



Employers' use and views of the VET system 2025: explanatory notes

National Centre for Vocational
Education Research

This document was produced as an added resource for further information on *Employers' use and views of the VET system 2025*. The report is available on NCVER's Portal:
<<https://www.ncver.edu.au/research-and-statistics/collections/employers-use-and-views-of-the-vet-system>

Publisher's note

The views and opinions expressed in this document are those of NCVER and do not necessarily reflect the views of the Australian Government and state and territory governments. Any errors and omissions are the responsibility of the author(s).

© Commonwealth of Australia, 2025



With the exception of the Commonwealth Coat of Arms, the Department's logo, any material protected by a trade mark and where otherwise noted all material presented in this document is provided under a Creative Commons Attribution 3.0 Australia <<http://creativecommons.org/licenses/by/3.0/au>> licence.

The details of the relevant licence conditions are available on the Creative Commons website (accessible using the links provided) as is the full legal code for the CC BY 3.0 AU licence <<http://creativecommons.org/licenses/by/3.0/legalcode>>.

The Creative Commons licence conditions do not apply to all logos, graphic design, artwork and photographs. Requests and enquiries concerning other reproduction and rights should be directed to the National Centre for Vocational Education Research (NCVER).

This document should be attributed as NCVER 2023, *Employers' use and views of the VET system 2025— explanatory notes*, NCVER, Adelaide.

This work has been produced by NCVER on behalf of the Australian Government and state and territory governments, with funding provided through the Australian Government Department of Employment and Workplace Relations.


Published by NCVER, ABN 87 007 967 311

Level 5, 60 Light Square, Adelaide, SA 5000
PO Box 8288 Station Arcade, Adelaide SA 5000, Australia

Phone +61 8 8230 8400 Email ncver@ncver.edu.au

Web <<https://www.ncver.edu.au>>

Follow us:

 <<https://x.com/ncver>>

 <<https://www.linkedin.com/company/ncver>>

 <<https://www.facebook.com/ncver.au>>

Contents

- Explanatory notes 4
 - Scope 4
 - Definitions and derivations 4
 - Australian Bureau of Statistics data 6

Explanatory notes

Employers' Use and Views of the VET System 2025 provides a summary of employer engagement and satisfaction with both accredited and unaccredited training, using data from the 2025 Survey of Employers' Use and Views of the VET System.

This document is an added resource to the *Employers' use and views of the VET system 2025* publication and provides information to help in reading the publication and data products.

For detailed information about the data items refer to the data dictionary and for information about the survey refer to the technical notes, both available at <https://www.ncver.edu.au/research-and-statistics/publications/all-publications/employers-use-and-views-of-the-vet-system-2025>.

Scope

1 All organisations in Australia with at least one employee are in scope of the survey.

An employee is defined as “a person working in, or operating from, this organisation including full time, part time and casual employees for wages or salary.” This includes employees on paid or prepaid leave, employees who commenced or terminated employment during the pay period, and employees on workers' compensation who continue to be paid through the payroll. It excludes persons paid solely by commission, without a retainer, wage or salary. An owner/operator is not classed as an employee, regardless of whether they pay themselves a wage.

2 The following organisations are out of scope of the survey:

- self-employed and not employing staff
- private households employing staff
- foreign diplomatic missions
- consulates in Australia
- defence force establishments
- superannuation funds.

Definitions and derivations

3 All published percentages have been derived based on stated responses, that is, 'Don't know'/'Unknown' and missing responses are excluded.

4 Employers' engaging with accredited training is defined as:

- having jobs that require vocational qualifications, or
- having apprentices and trainees, or
- using nationally recognised training, other than through apprenticeships and traineeships.

5 Nationally recognised training is defined as training that leads to vocational qualifications and credentials recognised across Australia but is not undertaken as part of an apprenticeship or traineeship. For the purposes of this survey, employers with apprenticeships and traineeships are reported separately.

6 Formal vocational qualifications refer to qualifications that are nationally recognised. These qualifications are delivered by registered training organisations such as TAFE institutes, private providers and vocational divisions of universities.

This training includes:

- traditional qualifications (such as electrician, welder or hairdresser for example)
- advanced diploma, diplomas, certificates I, II, III, IV.

This training does not include:

- senior secondary certificates of education (Year 12)
- higher education qualifications such as bachelor or higher degrees
- apprenticeships and traineeships not yet completed.

7 Unaccredited training refers to training that does not lead to a nationally recognised qualification. The training activity must have a specified content or predetermined plan designed to develop employment-related skills and competencies.

Examples include:

- product- or service-specific courses (such as AWS certification, advanced Excel)
- workshops or specific organisation related courses, e.g. project management courses, how to deal with customer complaints; management and leadership training
- industry-specific or technical training not recognised nationally.

This training does not include:

- apprenticeships and traineeships, and
- other nationally recognised training
- study towards a higher education degree.

8 Informal training refers to training that is unstructured and does not lead to any form of qualification. It has no set plan and tends to occur on-the-job.

9 Employer size is defined as follows:

- Small: an employer with between 1 and 9 employees
- Medium: an employer with between 10 and 99 employees
- Large: an employer with 100 or more employees.

10 Satisfied is defined as those reporting they are 'Very satisfied' or 'Satisfied' with the relevant questionnaire item and dissatisfied is defined as those reporting they are 'Very dissatisfied' or 'Dissatisfied' with the relevant questionnaire item.

11 Percentages on reasons for choosing type of training and type of main provider and reasons for dissatisfaction with type of training, sum to more than 100% as respondents can choose more than one response category.

12 Other providers used for training apprentices and trainees include universities, suppliers/manufacturers of equipment/product or providers not elsewhere defined.

13 Other providers used for nationally recognised training include suppliers/manufacturers of equipment/product or providers not elsewhere defined.

14 Other providers used for unaccredited training include universities or providers not elsewhere defined.

15 Artificial intelligence (AI) technologies and tools is defined as technology that enables computers and machines to simulate human intelligence and problems solving capabilities.

Australian Bureau of Statistics data

16 Industry is defined by the Australian and New Zealand Standard Industrial Classification (ANZSIC), Revision 2.0 (2006). This is an Australian Bureau of Statistics classification that assigns an individual business entity to an industry based on its predominant activity (ABS cat.No.1292.0, February 2006).

Available free of charge from: <http://www.abs.gov.au/ausstats/abs@.nsf/mf/1292.0>.