/Private sector					
Private sector	0.6	0.7	1.4	2.7	100
Public sector	0.9	1.0	0.5	2.4	100
Total	0.7	0.8	1.1	2.6	100

Table 7 Past and future plans for training staff, as a percentage of all enterprises

	Training courses			Other forms of training			All enterprises
	Provided staff training courses in 2004	Provided staff training courses in 2005	Expect to provide training courses in 2006	Provided other forms of staff training in 2004	Provided other forms of staff training in 2005	Expect to provide other forms of staff training in 2006	
Economic Sector							
	%	%	%	%	%	%	%
C - E Mining, quarrying, manufacturing and electricity, gas and water supply	45	45	54	33	56	40	100
F Construction	25	27	35	14	34	23	100
G Wholesale and retail trade	27	31	32	19	40	25	100
H Hotels and restaurants	22	22	25	15	39	19	100
I Transport, storage and communications	30	34	36	20	37	25	100
J Financial services	61	67	73	52	78	55	100
K Real estate, renting and other business activities	43	51	51	32	63	37	100
L Public administration and defence	93	95	96	83	93	85	100
M Education	60	62	74	44	71	61	100
N Health	44	50	53	36	66	46	100
O Other services	31	34	34	20	45	24	100
Total	33	36	39	23	47	29	100
Size class (by number of employees)							
3 to 49 employees	30	33	36	20	44	26	100
50 to 249 employees	81	81	84	64	83	70	100
250+ employees	100	100	100	97	99	97	100
Total	33	36	39	23	47	29	100
Public/Private sector							
Private sector	32	36	39	23	47	29	100
Public sector	96	96	97	89	95	89	100
Total	33	36	39	23	47	29	100

Table 8 Reasons from non-training enterprises for not providing training courses in 2005 as a percentage of all non-training enterprises¹

	Existing staff skills/competencies match current needs	Strategy to recruit persons with required skills	Planned-on-the-job training courses in 2005	Lack of suitable training courses	High costs of training courses	Higher focus on training for apprentices	Major training effort previous year	High workloads & limited available time	Other reasons
Economic Sector									
	%	%	%	%	%	%	%	%	%
C - E Mining, quarrying, manufacturing and electricity, gas and water supply	82	28	2	2	11	6	2	20	9
F Construction	84	24	3	3	12	10	3	14	10
G Wholesale and retail trade	82	31	4	5	11	2	2	21	11
H Hotels and restaurants	88	22	4	5	7	2	1	10	15
I Transport, storage and communications	86	32	2	4	8	1	2	16	12
J Financial services	83	32	6	4	10	4	4	18	15
K Real estate, renting and other business activities	81	36	5	3	12	3	2	20	12
L Public administration and defence	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
M Education	84	42	7	10	3	0	7	13	7
N Health	76	17	5	7	8	3	1	18	15
O Other services	80	22	1	10	12	7	2	12	17
Total	83	28	4	4	11	4	2	17	12
Size class (by number of employees)									
3 to 49 employees	83	27	4	4	11	4	2	17	12
50 to 249 employees	68	40	5	5	7	4	5	15	12
250+ employees	0	0	0	0	0	0	0	0	0
Total	83	28	4	4	11	4	2	17	12
Public/Private sector									
Private sector	83	28	4	4	11	4	2	17	12
Public sector	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Total	83	28	4	4	11	4	2	17	12

¹ More than one reason given for not training by some enterprises

n.a. not available

Table 9 International comparison of selected indicators for the harmonised 3rd Continuing Vocational Training Survey (CVTS3)

Country	Total cost of training as a % of total labour costs	Enterprises providing training courses as a % of all enterprises	Enterprises providing other forms of training as a % of all enterprises	Training enterprises as a % of all enterprises
	%	%	%	%
Belgium	1.5	48	55	63
Bulgaria	1.1	21	24	29
Czech Republic	1.9	63	59	72
Denmark	2.2	81	61	85
Germany	1.4	54	66	69
Estonia	1.6	56	50	67
Greece	0.6	19	13	21
Ireland	2.5	55	61	69
Spain	1.1	38	38	47
France	1.7	71	44	74
Lithuania	1.2	26	42	46
Luxembourg	2.2	61	64	72
Hungary	1.5	34	41	49
Malta	2.0	31	43	46
Netherlands	2.2	70	52	75
Austria	1.4	67	71	81
Poland	1.3	24	27	35
Portugal	1.1	32	36	44
Romania	1.1	28	33	40
Slovakia	2.0	38	49	60
Sweden	2.1	72	60	78
United Kingdom	1.2	67	86	90
Norway	1.3	55	79	86

Table 10 Comparison of selected indicators for CVTS1 (1993), CVTS2 (1999) and CVTS3 (2005) in Ireland

Indicator	CVTS1	CVTS2	CVTS3
% of enterprises with training courses (%)	64%	56%	56%
% of enterprises with any form of training (%)	77%	79%	70%
% of staff on training courses (%)	43%	41%	49%
Average number of days on training courses (days)	1.7 days	2.4 days	1.7 days
Expenditure on training courses (€)	€140 mln	€364 mln	€851 mln
All training costs as a % of labour costs (%)	1.5%	2.4%	2.5%
Nos of staff on training courses (000's)	204	251	409
Cost per participant on training courses (€)	€688	€1,452	€2,080
Cost per day of training courses (€)	€177	€251	€604

Background Notes

Introduction	This report presents the results of the third survey of continuing vocational training (CVTS3) in enterprises in Ireland in respect of the year 2005. The survey was conducted as part of the National Employment Survey (see below). Appreciation is extended to all enterprises that contributed to the survey.
History of Continuing Vocational Training Survey (CVTS)	The first enterprise survey on continuing vocational training (CVTS1) in respect of the year 1993 was carried out in 1994 in the then 12 Member States of the European Union. The growing policy interest in data on continuing vocational training in enterprises, together with the demand for CVT data to cover the 15 Member States led the European Commission to promote a second continuing vocational training survey (CVTS2). This second survey, co-ordinated by the Statistical Office of the European Union (Eurostat) in respect of the year 1999 was carried out in 2000 in all the EU Member States, Norway and the then nine candidate countries.
Third CVTS	FÁS had responsibility for the conduct of the CVTS1 and CVTS2 surveys in Ireland but the Central Statistics Office (CSO) conducted the third CVTS survey (CVTS3). The implementation of both CVTS1 and CVTS2 was based on “gentlemen’s agreements” between Eurostat and the EU Member States and therefore there was no legal requirement to conduct the survey. For the CVTS3 and beyond, Eurostat proposed a legal basis for the data collection within the European Statistical System, in the form of European Parliament / Council Regulation (EC) No 1552/2005. The objective of the regulation is to create a common statistical standard that permits the production of harmonised data, and thus establishes a common framework, for the production of Community statistics on vocational training in enterprises. Prior to the launch of the survey the CSO had consulted with various interests and fine-tuned the questions after conducting a pilot survey in late 2005.
Legislation	The data on vocational training was collected by the CSO under the European Communities (Statistics) (National Employment Survey) Regulations 2006 and Statistics (National Employment Survey) Order 2006. The information collected is treated as strictly confidential in accordance with the Statistics Act 1993.
National Employment Survey	The CVTS3 data was collected as part of the National Employment Survey (NES) 2006. This is a major workplace survey conducted by the CSO. The purpose of the NES is to provide more detailed structural information than before on workplace issues, including earnings and factors influencing earnings. The NES is being carried out annually and has been designed as an integrated survey that addresses issues of national interest, while simultaneously fulfilling requirements under EU law (such as the CVTS). A sample of employers was selected initially and then, in a second stage, a sample of employees was selected from within the selected enterprises. Employers facilitated this approach by selecting a systematic sample from their payrolls, using set criteria, and forwarding the selection to the CSO. This two-stage strategy was used for practical purposes to optimise the quality of the information collected. It also had the desirable effect of spreading the burden of response between employers and employees.
Business Register	The NES sample of employers was selected from the CSO Central Business Register (CBR). An enterprise is defined as the smallest legally independent unit. The NACE code of each enterprise included in the survey was determined from the predominant activity of the enterprise, based on information provided in this or other CSO inquiries. The size class of each enterprise was determined by the number of employees and therefore excluded other persons engaged (people who worked for the enterprise but were not paid a definite wage or salary).
Sample Design	The employer sample was selected based on the proportion of companies in each economic sector and size class cell. The employers were asked to select a systematic sample of employees from their payrolls, based on the number of employees in March 2006. The sample of enterprises was also selected in line with the guidelines set out in the Commission Regulation (EC) No 198/2006 for the CVTS3 requirements.

The employer sample was also checked to make sure that there were at least 5 employers in each cell (if there were less than 5 employers in a cell then all were included in the sample). In addition, economic sectors where there was a high variance for earnings and/or had known low response rates had more employers included in the survey.

Only employers with more than three employees were surveyed and the data was collected at enterprise level. Employers were required to have been trading in the reference month of March in 2006.

Item and unit non-response

No imputation was carried out in relation to unit non-response, i.e. the weighting of the survey results allowed for the inclusion of these enterprises in the final results. Item non-response, i.e. non-respondent questions in a return, was dealt with by imputing values based on a weighted average of the relevant respondents. The register of enterprises was adjusted for decay factors to take account of the proportion of non-relevant respondents that were received where a full census was not conducted.

Final Results

There were 8,100 relevant enterprises in the NES 2006 survey of which 4,500 responded. This was a response rate of 56%. These 4,500 respondents represented 1,100,000 employees out of the 1,288,400 on the original sample register.

After the fieldwork finished for the survey, the respondent enterprises were then weighted up to the full register of 58,700 enterprises and 1,488,400 employees. Therefore the survey results relate to all enterprises with 3 or more employees in 2005.

Comparison with results from previous years

The survey results for the CVTS3 are not directly comparable with the results from the CVTS2. The main differences are:

- The response rate for the CVTS3 is higher than for the CVTS2. Only 400 enterprises responded for CVTS2 while 4,500 did so for the CVTS3 (which was a statutory survey).
- Coverage was expanded for the CVTS3 which covered all sectors of economic activity (except agriculture, forestry and fishing) while CVTS2 did not cover the public sector.
- CVTS3 also covered all enterprises with 3 or more employees while the CVTS2 only covered enterprises with 10 or more employees. Therefore the results of the CVTS2 relate to 14,268 enterprises and 607,911 employees, while the CVTS3 results cover 58,700 enterprises and 1,488,400 employees.
- Two questionnaires were used for the CVTS2; one detailed questionnaire and a short supplementary one towards the end of the survey. One standard questionnaire was used throughout the CVTS3.

In order to provide as comparable a basis as possible for the figures, table 10 (Comparison of selected indicators for CVTS1(1993), CVTS2(1999) and CVTS3(2005) in Ireland) excludes the education, health and public administration and defence and other services sectors. It also excludes enterprises with 3 to 9 employees.

Other European countries

The CVTS3 was conducted on a harmonised basis, using the same definitions in the questionnaires across the EU and therefore results should be comparable. However there were two areas where Ireland differed significantly. Firstly, Ireland covered the public sector, including the education, health and public administration and defence sectors. Secondly, enterprises with 3 to 9 employees inclusive were included in the Irish survey. For comparison purposes these two sets of differences were excluded from table 9 (International comparison of selected indicators for the harmonised 3rd Continuing Vocational Training Survey (CVTS3)) in order to give as comparable figures as possible.

Definitions

Continuing vocational training

Continuing Vocational Training (CVT) is any training measures or activity which has as its primary objective the acquisition of new competencies or the development and improvement of existing ones. The activity must be financed at least partly by the enterprises for their total persons engaged who either have a working contract or who benefit directly from their work for the enterprise such as unpaid family workers and casual workers. The training measures or activities must be planned in advance and must be organised or supported with the specific goal of learning.

Persons employed holding an apprenticeship or training contract were not taken into consideration for CVT. (These could be relevant candidates for IVT - see the definition below). Random learning (see definition below) is also explicitly excluded. There are seven specific methods of continuing vocational training for the purposes of the survey.

Random learning

Random learning can occur in everyday life. It is not an activity which is intentionally planned in advance and is not bound to special or specific places (e.g. classes) or to mediators (e.g. teachers). Random learning can be considered as a natural learning mechanism. Learners may often not be aware that they have learnt something.

Initial Vocational Training

Initial vocational training (IVT) is a work-based training measure or activity for apprentices/trainees. It nearly always leads to a formal qualification. The measures are often financed (partly or wholly) by the enterprise although this is not a mandatory condition. Apprentices/trainees often have a special training contract with the enterprise.

There should be no overlap between the two forms of training; i.e. the same activity/cost was not to be counted as both (general) staff training and training for apprentices/trainees.

Methods of continuing vocational training

CVT courses

These are typically clearly separated from the activity work place (i.e. may take place in a learning centre or classroom). They exhibit a high degree of organisation of time, space and content by a trainer or learning institution. The content is also designed e.g. a curriculum of some form exists. The two basic forms of CVT courses are:

- 1 **Internal CVT courses** are principally designed and managed by the enterprise itself. It is important that the responsibility for the content of the course lies within the enterprise. Courses are for example designed and managed by the internal training department of the enterprise, however the course can physically take place either within or outside the enterprise i.e. the geographic location relative to the enterprise is not the important issue.
- 2 **External CVT courses** are principally designed and managed by organisations which are not part of the enterprise itself (e.g. 3rd party organisations). These courses are designed and managed by a training organisation that is not part of the enterprise or by a training organisation which belongs to the parent company of the enterprise. It is important that the responsibility for the content of the course lies outside the enterprise; the course is then selected, ordered and purchased by the enterprise. The course can physically take place either within or outside the enterprise i.e. the geographic location relative to the enterprise is not the important issue.

Other forms of CVT

These are typically connected to the active work and the active workplace (but may involve attendance at conferences, seminars etc). They are often characterised by a degree of self-organisation by the individual learner and the content is often tailored to the learners' individual needs in the workplace.

- 3 **On-the job training** is characterised by planned periods of training, instruction or practical experience in the work place using the normal tools of work, either at the immediate place of work or in the work situation.
- 4 **1. Job-rotation, exchanges, secondments or study visits.** Job-rotation within the enterprise and exchanges with other enterprises are "other" forms of CVT only if these measures are planned in advance with the primary intention of developing the skills of the workers involved. Transfers of workers from one job to another which are not part of a planned developmental programme should be excluded from CVT.
- 5 **1. Learning or quality circles** Learning circles are groups of persons employed who come together on a regular basis with the primary aim of learning more about the requirements of the work organisation, work procedures and work places. Quality circles are working groups, having the objective of solving production and work place based problems, through discussion. They are counted as "other" forms of CVT only if the primary aim of the persons employed attending them, is learning.

- 6 **Self directed learning.** Self directed learning occurs when an individual engages in a planned learning initiative where he or she manages the training time and the place at which the training takes place. Self directed learning means planned individual learning activities using one or more learning media. Learning can take place in private, public or job-related settings. Self directed learning might be arranged using open and distance learning methods, video/audio tapes, correspondence, computer based methods (including internet) or by means of a Learning Resources Centre. It has to be part of a planned initiative. Simply surfing the internet in an unstructured way should be excluded. Self directed learning in connection with CVT courses should not be included here.
- 7 **1. Attendance at conferences, workshops, trade fairs and lectures** are considered as training actions, only when they are planned in advance and where the primary intention of a person employed attending them is training/learning.

Fees and payments for CVT	These are the costs of external courses, made to external organisations for the provision of CVT courses and services. They include course fees, the cost of assessors and examiners and the cost of external trainers used to support internal courses. VAT is excluded.
Travel and subsistence payments	These are costs made to participants for travelling to training courses and the payments or subsistence allowances. VAT is excluded.
Labour costs of internal trainers for CVT courses	These are the direct and indirect labour costs of staff of a training centre and other staff exclusively or partly involved in providing, designing and managing CVT courses. If those trainers are only partly involved in CVT courses, only the time spent on CVT courses should be taken into account. Total labour costs for the enterprises have been estimated using the 2004 Labour Cost Survey and the 2005 NES data on annual earnings.
Total Labour Costs	Total labour costs include wages and salaries, employer's contributions to social security, training costs and other labour costs. Employment subsidies were deducted in deriving aggregate labour costs.
Costs for teaching materials for CVT courses	These costs include the costs of running the training rooms and annual depreciation for these rooms and equipment. It also includes the costs of materials bought specifically to support the provision of CVT courses. VAT is excluded.
Costs for the training centre	These costs include the costs of running the training rooms and annual depreciation for these rooms and equipment. It also includes the costs of materials bought specifically to support the provision of CVT courses. VAT is excluded.
Contributions	These are the costs of contributions made by the enterprise to collective funding arrangements through Government and intermediary organisations.
Receipts	These are the receipts from collective funding arrangements, subsidies and financial assistance from Government and other sources.
Staff working on training related issues	This includes both full and part time staff (including full time staff who work part time on training related issues). It is defined as internal trainers and the staff of training centres or training sections, directors and other managers dealing with training policy, instructors and training managers or officers and any clerical/administrative and other personnel supporting the training activities.
Training Centres	This is a training unit with training personnel, premises and training equipment. It may be located within or outside the enterprise.
Public Sector	Public Sector includes: Civil Service Defence Forces Garda Siochana Local Authorities Education (excluding private institutions) Regional Bodies Health (excluding private institutions) Semi-State Bodies (excluding their subsidiary companies)