

Section 7

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Continuing education in the workplace

The ability and willingness of adults to continue learning throughout their lives has been identified as a critical element in Canada's economic future. The need for new skills in the economy has had a profound impact on jobs, in most, if not all, industries and occupations. Traditionally, many of these new skills would have been provided by “new” workers, both young adults and immigrants entering the labour force. However, the demographic reality is that smaller cohorts of young workers will be entering the workforce and, as the workforce ages, the potential for skill shortages grows. The “upskilling” of workers already in the labour force is widely seen as an important measure to meet these needs (Peters 2004).

The information used in this section comes from Statistics Canada's Workplace and Employee Survey (WES). The WES represents a rich source of linked information on workplaces and their employees. This survey consists of two components: (1) a workplace survey on the adoption of technologies, organizational change, training and other human resource practices, business strategies, and labour turnover in workplaces; and (2) a survey of employees within these same workplaces covering wages, hours of work, job type, human capital, use of technologies and training (refer to Appendix 1 for a general overview of this survey).

Please note that the information provided in this section is only available at the national level and for the provinces of Quebec and Ontario. Given the sample size, data for the Atlantic and Western provinces were grouped together.

7.1 Characteristics of workplaces supporting continuing education

It is generally recognized that in order to participate fully in the process leading to innovation within a firm, workers must not only acquire strong basic knowledge through the education system but also need to have opportunities to acquire training in the labour market (Turcotte et. al. 2003).

Recognizing this need for ongoing learning, employers often encourage and support continuing education. This is particularly true in health occupations where regulatory frameworks often require ongoing maintenance or upgrading of skills.

Results from WES showed that about six in ten (58%) workplaces in the health care and social assistance sector in Canada supported classroom and / or on-the-job training for their employees in 2003, about the same as in the other industrial sectors (56%).⁹ Support for such training activities by workplaces in

the health care and social assistance sector was about the same across the provinces, from 55% in the Atlantic to around 60% in Quebec (60%), Ontario (57%) and the Western provinces (59%). The difference between support offered by workplaces in the health care and social assistance sector and the other industrial sectors was, however, larger in Quebec (60% compared with 49%) than in the other provinces (Tables 7.1.1 to 7.1.5).

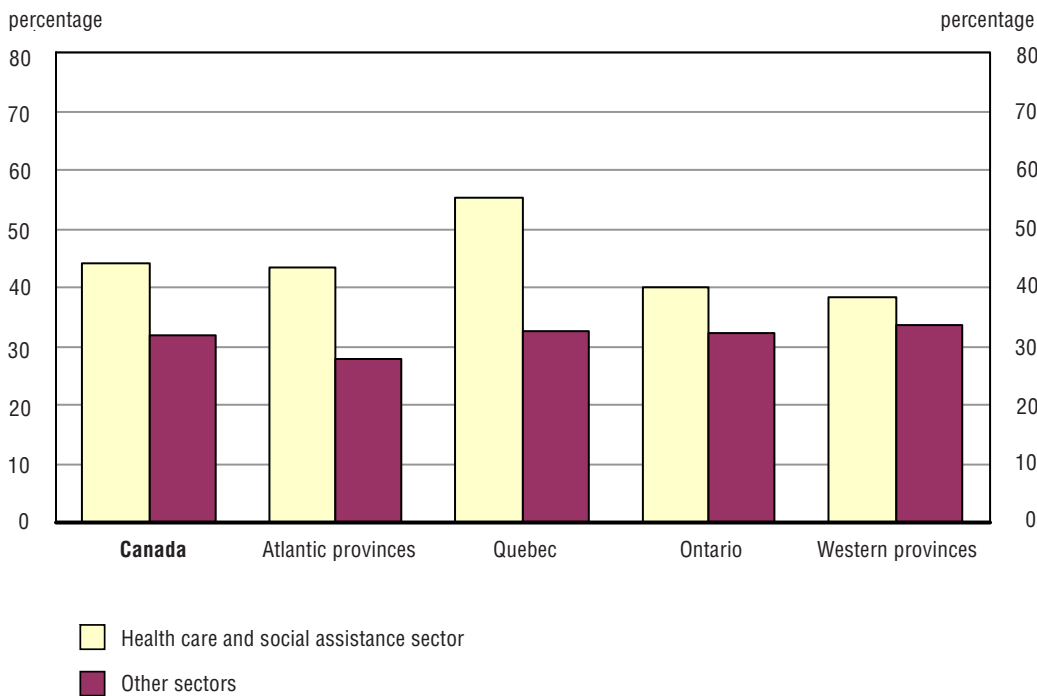
Not surprisingly, workplaces that introduced innovations¹⁰ between April 2002 and March 2003 were more likely than non-innovating workplaces to support training activities. While about three-quarters (76%) of the innovative workplaces in the health care and social assistance sector in Canada supported training activities for their employees during 2003, this was the case for slightly less than 50% of the non-innovating workplaces in that sector of activities. At the provincial level, support for classroom and / or on-the-job training were also higher in innovative workplaces from that sector of activities (66% compared with 49% in the Atlantic provinces, 72% compared with 57% in Quebec, 77% compared with 42% in Ontario, and 80% compared with 50% in the Western provinces) (Tables 7.1.1 to 7.1.5).

Workplaces can support classroom training and / or on-the-job training. As shown in Table 7.1.1, about 44% of the workplaces in the health care and social assistance sector in Canada reported supporting classroom training in 2003, while about half (48%) reported offering on-the-job training. By comparison, about a third (32%) of workplaces operating in other sectors of activities reported supporting classroom training and about half (48%) some informal type of training activities.

Similar to what was observed at the national level, the support for classroom training in the provinces was also higher in the health care and social assistance sector than elsewhere (43% compared with 28% in the Atlantic provinces, 55% compared with 33% in Quebec, 40% compared with 32% in Ontario, and 38% compared with 34% in the Western provinces) (Tables 7.1.2 to 7.1.5 and Chart 7.1). In the case of on-the-job training in Ontario and the Western provinces, the support from workplaces in the health care and social assistance sector was about the same as in the other industrial sectors. With about 46%, the support for such type of training in Quebec was about 10 percentage points higher in the health care and social assistance sector than in the other sectors of activities (35%). The situation was reverse in the Atlantic provinces, with about 36% of the workplaces in the health care and social assistance sector supporting on-the-job training activities compared to about 48% of those in the other industrial sectors (Tables 7.2.1 to 7.1.5).

Chart 7.1

Support for classroom training was higher in the health care and social assistance sector than in all other sectors



Note: "Other sectors" represents all other sectors of activities (excluding the health care and social assistance sector).

Source: 2003 Workplace and Employee Survey, Statistics Canada.

Table 7.1.1 shows that the proportion of workplaces supporting training increases with the number of employees at a location, for both classroom and on-the-job training. However, the difference between small and large workplaces is smaller for on-the-job training than for classroom training. This was true, independently of the sector of activities and the province (Tables 7.1.1 to 7.1.5).

Table 7.1.1**Workplaces supporting training activities by industrial sector, Canada, 2003**

	All training activities ³		Classroom training		On-the-job training	
	%	standard error	%	standard error	%	standard error
All sectors	56.1	(1.4)	33.4	(1.4)	47.6	(1.3)
Locations who innovated ¹	69.3	(2.1)	43.9	(2.3)	61.1	(1.9)
Locations who did not innovate	46.8	(1.9)	26.1	(1.5)	38.2	(1.8)
Fewer than 20 employees	50.4	(1.6)	27.4	(1.5)	42.3	(1.6)
20 to 99 employees	88.1	(1.7)	65.4	(3.3)	76.3	(2.2)
100 to 499 employees	97.0	(0.8)	84.3	(1.8)	91.1	(2.3)
500 employees or more	98.2	(0.9)	93.3	(1.4)	94.4	(1.1)
Health care and social assistance sector²	58.3	(3.3)	43.9	(3.3)	47.8	(3.4)
Locations who innovated ¹	76.1	(4.1)	54.1	(5.4)	68.0	(4.8)
Locations who did not innovate	48.8	(4.7)	38.0	(4.0)	37.0	(4.1)
Fewer than 20 employees	52.8	(3.6)	37.9	(3.5)	42.1	(3.7)
20 to 99 employees	95.1	(3.0)	84.3	(5.7)	83.2	(6.1)
100 to 499 employees	99.0	(0.7)	89.6	(2.9)	97.3	(1.3)
500 employees or more	98.9	(0.5)	89.1	(2.9)	97.8	(0.8)
Other sectors	55.9	(1.6)	31.8	(1.5)	47.6	(1.5)
Locations who innovated ¹	68.7	(2.3)	42.5	(2.4)	60.4	(2.1)
Locations who did not innovate	46.6	(2.1)	24.1	(1.6)	38.3	(2.1)
Fewer than 20 employees	50.1	(1.8)	25.8	(1.6)	42.3	(1.7)
20 to 99 employees	87.5	(1.8)	63.3	(3.5)	75.7	(2.4)
100 to 499 employees	96.7	(0.9)	83.3	(1.9)	90.2	(2.5)
500 employees or more	98.0	(1.2)	96.1	(0.9)	93.5	(1.5)

1. Locations who innovated are those who introduced new products, services or processes, or improved them between April 1st, 2002 and March 31st, 2003.

2. Defined as NAICS 62.

3. All training activities include classroom and/or on-the-job training.

Notes: Sector of activities are defined using the North American Industrial Classification System (NAICS) 2002. See Appendix 5 for more details.

Source: 2003 Workplace and Employee Survey, Statistics Canada.

Table 7.1.2
Workplaces supporting training activities by industrial sector, Atlantic provinces, 2003

	All training activities ³		Classroom training		On-the-job training	
	%	standard error	%	standard error	%	standard error
All sectors	54.5	(0.0)	29.7	(0.0)	46.5	(0.0)
Locations who innovated ¹	71.4	(0.0)	36.3	(0.1)	62.9	(0.1)
Locations who did not innovate	34.5	(0.1)	22.0	(0.0)	27.2	(0.0)
Fewer than 20 employees	49.0	(0.0)	23.7	(0.0)	41.9	(0.0)
20 to 99 employees	92.4	(0.0)	72.1	(0.1)	76.7	(0.1)
100 to 499 employees	96.7	(0.0)	68.7	(0.1)	95.3	(0.0)
500 employees or more	99.3	(0.0)	97.3	(0.0)	94.2	(0.0)
Health care and social assistance sector²	54.5	(0.1)	43.4	(0.1)	35.8	(0.1)
Locations who innovated ¹	65.9	(0.1)	50.6 ^E	(0.1)	44.4 ^E	(0.1)
Locations who did not innovate	48.7	(0.1)	39.7	(0.1)	31.4 ^E	(0.1)
Fewer than 20 employees	46.9	(0.1)	34.7 ^E	(0.1)	33.5	(0.1)
20 to 99 employees	...	(0.0)	96.8	(0.0)	F	(0.2)
100 to 499 employees	...	(0.0)	75.5	(0.2)	...	(0.0)
500 employees or more	...	(0.0)	...	(0.0)	...	(0.0)
Other sectors	54.5	(0.0)	27.9	(0.0)	47.9	(0.0)
Locations who innovated ¹	71.9	(0.0)	35.1	(0.1)	64.3	(0.1)
Locations who did not innovate	31.7	(0.1)	18.5	(0.0)	26.4	(0.0)
Fewer than 20 employees	49.3	(0.1)	22.3	(0.0)	43.0	(0.1)
20 to 99 employees	91.3	(0.0)	68.6	(0.1)	82.1	(0.0)
100 to 499 employees	96.0	(0.0)	67.4	(0.1)	94.5	(0.0)
500 employees or more	98.9	(0.0)	95.5	(0.0)	90.3	(0.1)

... not applicable

^E use with caution

F too unreliable to be published

0 true zero or a value rounded to zero

1. Locations who innovated are those who introduced new products, services or processes, or improved them between April 1st, 2002 and March 31st, 2003.

2. Defined as NAICS 62.

3. All training activities include classroom and/or on-the-job training.

Notes: Sector of activities are defined using the North American Industrial Classification System (NAICS) 2002. See Appendix 5 for more details.

Source: 2003 Workplace and Employee Survey, Statistics Canada.

Table 7.1.3
Workplaces supporting training activities by industrial sector, Quebec, 2003

	All training activities ³		Classroom training		On-the-job training	
	%	standard error	%	standard error	%	standard error
All sectors	50.3	(0.0)	24.1	(0.0)	35.9	(0.0)
Locations who innovated ¹	64.3	(0.1)	48.4	(0.1)	51.2	(0.1)
Locations who did not innovate	45.3	(0.0)	29.5	(0.0)	30.5	(0.0)
Fewer than 20 employees	41.5	(0.0)	70.1	(0.1)	28.7	(0.0)
20 to 99 employees	92.9	(0.0)	86.7	(0.0)	68.3	(0.1)
100 to 499 employees	98.1	(0.0)	98.0	(0.0)	90.2	(0.1)
500 employees or more	...	(0.0)	98.3	(0.0)	93.0	(0.0)
Health care and social assistance sector²	60.2	(0.1)	55.2	(0.1)	45.9	(0.1)
Locations who innovated ¹	72.0	(0.1)	67.4	(0.1)	68.0	(0.1)
Locations who did not innovate	56.5	(0.1)	51.4	(0.1)	39.0	(0.1)
Fewer than 20 employees	55.7	(0.1)	51.3	(0.1)	41.7	(0.1)
20 to 99 employees	...	(0.0)	80.7	(0.2)	71.3	(0.2)
100 to 499 employees	...	(0.0)	...	(0.0)	95.8	(0.0)
500 employees or more	...	(0.0)	...	(0.0)	97.9	(0.0)
Other sectors	49.4	(0.0)	32.6	(0.0)	35.0	(0.0)
Locations who innovated ¹	63.6	(0.1)	46.8	(0.1)	49.9	(0.1)
Locations who did not innovate	44.3	(0.0)	27.4	(0.0)	29.7	(0.0)
Fewer than 20 employees	40.1	(0.0)	24.1	(0.0)	27.4	(0.0)
20 to 99 employees	92.7	(0.0)	70.1	(0.1)	68.2	(0.1)
100 to 499 employees	97.8	(0.0)	86.7	(0.0)	89.1	(0.1)
500 employees or more	...	(0.0)	98.0	(0.0)	92.0	(0.0)

... not applicable

0 true zero or a value rounded to zero

1. Locations who innovated are those who introduced new products, services or processes, or improved them between April 1st, 2002 and March 31st, 2003.

2. Defined as NAICS 62.

3. All training activities include classroom and/or on-the-job training.

Notes: Sector of activities are defined using the North American Industrial Classification System (NAICS) 2002. See Appendix 5 for more details.

Source: 2003 Workplace and Employee Survey, Statistics Canada.

Table 7.1.4
Workplaces supporting training activities by industrial sector, Ontario, 2003

	All training activities ³		Classroom training		On-the-job training	
	%	standard error	%	standard error	%	standard error
All sectors	56.4	(0.0)	33.0	(0.0)	49.6	(0.0)
Locations who innovated ¹	71.2	(0.0)	46.7	(0.0)	62.6	(0.0)
Locations who did not innovate	44.9	(0.0)	22.2	(0.0)	39.6	(0.0)
Fewer than 20 employees	50.6	(0.0)	26.5	(0.0)	43.9	(0.0)
20 to 99 employees	86.3	(0.0)	64.0	(0.1)	78.6	(0.0)
100 to 499 employees	99.0	(0.0)	89.1	(0.0)	92.2	(0.0)
500 employees or more	99.0	(0.0)	94.6	(0.0)	97.8	(0.0)
Health care and social assistance sector²	57.0	(0.1)	39.9	(0.1)	47.8	(0.1)
Locations who innovated ¹	76.5	(0.1)	60.4	(0.1)	66.5	(0.1)
Locations who did not innovate	41.6	(0.1)	23.7	(0.1)	32.9	(0.1)
Fewer than 20 employees	50.6	(0.1)	32.4	(0.1)	39.5	(0.1)
20 to 99 employees	89.8	(0.1)	78.0	(0.1)	89.8	(0.1)
100 to 499 employees	93.7	(0.1)	87.3	(0.1)	93.7	(0.1)
500 employees or more	...	(0.0)	88.1	(0.1)	...	(0.0)
Other sectors	56.4	(0.0)	32.2	(0.0)	49.9	(0.0)
Locations who innovated ¹	70.7	(0.0)	45.3	(0.0)	62.2	(0.0)
Locations who did not innovate	45.3	(0.0)	22.0	(0.0)	40.3	(0.0)
Fewer than 20 employees	50.6	(0.0)	25.9	(0.0)	44.4	(0.0)
20 to 99 employees	85.9	(0.0)	62.4	(0.1)	77.3	(0.0)
100 to 499 employees	99.3	(0.0)	89.2	(0.0)	92.1	(0.0)
500 employees or more	98.7	(0.0)	96.1	(0.0)	97.3	(0.0)

... not applicable

0 true zero or a value rounded to zero

1. Locations who innovated are those who introduced new products, services or processes, or improved them between April 1st, 2002 and March 31st, 2003.

2. Defined as NAICS 62.

3. All training activities include classroom and/or on-the-job training.

Notes: Sector of activities are defined using the North American Industrial Classification System (NAICS) 2002. See Appendix 5 for more details.

Source: 2003 Workplace and Employee Survey, Statistics Canada.

Table 7.1.5**Workplaces supporting training activities by industrial sector, Western provinces, 2003**

	All training activities ³		Classroom training		On-the-job training	
	%	standard error	%	standard error	%	standard error
All sectors	60.1	(0.0)	34.1	(0.0)	53.7	(0.0)
Locations who innovated ¹	68.7	(0.0)	41.2	(0.0)	62.9	(0.0)
Locations who did not innovate	53.0	(0.0)	28.2	(0.0)	46.0	(0.0)
Fewer than 20 employees	56.3	(0.0)	29.8	(0.0)	49.6	(0.0)
20 to 99 employees	85.2	(0.0)	61.2	(0.0)	80.2	(0.0)
100 to 499 employees	93.5	(0.0)	76.9	(0.0)	89.8	(0.0)
500 employees or more	95.1	(0.0)	86.0	(0.0)	90.7	(0.0)
Health care and social assistance sector²	59.4	(0.1)	38.3	(0.1)	51.5	(0.1)
Locations who innovated ¹	79.6	(0.1)	47.5	(0.1)	75.5	(0.1)
Locations who did not innovate	49.9	(0.1)	33.9	(0.1)	40.2	(0.1)
Fewer than 20 employees	54.4	(0.1)	32.2	(0.1)	46.3	(0.1)
20 to 99 employees	...	(0.0)	88.0	(0.1)	91.2	(0.1)
100 to 499 employees	...	(0.0)	85.8	(0.1)	...	(0.0)
500 employees or more	96.5	(0.0)	90.3	(0.0)	94.2	(0.0)
Other sectors	60.3	(0.0)	33.6	(0.0)	54.0	(0.0)
Locations who innovated ¹	67.7	(0.0)	40.6	(0.0)	61.7	(0.0)
Locations who did not innovate	53.5	(0.0)	27.1	(0.0)	47.0	(0.0)
Fewer than 20 employees	56.6	(0.0)	29.5	(0.0)	50.1	(0.0)
20 to 99 employees	83.7	(0.0)	58.4	(0.0)	79.0	(0.0)
100 to 499 employees	92.3	(0.0)	75.3	(0.0)	87.9	(0.0)
500 employees or more	94.6	(0.0)	84.6	(0.1)	89.5	(0.0)

... not applicable

0 true zero or a value rounded to zero

1. Locations who innovated are those who introduced new products, services or processes, or improved them between April 1st, 2002 and March 31st, 2003.

2. Defined as NAICS 62.

3. All training activities include classroom and/or on-the-job training.

Notes: Sector of activities are defined using the North American Industrial Classification System (NAICS) 2002. See Appendix 5 for more details.**Source:** 2003 Workplace and Employee Survey, Statistics Canada.