



CANADIAN COUNCIL
ON **LEARNING**

CONSEIL CANADIEN
SUR **L'APPRENTISSAGE**

Canadian Participation in Work-Related Adult Learning

Charles Ungerleider & Tracy Lavin
Research and Knowledge Mobilization

The Canadian Council on Learning

- Putting learning on the public's agenda
(Informing Canadians about the state of learning in Canada)
- Facilitating evidence-informed decision making (Knowledge exchange)
- Filling the gaps in research (Building capacity for and fostering quality research)

Putting learning on the public's agenda

- [Composite Learning Index](#)
- [Lessons in Learning](#)
- [State of Learning Reports](#)
- [Survey of Canadian Attitudes Toward Learning](#)

Facilitating evidence-informed decision making

- [Knowledge Exchange](#)
- [Symposia](#)
- [Workshops](#)
- [Conferences](#)
- [Presentations](#)
- [Publications](#)
- [Journal of Applied Research on Learning](#)

Filling the gaps in research

- Conducting research
- Commissioning research
- Contributing to research
- Researcher-in-Residence

Survey of Canadian Attitudes Toward Learning

- An annual, large-sample survey intended to serve as a barometer of opinions, perceptions and beliefs about lifelong learning in Canada.
- Designed by the Canadian Council on Learning in consultation with Statistics Canada, and also administered by Statistics Canada, SCAL asked more than 5,000 Canadians about four aspects of learning throughout the lifespan:
 - early childhood learning;
 - health-related learning;
 - structured learning (elementary, secondary and post-secondary) ; and
 - work-related adult learning



**SURVEY OF
CANADIAN ATTITUDES
TOWARD LEARNING**

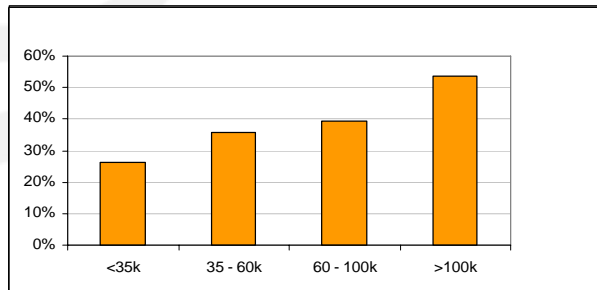
**WORK-RELATED
ADULT LEARNING**

THE SURVEY IN GENERAL

This is the first edition of the Survey of Canadian Attitudes toward Learning (SCAL)—an annual, large-sample survey intended to serve as a barometer of opinions, perceptions and beliefs about lifelong learning in Canada.

Who participates in work-related training?

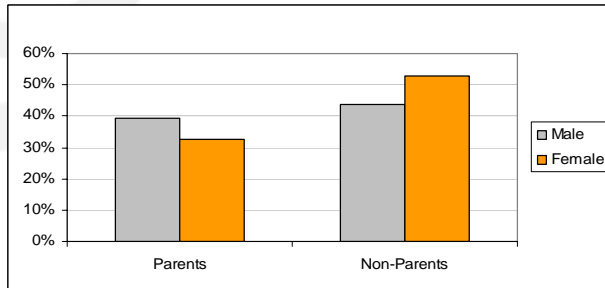
- Younger Canadians
- Better educated Canadians
- Wealthier Canadians



Who participates in work-related training?

Interactive Factors

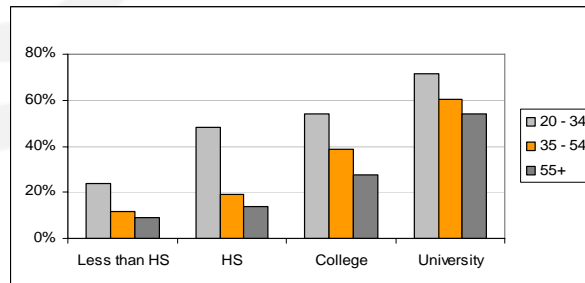
- Sex
- Parental Status
- Sex & Parental Status



Who participates in work-related training?

Additive Factors

- Age
- Education
- Age & Education



Why Canadians take work-related training

Did you participate in work-related education and training...	Proportion who answered "Yes"
To learn something new?	73.4%
To perform more effectively in your current job?	68.8%
To earn more money?	32.5%
Because your employer required you to?	30.9%
To get a better job?	30.8%
To get or keep a certificate or license	30.7%
To complete a diploma or degree	25.1%
To get a job	17.6%
To pursue an advanced degree	16.1%
For none of these reasons	3.0%
To meet a requirement for social assistance	1.2%

What prevents Canadians from taking work-related training

Do any of the following match your reasons for not participating in work-related training?	Overall (%)	Men (%)	Women (%)
No need at this time	55.4	61.3	49.9
Too busy with work	36.5	42.6	30.8
Too busy with your family	32.0	27.1	36.5
Course schedules conflict with other commitments	24.2	22.6	25.2
Courses are too expensive	22.1	18.2	25.7
A disability prevents you from doing so	9.5	9.1	9.8
You do not have enough basic education	8.5	9.9	7.2
The courses you are interested in are not available	7.9	7.7	8.1
You do not have access to or know how to use computers	7.7	7.9	7.5
You are unable to travel to classes	6.2	5.9	6.5
Courses and programs are of poor quality	3.6	4.9	2.4
You do not have help with childcare	3.5	1.7	5.1

What prevents Canadians from taking work-related training

Wanted work-related training (%)		Did not want work-related training (%)	
Too busy with work	54.3	No need at this time	64.6
Too busy with family	50.4	Too busy with work	31.4
Courses too expensive	49.9	Too busy with family	26.7

Factors the encourage greater participation

Would you be more likely to participate in work-related training if...	Proportion who answered "yes"
It would lead to better job prospects	58%
Learning was more hands on	42%
You had help finding the right courses	41%
You had the support of your employer	30%
You had more confidence in your abilities	26%
You had help completing assignments	26%
Your previous experiences with education had been more positive	23%
Your family/friends were more supportive	17%

Reasons for participating by Age

Did you participate in work-related education and training...	20 – 34 (%)	35 – 54 (%)	55+ (%)
To learn something new?	74	71	80
To perform more effectively in your current job?	62	74	75
To earn more money?	44	24	22
Because your employer required you to?	30	34	23
To get a better job?	38	25	25
To get or keep a certificate or license	31	28	38
To complete a diploma or degree	38	15	17
To get a job	26	12	7
To pursue an advanced degree	22	11	16

Reasons for abstaining by Age

Do any of the following match your reasons for not participating in work-related training?	20 - 34 (%)	35 - 54 (%)	55+ (%)
No need at this time	54	52	62
Too busy with work	38	45	19
Too busy with your family	31	39	20
Course schedules conflict with other commitments	26	30	11
Courses are too expensive	25	25	12
A disability prevents you from doing so	4	9	15
You do not have enough basic education	8	9	9
The courses you are interested in are not available	10	7	7
You do not have access to or know how to use computers	5	8	10
You are unable to travel to classes	7	7	5
Courses and programs are of poor quality	4	4	2
You do not have help with childcare	6	4	0

Encouraging factors by Age

Would you be more likely to participate in work-related training if...	20 – 34 (%)	35 – 54 (%)	55+ (%)
It would lead to better job prospects	79	57	33
Learning was more hands on	50	41	34
You had help finding the right courses	47	42	30
You had the support of your employer	36	31	20
You had more confidence in your abilities	21	29	22
You had help completing assignments	26	25	25
Your previous experiences with education had been more positive	21	24	22
Your family/friends were more supportive	18	17	13

Reasons for participating by Education

Did you participate in work-related education and training...	<HS (%)	HS (%)	College (%)	Univ. (%)
To learn something new?	52	73	72	77
To perform more effectively in your current job?	33	74	64	77
To earn more money?	32	38	36	27
Because your employer required you to?	46	39	28	30
To get a better job?	24	27	35	28
To get or keep a certificate or license	33	28	32	30
To complete a diploma or degree	25	17	31	20
To get a job	13	19	19	15
To pursue an advanced degree	22	12	17	18

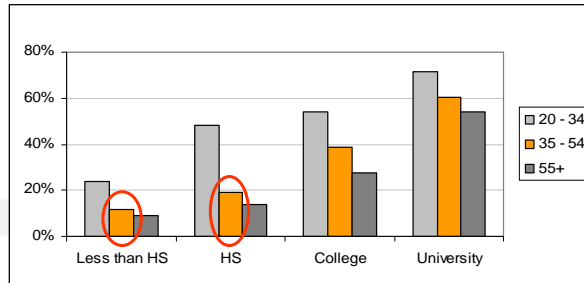
Reasons for abstaining by Education

Do any of the following match your reasons for not participating in work-related training?	<HS (%)	HS (%)	College (%)	Univ. (%)
No need at this time	51	50	58	62
Too busy with work	25	39	39	43
Too busy with your family	22	38	32	35
Course schedules conflict with other commitments	13	26	27	29
Courses are too expensive	21	28	21	16
A disability prevents you from doing so	18	7	9	4
You do not have enough basic education	20	5	7	0
The courses you are interested in are not available	6	9	8	8
You do not have access to or know how to use computers	16	6	7	1
You are unable to travel to classes	10	3	6	5
Courses and programs are of poor quality	7	1	3	3
You do not have help with childcare	3	4	4	2

Encouraging factors by Education

Would you be more likely to participate in work-related training if...	<HS (%)	HS (%)	College (%)	Univ. (%)
It would lead to better job prospects	50	59	57	65
Learning was more hands on	44	43	46	27
You had help finding the right courses	42	42	42	33
You had the support of your employer	31	27	35	18
You had more confidence in your abilities	28	36	23	12
You had help completing assignments	35	24	27	15
Your previous experiences with education had been more positive	36	23	22	12
Your family/friends were more supportive	22	15	18	12

A closer look

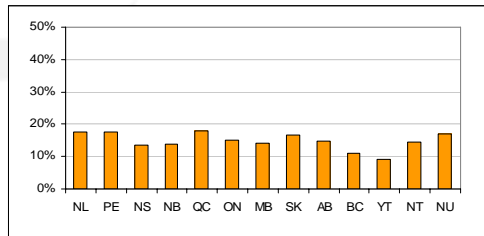


Low incidence group:

- Low education: high school or less
- Aged 35 - 54 (prime earning years)
- 3.1 million Canadians
- 17% participated in work (compared to 44%)

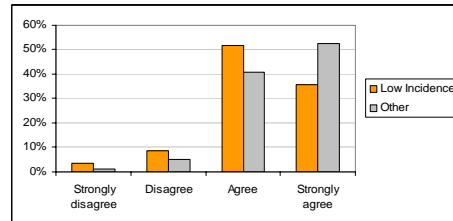
Who is in the low-incidence group?

- Men and women (49.7: 50.3)
- Married or living common-law (77.3%)
- Parents (76.9%)
- Employed (83.6%)
- Slightly more rural than average (36% vs. 28%)
- Geography



What do we know about the Low-Incidence group?

- Fewer social connections
- Less positive attitude toward learning
- Less school enjoyment
- School work was more difficult
- Less inclined to see a relationship between education and success



Reasons for participating

Did you participate in work-related education and training...	Low Incidence (%)	Other (%)
To learn something new?	72 ← → 73	
To perform more effectively in your current job?	68 ← → 69	
To earn more money?	31 ← → 32	
Because your employer required you to?	56	29
To get a better job?	23	31
To get or keep a certificate or license	25	31
To complete a diploma or degree	9	26
To get a job	14	17
To pursue an advanced degree	10	16

Reasons for Abstaining

Do any of the following match your reasons for not participating in work-related training?	Low Incidence (%)	Other (%)
No need at this time	50	57
Too busy with work	40	36
Too busy with your family	36	31
Course schedules conflict with other commitments	24	24
Courses are too expensive	30	20
A disability prevents you from doing so	10	9
You do not have enough basic education	12	8
The courses you are interested in are not available	5	8
You do not have access to or know how to use computers	8	7
You are unable to travel to classes	7	6
Courses and programs are of poor quality	5	3
You do not have help with childcare	4	3

Factors that encourage participation

Would you be more likely to participate in work-related training if...	Low Incidence (%)	Other (%)
It would lead to better job prospects	52	60
Learning was more hands on	39	43
You had help finding the right courses	39	41
You had the support of your employer	28	31
You had more confidence in your abilities	34	23
You had help completing assignments	22	27
Your previous experiences with education had been more positive	26	23
Your family/friends were more supportive	17	17



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