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Would it be...

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Table Q2\_2 Page 4........Q2\_2. What percentage of your staff are - Part-time (working less than 35 hours a week)

Table Q2B Page 5.........Q2B. What percentage of your staff are older workers (aged 55 and above)?

Table Q3 Page 6..........Q3. How would you describe the sector in which your business operates?

Table Q4 Page 9..........Q4. How long has your business been in operation? Is it...

Table Q5 Page 10.........Q5. Thinking generally about the minimum qualifications of those you hire, which of the following statements best reflects the

situation in your business in the last 5 years...

Table Q6 Page 11.........Q6. And, how challenging do you think it will be over the next 5 or 10 years for your business to recruit workers with the

skills that you need? Do you think it will be...

Table Q7 Page 12.........Q7. And, how challenging do you think it will be over the next 5 or 10 years for your business to retain workers with the skills

that you need? Do you think it will be...

Table Q8 Page 13.........Q8. Thinking more broadly now about the issues that Canada will face in the next 10 to 20 years from now, which issue do you

think will have the biggest impact on your business?

Table Q9\_1 Page 16.......Q9\_1. What impact do you think that each of the following issues will have on Canada's economy over the next 10 to 20 years?

What about...

- Globalization

Table Q9\_2 Page 17.......Q9\_2. What impact do you think that each of the following issues will have on Canada's economy over the next 10 to 20 years?

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What about...

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Table Q9\_4 Page 19.......Q9\_4. What impact do you think that each of the following issues will have on Canada's economy over the next 10 to 20 years?

What about...

- Immigration

Table Q10\_A Page 20......Q10\_A. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- The jobs of tomorrow will require that people are a lot more skilled than they are today.

Table Q10\_B Page 21......Q10\_B. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- I feel confident that my business can retain workers with the skills we need to be successful in

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- A post-secondary degree, diploma or certification is the minimum qualification required in today'

Table Q10\_D Page 23......Q10\_D. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- Companies today need to invest in continuous learning and skills upgrading for their employees in

Table Q10\_E Page 24......Q10\_E. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- Once someone is in the workforce, experience on the job is more valuable than formal education.

Table Q10\_F Page 25......Q10\_F. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- It's easier to recruit new staff with the right skills than to retrain existing staff.

Table Q10\_G Page 26......Q10\_G. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- In difficult economic times, training and development is an obvious target for cost cutting measu

Table Q10\_H Page 27......Q10\_H. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- Young people coming into the workforce today don't have adequate skills and training to be job re

Table Q10\_I Page 28......Q10\_I. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

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- Older workers are less productive (or perform at a lower level) than younger workers

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of 1 to 5.

- The incentives offered by your organization make it desirable to work past the age of 60

Table Q10\_K Page 30......Q10\_K. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

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Table Q10\_L Page 31......Q10\_L. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

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future.

- Reading

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Table Q13 Page 42........Q13. Why not?

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Table Q17\_E Page 53......Q17\_E. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

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- Training specifically directed at newcomers to Canada on your staff

Table Q17\_G Page 55......Q17\_G. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

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Table Q19 Page 58........Q19. Do you anticipate that your training budget, as a percentage of overall business revenues, will increase, decrease or stay

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Table Q20 Page 59........Q20. How likely is it that your business will implement any workplace learning or training initiatives over the next two to five

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Table Q21\_C Page 62......Q21\_C. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- increases business process efficiencies

Table Q21\_D Page 63......Q21\_D. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- improves performance

Table Q21\_E Page 64......Q21\_E. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- increases our capacity to adopt new technologies and methods

Table Q21\_F Page 65......Q21\_F. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- leads to innovation in strategies and products

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- Cost

Table Q22\_2 Page 71......Q22\_2. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Operational requirements

Table Q22\_3 Page 72......Q22\_3. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- No real value to the company from training expenditures

Table Q22\_4 Page 73......Q22\_4. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Concerns about losing trained workers to competitors

Table Q22\_5 Page 74......Q22\_5. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Concerns that most training isn't job-specific

Table Q22\_6 Page 75......Q22\_6. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Concern that the investment will have a low return because it is an older worker

Table Q23 Page 76........Q23. Are you aware of any programs or services offered by the Government of Canada to assist Canadian businesses in training or

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Table Q24 Page 77........Q24. What programs or services have you heard about?

Table Q25 Page 79........Q25. What would be the best ways for the Government of Canada to inform your company about programs and services available to

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Table Q26\_1 Page 82......Q26\_1. Would that be federal government or provincial/territorial government funding?

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- Aboriginal Peoples

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- New graduates

Table Q27A\_3 Page 85.....Q27A\_3. Does your company have any special policies or programs in place to hire each of the following?

- At risk youth

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- Older workers

Table Q27A\_5 Page 87.....Q27A\_5. Does your company have any special policies or programs in place to hire each of the following?

- Persons with disabilities

Table Q27A\_6 Page 88.....Q27A\_6. Does your company have any special policies or programs in place to hire each of the following?

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- Aboriginal Peoples

Table Q27B\_2 Page 91.....Q27B\_2. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- New graduates

Table Q27B\_3 Page 92.....Q27B\_3. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- At risk youth

Table Q27B\_4 Page 93.....Q27B\_4. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

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Table Q27B\_5 Page 94.....Q27B\_5. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

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Table Q27B\_6 Page 95.....Q27B\_6. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

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Would it be...

Table Q2\_1 Page 100......Q2\_1. What percentage of your staff are - Full time (working 35 hours a week or more)

Table Q2\_2 Page 101......Q2\_2. What percentage of your staff are - Part-time (working less than 35 hours a week)

Table Q2B Page 102.......Q2B. What percentage of your staff are older workers (aged 55 and above)?

Table Q3 Page 103........Q3. How would you describe the sector in which your business operates?

Table Q4 Page 106........Q4. How long has your business been in operation? Is it...

Table Q5 Page 107........Q5. Thinking generally about the minimum qualifications of those you hire, which of the following statements best reflects the

situation in your business in the last 5 years...

Table Q6 Page 108........Q6. And, how challenging do you think it will be over the next 5 or 10 years for your business to recruit workers with the

skills that you need? Do you think it will be...

Table Q7 Page 109........Q7. And, how challenging do you think it will be over the next 5 or 10 years for your business to retain workers with the skills

that you need? Do you think it will be...

Table Q8 Page 110........Q8. Thinking more broadly now about the issues that Canada will face in the next 10 to 20 years from now, which issue do you

think will have the biggest impact on your business?

Table Q9\_1 Page 113......Q9\_1. What impact do you think that each of the following issues will have on Canada's economy over the next 10 to 20 years?

What about...

- Globalization

Table Q9\_2 Page 114......Q9\_2. What impact do you think that each of the following issues will have on Canada's economy over the next 10 to 20 years?

What about...

- An aging workforce

Table Q9\_3 Page 115......Q9\_3. What impact do you think that each of the following issues will have on Canada's economy over the next 10 to 20 years?

What about...

- Technological changes

Table Q9\_4 Page 116......Q9\_4. What impact do you think that each of the following issues will have on Canada's economy over the next 10 to 20 years?

What about...

- Immigration

Table Q10\_A Page 117.....Q10\_A. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- The jobs of tomorrow will require that people are a lot more skilled than they are today.

Table Q10\_B Page 118.....Q10\_B. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- I feel confident that my business can retain workers with the skills we need to be successful in

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Table Q10\_C Page 119.....Q10\_C. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- A post-secondary degree, diploma or certification is the minimum qualification required in today'

Table Q10\_D Page 120.....Q10\_D. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- Companies today need to invest in continuous learning and skills upgrading for their employees in

Table Q10\_E Page 121.....Q10\_E. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- Once someone is in the workforce, experience on the job is more valuable than formal education.

Table Q10\_F Page 122.....Q10\_F. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- It's easier to recruit new staff with the right skills than to retrain existing staff.

Table Q10\_G Page 123.....Q10\_G. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- In difficult economic times, training and development is an obvious target for cost cutting measu

Table Q10\_H Page 124.....Q10\_H. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- Young people coming into the workforce today don't have adequate skills and training to be job re

Table Q10\_I Page 125.....Q10\_I. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- Older workers are less productive (or perform at a lower level) than younger workers

Table Q10\_J Page 126.....Q10\_J. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- The incentives offered by your organization make it desirable to work past the age of 60

Table Q10\_K Page 127.....Q10\_K. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- The jobs of tomorrow will require different skill sets than today.

Table Q10\_L Page 128.....Q10\_L. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- A career in the skilled trades provides stable employment.

Table Q11\_A Page 129.....Q11\_A. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Reading

Table Q11\_B Page 130.....Q11\_B. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Ability to interpret, use and create documents

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- Basic understanding of numbers

Table Q11\_D Page 132.....Q11\_D. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Writing

Table Q11\_E Page 133.....Q11\_E. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Oral communication

Table Q11\_F Page 134.....Q11\_F. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Working with others

Table Q11\_G Page 135.....Q11\_G. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

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Table Q11\_H Page 136.....Q11\_H. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

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Table Q11\_I Page 137.....Q11\_H. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

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- Computer use

Table Q12 Page 138.......Q12. As an employer, do you plan to offer training for your employees that develops any of the skills mentioned in the previous

question?

Table Q13 Page 139.......Q13. Why not?

Table Q14 Page 140.......Q14. In your opinion, who is primarily responsible for ensuring that Canada's workforce is well prepared to meet the economic

challenges of the coming decades? Would you say it is...

Table Q15 Page 142.......Q15. Does your company currently participate in any workplace learning or training initiatives?

Table Q16 Page 143.......Q16. Which of the following types of training does your company participate in?

Table Q17\_A Page 145.....Q17\_A. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Financial incentives

Table Q17\_B Page 146.....Q17\_B. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

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- Individual training plans

Table Q17\_E Page 150.....Q17\_E. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Training specifically directed at older workers on your staff

Table Q17\_F Page 151.....Q17\_F. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Training specifically directed at newcomers to Canada on your staff

Table Q17\_G Page 152.....Q17\_G. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Training specifically directed at new graduates coming into your company

Table Q17SUM Page 153....Q17SUM. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

Table Q18 Page 154.......Q18. Approximately what percentage of your overall business revenues is allocated to training?

Table Q19 Page 155.......Q19. Do you anticipate that your training budget, as a percentage of overall business revenues, will increase, decrease or stay

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Table Q20 Page 156.......Q20. How likely is it that your business will implement any workplace learning or training initiatives over the next two to five

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Table Q21\_A Page 157.....Q21\_A. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- increases employee morale and job satisfaction

Table Q21\_B Page 158.....Q21\_B. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- increases employee motivation

Table Q21\_C Page 159.....Q21\_C. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- increases business process efficiencies

Table Q21\_D Page 160.....Q21\_D. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- improves performance

Table Q21\_E Page 161.....Q21\_E. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- increases our capacity to adopt new technologies and methods

Table Q21\_F Page 162.....Q21\_F. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- leads to innovation in strategies and products

Table Q21\_G Page 163.....Q21\_G. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- reduces employee turnover

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- helps our ability to recruit staff

Table Q21\_L Page 166.....Q21\_L. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- leads to greater customer satisfaction

Table Q22\_1 Page 167.....Q22\_1. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Cost

Table Q22\_2 Page 168.....Q22\_2. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Operational requirements

Table Q22\_3 Page 169.....Q22\_3. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- No real value to the company from training expenditures

Table Q22\_4 Page 170.....Q22\_4. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Concerns about losing trained workers to competitors

Table Q22\_5 Page 171.....Q22\_5. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Concerns that most training isn't job-specific

Table Q22\_6 Page 172.....Q22\_6. There are a number of factors that could prevent businesses from supporting workplace learning and training.

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Table Q24 Page 174.......Q24. What programs or services have you heard about?

Table Q25 Page 176.......Q25. What would be the best ways for the Government of Canada to inform your company about programs and services available to

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Table Q26 Page 178.......Q26. Does your company currently receive any government funding to help offset the cost of training programs?

Table Q26\_1 Page 179.....Q26\_1. Would that be federal government or provincial/territorial government funding?

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Table Q27A\_2 Page 181....Q27A\_2. Does your company have any special policies or programs in place to hire each of the following?

- New graduates

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Table Q27A\_5 Page 184....Q27A\_5. Does your company have any special policies or programs in place to hire each of the following?

- Persons with disabilities

Table Q27A\_6 Page 185....Q27A\_6. Does your company have any special policies or programs in place to hire each of the following?

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- Aboriginal Peoples

Table Q27B\_2 Page 188....Q27B\_2. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- New graduates

Table Q27B\_3 Page 189....Q27B\_3. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- At risk youth

Table Q27B\_4 Page 190....Q27B\_4. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- Older workers

Table Q27B\_5 Page 191....Q27B\_5. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- Persons with disabilities

Table Q27B\_6 Page 192....Q27B\_6. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- Newcomers to Canada

Table Q30 Page 193.......Q30. INTERVIEWER: Record language of interview

Table Q31 Page 194.......Q31. Gender

Table Q1 Page 1

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q1. Approximately how many staff does your business employ? Please include both full-time and part-time staff in your estimate.

Would it be...

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: 20 or fewer 43 5 4 17 12 5 43 43 2 4 37 34 11 5 38

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 28.7 41.7 18.2 31.5 24.0 41.7 100.0 29.5 33.3 44.4 27.4 27.0 39.3 21.7 31.1

Under 10 31 5 3 13 7 3 31 31 1 3 27 25 8 5 26

20.7 41.7 13.6 24.1 14.0 25.0 72.1 21.2 16.7 33.3 20.0 19.8 28.6 21.7 21.3

10-20 12 1 4 5 2 12 12 1 1 10 9 3 12

8.0 4.5 7.4 10.0 16.7 27.9 8.2 16.7 11.1 7.4 7.1 10.7 9.8

NET: 21 to 50 15 1 3 5 5 1 15 15 2 13 14 2 3 12

\_\_\_\_\_\_\_\_\_\_\_\_\_ 10.0 8.3 13.6 9.3 10.0 8.3 100.0 10.3 22.2 9.6 11.1 7.1 13.0 9.8

21-30 9 2 3 4 9 9 1 8 8 2 1 8

6.0 9.1 5.6 8.0 60.0 6.2 11.1 5.9 6.3 7.1 4.3 6.6

31-40 5 1 1 2 1 5 5 1 4 5 2 3

3.3 8.3 4.5 3.7 8.3 33.3 3.4 11.1 3.0 4.0 8.7 2.5

41-50 1 1 1 1 1 1 1

0.7 2.0 6.7 0.7 0.7 0.8 0.8

NET: 51 to 250 80 3 12 29 31 5 80 78 2 1 2 77 68 13 13 63

\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 53.3 25.0 54.5 53.7 62.0 41.7 100.0 53.4 50.0 16.7 22.2 57.0 54.0 46.4 56.5 51.6

b B mn

51-99 17 3 6 8 17 17 1 16 16 1 2 15

11.3 13.6 11.1 16.0 21.2 11.6 16.7 11.9 12.7 3.6 8.7 12.3

q

100-250 63 3 9 23 23 5 63 61 2 2 61 52 12 11 48

42.0 25.0 40.9 42.6 46.0 41.7 78.8 41.8 50.0 22.2 45.2 41.3 42.9 47.8 39.3

NET: 251 to 499 12 3 3 3 2 1 12 10 2 3 1 8 10 2 2 9

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 8.0 25.0 13.6 5.6 4.0 8.3 100.0 6.8 50.0 50.0 11.1 5.9 7.9 7.1 8.7 7.4

o

251-499 12 3 3 3 2 1 12 10 2 3 1 8 10 2 2 9

8.0 25.0 13.6 5.6 4.0 8.3 100.0 6.8 50.0 50.0 11.1 5.9 7.9 7.1 8.7 7.4

o

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q1 Page 2

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q1. Approximately how many staff does your business employ? Please include both full-time and part-time staff in your estimate.

Would it be...

===============================================================================================================================================

REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- -------

(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

95TH PERCENTILE 8.00 8.00 8.00 8.00 7.00 8.00 2.00 5.00 7.00 8.00 8.00 8.00 8.00 8.00 8.00 8.00 8.00 8.00 8.00

99TH PERCENTILE 8.00 8.00 8.00 8.00 8.00 8.00 2.00 5.00 7.00 8.00 8.00 8.00 8.00 8.00 8.00 8.00 8.00 8.00 8.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q2\_1 Page 3

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q2\_1. What percentage of your staff are - Full time (working 35 hours a week or more)

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Mostly full-time (those 126 9 18 45 44 10 34 14 68 10 123 3 4 9 113 126 8 20 102

who say 50% or more full- 84.0 75.0 81.8 83.3 88.0 83.3 79.1 93.3 85.0 83.3 84.2 75.0 66.7 100.0 83.7 100.0 28.6 87.0 83.6

time) O Q

MEAN 78.10 70.00 74.27 79.09 80.62 78.25 72.84 82.33 79.69 81.08 78.29 71.25 76.67 80.00 78.04 88.56 33.25 83.83 76.87

S.D. Q

S.E. 28.43 22.66 30.37 31.17 26.09 28.80 32.26 23.41 27.47 26.44 28.45 31.19 32.53 21.36 28.84 15.51 14.97 23.28 29.49

2.32 6.54 6.47 4.24 3.69 8.31 4.92 6.04 3.07 7.63 2.35 15.60 13.28 7.12 2.48 1.38 2.83 4.86 2.67

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q2\_2 Page 4

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q2\_2. What percentage of your staff are - Part-time (working less than 35 hours a week)

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Mostly part-time (those 28 4 5 10 8 1 11 2 13 2 27 1 2 2 24 8 28 3 24

who say 50% or more part- 18.7 33.3 22.7 18.5 16.0 8.3 25.6 13.3 16.2 16.7 18.5 25.0 33.3 22.2 17.8 6.3 100.0 13.0 19.7

time) P

MEAN 19.01 29.17 21.32 17.11 18.84 13.83 22.47 17.67 17.54 18.08 18.81 26.25 23.17 20.00 18.76 10.99 66.36 15.00 19.80

S.D. P

S.E. 25.80 22.65 26.18 27.94 25.84 16.87 28.23 23.41 25.11 26.04 25.74 30.92 32.26 21.36 25.94 15.15 15.01 23.66 26.36

2.11 6.54 5.58 3.80 3.65 4.87 4.31 6.04 2.81 7.52 2.13 15.46 13.17 7.12 2.23 1.35 2.84 4.93 2.39

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q2B Page 5

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q2B. What percentage of your staff are older workers (aged 55 and above)?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Over 40% 23 2 2 10 7 2 5 3 13 2 23 1 22 20 3 23

15.3 16.7 9.1 18.5 14.0 16.7 11.6 20.0 16.2 16.7 15.8 11.1 16.3 15.9 10.7 100.0

Between 20% and 40% 47 4 5 17 17 4 7 2 33 5 45 2 3 2 42 40 8 47

31.3 33.3 22.7 31.5 34.0 33.3 16.3 13.3 41.2 41.7 30.8 50.0 50.0 22.2 31.1 31.7 28.6 38.5

GH

Less than 20% 75 5 14 25 25 6 31 10 30 4 73 2 3 6 66 62 16 75

50.0 41.7 63.6 46.3 50.0 50.0 72.1 66.7 37.5 33.3 50.0 50.0 50.0 66.7 48.9 49.2 57.1 61.5

Ij i

DK/REF 5 1 1 2 1 4 1 5 5 4 1

3.3 8.3 4.5 3.7 2.0 5.0 8.3 3.4 3.7 3.2 3.6

95TH PERCENTILE 3.00 99.00 3.00 3.00 3.00 3.00 3.00 3.00 51.00 99.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 1.00 3.00

99TH PERCENTILE 99.00 99.00 99.00 99.00 99.00 3.00 3.00 3.00 99.00 99.00 99.00 3.00 3.00 3.00 99.00 99.00 99.00 1.00 3.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q3 Page 6

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q3. How would you describe the sector in which your business operates?

===============================================================================================================================================

REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Industrial 57 3 5 21 20 8 13 7 33 4 56 1 2 2 53 52 5 12 43

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 38.0 25.0 22.7 38.9 40.0 66.7 30.2 46.7 41.2 33.3 38.4 25.0 33.3 22.2 39.3 41.3 17.9 52.2 35.2

bC Q

Manufacturing 26 2 2 9 10 3 7 4 12 3 25 1 1 1 24 24 2 6 19

17.3 16.7 9.1 16.7 20.0 25.0 16.3 26.7 15.0 25.0 17.1 25.0 16.7 11.1 17.8 19.0 7.1 26.1 15.6

q

Transportation and 18 3 8 4 3 3 1 14 18 1 1 16 16 2 4 14

Warehousing 12.0 13.6 14.8 8.0 25.0 7.0 6.7 17.5 12.3 16.7 11.1 11.9 12.7 7.1 17.4 11.5

Construction 12 1 3 6 2 3 2 6 1 12 12 11 1 2 9

8.0 8.3 5.6 12.0 16.7 7.0 13.3 7.5 8.3 8.2 8.9 8.7 3.6 8.7 7.4

Administrative & 1 1 1 1 1 1 1

Support, Waste 0.7 1.9 1.2 0.7 0.7 0.8 0.8

Management and

Remediation Services

NET: Retail & Wholesale 21 2 1 6 10 2 5 2 13 1 21 1 2 18 17 7 1 19

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 14.0 16.7 4.5 11.1 20.0 16.7 11.6 13.3 16.2 8.3 14.4 16.7 22.2 13.3 13.5 25.0 4.3 15.6

c r

Accommodation and Food 8 4 4 1 2 5 8 8 6 3 8

Services 5.3 7.4 8.0 2.3 13.3 6.2 5.5 5.9 4.8 10.7 6.6

Retail Trade 7 1 5 1 2 5 7 7 6 2 1 6

4.7 4.5 10.0 8.3 4.7 6.2 4.8 5.2 4.8 7.1 4.3 4.9

Wholesale Trade 6 2 2 1 1 2 3 1 6 1 2 3 5 2 5

4.0 16.7 3.7 2.0 8.3 4.7 3.8 8.3 4.1 16.7 22.2 2.2 4.0 7.1 4.1

NET: Professional 19 1 5 8 5 7 2 8 2 18 1 1 18 17 2 2 17

Services 12.7 8.3 22.7 14.8 10.0 16.3 13.3 10.0 16.7 12.3 25.0 11.1 13.3 13.5 7.1 8.7 13.9

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Finance and Insurance 8 1 2 4 1 1 1 4 2 8 1 7 8 1 7

5.3 8.3 9.1 7.4 2.0 2.3 6.7 5.0 16.7 5.5 11.1 5.2 6.3 4.3 5.7

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q3 Page 7

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q3. How would you describe the sector in which your business operates?

===============================================================================================================================================

REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Real Estate and Rental 8 2 4 2 5 3 7 1 8 6 1 1 7

and Leasing 5.3 9.1 7.4 4.0 11.6 3.8 4.8 25.0 5.9 4.8 3.6 4.3 5.7

Professional, 3 1 2 1 1 1 3 3 3 1 3

Scientific and 2.0 4.5 4.0 2.3 6.7 1.2 2.1 2.2 2.4 3.6 2.5

Technical Services

NET: Other 17 4 6 3 3 1 5 2 8 2 16 1 1 16 12 5 2 14

\_\_\_\_\_\_\_\_\_\_ 11.3 33.3 27.3 5.6 6.0 8.3 11.6 13.3 10.0 16.7 11.0 25.0 11.1 11.9 9.5 17.9 8.7 11.5

d de

Other Services (except 17 4 6 3 3 1 5 2 8 2 16 1 1 16 12 5 2 14

Public Administration) 11.3 33.3 27.3 5.6 6.0 8.3 11.6 13.3 10.0 16.7 11.0 25.0 11.1 11.9 9.5 17.9 8.7 11.5

d de

NET: Public/NGO 15 1 2 6 5 1 4 1 8 2 14 1 1 1 13 11 4 4 10

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 10.0 8.3 9.1 11.1 10.0 8.3 9.3 6.7 10.0 16.7 9.6 25.0 16.7 11.1 9.6 8.7 14.3 17.4 8.2

Health Care and Social 13 1 2 5 4 1 3 1 7 2 12 1 1 1 11 9 4 4 8

Assistance 8.7 8.3 9.1 9.3 8.0 8.3 7.0 6.7 8.8 16.7 8.2 25.0 16.7 11.1 8.1 7.1 14.3 17.4 6.6

Educational Services 1 1 1 1 1 1 1

0.7 1.9 2.3 0.7 0.7 0.8 0.8

Utilities 1 1 1 1 1 1 1

0.7 2.0 1.2 0.7 0.7 0.8 0.8

NET: Resources 9 1 2 6 2 1 5 1 9 1 8 7 2 1 8

\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 6.0 4.5 3.7 12.0 4.7 6.7 6.2 8.3 6.2 16.7 5.9 5.6 7.1 4.3 6.6

Mining and Oil and Gas 6 1 5 1 4 1 6 1 5 4 2 6

Extraction 4.0 1.9 10.0 2.3 5.0 8.3 4.1 16.7 3.7 3.2 7.1 4.9

Forestry 3 1 1 1 1 1 1 3 3 3 1 2

2.0 4.5 1.9 2.0 2.3 6.7 1.2 2.1 2.2 2.4 4.3 1.6

NET: Arts & Culture 8 2 6 5 3 8 1 2 5 7 1 8

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 5.3 9.1 11.1 11.6 3.8 5.5 16.7 22.2 3.7 5.6 3.6 6.6

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q3 Page 8

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q3. How would you describe the sector in which your business operates?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Information and 6 1 5 5 1 6 1 2 3 6 6

Cultural Industries 4.0 4.5 9.3 11.6 1.2 4.1 16.7 22.2 2.2 4.8 4.9

i

Arts, Entertainment and 2 1 1 2 2 2 1 1 2

Recreation 1.3 4.5 1.9 2.5 1.4 1.5 0.8 3.6 1.6

NET: Agriculture 3 1 1 1 2 1 3 3 2 1 1 2

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 2.0 8.3 1.9 2.0 4.7 1.2 2.1 2.2 1.6 3.6 4.3 1.6

Agriculture 3 1 1 1 2 1 3 3 2 1 1 2

2.0 8.3 1.9 2.0 4.7 1.2 2.1 2.2 1.6 3.6 4.3 1.6

DK/REF 1 1 1 1 1 1 1 1

0.7 1.9 1.2 0.7 0.7 0.8 3.6 0.8

95TH PERCENTILE 25.00 25.00 25.00 25.00 25.00 25.00 25.00 25.00 25.00 25.00 25.00 25.00 24.00 25.00 25.00 25.00 25.00 25.00 25.00

99TH PERCENTILE 25.00 25.00 25.00 99.00 25.00 25.00 25.00 25.00 99.00 25.00 25.00 25.00 24.00 25.00 25.00 25.00 99.00 25.00 25.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q4 Page 9

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q4. How long has your business been in operation? Is it...

===============================================================================================================================================

REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: 5 years or less 6 1 1 2 1 1 2 1 3 6 6 4 2 6

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 4.0 8.3 4.5 3.7 2.0 8.3 4.7 1.2 25.0 4.1 100.0 3.2 7.1 4.9

1-2 years 2 1 1 1 1 2 2 1 1 2

1.3 1.9 8.3 2.3 8.3 1.4 33.3 0.8 3.6 1.6

3-5 years 4 1 1 1 1 1 1 2 4 4 3 1 4

2.7 8.3 4.5 1.9 2.0 2.3 1.2 16.7 2.7 66.7 2.4 3.6 3.3

NET: 6-10 years 9 2 2 4 1 4 2 2 1 9 9 9 2 1 8

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 6.0 16.7 9.1 7.4 8.3 9.3 13.3 2.5 8.3 6.2 100.0 7.1 7.1 4.3 6.6

6-10 years 9 2 2 4 1 4 2 2 1 9 9 9 2 1 8

6.0 16.7 9.1 7.4 8.3 9.3 13.3 2.5 8.3 6.2 100.0 7.1 7.1 4.3 6.6

NET: More than 10 years 135 9 19 48 49 10 37 13 77 8 131 4 135 113 24 22 108

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 90.0 75.0 86.4 88.9 98.0 83.3 86.0 86.7 96.2 66.7 89.7 100.0 100.0 89.7 85.7 95.7 88.5

j K

More than 10 years 135 9 19 48 49 10 37 13 77 8 131 4 135 113 24 22 108

90.0 75.0 86.4 88.9 98.0 83.3 86.0 86.7 96.2 66.7 89.7 100.0 100.0 89.7 85.7 95.7 88.5

j K

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 3.00 4.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 3.00 4.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q5 Page 10

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q5. Thinking generally about the minimum qualifications of those you hire, which of the following statements best reflects the

situation in your business in the last 5 years...

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 144 11 21 52 49 11 41 15 79 9 140 4 9 135 122 26 23 116

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

The minimum 53 3 3 27 17 3 14 4 31 4 52 1 4 49 44 10 7 43

qualifications for most 36.8 27.3 14.3 51.9 34.7 27.3 34.1 26.7 39.2 44.4 37.1 25.0 44.4 36.3 36.1 38.5 30.4 37.1

of our positions have C c

increased.

The minimum 85 7 18 25 28 7 25 10 45 5 82 3 4 81 72 15 14 69

qualifications for most 59.0 63.6 85.7 48.1 57.1 63.6 61.0 66.7 57.0 55.6 58.6 75.0 44.4 60.0 59.0 57.7 60.9 59.5

of our positions have DE

not changed.

The minimum 4 1 2 1 1 1 2 4 1 3 4 1 4

qualifications for most 2.8 9.1 4.1 9.1 2.4 6.7 2.5 2.9 11.1 2.2 3.3 3.8 3.4

of our positions have

been lowered

Don't Know/Refused 2 2 1 1 2 2 2 2

1.4 4.1 2.4 1.3 1.4 1.5 1.6 8.7

95TH PERCENTILE 3.00 4.00 3.00 3.00 4.00 4.00 3.00 4.00 3.00 3.00 3.00 3.00 4.00 3.00 3.00 3.00 5.00 3.00

99TH PERCENTILE 5.00 4.00 3.00 3.00 5.00 4.00 5.00 4.00 5.00 3.00 5.00 3.00 4.00 5.00 5.00 4.00 5.00 4.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q6 Page 11

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q6. And, how challenging do you think it will be over the next 5 or 10 years for your business to recruit workers with the

skills that you need? Do you think it will be...

===============================================================================================================================================

REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Extremely/Somewhat 110 10 14 39 37 10 30 12 59 9 108 2 6 9 95 93 21 18 90

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 73.3 83.3 63.6 72.2 74.0 83.3 69.8 80.0 73.8 75.0 74.0 50.0 100.0 100.0 70.4 73.8 75.0 78.3 73.8

O O

Extremely challenging 29 3 1 12 10 3 12 5 11 1 29 2 2 25 23 8 6 23

19.3 25.0 4.5 22.2 20.0 25.0 27.9 33.3 13.8 8.3 19.9 33.3 22.2 18.5 18.3 28.6 26.1 18.9

c c

Somewhat challenging 81 7 13 27 27 7 18 7 48 8 79 2 4 7 70 70 13 12 67

54.0 58.3 59.1 50.0 54.0 58.3 41.9 46.7 60.0 66.7 54.1 50.0 66.7 77.8 51.9 55.6 46.4 52.2 54.9

NET: Not that/Not at all 40 2 8 15 13 2 13 3 21 3 38 2 40 33 7 5 32

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 26.7 16.7 36.4 27.8 26.0 16.7 30.2 20.0 26.2 25.0 26.0 50.0 29.6 26.2 25.0 21.7 26.2

Not that challenging 31 2 7 10 11 1 8 3 17 3 29 2 31 25 6 4 24

20.7 16.7 31.8 18.5 22.0 8.3 18.6 20.0 21.2 25.0 19.9 50.0 23.0 19.8 21.4 17.4 19.7

Not challenging at all 9 1 5 2 1 5 4 9 9 8 1 1 8

6.0 4.5 9.3 4.0 8.3 11.6 5.0 6.2 6.7 6.3 3.6 4.3 6.6

95TH PERCENTILE 4.00 3.00 3.00 4.00 3.00 4.00 4.00 3.00 3.50 3.00 4.00 3.00 2.00 2.00 4.00 4.00 3.00 3.00 4.00

99TH PERCENTILE 4.00 3.00 4.00 4.00 4.00 4.00 4.00 3.00 4.00 3.00 4.00 3.00 2.00 2.00 4.00 4.00 4.00 4.00 4.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q7 Page 12

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q7. And, how challenging do you think it will be over the next 5 or 10 years for your business to retain workers with the skills

that you need? Do you think it will be...

===============================================================================================================================================

REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Extremely/Somewhat 108 11 14 38 35 10 25 12 61 10 106 2 5 8 95 92 21 17 87

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 72.0 91.7 63.6 70.4 70.0 83.3 58.1 80.0 76.2 83.3 72.6 50.0 83.3 88.9 70.4 73.0 75.0 73.9 71.3

cde g

Extremely challenging 21 2 10 7 2 6 3 11 1 21 1 1 19 19 4 3 18

14.0 16.7 18.5 14.0 16.7 14.0 20.0 13.8 8.3 14.4 16.7 11.1 14.1 15.1 14.3 13.0 14.8

Somewhat challenging 87 9 14 28 28 8 19 9 50 9 85 2 4 7 76 73 17 14 69

58.0 75.0 63.6 51.9 56.0 66.7 44.2 60.0 62.5 75.0 58.2 50.0 66.7 77.8 56.3 57.9 60.7 60.9 56.6

g g

NET: Not that/Not at all 41 1 8 16 14 2 17 3 19 2 39 2 1 1 39 33 7 5 35

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 27.3 8.3 36.4 29.6 28.0 16.7 39.5 20.0 23.8 16.7 26.7 50.0 16.7 11.1 28.9 26.2 25.0 21.7 28.7

b b

Not that challenging 26 1 7 11 7 10 3 12 1 24 2 1 1 24 20 4 3 23

17.3 8.3 31.8 20.4 14.0 23.3 20.0 15.0 8.3 16.4 50.0 16.7 11.1 17.8 15.9 14.3 13.0 18.9

Not challenging at all 15 1 5 7 2 7 7 1 15 15 13 3 2 12

10.0 4.5 9.3 14.0 16.7 16.3 8.8 8.3 10.3 11.1 10.3 10.7 8.7 9.8

Don't Know/Refused 1 1 1 1 1 1 1

0.7 2.0 2.3 0.7 0.7 0.8 4.3

95TH PERCENTILE 4.00 3.00 3.00 4.00 4.00 4.00 4.00 3.00 4.00 4.00 4.00 3.00 3.00 3.00 4.00 4.00 4.00 4.00 4.00

99TH PERCENTILE 4.00 3.00 4.00 4.00 5.00 4.00 5.00 3.00 4.00 4.00 4.00 3.00 3.00 3.00 4.00 4.00 4.00 5.00 4.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q8 Page 13

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q8. Thinking more broadly now about the issues that Canada will face in the next 10 to 20 years from now, which issue do you

think will have the biggest impact on your business?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Economy/Debt/ 44 2 4 15 17 6 9 7 27 1 44 2 2 40 36 9 6 38

Deficit 29.3 16.7 18.2 27.8 34.0 50.0 20.9 46.7 33.8 8.3 30.1 33.3 22.2 29.6 28.6 32.1 26.1 31.1

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ j J

Economy (general) 44 2 4 15 17 6 9 7 27 1 44 2 2 40 36 9 6 38

29.3 16.7 18.2 27.8 34.0 50.0 20.9 46.7 33.8 8.3 30.1 33.3 22.2 29.6 28.6 32.1 26.1 31.1

j J

NET: Health care 3 1 1 1 3 3 3 3 1 2

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 2.0 8.3 1.9 2.0 7.0 2.1 2.2 2.4 4.3 1.6

Health care 3 1 1 1 3 3 3 3 1 2

2.0 8.3 1.9 2.0 7.0 2.1 2.2 2.4 4.3 1.6

NET: Environment 1 1 1 1 1 1 1

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 0.7 8.3 1.2 0.7 0.7 3.6 4.3

Environment 1 1 1 1 1 1 1

0.7 8.3 1.2 0.7 0.7 3.6 4.3

NET: Jobs/Unemployment 2 1 1 1 1 2 2 2 2

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 1.3 1.9 2.0 1.2 8.3 1.4 1.5 1.6 1.6

Jobs 2 1 1 1 1 2 2 2 2

1.3 1.9 2.0 1.2 8.3 1.4 1.5 1.6 1.6

NET: Aging Workforce 14 3 5 5 1 1 1 12 14 14 11 2 4 9

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 9.3 13.6 9.3 10.0 8.3 2.3 6.7 15.0 9.6 10.4 8.7 7.1 17.4 7.4

G

Aging workforce 14 3 5 5 1 1 1 12 14 14 11 2 4 9

9.3 13.6 9.3 10.0 8.3 2.3 6.7 15.0 9.6 10.4 8.7 7.1 17.4 7.4

G

NET: Globalization/ 3 3 1 2 3 3 3 3

Outsourcing 2.0 5.6 2.3 2.5 2.1 2.2 2.4 2.5

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q8 Page 14

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q8. Thinking more broadly now about the issues that Canada will face in the next 10 to 20 years from now, which issue do you

think will have the biggest impact on your business?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Globalization 3 3 1 2 3 3 3 3

2.0 5.6 2.3 2.5 2.1 2.2 2.4 2.5

Other 59 8 9 18 20 4 20 3 27 9 55 4 3 5 51 55 8 9 47

\_\_\_\_\_ 39.3 66.7 40.9 33.3 40.0 33.3 46.5 20.0 33.8 75.0 37.7 100.0 50.0 55.6 37.8 43.7 28.6 39.1 38.5

d h HI K

Immigration 2 1 1 1 1 2 2 2 1 1

1.3 1.9 2.0 2.3 6.7 1.4 1.5 1.6 4.3 0.8

Crime 1 1 1 1 1 1 1

0.7 1.9 2.3 0.7 0.7 0.8 0.8

Technological changes 5 1 1 2 1 2 3 4 1 1 4 4 2 1 4

3.3 8.3 4.5 3.7 2.0 4.7 3.8 2.7 25.0 11.1 3.0 3.2 7.1 4.3 3.3

Interest rates 2 1 1 2 2 2 1 1 2

1.3 8.3 1.9 4.7 1.4 1.5 0.8 3.6 1.6

More experienced 18 3 3 4 6 2 6 2 7 3 17 1 2 1 15 18 1 1 15

workers 12.0 25.0 13.6 7.4 12.0 16.7 14.0 13.3 8.8 25.0 11.6 25.0 33.3 11.1 11.1 14.3 3.6 4.3 12.3

q

Education 1 1 1 1 1 1 1

0.7 1.9 2.3 0.7 11.1 0.8 0.8

Retirement 5 1 1 2 1 4 1 5 5 5 2 3

3.3 8.3 4.5 4.0 8.3 5.0 8.3 3.4 3.7 4.0 8.7 2.5

Hiring of workers 6 1 3 2 5 1 6 1 1 4 5 2 5

4.0 4.5 5.6 4.0 6.2 8.3 4.1 16.7 11.1 3.0 4.0 7.1 4.1

Government issues 5 1 3 1 2 2 1 5 5 4 1 2 3

3.3 1.9 6.0 8.3 4.7 2.5 8.3 3.4 3.7 3.2 3.6 8.7 2.5

Retaining Employees 3 1 1 1 2 1 2 1 3 3 1 2

2.0 8.3 1.9 2.0 2.5 8.3 1.4 25.0 2.2 2.4 4.3 1.6

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q8 Page 15

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q8. Thinking more broadly now about the issues that Canada will face in the next 10 to 20 years from now, which issue do you

think will have the biggest impact on your business?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Oil and Gas 1 1 1 1 1 1 1

0.7 2.0 2.3 0.7 0.7 0.8 0.8

Housing 1 1 1 1 1 1 1

0.7 1.9 8.3 0.7 11.1 0.8 0.8

Transport 2 1 1 1 1 2 2 2 1 1

1.3 1.9 2.0 2.3 1.2 1.4 1.5 1.6 4.3 0.8

Import/Export 4 1 2 1 2 1 1 3 1 4 4 1 4

2.7 8.3 9.1 1.9 4.7 1.2 8.3 2.1 25.0 3.0 3.2 3.6 3.3

Terrorism 1 1 1 1 1 1 1

0.7 4.5 1.2 0.7 0.7 0.8 0.8

Morality 1 1 1 1 1 1 1

0.7 2.0 1.2 0.7 0.7 0.8 0.8

Agricultural Sector 1 1 1 1 1 1 1

0.7 2.0 2.3 0.7 0.7 0.8 0.8

Nothing 5 2 1 2 2 1 2 5 1 4 4 3 5

3.3 9.1 1.9 4.0 4.7 6.7 2.5 3.4 16.7 3.0 3.2 10.7 4.1

DK/Refused 19 4 10 4 1 7 3 8 1 19 2 17 12 5 2 16

12.7 18.2 18.5 8.0 8.3 16.3 20.0 10.0 8.3 13.0 22.2 12.6 9.5 17.9 8.7 13.1

95TH PERCENTILE 99.00 26.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 26.00 97.00 99.00 99.00 99.00 99.00 99.00 99.00

99TH PERCENTILE 99.00 26.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 26.00 97.00 99.00 99.00 99.00 99.00 99.00 99.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q9\_1 Page 16

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q9\_1. What impact do you think that each of the following issues will have on Canada's economy over the next 10 to 20 years?

What about...

- Globalization

===============================================================================================================================================

REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: TOP 2 BOXES 115 7 17 42 41 8 33 12 61 9 113 2 5 4 106 105 15 15 96

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 76.7 58.3 77.3 77.8 82.0 66.7 76.7 80.0 76.2 75.0 77.4 50.0 83.3 44.4 78.5 83.3 53.6 65.2 78.7

n Q

Significant impact 55 1 13 22 16 3 12 7 32 4 55 1 2 52 49 8 9 44

36.7 8.3 59.1 40.7 32.0 25.0 27.9 46.7 40.0 33.3 37.7 16.7 22.2 38.5 38.9 28.6 39.1 36.1

Bef B b

Some impact 60 6 4 20 25 5 21 5 29 5 58 2 4 2 54 56 7 6 52

40.0 50.0 18.2 37.0 50.0 41.7 48.8 33.3 36.2 41.7 39.7 50.0 66.7 22.2 40.0 44.4 25.0 26.1 42.6

C q

NET: BOTTOM 2 BOXES 32 5 5 10 8 4 8 3 18 3 30 2 1 5 26 21 10 8 24

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 21.3 41.7 22.7 18.5 16.0 33.3 18.6 20.0 22.5 25.0 20.5 50.0 16.7 55.6 19.3 16.7 35.7 34.8 19.7

o p

Not much of an impact 20 4 1 7 5 3 4 1 13 2 19 1 3 17 14 5 6 14

13.3 33.3 4.5 13.0 10.0 25.0 9.3 6.7 16.2 16.7 13.0 25.0 33.3 12.6 11.1 17.9 26.1 11.5

c

No impact at all 12 1 4 3 3 1 4 2 5 1 11 1 1 2 9 7 5 2 10

8.0 8.3 18.2 5.6 6.0 8.3 9.3 13.3 6.2 8.3 7.5 25.0 16.7 22.2 6.7 5.6 17.9 8.7 8.2

Don't Know 3 2 1 2 1 3 3 3 2

2.0 3.7 2.0 4.7 1.2 2.1 2.2 10.7 1.6

95TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 4.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

99TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 4.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q9\_2 Page 17

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q9\_2. What impact do you think that each of the following issues will have on Canada's economy over the next 10 to 20 years?

What about...

- An aging workforce

===============================================================================================================================================

REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: TOP 2 BOXES 129 9 17 50 45 8 34 13 71 11 126 3 5 4 120 110 22 20 104

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 86.0 75.0 77.3 92.6 90.0 66.7 79.1 86.7 88.8 91.7 86.3 75.0 83.3 44.4 88.9 87.3 78.6 87.0 85.2

N

Significant impact 85 6 15 32 26 6 19 7 53 6 83 2 3 2 80 73 16 16 65

56.7 50.0 68.2 59.3 52.0 50.0 44.2 46.7 66.2 50.0 56.8 50.0 50.0 22.2 59.3 57.9 57.1 69.6 53.3

g n

Some impact 44 3 2 18 19 2 15 6 18 5 43 1 2 2 40 37 6 4 39

29.3 25.0 9.1 33.3 38.0 16.7 34.9 40.0 22.5 41.7 29.5 25.0 33.3 22.2 29.6 29.4 21.4 17.4 32.0

C C

NET: BOTTOM 2 BOXES 19 3 5 3 4 4 7 2 9 1 18 1 1 5 13 14 6 2 17

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 12.7 25.0 22.7 5.6 8.0 33.3 16.3 13.3 11.2 8.3 12.3 25.0 16.7 55.6 9.6 11.1 21.4 8.7 13.9

d O

Not much of an impact 14 3 4 1 4 2 4 2 7 1 13 1 5 9 11 4 2 12

9.3 25.0 18.2 1.9 8.0 16.7 9.3 13.3 8.8 8.3 8.9 25.0 55.6 6.7 8.7 14.3 8.7 9.8

O

No impact at all 5 1 2 2 3 2 5 1 4 3 2 5

3.3 4.5 3.7 16.7 7.0 2.5 3.4 16.7 3.0 2.4 7.1 4.1

Don't Know 2 1 1 2 2 2 2 1 1

1.3 1.9 2.0 4.7 1.4 1.5 1.6 4.3 0.8

95TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

99TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q9\_3 Page 18

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q9\_3. What impact do you think that each of the following issues will have on Canada's economy over the next 10 to 20 years?

What about...

- Technological changes

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: TOP 2 BOXES 133 10 18 47 46 12 38 13 73 9 130 3 5 6 122 111 25 21 108

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 88.7 83.3 81.8 87.0 92.0 100.0 88.4 86.7 91.2 75.0 89.0 75.0 83.3 66.7 90.4 88.1 89.3 91.3 88.5

cDe

Significant impact 75 5 12 28 21 9 26 7 39 3 73 2 3 4 68 62 14 10 63

50.0 41.7 54.5 51.9 42.0 75.0 60.5 46.7 48.8 25.0 50.0 50.0 50.0 44.4 50.4 49.2 50.0 43.5 51.6

e j

Some impact 58 5 6 19 25 3 12 6 34 6 57 1 2 2 54 49 11 11 45

38.7 41.7 27.3 35.2 50.0 25.0 27.9 40.0 42.5 50.0 39.0 25.0 33.3 22.2 40.0 38.9 39.3 47.8 36.9

NET: BOTTOM 2 BOXES 17 2 4 7 4 5 2 7 3 16 1 1 3 13 15 3 2 14

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 11.3 16.7 18.2 13.0 8.0 11.6 13.3 8.8 25.0 11.0 25.0 16.7 33.3 9.6 11.9 10.7 8.7 11.5

Not much of an impact 16 2 4 6 4 4 2 7 3 15 1 1 3 12 14 3 2 13

10.7 16.7 18.2 11.1 8.0 9.3 13.3 8.8 25.0 10.3 25.0 16.7 33.3 8.9 11.1 10.7 8.7 10.7

No impact at all 1 1 1 1 1 1 1

0.7 1.9 2.3 0.7 0.7 0.8 0.8

95TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

99TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q9\_4 Page 19

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q9\_4. What impact do you think that each of the following issues will have on Canada's economy over the next 10 to 20 years?

What about...

- Immigration

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: TOP 2 BOXES 112 7 15 38 43 9 34 11 60 7 110 2 4 5 103 99 18 16 93

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 74.7 58.3 68.2 70.4 86.0 75.0 79.1 73.3 75.0 58.3 75.3 50.0 66.7 55.6 76.3 78.6 64.3 69.6 76.2

d

Significant impact 40 2 8 15 12 3 14 2 22 2 40 1 3 36 36 5 6 33

26.7 16.7 36.4 27.8 24.0 25.0 32.6 13.3 27.5 16.7 27.4 16.7 33.3 26.7 28.6 17.9 26.1 27.0

Some impact 72 5 7 23 31 6 20 9 38 5 70 2 3 2 67 63 13 10 60

48.0 41.7 31.8 42.6 62.0 50.0 46.5 60.0 47.5 41.7 47.9 50.0 50.0 22.2 49.6 50.0 46.4 43.5 49.2

cd

NET: BOTTOM 2 BOXES 34 4 7 13 7 3 7 3 19 5 32 2 2 4 28 25 9 6 27

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 22.7 33.3 31.8 24.1 14.0 25.0 16.3 20.0 23.8 41.7 21.9 50.0 33.3 44.4 20.7 19.8 32.1 26.1 22.1

Not much of an impact 22 3 4 9 4 2 2 16 4 20 2 1 1 20 17 5 4 17

14.7 25.0 18.2 16.7 8.0 16.7 4.7 20.0 33.3 13.7 50.0 16.7 11.1 14.8 13.5 17.9 17.4 13.9

G g

No impact at all 12 1 3 4 3 1 5 3 3 1 12 1 3 8 8 4 2 10

8.0 8.3 13.6 7.4 6.0 8.3 11.6 20.0 3.8 8.3 8.2 16.7 33.3 5.9 6.3 14.3 8.7 8.2

Don't Know 4 1 3 2 1 1 4 4 2 1 1 2

2.7 8.3 5.6 4.7 6.7 1.2 2.7 3.0 1.6 3.6 4.3 1.6

95TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 3.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

99TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 3.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_A Page 20

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_A. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- The jobs of tomorrow will require that people are a lot more skilled than they are today.

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 96 8 12 36 33 7 27 8 56 5 94 2 3 7 86 81 17 16 78

\_\_\_\_\_\_\_\_\_\_ 64.0 66.7 54.5 66.7 66.0 58.3 62.8 53.3 70.0 41.7 64.4 50.0 50.0 77.8 63.7 64.3 60.7 69.6 63.9

Strongly agree 31 3 2 15 8 3 12 2 15 2 30 1 2 29 24 8 7 24

20.7 25.0 9.1 27.8 16.0 25.0 27.9 13.3 18.8 16.7 20.5 25.0 22.2 21.5 19.0 28.6 30.4 19.7

c

4 65 5 10 21 25 4 15 6 41 3 64 1 3 5 57 57 9 9 54

43.3 41.7 45.5 38.9 50.0 33.3 34.9 40.0 51.2 25.0 43.8 25.0 50.0 55.6 42.2 45.2 32.1 39.1 44.3

Neither agree nor 43 2 8 16 13 4 11 5 20 7 41 2 3 2 38 36 9 5 36

disagree 28.7 16.7 36.4 29.6 26.0 33.3 25.6 33.3 25.0 58.3 28.1 50.0 50.0 22.2 28.1 28.6 32.1 21.7 29.5

gi

NET: Disagree 11 2 2 2 4 1 5 2 4 11 11 9 2 2 8

\_\_\_\_\_\_\_\_\_\_\_\_\_ 7.3 16.7 9.1 3.7 8.0 8.3 11.6 13.3 5.0 7.5 8.1 7.1 7.1 8.7 6.6

2 9 2 2 1 3 1 3 2 4 9 9 7 2 1 7

6.0 16.7 9.1 1.9 6.0 8.3 7.0 13.3 5.0 6.2 6.7 5.6 7.1 4.3 5.7

Strongly disagree 2 1 1 2 2 2 2 1 1

1.3 1.9 2.0 4.7 1.4 1.5 1.6 4.3 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_B Page 21

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_B. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- I feel confident that my business can retain workers with the skills we need to be successful in

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 109 10 13 45 33 8 32 12 58 7 106 3 3 9 97 93 17 17 89

\_\_\_\_\_\_\_\_\_\_ 72.7 83.3 59.1 83.3 66.0 66.7 74.4 80.0 72.5 58.3 72.6 75.0 50.0 100.0 71.9 73.8 60.7 73.9 73.0

ce mO

Strongly agree 39 4 5 16 12 2 20 2 16 1 37 2 1 2 36 31 8 8 31

26.0 33.3 22.7 29.6 24.0 16.7 46.5 13.3 20.0 8.3 25.3 50.0 16.7 22.2 26.7 24.6 28.6 34.8 25.4

HIJ

4 70 6 8 29 21 6 12 10 42 6 69 1 2 7 61 62 9 9 58

46.7 50.0 36.4 53.7 42.0 50.0 27.9 66.7 52.5 50.0 47.3 25.0 33.3 77.8 45.2 49.2 32.1 39.1 47.5

G G o

Neither agree nor 28 2 5 6 13 2 8 1 17 2 27 1 1 27 22 6 3 23

disagree 18.7 16.7 22.7 11.1 26.0 16.7 18.6 6.7 21.2 16.7 18.5 25.0 16.7 20.0 17.5 21.4 13.0 18.9

d

NET: Disagree 13 4 3 4 2 3 2 5 3 13 2 11 11 5 3 10

\_\_\_\_\_\_\_\_\_\_\_\_\_ 8.7 18.2 5.6 8.0 16.7 7.0 13.3 6.2 25.0 8.9 33.3 8.1 8.7 17.9 13.0 8.2

2 12 4 3 3 2 3 2 4 3 12 2 10 10 5 3 9

8.0 18.2 5.6 6.0 16.7 7.0 13.3 5.0 25.0 8.2 33.3 7.4 7.9 17.9 13.0 7.4

Strongly disagree 1 1 1 1 1 1 1

0.7 2.0 1.2 0.7 0.7 0.8 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_C Page 22

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_C. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- A post-secondary degree, diploma or certification is the minimum qualification required in today'

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 81 5 12 37 23 4 28 4 42 7 79 2 4 5 72 64 16 13 66

\_\_\_\_\_\_\_\_\_\_ 54.0 41.7 54.5 68.5 46.0 33.3 65.1 26.7 52.5 58.3 54.1 50.0 66.7 55.6 53.3 50.8 57.1 56.5 54.1

ef H h

Strongly agree 37 4 6 17 9 1 16 1 16 4 36 1 1 3 33 28 8 8 28

24.7 33.3 27.3 31.5 18.0 8.3 37.2 6.7 20.0 33.3 24.7 25.0 16.7 33.3 24.4 22.2 28.6 34.8 23.0

f Hi

4 44 1 6 20 14 3 12 3 26 3 43 1 3 2 39 36 8 5 38

29.3 8.3 27.3 37.0 28.0 25.0 27.9 20.0 32.5 25.0 29.5 25.0 50.0 22.2 28.9 28.6 28.6 21.7 31.1

B

Neither agree nor 34 5 4 12 9 4 6 6 19 3 32 2 4 30 31 6 6 28

disagree 22.7 41.7 18.2 22.2 18.0 33.3 14.0 40.0 23.8 25.0 21.9 50.0 44.4 22.2 24.6 21.4 26.1 23.0

NET: Disagree 34 2 6 5 17 4 9 4 19 2 34 2 32 30 6 4 27

\_\_\_\_\_\_\_\_\_\_\_\_\_ 22.7 16.7 27.3 9.3 34.0 33.3 20.9 26.7 23.8 16.7 23.3 33.3 23.7 23.8 21.4 17.4 22.1

D

2 20 2 4 3 10 1 3 2 14 1 20 20 16 4 3 15

13.3 16.7 18.2 5.6 20.0 8.3 7.0 13.3 17.5 8.3 13.7 14.8 12.7 14.3 13.0 12.3

d

Strongly disagree 14 2 2 7 3 6 2 5 1 14 2 12 14 2 1 12

9.3 9.1 3.7 14.0 25.0 14.0 13.3 6.2 8.3 9.6 33.3 8.9 11.1 7.1 4.3 9.8

Don't Know 1 1 1 1 1 1 1

0.7 2.0 6.7 0.7 0.7 0.8 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 6.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_D Page 23

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_D. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- Companies today need to invest in continuous learning and skills upgrading for their employees in

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 135 10 20 49 45 11 36 12 76 11 131 4 5 7 123 114 26 20 110

\_\_\_\_\_\_\_\_\_\_ 90.0 83.3 90.9 90.7 90.0 91.7 83.7 80.0 95.0 91.7 89.7 100.0 83.3 77.8 91.1 90.5 92.9 87.0 90.2

K

Strongly agree 66 5 12 20 23 6 15 6 39 6 63 3 3 4 59 60 8 14 49

44.0 41.7 54.5 37.0 46.0 50.0 34.9 40.0 48.8 50.0 43.2 75.0 50.0 44.4 43.7 47.6 28.6 60.9 40.2

q

4 69 5 8 29 22 5 21 6 37 5 68 1 2 3 64 54 18 6 61

46.0 41.7 36.4 53.7 44.0 41.7 48.8 40.0 46.2 41.7 46.6 25.0 33.3 33.3 47.4 42.9 64.3 26.1 50.0

p r

Neither agree nor 13 2 1 5 5 6 2 4 1 13 1 2 10 10 1 3 10

disagree 8.7 16.7 4.5 9.3 10.0 14.0 13.3 5.0 8.3 8.9 16.7 22.2 7.4 7.9 3.6 13.0 8.2

NET: Disagree 2 1 1 1 1 2 2 2 1 2

\_\_\_\_\_\_\_\_\_\_\_\_\_ 1.3 4.5 8.3 2.3 6.7 1.4 1.5 1.6 3.6 1.6

Strongly disagree 2 1 1 1 1 2 2 2 1 2

1.3 4.5 8.3 2.3 6.7 1.4 1.5 1.6 3.6 1.6

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_E Page 24

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_E. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- Once someone is in the workforce, experience on the job is more valuable than formal education.

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 100 8 14 34 34 10 28 12 52 8 96 4 4 3 93 85 15 16 81

\_\_\_\_\_\_\_\_\_\_ 66.7 66.7 63.6 63.0 68.0 83.3 65.1 80.0 65.0 66.7 65.8 100.0 66.7 33.3 68.9 67.5 53.6 69.6 66.4

K n

Strongly agree 43 4 6 16 13 4 19 3 19 2 42 1 2 1 40 37 6 5 36

28.7 33.3 27.3 29.6 26.0 33.3 44.2 20.0 23.8 16.7 28.8 25.0 33.3 11.1 29.6 29.4 21.4 21.7 29.5

ij

4 57 4 8 18 21 6 9 9 33 6 54 3 2 2 53 48 9 11 45

38.0 33.3 36.4 33.3 42.0 50.0 20.9 60.0 41.2 50.0 37.0 75.0 33.3 22.2 39.3 38.1 32.1 47.8 36.9

G g

Neither agree nor 35 4 4 14 11 2 10 2 21 2 35 2 4 29 27 11 4 30

disagree 23.3 33.3 18.2 25.9 22.0 16.7 23.3 13.3 26.2 16.7 24.0 33.3 44.4 21.5 21.4 39.3 17.4 24.6

NET: Disagree 15 4 6 5 5 1 7 2 15 2 13 14 2 3 11

\_\_\_\_\_\_\_\_\_\_\_\_\_ 10.0 18.2 11.1 10.0 11.6 6.7 8.8 16.7 10.3 22.2 9.6 11.1 7.1 13.0 9.0

2 10 2 4 4 4 5 1 10 2 8 10 2 7

6.7 9.1 7.4 8.0 9.3 6.2 8.3 6.8 22.2 5.9 7.9 8.7 5.7

Strongly disagree 5 2 2 1 1 1 2 1 5 5 4 2 1 4

3.3 9.1 3.7 2.0 2.3 6.7 2.5 8.3 3.4 3.7 3.2 7.1 4.3 3.3

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_F Page 25

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_F. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- It's easier to recruit new staff with the right skills than to retrain existing staff.

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 27 1 4 9 9 4 6 4 15 2 26 1 1 26 23 4 5 22

\_\_\_\_\_\_\_\_\_\_ 18.0 8.3 18.2 16.7 18.0 33.3 14.0 26.7 18.8 16.7 17.8 25.0 16.7 19.3 18.3 14.3 21.7 18.0

Strongly agree 8 1 2 3 2 3 1 4 8 8 7 1 2 6

5.3 8.3 3.7 6.0 16.7 7.0 6.7 5.0 5.5 5.9 5.6 3.6 8.7 4.9

4 19 4 7 6 2 3 3 11 2 18 1 1 18 16 3 3 16

12.7 18.2 13.0 12.0 16.7 7.0 20.0 13.8 16.7 12.3 25.0 16.7 13.3 12.7 10.7 13.0 13.1

Neither agree nor 46 7 20 13 6 13 5 26 2 45 1 2 44 34 11 11 33

disagree 30.7 31.8 37.0 26.0 50.0 30.2 33.3 32.5 16.7 30.8 25.0 33.3 32.6 27.0 39.3 47.8 27.0

NET: Disagree 77 11 11 25 28 2 24 6 39 8 75 2 3 9 65 69 13 7 67

\_\_\_\_\_\_\_\_\_\_\_\_\_ 51.3 91.7 50.0 46.3 56.0 16.7 55.8 40.0 48.8 66.7 51.4 50.0 50.0 100.0 48.1 54.8 46.4 30.4 54.9

CDEF f f F mO r

2 49 7 7 15 18 2 12 4 25 8 47 2 3 4 42 43 7 4 42

32.7 58.3 31.8 27.8 36.0 16.7 27.9 26.7 31.2 66.7 32.2 50.0 50.0 44.4 31.1 34.1 25.0 17.4 34.4

df ghi

Strongly disagree 28 4 4 10 10 12 2 14 28 5 23 26 6 3 25

18.7 33.3 18.2 18.5 20.0 27.9 13.3 17.5 19.2 55.6 17.0 20.6 21.4 13.0 20.5

o

95TH PERCENTILE 5.00 5.00 4.00 4.00 5.00 5.00 5.00 5.00 4.50 4.00 5.00 4.00 4.00 2.00 5.00 5.00 4.00 5.00 4.00

99TH PERCENTILE 5.00 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00 4.00 4.00 2.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_G Page 26

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_G. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- In difficult economic times, training and development is an obvious target for cost cutting measu

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 88 6 11 31 33 7 27 6 47 8 85 3 6 4 78 74 16 14 74

\_\_\_\_\_\_\_\_\_\_ 58.7 50.0 50.0 57.4 66.0 58.3 62.8 40.0 58.8 66.7 58.2 75.0 100.0 44.4 57.8 58.7 57.1 60.9 60.7

NO

Strongly agree 40 2 5 17 11 5 11 3 23 3 39 1 5 3 32 35 5 11 29

26.7 16.7 22.7 31.5 22.0 41.7 25.6 20.0 28.8 25.0 26.7 25.0 83.3 33.3 23.7 27.8 17.9 47.8 23.8

nO s

4 48 4 6 14 22 2 16 3 24 5 46 2 1 1 46 39 11 3 45

32.0 33.3 27.3 25.9 44.0 16.7 37.2 20.0 30.0 41.7 31.5 50.0 16.7 11.1 34.1 31.0 39.3 13.0 36.9

df n R

Neither agree nor 31 2 6 11 10 2 9 7 13 2 31 2 29 28 4 3 24

disagree 20.7 16.7 27.3 20.4 20.0 16.7 20.9 46.7 16.2 16.7 21.2 22.2 21.5 22.2 14.3 13.0 19.7

i

NET: Disagree 31 4 5 12 7 3 7 2 20 2 30 1 3 28 24 8 6 24

\_\_\_\_\_\_\_\_\_\_\_\_\_ 20.7 33.3 22.7 22.2 14.0 25.0 16.3 13.3 25.0 16.7 20.5 25.0 33.3 20.7 19.0 28.6 26.1 19.7

2 21 2 5 8 4 2 4 2 14 1 20 1 3 18 14 7 3 18

14.0 16.7 22.7 14.8 8.0 16.7 9.3 13.3 17.5 8.3 13.7 25.0 33.3 13.3 11.1 25.0 13.0 14.8

Strongly disagree 10 2 4 3 1 3 6 1 10 10 10 1 3 6

6.7 16.7 7.4 6.0 8.3 7.0 7.5 8.3 6.8 7.4 7.9 3.6 13.0 4.9

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_H Page 27

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_H. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- Young people coming into the workforce today don't have adequate skills and training to be job re

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 71 7 2 25 31 6 25 9 34 3 71 2 5 64 56 15 13 57

\_\_\_\_\_\_\_\_\_\_ 47.3 58.3 9.1 46.3 62.0 50.0 58.1 60.0 42.5 25.0 48.6 33.3 55.6 47.4 44.4 53.6 56.5 46.7

C C C C j j

Strongly agree 27 4 11 10 2 11 2 13 1 27 1 2 24 22 5 5 22

18.0 33.3 20.4 20.0 16.7 25.6 13.3 16.2 8.3 18.5 16.7 22.2 17.8 17.5 17.9 21.7 18.0

4 44 3 2 14 21 4 14 7 21 2 44 1 3 40 34 10 8 35

29.3 25.0 9.1 25.9 42.0 33.3 32.6 46.7 26.2 16.7 30.1 16.7 33.3 29.6 27.0 35.7 34.8 28.7

c C

Neither agree nor 43 3 10 16 11 3 10 4 25 4 41 2 1 2 40 36 10 5 36

disagree 28.7 25.0 45.5 29.6 22.0 25.0 23.3 26.7 31.2 33.3 28.1 50.0 16.7 22.2 29.6 28.6 35.7 21.7 29.5

NET: Disagree 35 2 10 13 7 3 8 1 21 5 33 2 3 2 30 33 3 5 28

\_\_\_\_\_\_\_\_\_\_\_\_\_ 23.3 16.7 45.5 24.1 14.0 25.0 18.6 6.7 26.2 41.7 22.6 50.0 50.0 22.2 22.2 26.2 10.7 21.7 23.0

E h h q

2 24 2 5 10 6 1 3 16 5 22 2 2 1 21 22 2 3 19

16.0 16.7 22.7 18.5 12.0 8.3 7.0 20.0 41.7 15.1 50.0 33.3 11.1 15.6 17.5 7.1 13.0 15.6

g g

Strongly disagree 11 5 3 1 2 5 1 5 11 1 1 9 11 1 2 9

7.3 22.7 5.6 2.0 16.7 11.6 6.7 6.2 7.5 16.7 11.1 6.7 8.7 3.6 8.7 7.4

e

Don't Know 1 1 1 1 1 1 1

0.7 2.0 6.7 0.7 0.7 0.8 0.8

95TH PERCENTILE 5.00 5.00 4.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 3.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 4.00 5.00 6.00 5.00 5.00 6.00 5.00 5.00 5.00 3.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_I Page 28

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_I. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- Older workers are less productive (or perform at a lower level) than younger workers

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 15 3 4 4 4 7 8 14 1 2 1 12 11 3 2 13

\_\_\_\_\_\_\_\_\_\_ 10.0 13.6 7.4 8.0 33.3 16.3 10.0 9.6 25.0 33.3 11.1 8.9 8.7 10.7 8.7 10.7

Strongly agree 5 2 1 2 3 2 4 1 1 1 3 3 1 5

3.3 9.1 2.0 16.7 7.0 2.5 2.7 25.0 16.7 11.1 2.2 2.4 3.6 4.1

4 10 1 4 3 2 4 6 10 1 9 8 2 2 8

6.7 4.5 7.4 6.0 16.7 9.3 7.5 6.8 16.7 6.7 6.3 7.1 8.7 6.6

Neither agree nor 35 6 17 9 3 7 2 24 2 35 1 2 32 29 7 8 24

disagree 23.3 27.3 31.5 18.0 25.0 16.3 13.3 30.0 16.7 24.0 16.7 22.2 23.7 23.0 25.0 34.8 19.7

NET: Disagree 99 12 13 32 37 5 28 13 48 10 96 3 3 6 90 85 18 13 84

\_\_\_\_\_\_\_\_\_\_\_\_\_ 66.0 100.0 59.1 59.3 74.0 41.7 65.1 86.7 60.0 83.3 65.8 75.0 50.0 66.7 66.7 67.5 64.3 56.5 68.9

CDEF f I

2 45 2 7 11 23 2 8 8 24 5 43 2 2 2 41 37 8 5 40

30.0 16.7 31.8 20.4 46.0 16.7 18.6 53.3 30.0 41.7 29.5 50.0 33.3 22.2 30.4 29.4 28.6 21.7 32.8

bDf g

Strongly disagree 54 10 6 21 14 3 20 5 24 5 53 1 1 4 49 48 10 8 44

36.0 83.3 27.3 38.9 28.0 25.0 46.5 33.3 30.0 41.7 36.3 25.0 16.7 44.4 36.3 38.1 35.7 34.8 36.1

CDEF

Don't Know 1 1 1 1 1 1 1

0.7 1.9 2.3 0.7 0.7 0.8 0.8

95TH PERCENTILE 4.00 2.00 5.00 4.00 4.00 5.00 5.00 3.00 4.00 3.00 4.00 5.00 5.00 5.00 4.00 4.00 4.00 4.00 4.00

99TH PERCENTILE 5.00 2.00 5.00 6.00 5.00 5.00 6.00 3.00 5.00 3.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_J Page 29

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_J. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- The incentives offered by your organization make it desirable to work past the age of 60

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 62 5 9 25 19 4 18 3 35 6 60 2 1 2 59 53 10 13 48

\_\_\_\_\_\_\_\_\_\_ 41.3 41.7 40.9 46.3 38.0 33.3 41.9 20.0 43.8 50.0 41.1 50.0 16.7 22.2 43.7 42.1 35.7 56.5 39.3

h

Strongly agree 24 2 5 11 4 2 13 9 2 23 1 1 2 21 19 4 7 17

16.0 16.7 22.7 20.4 8.0 16.7 30.2 11.2 16.7 15.8 25.0 16.7 22.2 15.6 15.1 14.3 30.4 13.9

i

4 38 3 4 14 15 2 5 3 26 4 37 1 38 34 6 6 31

25.3 25.0 18.2 25.9 30.0 16.7 11.6 20.0 32.5 33.3 25.3 25.0 28.1 27.0 21.4 26.1 25.4

G

Neither agree nor 50 7 4 15 18 6 11 8 28 3 50 1 4 45 41 8 8 39

disagree 33.3 58.3 18.2 27.8 36.0 50.0 25.6 53.3 35.0 25.0 34.2 16.7 44.4 33.3 32.5 28.6 34.8 32.0

cd

NET: Disagree 35 7 13 13 2 12 4 16 3 34 1 4 2 29 30 9 2 32

\_\_\_\_\_\_\_\_\_\_\_\_\_ 23.3 31.8 24.1 26.0 16.7 27.9 26.7 20.0 25.0 23.3 25.0 66.7 22.2 21.5 23.8 32.1 8.7 26.2

o r

2 23 6 8 9 5 3 13 2 22 1 2 2 19 18 7 2 20

15.3 27.3 14.8 18.0 11.6 20.0 16.2 16.7 15.1 25.0 33.3 22.2 14.1 14.3 25.0 8.7 16.4

Strongly disagree 12 1 5 4 2 7 1 3 1 12 2 10 12 2 12

8.0 4.5 9.3 8.0 16.7 16.3 6.7 3.8 8.3 8.2 33.3 7.4 9.5 7.1 9.8

i

Don't Know 3 2 1 2 1 2 1 1 2 2 1 3

2.0 9.1 1.9 4.7 1.2 1.4 25.0 11.1 1.5 1.6 3.6 2.5

95TH PERCENTILE 5.00 5.00 6.00 5.00 5.00 5.00 5.00 4.00 5.00 5.00 5.00 6.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 6.00 5.00 6.00 6.00 5.00 5.00 6.00 4.00 6.00 5.00 6.00 6.00 5.00 6.00 6.00 6.00 6.00 5.00 6.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_K Page 30

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_K. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- The jobs of tomorrow will require different skill sets than today.

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 95 8 10 35 35 7 29 7 54 5 92 3 3 6 86 79 19 14 78

\_\_\_\_\_\_\_\_\_\_ 63.3 66.7 45.5 64.8 70.0 58.3 67.4 46.7 67.5 41.7 63.0 75.0 50.0 66.7 63.7 62.7 67.9 60.9 63.9

c

Strongly agree 31 2 3 13 10 3 16 2 12 1 31 2 3 26 26 7 7 23

20.7 16.7 13.6 24.1 20.0 25.0 37.2 13.3 15.0 8.3 21.2 33.3 33.3 19.3 20.6 25.0 30.4 18.9

hIJ

4 64 6 7 22 25 4 13 5 42 4 61 3 1 3 60 53 12 7 55

42.7 50.0 31.8 40.7 50.0 33.3 30.2 33.3 52.5 33.3 41.8 75.0 16.7 33.3 44.4 42.1 42.9 30.4 45.1

g

Neither agree nor 34 2 7 13 8 4 10 4 18 2 34 2 2 30 27 6 7 26

disagree 22.7 16.7 31.8 24.1 16.0 33.3 23.3 26.7 22.5 16.7 23.3 33.3 22.2 22.2 21.4 21.4 30.4 21.3

NET: Disagree 19 2 5 4 7 1 3 4 7 5 18 1 1 1 17 19 2 2 16

\_\_\_\_\_\_\_\_\_\_\_\_\_ 12.7 16.7 22.7 7.4 14.0 8.3 7.0 26.7 8.8 41.7 12.3 25.0 16.7 11.1 12.6 15.1 7.1 8.7 13.1

gi

2 13 1 3 3 5 1 3 6 4 12 1 1 1 11 13 1 2 11

8.7 8.3 13.6 5.6 10.0 8.3 7.0 7.5 33.3 8.2 25.0 16.7 11.1 8.1 10.3 3.6 8.7 9.0

Strongly disagree 6 1 2 1 2 4 1 1 6 6 6 1 5

4.0 8.3 9.1 1.9 4.0 26.7 1.2 8.3 4.1 4.4 4.8 3.6 4.1

i

Don't Know 2 2 1 1 2 2 1 1 2

1.3 3.7 2.3 1.2 1.4 1.5 0.8 3.6 1.6

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 6.00 5.00 5.00 6.00 5.00 5.00 6.00 5.00 6.00 5.00 6.00 4.00 5.00 5.00 6.00 5.00 6.00 5.00 6.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_L Page 31

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_L. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- A career in the skilled trades provides stable employment.

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 100 9 13 35 35 8 31 10 50 9 99 1 4 6 90 82 21 15 81

\_\_\_\_\_\_\_\_\_\_ 66.7 75.0 59.1 64.8 70.0 66.7 72.1 66.7 62.5 75.0 67.8 25.0 66.7 66.7 66.7 65.1 75.0 65.2 66.4

Strongly agree 39 5 5 15 11 3 16 4 16 3 39 3 4 32 31 12 6 32

26.0 41.7 22.7 27.8 22.0 25.0 37.2 26.7 20.0 25.0 26.7 50.0 44.4 23.7 24.6 42.9 26.1 26.2

i

4 61 4 8 20 24 5 15 6 34 6 60 1 1 2 58 51 9 9 49

40.7 33.3 36.4 37.0 48.0 41.7 34.9 40.0 42.5 50.0 41.1 25.0 16.7 22.2 43.0 40.5 32.1 39.1 40.2

Neither agree nor 33 3 5 11 12 2 8 2 20 3 30 3 2 2 29 29 4 5 28

disagree 22.0 25.0 22.7 20.4 24.0 16.7 18.6 13.3 25.0 25.0 20.5 75.0 33.3 22.2 21.5 23.0 14.3 21.7 23.0

k

NET: Disagree 16 4 7 3 2 3 3 10 16 1 15 14 3 3 12

\_\_\_\_\_\_\_\_\_\_\_\_\_ 10.7 18.2 13.0 6.0 16.7 7.0 20.0 12.5 11.0 11.1 11.1 11.1 10.7 13.0 9.8

2 14 3 6 3 2 3 2 9 14 1 13 12 2 3 10

9.3 13.6 11.1 6.0 16.7 7.0 13.3 11.2 9.6 11.1 9.6 9.5 7.1 13.0 8.2

Strongly disagree 2 1 1 1 1 2 2 2 1 2

1.3 4.5 1.9 6.7 1.2 1.4 1.5 1.6 3.6 1.6

Don't Know 1 1 1 1 1 1 1

0.7 1.9 2.3 0.7 0.7 0.8 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 6.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_A Page 32

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_A. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Reading

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 132 12 15 50 45 10 38 12 71 11 129 3 6 8 118 111 24 22 106

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 88.0 100.0 68.2 92.6 90.0 83.3 88.4 80.0 88.8 91.7 88.4 75.0 100.0 88.9 87.4 88.1 85.7 95.7 86.9

Cde c c O

Very Important 90 10 9 35 28 8 26 10 45 9 88 2 5 7 78 76 18 17 69

60.0 83.3 40.9 64.8 56.0 66.7 60.5 66.7 56.2 75.0 60.3 50.0 83.3 77.8 57.8 60.3 64.3 73.9 56.6

Ce

4 42 2 6 15 17 2 12 2 26 2 41 1 1 1 40 35 6 5 37

28.0 16.7 27.3 27.8 34.0 16.7 27.9 13.3 32.5 16.7 28.1 25.0 16.7 11.1 29.6 27.8 21.4 21.7 30.3

Moderately Important 17 7 3 5 2 5 3 8 1 16 1 1 16 15 3 1 15

11.3 31.8 5.6 10.0 16.7 11.6 20.0 10.0 8.3 11.0 25.0 11.1 11.9 11.9 10.7 4.3 12.3

de

Don't Know 1 1 1 1 1 1 1

0.7 1.9 1.2 0.7 0.7 3.6 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_B Page 33

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_B. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Ability to interpret, use and create documents

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 99 5 13 37 35 9 33 8 52 6 97 2 3 5 91 86 15 15 82

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 66.0 41.7 59.1 68.5 70.0 75.0 76.7 53.3 65.0 50.0 66.4 50.0 50.0 55.6 67.4 68.3 53.6 65.2 67.2

Very Important 47 4 5 16 20 2 15 3 26 3 46 1 1 1 45 41 7 9 37

31.3 33.3 22.7 29.6 40.0 16.7 34.9 20.0 32.5 25.0 31.5 25.0 16.7 11.1 33.3 32.5 25.0 39.1 30.3

n

4 52 1 8 21 15 7 18 5 26 3 51 1 2 4 46 45 8 6 45

34.7 8.3 36.4 38.9 30.0 58.3 41.9 33.3 32.5 25.0 34.9 25.0 33.3 44.4 34.1 35.7 28.6 26.1 36.9

b B b B

Moderately Important 45 6 9 16 13 1 10 7 22 6 43 2 3 3 39 37 11 7 35

30.0 50.0 40.9 29.6 26.0 8.3 23.3 46.7 27.5 50.0 29.5 50.0 50.0 33.3 28.9 29.4 39.3 30.4 28.7

f f f

NET: Not Important 5 1 2 2 5 5 1 4 3 1 1 4

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 3.3 8.3 4.0 16.7 6.2 3.4 11.1 3.0 2.4 3.6 4.3 3.3

2 5 1 2 2 5 5 1 4 3 1 1 4

3.3 8.3 4.0 16.7 6.2 3.4 11.1 3.0 2.4 3.6 4.3 3.3

Don't Know 1 1 1 1 1 1 1

0.7 1.9 1.2 0.7 0.7 3.6 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_C Page 34

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_C. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Basic understanding of numbers

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 124 12 12 51 41 8 38 14 64 8 122 2 4 9 111 105 24 18 101

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 82.7 100.0 54.5 94.4 82.0 66.7 88.4 93.3 80.0 66.7 83.6 50.0 66.7 100.0 82.2 83.3 85.7 78.3 82.8

CEf Cef c O

Very Important 81 7 8 35 27 4 28 10 38 5 81 3 7 71 70 12 14 66

54.0 58.3 36.4 64.8 54.0 33.3 65.1 66.7 47.5 41.7 55.5 50.0 77.8 52.6 55.6 42.9 60.9 54.1

cf

4 43 5 4 16 14 4 10 4 26 3 41 2 1 2 40 35 12 4 35

28.7 41.7 18.2 29.6 28.0 33.3 23.3 26.7 32.5 25.0 28.1 50.0 16.7 22.2 29.6 27.8 42.9 17.4 28.7

Moderately Important 21 9 3 6 3 4 1 12 4 19 2 2 19 17 3 2 19

14.0 40.9 5.6 12.0 25.0 9.3 6.7 15.0 33.3 13.0 50.0 33.3 14.1 13.5 10.7 8.7 15.6

De

NET: Not Important 5 1 3 1 1 4 5 5 4 1 3 2

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 3.3 4.5 6.0 8.3 2.3 5.0 3.4 3.7 3.2 3.6 13.0 1.6

2 3 1 2 1 2 3 3 2 1 1 2

2.0 4.5 4.0 2.3 2.5 2.1 2.2 1.6 3.6 4.3 1.6

Not important at all 2 1 1 2 2 2 2 2

1.3 2.0 8.3 2.5 1.4 1.5 1.6 8.7

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_D Page 35

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_D. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Writing

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 113 10 12 44 39 8 36 10 57 10 110 3 6 6 101 94 22 16 92

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 75.3 83.3 54.5 81.5 78.0 66.7 83.7 66.7 71.2 83.3 75.3 75.0 100.0 66.7 74.8 74.6 78.6 69.6 75.4

c nO

Very Important 70 7 7 28 22 6 21 7 35 7 68 2 3 4 63 58 12 15 53

46.7 58.3 31.8 51.9 44.0 50.0 48.8 46.7 43.8 58.3 46.6 50.0 50.0 44.4 46.7 46.0 42.9 65.2 43.4

s

4 43 3 5 16 17 2 15 3 22 3 42 1 3 2 38 36 10 1 39

28.7 25.0 22.7 29.6 34.0 16.7 34.9 20.0 27.5 25.0 28.8 25.0 50.0 22.2 28.1 28.6 35.7 4.3 32.0

R

Moderately Important 28 1 6 9 9 3 5 4 18 1 27 1 2 26 23 6 5 23

18.7 8.3 27.3 16.7 18.0 25.0 11.6 26.7 22.5 8.3 18.5 25.0 22.2 19.3 18.3 21.4 21.7 18.9

NET: Not Important 9 1 4 1 2 1 2 1 5 1 9 1 8 9 2 7

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 6.0 8.3 18.2 1.9 4.0 8.3 4.7 6.7 6.2 8.3 6.2 11.1 5.9 7.1 8.7 5.7

2 9 1 4 1 2 1 2 1 5 1 9 1 8 9 2 7

6.0 8.3 18.2 1.9 4.0 8.3 4.7 6.7 6.2 8.3 6.2 11.1 5.9 7.1 8.7 5.7

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_E Page 36

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_E. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Oral communication

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 140 11 19 52 48 10 41 14 74 11 137 3 6 7 127 116 27 23 112

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 93.3 91.7 86.4 96.3 96.0 83.3 95.3 93.3 92.5 91.7 93.8 75.0 100.0 77.8 94.1 92.1 96.4 100.0 91.8

O S

Very Important 91 7 10 37 31 6 28 9 47 7 89 2 3 6 82 77 16 17 72

60.7 58.3 45.5 68.5 62.0 50.0 65.1 60.0 58.8 58.3 61.0 50.0 50.0 66.7 60.7 61.1 57.1 73.9 59.0

4 49 4 9 15 17 4 13 5 27 4 48 1 3 1 45 39 11 6 40

32.7 33.3 40.9 27.8 34.0 33.3 30.2 33.3 33.8 33.3 32.9 25.0 50.0 11.1 33.3 31.0 39.3 26.1 32.8

n

Moderately Important 8 2 2 2 2 1 6 1 7 1 1 7 8 8

5.3 9.1 3.7 4.0 16.7 2.3 7.5 8.3 4.8 25.0 11.1 5.2 6.3 6.6

NET: Not Important 2 1 1 1 1 2 1 1 2 1 2

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 1.3 8.3 4.5 2.3 6.7 1.4 11.1 0.7 1.6 3.6 1.6

2 1 1 1 1 1 1 1

0.7 4.5 6.7 0.7 0.7 0.8 0.8

Not important at all 1 1 1 1 1 1 1 1

0.7 8.3 2.3 0.7 11.1 0.8 3.6 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_F Page 37

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_F. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Working with others

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 145 12 22 52 47 12 42 15 76 12 141 4 6 9 130 121 27 23 117

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 96.7 100.0 100.0 96.3 94.0 100.0 97.7 100.0 95.0 100.0 96.6 100.0 100.0 100.0 96.3 96.0 96.4 100.0 95.9

i i k o o s

Very Important 101 7 16 39 30 9 31 11 52 7 99 2 3 6 92 86 17 18 81

67.3 58.3 72.7 72.2 60.0 75.0 72.1 73.3 65.0 58.3 67.8 50.0 50.0 66.7 68.1 68.3 60.7 78.3 66.4

4 44 5 6 13 17 3 11 4 24 5 42 2 3 3 38 35 10 5 36

29.3 41.7 27.3 24.1 34.0 25.0 25.6 26.7 30.0 41.7 28.8 50.0 50.0 33.3 28.1 27.8 35.7 21.7 29.5

Moderately Important 5 2 3 1 4 5 5 5 1 5

3.3 3.7 6.0 2.3 5.0 3.4 3.7 4.0 3.6 4.1

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_G Page 38

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_G. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Continuous learning

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 126 9 18 45 43 11 36 14 64 12 124 2 5 9 112 111 20 20 101

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 84.0 75.0 81.8 83.3 86.0 91.7 83.7 93.3 80.0 100.0 84.9 50.0 83.3 100.0 83.0 88.1 71.4 87.0 82.8

GI O

Very Important 63 6 10 23 19 5 19 6 32 6 62 1 2 4 57 56 9 14 47

42.0 50.0 45.5 42.6 38.0 41.7 44.2 40.0 40.0 50.0 42.5 25.0 33.3 44.4 42.2 44.4 32.1 60.9 38.5

s

4 63 3 8 22 24 6 17 8 32 6 62 1 3 5 55 55 11 6 54

42.0 25.0 36.4 40.7 48.0 50.0 39.5 53.3 40.0 50.0 42.5 25.0 50.0 55.6 40.7 43.7 39.3 26.1 44.3

Moderately Important 22 2 4 9 6 1 7 1 14 20 2 1 21 14 7 2 20

14.7 16.7 18.2 16.7 12.0 8.3 16.3 6.7 17.5 13.7 50.0 16.7 15.6 11.1 25.0 8.7 16.4

NET: Not Important 2 1 1 2 2 2 1 1 1 1

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 1.3 8.3 2.0 2.5 1.4 1.5 0.8 3.6 4.3 0.8

2 2 1 1 2 2 2 1 1 1 1

1.3 8.3 2.0 2.5 1.4 1.5 0.8 3.6 4.3 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_H Page 39

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_H. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Thinking skills

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 142 12 19 52 48 11 42 14 75 11 139 3 6 9 127 118 28 23 114

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 94.7 100.0 86.4 96.3 96.0 91.7 97.7 93.3 93.8 91.7 95.2 75.0 100.0 100.0 94.1 93.7 100.0 100.0 93.4

O O P S

Very Important 103 7 11 41 37 7 33 10 54 6 102 1 5 7 91 87 20 19 81

68.7 58.3 50.0 75.9 74.0 58.3 76.7 66.7 67.5 50.0 69.9 25.0 83.3 77.8 67.4 69.0 71.4 82.6 66.4

c l

4 39 5 8 11 11 4 9 4 21 5 37 2 1 2 36 31 8 4 33

26.0 41.7 36.4 20.4 22.0 33.3 20.9 26.7 26.2 41.7 25.3 50.0 16.7 22.2 26.7 24.6 28.6 17.4 27.0

Moderately Important 8 3 2 2 1 1 1 5 1 7 1 8 8 8

5.3 13.6 3.7 4.0 8.3 2.3 6.7 6.2 8.3 4.8 25.0 5.9 6.3 6.6

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_I Page 40

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_H. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Computer use

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 114 8 19 44 36 7 32 10 62 10 112 2 6 7 101 98 20 17 92

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 76.0 66.7 86.4 81.5 72.0 58.3 74.4 66.7 77.5 83.3 76.7 50.0 100.0 77.8 74.8 77.8 71.4 73.9 75.4

O

Very Important 77 6 17 28 21 5 25 6 39 7 75 2 2 7 68 66 13 11 61

51.3 50.0 77.3 51.9 42.0 41.7 58.1 40.0 48.8 58.3 51.4 50.0 33.3 77.8 50.4 52.4 46.4 47.8 50.0

dEf

4 37 2 2 16 15 2 7 4 23 3 37 4 33 32 7 6 31

24.7 16.7 9.1 29.6 30.0 16.7 16.3 26.7 28.8 25.0 25.3 66.7 24.4 25.4 25.0 26.1 25.4

c c o

Moderately Important 27 3 3 8 12 1 10 5 11 1 26 1 2 25 22 6 4 23

18.0 25.0 13.6 14.8 24.0 8.3 23.3 33.3 13.8 8.3 17.8 25.0 22.2 18.5 17.5 21.4 17.4 18.9

NET: Not Important 9 1 2 2 4 1 7 1 8 1 9 6 2 2 7

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 6.0 8.3 3.7 4.0 33.3 2.3 8.8 8.3 5.5 25.0 6.7 4.8 7.1 8.7 5.7

de

2 8 1 1 2 4 1 6 1 7 1 8 6 1 2 6

5.3 8.3 1.9 4.0 33.3 2.3 7.5 8.3 4.8 25.0 5.9 4.8 3.6 8.7 4.9

de

Not important at all 1 1 1 1 1 1 1

0.7 1.9 1.2 0.7 0.7 3.6 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q12 Page 41

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q12. As an employer, do you plan to offer training for your employees that develops any of the skills mentioned in the previous

question?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 124 10 17 42 44 11 31 14 69 10 121 3 4 9 111 105 24 16 104

82.7 83.3 77.3 77.8 88.0 91.7 72.1 93.3 86.2 83.3 82.9 75.0 66.7 100.0 82.2 83.3 85.7 69.6 85.2

g O

No 25 2 5 12 5 1 11 1 11 2 24 1 2 23 20 4 6 18

16.7 16.7 22.7 22.2 10.0 8.3 25.6 6.7 13.8 16.7 16.4 25.0 33.3 17.0 15.9 14.3 26.1 14.8

h

Don't Know/Refused 1 1 1 1 1 1 1

0.7 2.0 2.3 0.7 0.7 0.8 4.3

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 1.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 2.00 2.00 2.00 2.00 3.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 1.00 2.00 2.00 2.00 3.00 2.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q13 Page 42

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q13. Why not?

===============================================================================================================================================

REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 25 2 5 12 5 1 11 1 11 2 24 1 2 23 20 4 6 18

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Hire skilled workers 13 1 2 8 1 1 7 1 5 13 13 9 3 4 9

52.0 50.0 40.0 66.7 20.0 100.0 63.6 100.0 45.5 54.2 56.5 45.0 75.0 66.7 50.0

e CdE gI

No need/Not neccesary 8 1 4 3 3 3 2 7 1 1 7 7 1 3 5

32.0 20.0 33.3 60.0 27.3 27.3 100.0 29.2 100.0 50.0 30.4 35.0 25.0 50.0 27.8

GI K

Lack of training funds 2 1 1 1 1 2 1 1 2 2

8.0 8.3 20.0 9.1 9.1 8.3 50.0 4.3 10.0 11.1

Don't know 2 1 1 1 1 2 2 2 2

8.0 50.0 20.0 9.1 9.1 8.3 8.7 10.0 11.1

No time for training 1 1 1 1 1 1

4.0 20.0 9.1 4.2 4.3 5.0

95TH PERCENTILE 99.00 99.00 99.00 3.00 3.00 3.00 99.00 3.00 99.00 2.00 99.00 2.00 2.00 99.00 99.00 3.00 3.00 99.00

99TH PERCENTILE 99.00 99.00 99.00 3.00 3.00 3.00 99.00 3.00 99.00 2.00 99.00 2.00 2.00 99.00 99.00 3.00 3.00 99.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q14 Page 43

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q14. In your opinion, who is primarily responsible for ensuring that Canada's workforce is well prepared to meet the economic

challenges of the coming decades? Would you say it is...

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Combination 50 5 12 16 15 2 13 3 29 5 48 2 2 2 46 44 5 5 41

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 33.3 41.7 54.5 29.6 30.0 16.7 30.2 20.0 36.2 41.7 32.9 50.0 33.3 22.2 34.1 34.9 17.9 21.7 33.6

def q

Combination 50 5 12 16 15 2 13 3 29 5 48 2 2 2 46 44 5 5 41

33.3 41.7 54.5 29.6 30.0 16.7 30.2 20.0 36.2 41.7 32.9 50.0 33.3 22.2 34.1 34.9 17.9 21.7 33.6

def q

NET: Individual 27 2 8 13 4 5 2 18 2 27 1 26 23 3 5 21

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 18.0 9.1 14.8 26.0 33.3 11.6 13.3 22.5 16.7 18.5 16.7 19.3 18.3 10.7 21.7 17.2

Each individual him or 27 2 8 13 4 5 2 18 2 27 1 26 23 3 5 21

herself 18.0 9.1 14.8 26.0 33.3 11.6 13.3 22.5 16.7 18.5 16.7 19.3 18.3 10.7 21.7 17.2

NET: Community/Schools 26 4 3 12 6 1 8 1 15 2 25 1 4 22 19 10 6 20

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 17.3 33.3 13.6 22.2 12.0 8.3 18.6 6.7 18.8 16.7 17.1 25.0 44.4 16.3 15.1 35.7 26.1 16.4

p

Schools 26 4 3 12 6 1 8 1 15 2 25 1 4 22 19 10 6 20

17.3 33.3 13.6 22.2 12.0 8.3 18.6 6.7 18.8 16.7 17.1 25.0 44.4 16.3 15.1 35.7 26.1 16.4

p

NET: Federal government 19 8 7 4 4 5 9 1 19 2 1 16 17 2 2 17

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 12.7 14.8 14.0 33.3 9.3 33.3 11.2 8.3 13.0 33.3 11.1 11.9 13.5 7.1 8.7 13.9

The federal government 19 8 7 4 4 5 9 1 19 2 1 16 17 2 2 17

12.7 14.8 14.0 33.3 9.3 33.3 11.2 8.3 13.0 33.3 11.1 11.9 13.5 7.1 8.7 13.9

NET: Other government 11 2 2 4 3 5 1 5 11 1 10 9 2 2 9

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 7.3 16.7 9.1 7.4 6.0 11.6 6.7 6.2 7.5 16.7 7.4 7.1 7.1 8.7 7.4

The provincial or 11 2 2 4 3 5 1 5 11 1 10 9 2 2 9

territorial government 7.3 16.7 9.1 7.4 6.0 11.6 6.7 6.2 7.5 16.7 7.4 7.1 7.1 8.7 7.4

NET: Employers 9 2 3 3 1 3 1 3 2 8 1 1 8 7 4 2 7

\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 6.0 9.1 5.6 6.0 8.3 7.0 6.7 3.8 16.7 5.5 25.0 11.1 5.9 5.6 14.3 8.7 5.7

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q14 Page 44

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q14. In your opinion, who is primarily responsible for ensuring that Canada's workforce is well prepared to meet the economic

challenges of the coming decades? Would you say it is...

===============================================================================================================================================

REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Employers 9 2 3 3 1 3 1 3 2 8 1 1 8 7 4 2 7

6.0 9.1 5.6 6.0 8.3 7.0 6.7 3.8 16.7 5.5 25.0 11.1 5.9 5.6 14.3 8.7 5.7

NET: Parents 8 1 1 3 3 5 2 1 8 1 7 7 2 1 7

\_\_\_\_\_\_\_\_\_\_\_\_ 5.3 8.3 4.5 5.6 6.0 11.6 13.3 1.2 5.5 11.1 5.2 5.6 7.1 4.3 5.7

i

Parents 8 1 1 3 3 5 2 1 8 1 7 7 2 1 7

5.3 8.3 4.5 5.6 6.0 11.6 13.3 1.2 5.5 11.1 5.2 5.6 7.1 4.3 5.7

i

95TH PERCENTILE 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00

99TH PERCENTILE 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q15 Page 45

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q15. Does your company currently participate in any workplace learning or training initiatives?

===============================================================================================================================================

REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 106 10 13 40 34 9 23 9 63 11 102 4 4 5 97 91 17 15 87

70.7 83.3 59.1 74.1 68.0 75.0 53.5 60.0 78.8 91.7 69.9 100.0 66.7 55.6 71.9 72.2 60.7 65.2 71.3

G Gh K

No 44 2 9 14 16 3 20 6 17 1 44 2 4 38 35 11 8 35

29.3 16.7 40.9 25.9 32.0 25.0 46.5 40.0 21.2 8.3 30.1 33.3 44.4 28.1 27.8 39.3 34.8 28.7

IJ j

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 1.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 1.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q16 Page 46

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q16. Which of the following types of training does your company participate in?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 10 13 40 34 9 23 9 63 11 102 4 4 5 97 91 17 15 87

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Attendance at trade 78 5 6 30 30 7 16 6 50 6 77 1 3 3 72 66 14 10 64

shows, seminars or 73.6 50.0 46.2 75.0 88.2 77.8 69.6 66.7 79.4 54.5 75.5 25.0 75.0 60.0 74.2 72.5 82.4 66.7 73.6

conferences bC l

Job coaching 77 6 11 24 31 5 13 6 49 9 74 3 2 2 73 68 11 10 64

72.6 60.0 84.6 60.0 91.2 55.6 56.5 66.7 77.8 81.8 72.5 75.0 50.0 40.0 75.3 74.7 64.7 66.7 73.6

Df

Webinars or online 69 6 6 30 22 5 17 5 41 6 68 1 2 5 62 57 14 8 57

training 65.1 60.0 46.2 75.0 64.7 55.6 73.9 55.6 65.1 54.5 66.7 25.0 50.0 100.0 63.9 62.6 82.4 53.3 65.5

mO

Job mentoring 67 8 6 20 26 7 16 5 40 6 65 2 3 4 60 58 11 10 54

63.2 80.0 46.2 50.0 76.5 77.8 69.6 55.6 63.5 54.5 63.7 50.0 75.0 80.0 61.9 63.7 64.7 66.7 62.1

d d

Course work through 63 7 7 20 22 7 12 4 39 8 61 2 4 1 58 53 9 12 47

accredited schools, 59.4 70.0 53.8 50.0 64.7 77.8 52.2 44.4 61.9 72.7 59.8 50.0 100.0 20.0 59.8 58.2 52.9 80.0 54.0

universities and NO n s

colleges

Job shadowing 62 6 8 18 24 6 10 6 38 8 59 3 3 3 56 54 10 11 49

58.5 60.0 61.5 45.0 70.6 66.7 43.5 66.7 60.3 72.7 57.8 75.0 75.0 60.0 57.7 59.3 58.8 73.3 56.3

d

Self-directed study 56 8 2 21 21 4 13 5 33 5 56 2 2 52 47 11 6 46

52.8 80.0 15.4 52.5 61.8 44.4 56.5 55.6 52.4 45.5 54.9 50.0 40.0 53.6 51.6 64.7 40.0 52.9

C C C

Lunch and learns 52 4 7 19 19 3 10 5 33 4 51 1 1 3 48 45 8 7 41

49.1 40.0 53.8 47.5 55.9 33.3 43.5 55.6 52.4 36.4 50.0 25.0 25.0 60.0 49.5 49.5 47.1 46.7 47.1

Apprenticeship 51 5 8 16 16 6 12 4 30 5 48 3 2 2 47 46 5 8 42

48.1 50.0 61.5 40.0 47.1 66.7 52.2 44.4 47.6 45.5 47.1 75.0 50.0 40.0 48.5 50.5 29.4 53.3 48.3

Job rotation 36 4 4 12 14 2 5 5 24 2 34 2 1 35 30 8 3 32

34.0 40.0 30.8 30.0 41.2 22.2 21.7 55.6 38.1 18.2 33.3 50.0 20.0 36.1 33.0 47.1 20.0 36.8

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q16 Page 47

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q16. Which of the following types of training does your company participate in?

===============================================================================================================================================

REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 10 13 40 34 9 23 9 63 11 102 4 4 5 97 91 17 15 87

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

95TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 9.00 10.00 10.00 10.00 10.00 10.00

99TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17\_A Page 48

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17\_A. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Financial incentives

===============================================================================================================================================

REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 10 13 40 34 9 23 9 63 11 102 4 4 5 97 91 17 15 87

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 58 8 6 15 24 5 12 5 34 7 57 1 3 3 52 52 6 5 50

54.7 80.0 46.2 37.5 70.6 55.6 52.2 55.6 54.0 63.6 55.9 25.0 75.0 60.0 53.6 57.1 35.3 33.3 57.5

D D

No 46 2 7 23 10 4 10 4 28 4 43 3 1 2 43 39 10 10 36

43.4 20.0 53.8 57.5 29.4 44.4 43.5 44.4 44.4 36.4 42.2 75.0 25.0 40.0 44.3 42.9 58.8 66.7 41.4

be

Don't Know/Refused 2 2 1 1 2 2 1 1

1.9 5.0 4.3 1.6 2.0 2.1 5.9 1.1

95TH PERCENTILE 2.00 2.00 2.00 2.50 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00

99TH PERCENTILE 3.00 2.00 2.00 3.00 2.00 2.00 3.00 2.00 3.00 2.00 3.00 2.00 2.00 2.00 3.00 2.00 3.00 2.00 3.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17\_B Page 49

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17\_B. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Training leave with pay

===============================================================================================================================================

REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- -------

(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 10 13 40 34 9 23 9 63 11 102 4 4 5 97 91 17 15 87

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 53 6 5 14 23 5 12 4 32 5 50 3 3 3 47 46 9 5 46

50.0 60.0 38.5 35.0 67.6 55.6 52.2 44.4 50.8 45.5 49.0 75.0 75.0 60.0 48.5 50.5 52.9 33.3 52.9

D

No 52 4 8 25 11 4 11 5 30 6 51 1 1 2 49 44 8 10 40

49.1 40.0 61.5 62.5 32.4 44.4 47.8 55.6 47.6 54.5 50.0 25.0 25.0 40.0 50.5 48.4 47.1 66.7 46.0

E

Don't Know/Refused 1 1 1 1 1 1 1

0.9 2.5 1.6 1.0 1.0 1.1 1.1

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 2.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 3.00 3.00 2.00 2.00 3.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17\_C Page 50

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17\_C. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Training leave without pay

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 10 13 40 34 9 23 9 63 11 102 4 4 5 97 91 17 15 87

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 55 7 9 16 21 2 9 4 36 6 51 4 2 2 51 48 7 9 43

51.9 70.0 69.2 40.0 61.8 22.2 39.1 44.4 57.1 54.5 50.0 100.0 50.0 40.0 52.6 52.7 41.2 60.0 49.4

f f f K

No 49 3 4 22 13 7 13 5 26 5 49 2 3 44 42 10 6 42

46.2 30.0 30.8 55.0 38.2 77.8 56.5 55.6 41.3 45.5 48.0 50.0 60.0 45.4 46.2 58.8 40.0 48.3

bce

Don't Know/Refused 2 2 1 1 2 2 1 2

1.9 5.0 4.3 1.6 2.0 2.1 1.1 2.3

95TH PERCENTILE 2.00 2.00 2.00 2.50 2.00 2.00 2.00 2.00 2.00 2.00 2.00 1.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 3.00 2.00 2.00 3.00 2.00 2.00 3.00 2.00 3.00 2.00 3.00 1.00 2.00 2.00 3.00 3.00 2.00 2.00 3.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17\_C2 Page 51

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17\_C2. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Flexible working arrangements

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 10 13 40 34 9 23 9 63 11 102 4 4 5 97 91 17 15 87

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 86 9 10 30 31 6 19 8 52 7 83 3 4 4 78 73 14 11 72

81.1 90.0 76.9 75.0 91.2 66.7 82.6 88.9 82.5 63.6 81.4 75.0 100.0 80.0 80.4 80.2 82.4 73.3 82.8

O

No 20 1 3 10 3 3 4 1 11 4 19 1 1 19 18 3 4 15

18.9 10.0 23.1 25.0 8.8 33.3 17.4 11.1 17.5 36.4 18.6 25.0 20.0 19.6 19.8 17.6 26.7 17.2

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 1.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 1.00 2.00 2.00 2.00 2.00 2.00 2.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17\_D Page 52

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17\_D. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Individual training plans

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 10 13 40 34 9 23 9 63 11 102 4 4 5 97 91 17 15 87

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 60 5 7 23 21 4 8 5 36 11 57 3 2 3 55 52 10 11 45

56.6 50.0 53.8 57.5 61.8 44.4 34.8 55.6 57.1 100.0 55.9 75.0 50.0 60.0 56.7 57.1 58.8 73.3 51.7

GHI

No 46 5 6 17 13 5 15 4 27 45 1 2 2 42 39 7 4 42

43.4 50.0 46.2 42.5 38.2 55.6 65.2 44.4 42.9 44.1 25.0 50.0 40.0 43.3 42.9 41.2 26.7 48.3

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 1.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 1.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17\_E Page 53

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17\_E. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Training specifically directed at older workers on your staff

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 10 13 40 34 9 23 9 63 11 102 4 4 5 97 91 17 15 87

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 24 2 4 6 11 1 4 2 15 3 23 1 1 23 21 5 6 18

22.6 20.0 30.8 15.0 32.4 11.1 17.4 22.2 23.8 27.3 22.5 25.0 20.0 23.7 23.1 29.4 40.0 20.7

No 82 8 9 34 23 8 19 7 48 8 79 3 4 4 74 70 12 9 69

77.4 80.0 69.2 85.0 67.6 88.9 82.6 77.8 76.2 72.7 77.5 75.0 100.0 80.0 76.3 76.9 70.6 60.0 79.3

O

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17\_F Page 54

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17\_F. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Training specifically directed at newcomers to Canada on your staff

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 10 13 40 34 9 23 9 63 11 102 4 4 5 97 91 17 15 87

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 20 1 5 6 8 1 3 13 3 20 1 19 20 1 4 15

18.9 10.0 38.5 15.0 23.5 4.3 33.3 20.6 27.3 19.6 25.0 19.6 22.0 5.9 26.7 17.2

g q

No 86 9 8 34 26 9 22 6 50 8 82 4 3 5 78 71 16 11 72

81.1 90.0 61.5 85.0 76.5 100.0 95.7 66.7 79.4 72.7 80.4 100.0 75.0 100.0 80.4 78.0 94.1 73.3 82.8

CDE i K O p

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17\_G Page 55

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17\_G. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Training specifically directed at new graduates coming into your company

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 10 13 40 34 9 23 9 63 11 102 4 4 5 97 91 17 15 87

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 45 8 6 10 18 3 11 4 26 4 44 1 2 43 40 6 7 36

42.5 80.0 46.2 25.0 52.9 33.3 47.8 44.4 41.3 36.4 43.1 25.0 40.0 44.3 44.0 35.3 46.7 41.4

Df d

No 59 2 7 28 16 6 11 5 36 7 56 3 4 3 52 51 10 8 50

55.7 20.0 53.8 70.0 47.1 66.7 47.8 55.6 57.1 63.6 54.9 75.0 100.0 60.0 53.6 56.0 58.8 53.3 57.5

Be b O

Don't Know/Refused 2 2 1 1 2 2 1 1

1.9 5.0 4.3 1.6 2.0 2.1 5.9 1.1

95TH PERCENTILE 2.00 2.00 2.00 2.50 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00

99TH PERCENTILE 3.00 2.00 2.00 3.00 2.00 2.00 3.00 2.00 3.00 2.00 3.00 2.00 2.00 2.00 3.00 2.00 3.00 2.00 3.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17SUM Page 56

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17SUM. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 103 10 13 38 34 8 21 9 62 11 99 4 4 5 94 88 17 14 85

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Financial incentives 58 8 6 15 24 5 12 5 34 7 57 1 3 3 52 52 6 5 50

56.3 80.0 46.2 39.5 70.6 62.5 57.1 55.6 54.8 63.6 57.6 25.0 75.0 60.0 55.3 59.1 35.3 35.7 58.8

D D

Training leave with pay 53 6 5 14 23 5 12 4 32 5 50 3 3 3 47 46 9 5 46

51.5 60.0 38.5 36.8 67.6 62.5 57.1 44.4 51.6 45.5 50.5 75.0 75.0 60.0 50.0 52.3 52.9 35.7 54.1

D

Training leave without 55 7 9 16 21 2 9 4 36 6 51 4 2 2 51 48 7 9 43

pay 53.4 70.0 69.2 42.1 61.8 25.0 42.9 44.4 58.1 54.5 51.5 100.0 50.0 40.0 54.3 54.5 41.2 64.3 50.6

f f f K

Flexible working 86 9 10 30 31 6 19 8 52 7 83 3 4 4 78 73 14 11 72

arrangements 83.5 90.0 76.9 78.9 91.2 75.0 90.5 88.9 83.9 63.6 83.8 75.0 100.0 80.0 83.0 83.0 82.4 78.6 84.7

O

Individual training 60 5 7 23 21 4 8 5 36 11 57 3 2 3 55 52 10 11 45

plans 58.3 50.0 53.8 60.5 61.8 50.0 38.1 55.6 58.1 100.0 57.6 75.0 50.0 60.0 58.5 59.1 58.8 78.6 52.9

GHI s

Training specifically 24 2 4 6 11 1 4 2 15 3 23 1 1 23 21 5 6 18

directed at older 23.3 20.0 30.8 15.8 32.4 12.5 19.0 22.2 24.2 27.3 23.2 25.0 20.0 24.5 23.9 29.4 42.9 21.2

workers on your staff

Training specifically 20 1 5 6 8 1 3 13 3 20 1 19 20 1 4 15

directed at newcomers to 19.4 10.0 38.5 15.8 23.5 4.8 33.3 21.0 27.3 20.2 25.0 20.2 22.7 5.9 28.6 17.6

Canada on your staff g q

Training specifically 45 8 6 10 18 3 11 4 26 4 44 1 2 43 40 6 7 36

directed at new 43.7 80.0 46.2 26.3 52.9 37.5 52.4 44.4 41.9 36.4 44.4 25.0 40.0 45.7 45.5 35.3 50.0 42.4

graduates coming into Df d

your company

95TH PERCENTILE 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00

99TH PERCENTILE 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q18 Page 57

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q18. Approximately what percentage of your overall business revenues is allocated to training?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 10 13 40 34 9 23 9 63 11 102 4 4 5 97 91 17 15 87

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

1% or less 21 2 2 6 7 4 6 2 12 1 21 1 20 19 2 4 17

19.8 20.0 15.4 15.0 20.6 44.4 26.1 22.2 19.0 9.1 20.6 25.0 20.6 20.9 11.8 26.7 19.5

2-5% 23 1 7 10 4 1 4 3 15 1 20 3 1 1 21 19 4 1 22

21.7 10.0 53.8 25.0 11.8 11.1 17.4 33.3 23.8 9.1 19.6 75.0 25.0 20.0 21.6 20.9 23.5 6.7 25.3

BEf k r

More than 5% 21 1 3 6 10 1 4 3 10 4 20 1 21 19 2 5 16

19.8 10.0 23.1 15.0 29.4 11.1 17.4 33.3 15.9 36.4 19.6 25.0 21.6 20.9 11.8 33.3 18.4

DK/REF 41 6 1 18 13 3 9 1 26 5 41 2 4 35 34 9 5 32

38.7 60.0 7.7 45.0 38.2 33.3 39.1 11.1 41.3 45.5 40.2 50.0 80.0 36.1 37.4 52.9 33.3 36.8

C C C h o

MEAN 6.54 4.25 10.58 5.00 7.29 3.00 3.93 5.12 5.49 21.00 6.66 4.75 2.50 4.00 6.71 6.84 4.38 9.80 5.95

S.D. i

S.E. 12.15 4.27 25.15 4.87 8.66 3.85 3.63 4.16 7.38 34.00 12.51 3.77 3.54 0.00 12.41 12.89 3.74 12.33 12.13

1.51 2.14 7.26 1.04 1.89 1.57 0.97 1.47 1.21 13.88 1.60 1.89 2.50 0.00 1.58 1.71 1.32 3.90 1.64

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q19 Page 58

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q19. Do you anticipate that your training budget, as a percentage of overall business revenues, will increase, decrease or stay

about the same over the next 5 years?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 10 13 40 34 9 23 9 63 11 102 4 4 5 97 91 17 15 87

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Increase 48 5 7 15 16 5 9 3 31 5 45 3 1 1 46 41 8 9 38

\_\_\_\_\_\_\_\_\_\_\_\_\_ 45.3 50.0 53.8 37.5 47.1 55.6 39.1 33.3 49.2 45.5 44.1 75.0 25.0 20.0 47.4 45.1 47.1 60.0 43.7

Significantly 10 1 2 2 5 3 5 2 10 1 9 10 1 2 8

9.4 10.0 15.4 5.0 14.7 13.0 7.9 18.2 9.8 25.0 9.3 11.0 5.9 13.3 9.2

Somewhat 38 4 5 13 11 5 6 3 26 3 35 3 1 37 31 7 7 30

35.8 40.0 38.5 32.5 32.4 55.6 26.1 33.3 41.3 27.3 34.3 75.0 20.0 38.1 34.1 41.2 46.7 34.5

Stayed the same 49 2 6 21 16 4 12 5 26 6 48 1 3 3 43 44 6 5 41

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 46.2 20.0 46.2 52.5 47.1 44.4 52.2 55.6 41.3 54.5 47.1 25.0 75.0 60.0 44.3 48.4 35.3 33.3 47.1

b

NET: Decrease 2 1 1 1 1 2 1 1 2 1 2

\_\_\_\_\_\_\_\_\_\_\_\_\_ 1.9 10.0 2.9 4.3 11.1 2.0 20.0 1.0 2.2 5.9 2.3

Significantly 1 1 1 1 1 1 1 1

0.9 10.0 4.3 1.0 20.0 1.1 5.9 1.1

Somewhat 1 1 1 1 1 1 1

0.9 2.9 11.1 1.0 1.0 1.1 1.1

Don't know 7 2 4 1 1 6 7 7 4 2 1 6

6.6 20.0 10.0 2.9 4.3 9.5 6.9 7.2 4.4 11.8 6.7 6.9

95TH PERCENTILE 3.00 99.00 2.00 99.00 2.00 2.00 3.00 3.00 99.00 2.00 3.00 2.00 2.00 3.00 3.00 2.00 99.00 2.00 3.00

99TH PERCENTILE 99.00 99.00 2.00 99.00 99.00 2.00 99.00 3.00 99.00 2.00 99.00 2.00 2.00 3.00 99.00 99.00 99.00 99.00 99.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q20 Page 59

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q20. How likely is it that your business will implement any workplace learning or training initiatives over the next two to five

years? Is it..

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 44 2 9 14 16 3 20 6 17 1 44 2 4 38 35 11 8 35

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Likely 28 1 4 10 10 3 12 5 11 28 1 4 23 23 6 6 22

\_\_\_\_\_\_\_\_\_\_\_ 63.6 50.0 44.4 71.4 62.5 100.0 60.0 83.3 64.7 63.6 50.0 100.0 60.5 65.7 54.5 75.0 62.9

CdE O

Very likely 10 1 1 3 3 2 2 8 10 2 8 7 3 3 7

22.7 50.0 11.1 21.4 18.8 66.7 33.3 47.1 22.7 50.0 21.1 20.0 27.3 37.5 20.0

Somewhat likely 18 3 7 7 1 12 3 3 18 1 2 15 16 3 3 15

40.9 33.3 50.0 43.8 33.3 60.0 50.0 17.6 40.9 50.0 50.0 39.5 45.7 27.3 37.5 42.9

I

NET: Not likely 16 1 5 4 6 8 1 6 1 16 1 15 12 5 2 13

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 36.4 50.0 55.6 28.6 37.5 40.0 16.7 35.3 100.0 36.4 50.0 39.5 34.3 45.5 25.0 37.1

GHI

Not very likely 12 1 3 4 4 6 1 4 1 12 1 11 9 4 2 10

27.3 50.0 33.3 28.6 25.0 30.0 16.7 23.5 100.0 27.3 50.0 28.9 25.7 36.4 25.0 28.6

GHI

No likely at all 4 2 2 2 2 4 4 3 1 3

9.1 22.2 12.5 10.0 11.8 9.1 10.5 8.6 9.1 8.6

95TH PERCENTILE 4.00 3.00 4.00 3.00 4.00 2.00 4.00 3.00 4.00 3.00 4.00 3.00 2.00 4.00 4.00 4.00 3.00 4.00

99TH PERCENTILE 4.00 3.00 4.00 3.00 4.00 2.00 4.00 3.00 4.00 3.00 4.00 3.00 2.00 4.00 4.00 4.00 3.00 4.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_A Page 60

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_A. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- increases employee morale and job satisfaction

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 127 11 20 43 42 11 33 15 68 11 123 4 5 7 115 110 21 23 100

\_\_\_\_\_\_\_\_\_\_ 84.7 91.7 90.9 79.6 84.0 91.7 76.7 100.0 85.0 91.7 84.2 100.0 83.3 77.8 85.2 87.3 75.0 100.0 82.0

GI K S

Strongly agree 55 4 7 20 21 3 18 4 29 4 53 2 1 3 51 47 10 12 43

36.7 33.3 31.8 37.0 42.0 25.0 41.9 26.7 36.2 33.3 36.3 50.0 16.7 33.3 37.8 37.3 35.7 52.2 35.2

4 72 7 13 23 21 8 15 11 39 7 70 2 4 4 64 63 11 11 57

48.0 58.3 59.1 42.6 42.0 66.7 34.9 73.3 48.8 58.3 47.9 50.0 66.7 44.4 47.4 50.0 39.3 47.8 46.7

G

Neither agree nor 20 1 2 8 8 1 9 11 20 2 18 15 5 19

disagree 13.3 8.3 9.1 14.8 16.0 8.3 20.9 13.8 13.7 22.2 13.3 11.9 17.9 15.6

NET: Disagree 2 2 1 1 2 1 1 1 1 2

\_\_\_\_\_\_\_\_\_\_\_\_\_ 1.3 3.7 2.3 8.3 1.4 16.7 0.7 0.8 3.6 1.6

Strongly disagree 2 2 1 1 2 1 1 1 1 2

1.3 3.7 2.3 8.3 1.4 16.7 0.7 0.8 3.6 1.6

Don't Know 1 1 1 1 1 1 1

0.7 1.9 1.2 0.7 0.7 3.6 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_B Page 61

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_B. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- increases employee motivation

===============================================================================================================================================

REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 121 10 20 40 43 8 29 13 68 11 117 4 4 7 110 102 23 20 96

\_\_\_\_\_\_\_\_\_\_ 80.7 83.3 90.9 74.1 86.0 66.7 67.4 86.7 85.0 91.7 80.1 100.0 66.7 77.8 81.5 81.0 82.1 87.0 78.7

d g g K

Strongly agree 53 6 8 18 19 2 15 3 29 6 50 3 2 3 48 44 10 12 40

35.3 50.0 36.4 33.3 38.0 16.7 34.9 20.0 36.2 50.0 34.2 75.0 33.3 33.3 35.6 34.9 35.7 52.2 32.8

4 68 4 12 22 24 6 14 10 39 5 67 1 2 4 62 58 13 8 56

45.3 33.3 54.5 40.7 48.0 50.0 32.6 66.7 48.8 41.7 45.9 25.0 33.3 44.4 45.9 46.0 46.4 34.8 45.9

g

Neither agree nor 27 2 2 13 6 4 13 2 12 27 1 2 24 24 3 3 24

disagree 18.0 16.7 9.1 24.1 12.0 33.3 30.2 13.3 15.0 18.5 16.7 22.2 17.8 19.0 10.7 13.0 19.7

NET: Disagree 2 1 1 1 1 2 1 1 2 2

\_\_\_\_\_\_\_\_\_\_\_\_\_ 1.3 1.9 2.0 2.3 8.3 1.4 16.7 0.7 7.1 1.6

2 1 1 1 1 1 1 1

0.7 2.0 2.3 0.7 0.7 3.6 0.8

Strongly disagree 1 1 1 1 1 1 1

0.7 1.9 8.3 0.7 16.7 3.6 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_C Page 62

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_C. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- increases business process efficiencies

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 127 11 20 44 43 9 36 14 67 10 123 4 4 8 115 107 22 23 100

\_\_\_\_\_\_\_\_\_\_ 84.7 91.7 90.9 81.5 86.0 75.0 83.7 93.3 83.8 83.3 84.2 100.0 66.7 88.9 85.2 84.9 78.6 100.0 82.0

K S

Strongly agree 66 5 8 22 26 5 18 4 38 6 64 2 1 5 60 57 10 17 48

44.0 41.7 36.4 40.7 52.0 41.7 41.9 26.7 47.5 50.0 43.8 50.0 16.7 55.6 44.4 45.2 35.7 73.9 39.3

S

4 61 6 12 22 17 4 18 10 29 4 59 2 3 3 55 50 12 6 52

40.7 50.0 54.5 40.7 34.0 33.3 41.9 66.7 36.2 33.3 40.4 50.0 50.0 33.3 40.7 39.7 42.9 26.1 42.6

i

Neither agree nor 19 1 2 7 7 2 6 1 11 1 19 1 1 17 17 4 18

disagree 12.7 8.3 9.1 13.0 14.0 16.7 14.0 6.7 13.8 8.3 13.0 16.7 11.1 12.6 13.5 14.3 14.8

NET: Disagree 3 2 1 1 1 1 3 1 2 2 1 3

\_\_\_\_\_\_\_\_\_\_\_\_\_ 2.0 3.7 8.3 2.3 1.2 8.3 2.1 16.7 1.5 1.6 3.6 2.5

Strongly disagree 3 2 1 1 1 1 3 1 2 2 1 3

2.0 3.7 8.3 2.3 1.2 8.3 2.1 16.7 1.5 1.6 3.6 2.5

Don't Know 1 1 1 1 1 1 1

0.7 1.9 1.2 0.7 0.7 3.6 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_D Page 63

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_D. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- improves performance

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 136 12 21 46 46 11 37 15 73 11 132 4 4 8 124 116 25 22 110

\_\_\_\_\_\_\_\_\_\_ 90.7 100.0 95.5 85.2 92.0 91.7 86.0 100.0 91.2 91.7 90.4 100.0 66.7 88.9 91.9 92.1 89.3 95.7 90.2

De GI K

Strongly agree 71 6 11 25 23 6 20 4 42 5 68 3 3 4 64 59 14 15 55

47.3 50.0 50.0 46.3 46.0 50.0 46.5 26.7 52.5 41.7 46.6 75.0 50.0 44.4 47.4 46.8 50.0 65.2 45.1

h

4 65 6 10 21 23 5 17 11 31 6 64 1 1 4 60 57 11 7 55

43.3 50.0 45.5 38.9 46.0 41.7 39.5 73.3 38.8 50.0 43.8 25.0 16.7 44.4 44.4 45.2 39.3 30.4 45.1

gI

Neither agree nor 13 1 7 4 1 6 7 13 1 1 11 10 2 1 11

disagree 8.7 4.5 13.0 8.0 8.3 14.0 8.8 8.9 16.7 11.1 8.1 7.9 7.1 4.3 9.0

NET: Disagree 1 1 1 1 1 1 1

\_\_\_\_\_\_\_\_\_\_\_\_\_ 0.7 1.9 8.3 0.7 16.7 3.6 0.8

Strongly disagree 1 1 1 1 1 1 1

0.7 1.9 8.3 0.7 16.7 3.6 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_E Page 64

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_E. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- increases our capacity to adopt new technologies and methods

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 126 11 19 40 45 11 34 14 67 11 122 4 4 8 114 109 21 19 104

\_\_\_\_\_\_\_\_\_\_ 84.0 91.7 86.4 74.1 90.0 91.7 79.1 93.3 83.8 91.7 83.6 100.0 66.7 88.9 84.4 86.5 75.0 82.6 85.2

d K

Strongly agree 60 4 10 19 21 6 19 5 35 1 59 1 2 5 53 52 11 9 50

40.0 33.3 45.5 35.2 42.0 50.0 44.2 33.3 43.8 8.3 40.4 25.0 33.3 55.6 39.3 41.3 39.3 39.1 41.0

J J

4 66 7 9 21 24 5 15 9 32 10 63 3 2 3 61 57 10 10 54

44.0 58.3 40.9 38.9 48.0 41.7 34.9 60.0 40.0 83.3 43.2 75.0 33.3 33.3 45.2 45.2 35.7 43.5 44.3

GI

Neither agree nor 22 1 3 13 5 8 1 13 22 1 1 20 16 6 4 16

disagree 14.7 8.3 13.6 24.1 10.0 18.6 6.7 16.2 15.1 16.7 11.1 14.8 12.7 21.4 17.4 13.1

NET: Disagree 2 1 1 1 1 2 1 1 1 1 2

\_\_\_\_\_\_\_\_\_\_\_\_\_ 1.3 1.9 8.3 2.3 8.3 1.4 16.7 0.7 0.8 3.6 1.6

2 1 1 1 1 1 1 1

0.7 8.3 2.3 0.7 0.7 0.8 0.8

Strongly disagree 1 1 1 1 1 1 1

0.7 1.9 8.3 0.7 16.7 3.6 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_F Page 65

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_F. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- leads to innovation in strategies and products

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 113 11 14 38 40 10 30 13 59 11 110 3 4 6 103 99 19 19 90

\_\_\_\_\_\_\_\_\_\_ 75.3 91.7 63.6 70.4 80.0 83.3 69.8 86.7 73.8 91.7 75.3 75.0 66.7 66.7 76.3 78.6 67.9 82.6 73.8

cd g

Strongly agree 49 5 9 16 14 5 17 4 26 2 48 1 1 4 44 43 7 9 39

32.7 41.7 40.9 29.6 28.0 41.7 39.5 26.7 32.5 16.7 32.9 25.0 16.7 44.4 32.6 34.1 25.0 39.1 32.0

4 64 6 5 22 26 5 13 9 33 9 62 2 3 2 59 56 12 10 51

42.7 50.0 22.7 40.7 52.0 41.7 30.2 60.0 41.2 75.0 42.5 50.0 50.0 22.2 43.7 44.4 42.9 43.5 41.8

c g Gi

Neither agree nor 30 1 7 13 8 1 12 2 16 30 1 3 26 23 6 2 27

disagree 20.0 8.3 31.8 24.1 16.0 8.3 27.9 13.3 20.0 20.5 16.7 33.3 19.3 18.3 21.4 8.7 22.1

NET: Disagree 6 1 2 2 1 1 4 1 5 1 1 5 4 2 2 4

\_\_\_\_\_\_\_\_\_\_\_\_\_ 4.0 4.5 3.7 4.0 8.3 2.3 5.0 8.3 3.4 25.0 16.7 3.7 3.2 7.1 8.7 3.3

2 4 1 1 2 4 3 1 4 3 1 2 2

2.7 4.5 1.9 4.0 5.0 2.1 25.0 3.0 2.4 3.6 8.7 1.6

Strongly disagree 2 1 1 1 1 2 1 1 1 1 2

1.3 1.9 8.3 2.3 8.3 1.4 16.7 0.7 0.8 3.6 1.6

Don't Know 1 1 1 1 1 1 1

0.7 1.9 1.2 0.7 0.7 3.6 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_G Page 66

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_G. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- reduces employee turnover

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 105 6 17 34 40 8 26 14 58 7 102 3 1 6 98 91 18 16 86

\_\_\_\_\_\_\_\_\_\_ 70.0 50.0 77.3 63.0 80.0 66.7 60.5 93.3 72.5 58.3 69.9 75.0 16.7 66.7 72.6 72.2 64.3 69.6 70.5

d Gij m M

Strongly agree 48 2 10 16 17 3 14 6 25 3 47 1 3 45 42 8 9 38

32.0 16.7 45.5 29.6 34.0 25.0 32.6 40.0 31.2 25.0 32.2 25.0 33.3 33.3 33.3 28.6 39.1 31.1

4 57 4 7 18 23 5 12 8 33 4 55 2 1 3 53 49 10 7 48

38.0 33.3 31.8 33.3 46.0 41.7 27.9 53.3 41.2 33.3 37.7 50.0 16.7 33.3 39.3 38.9 35.7 30.4 39.3

Neither agree nor 34 4 4 17 6 3 13 1 17 3 33 1 4 3 27 27 6 4 29

disagree 22.7 33.3 18.2 31.5 12.0 25.0 30.2 6.7 21.2 25.0 22.6 25.0 66.7 33.3 20.0 21.4 21.4 17.4 23.8

e h o

NET: Disagree 9 2 1 2 3 1 4 3 2 9 1 8 7 3 2 6

\_\_\_\_\_\_\_\_\_\_\_\_\_ 6.0 16.7 4.5 3.7 6.0 8.3 9.3 3.8 16.7 6.2 16.7 5.9 5.6 10.7 8.7 4.9

2 6 2 1 3 3 2 1 6 6 5 2 1 4

4.0 16.7 4.5 6.0 7.0 2.5 8.3 4.1 4.4 4.0 7.1 4.3 3.3

Strongly disagree 3 2 1 1 1 1 3 1 2 2 1 1 2

2.0 3.7 8.3 2.3 1.2 8.3 2.1 16.7 1.5 1.6 3.6 4.3 1.6

Don't Know 2 1 1 2 2 2 1 1 1 1

1.3 1.9 2.0 2.5 1.4 1.5 0.8 3.6 4.3 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 6.00 5.00 5.00 6.00 6.00 5.00 5.00 5.00 6.00 5.00 6.00 5.00 4.00 5.00 6.00 5.00 6.00 6.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_H Page 67

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_H. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- enhances our business image and reputation

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 119 11 16 41 42 9 32 12 64 11 116 3 4 6 109 100 23 19 96

\_\_\_\_\_\_\_\_\_\_ 79.3 91.7 72.7 75.9 84.0 75.0 74.4 80.0 80.0 91.7 79.5 75.0 66.7 66.7 80.7 79.4 82.1 82.6 78.7

Strongly agree 63 7 6 22 24 4 18 4 36 5 61 2 2 4 57 54 11 14 48

42.0 58.3 27.3 40.7 48.0 33.3 41.9 26.7 45.0 41.7 41.8 50.0 33.3 44.4 42.2 42.9 39.3 60.9 39.3

4 56 4 10 19 18 5 14 8 28 6 55 1 2 2 52 46 12 5 48

37.3 33.3 45.5 35.2 36.0 41.7 32.6 53.3 35.0 50.0 37.7 25.0 33.3 22.2 38.5 36.5 42.9 21.7 39.3

Neither agree nor 23 1 4 10 7 1 8 3 12 22 1 1 3 19 20 3 2 20

disagree 15.3 8.3 18.2 18.5 14.0 8.3 18.6 20.0 15.0 15.1 25.0 16.7 33.3 14.1 15.9 10.7 8.7 16.4

NET: Disagree 7 2 2 1 2 3 3 1 7 1 6 6 1 2 5

\_\_\_\_\_\_\_\_\_\_\_\_\_ 4.7 9.1 3.7 2.0 16.7 7.0 3.8 8.3 4.8 16.7 4.4 4.8 3.6 8.7 4.1

2 6 2 1 1 2 3 3 6 6 6 2 4

4.0 9.1 1.9 2.0 16.7 7.0 3.8 4.1 4.4 4.8 8.7 3.3

Strongly disagree 1 1 1 1 1 1 1

0.7 1.9 8.3 0.7 16.7 3.6 0.8

Don't Know 1 1 1 1 1 1 1

0.7 1.9 1.2 0.7 0.7 3.6 0.8

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_I Page 68

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_I. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- helps our ability to recruit staff

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

(Strongly disagree) 4 3 1 2 1 1 4 1 3 3 1 1 3

2.7 5.6 8.3 4.7 1.2 8.3 2.7 16.7 2.2 2.4 3.6 4.3 2.5

2 5 1 1 3 2 3 5 5 4 2 5

3.3 4.5 1.9 6.0 4.7 3.8 3.4 3.7 3.2 7.1 4.1

(Neither agree nor 39 3 6 18 8 4 15 4 19 1 39 2 4 33 32 7 6 33

disagree) 26.0 25.0 27.3 33.3 16.0 33.3 34.9 26.7 23.8 8.3 26.7 33.3 44.4 24.4 25.4 25.0 26.1 27.0

e j

4 63 4 8 19 27 5 13 9 36 5 60 3 3 60 54 9 7 51

42.0 33.3 36.4 35.2 54.0 41.7 30.2 60.0 45.0 41.7 41.1 75.0 33.3 44.4 42.9 32.1 30.4 41.8

d g

(Strongly agree) 39 5 7 13 12 2 11 2 21 5 38 1 3 2 34 33 9 9 30

26.0 41.7 31.8 24.1 24.0 16.7 25.6 13.3 26.2 41.7 26.0 25.0 50.0 22.2 25.2 26.2 32.1 39.1 24.6

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_L Page 69

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_L. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- leads to greater customer satisfaction

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 118 9 11 42 45 11 34 12 65 7 116 2 2 6 110 100 23 20 95

\_\_\_\_\_\_\_\_\_\_ 78.7 75.0 50.0 77.8 90.0 91.7 79.1 80.0 81.2 58.3 79.5 50.0 33.3 66.7 81.5 79.4 82.1 87.0 77.9

c C C m

Strongly agree 67 4 6 25 25 7 22 6 36 3 66 1 2 6 59 57 13 14 52

44.7 33.3 27.3 46.3 50.0 58.3 51.2 40.0 45.0 25.0 45.2 25.0 33.3 66.7 43.7 45.2 46.4 60.9 42.6

4 51 5 5 17 20 4 12 6 29 4 50 1 51 43 10 6 43

34.0 41.7 22.7 31.5 40.0 33.3 27.9 40.0 36.2 33.3 34.2 25.0 37.8 34.1 35.7 26.1 35.2

Neither agree nor 24 2 9 9 4 7 3 10 4 22 2 3 3 18 20 3 2 21

disagree 16.0 16.7 40.9 16.7 8.0 16.3 20.0 12.5 33.3 15.1 50.0 50.0 33.3 13.3 15.9 10.7 8.7 17.2

dE

NET: Disagree 6 1 2 1 1 1 2 3 1 6 1 5 5 1 1 4

\_\_\_\_\_\_\_\_\_\_\_\_\_ 4.0 8.3 9.1 1.9 2.0 8.3 4.7 3.8 8.3 4.1 16.7 3.7 4.0 3.6 4.3 3.3

2 4 1 2 1 1 3 4 4 4 1 2

2.7 8.3 9.1 2.0 2.3 3.8 2.7 3.0 3.2 4.3 1.6

Strongly disagree 2 1 1 1 1 2 1 1 1 1 2

1.3 1.9 8.3 2.3 8.3 1.4 16.7 0.7 0.8 3.6 1.6

Don't Know 2 2 2 2 2 1 1 2

1.3 3.7 2.5 1.4 1.5 0.8 3.6 1.6

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 6.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 6.00 5.00 6.00 5.00 5.00 5.00 6.00 5.00 6.00 5.00 6.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q22\_1 Page 70

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q22\_1. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Cost

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 85 8 12 29 31 5 19 11 46 9 84 1 4 3 78 69 18 15 66

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 56.7 66.7 54.5 53.7 62.0 41.7 44.2 73.3 57.5 75.0 57.5 25.0 66.7 33.3 57.8 54.8 64.3 65.2 54.1

g g

Extremely important 36 3 5 12 14 2 10 6 15 5 36 2 2 32 30 9 9 25

24.0 25.0 22.7 22.2 28.0 16.7 23.3 40.0 18.8 41.7 24.7 33.3 22.2 23.7 23.8 32.1 39.1 20.5

4 49 5 7 17 17 3 9 5 31 4 48 1 2 1 46 39 9 6 41

32.7 41.7 31.8 31.5 34.0 25.0 20.9 33.3 38.8 33.3 32.9 25.0 33.3 11.1 34.1 31.0 32.1 26.1 33.6

g n

Moderately important 49 3 7 18 16 5 16 3 28 2 47 2 2 5 42 43 8 6 42

32.7 25.0 31.8 33.3 32.0 41.7 37.2 20.0 35.0 16.7 32.2 50.0 33.3 55.6 31.1 34.1 28.6 26.1 34.4

NET: Not Important 14 1 2 6 3 2 7 1 5 1 13 1 14 12 2 2 12

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 9.3 8.3 9.1 11.1 6.0 16.7 16.3 6.7 6.2 8.3 8.9 25.0 10.4 9.5 7.1 8.7 9.8

2 11 1 2 4 3 1 5 1 4 1 10 1 11 10 2 1 10

7.3 8.3 9.1 7.4 6.0 8.3 11.6 6.7 5.0 8.3 6.8 25.0 8.1 7.9 7.1 4.3 8.2

Not important at all 3 2 1 2 1 3 3 2 1 2

2.0 3.7 8.3 4.7 1.2 2.1 2.2 1.6 4.3 1.6

Don't Know 2 1 1 1 1 2 1 1 2 2

1.3 4.5 1.9 2.3 1.2 1.4 11.1 0.7 1.6 1.6

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 6.00 5.00 6.00 6.00 5.00 5.00 6.00 5.00 6.00 5.00 6.00 4.00 5.00 6.00 5.00 6.00 5.00 5.00 6.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q22\_2 Page 71

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q22\_2. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Operational requirements

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 82 5 11 27 31 8 16 11 47 8 80 2 3 6 73 65 18 13 67

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 54.7 41.7 50.0 50.0 62.0 66.7 37.2 73.3 58.8 66.7 54.8 50.0 50.0 66.7 54.1 51.6 64.3 56.5 54.9

G g

Extremely important 24 2 2 9 9 2 6 2 14 2 24 1 1 22 17 8 7 17

16.0 16.7 9.1 16.7 18.0 16.7 14.0 13.3 17.5 16.7 16.4 16.7 11.1 16.3 13.5 28.6 30.4 13.9

4 58 3 9 18 22 6 10 9 33 6 56 2 2 5 51 48 10 6 50

38.7 25.0 40.9 33.3 44.0 50.0 23.3 60.0 41.2 50.0 38.4 50.0 33.3 55.6 37.8 38.1 35.7 26.1 41.0

G g

Moderately important 52 5 6 21 16 4 22 3 23 4 50 2 3 2 47 48 8 7 43

34.7 41.7 27.3 38.9 32.0 33.3 51.2 20.0 28.8 33.3 34.2 50.0 50.0 22.2 34.8 38.1 28.6 30.4 35.2

hi

NET: Not Important 11 1 4 5 1 2 9 11 11 8 2 2 8

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 7.3 8.3 18.2 9.3 2.0 4.7 11.2 7.5 8.1 6.3 7.1 8.7 6.6

2 7 1 2 3 1 7 7 7 6 1 2 4

4.7 8.3 9.1 5.6 2.0 8.8 4.8 5.2 4.8 3.6 8.7 3.3

Not important at all 4 2 2 2 2 4 4 2 1 4

2.7 9.1 3.7 4.7 2.5 2.7 3.0 1.6 3.6 3.3

Don't Know 5 1 1 1 2 3 1 1 5 1 4 5 1 4

3.3 8.3 4.5 1.9 4.0 7.0 6.7 1.2 3.4 11.1 3.0 4.0 4.3 3.3

95TH PERCENTILE 5.00 6.00 5.00 5.00 5.00 5.00 6.00 6.00 5.00 5.00 5.00 4.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 6.00 6.00 6.00 6.00 6.00 5.00 6.00 6.00 6.00 5.00 6.00 4.00 5.00 6.00 6.00 6.00 5.00 6.00 6.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q22\_3 Page 72

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q22\_3. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- No real value to the company from training expenditures

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 37 3 5 12 14 3 4 4 23 6 36 1 2 2 33 28 9 8 28

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 24.7 25.0 22.7 22.2 28.0 25.0 9.3 26.7 28.8 50.0 24.7 25.0 33.3 22.2 24.4 22.2 32.1 34.8 23.0

G G

Extremely important 13 3 2 3 5 2 1 7 3 12 1 2 1 10 9 5 2 10

8.7 25.0 9.1 5.6 10.0 4.7 6.7 8.8 25.0 8.2 25.0 33.3 11.1 7.4 7.1 17.9 8.7 8.2

4 24 3 9 9 3 2 3 16 3 24 1 23 19 4 6 18

16.0 13.6 16.7 18.0 25.0 4.7 20.0 20.0 25.0 16.4 11.1 17.0 15.1 14.3 26.1 14.8

G

Moderately important 49 5 4 19 17 4 21 6 20 2 48 1 2 2 45 41 10 7 40

32.7 41.7 18.2 35.2 34.0 33.3 48.8 40.0 25.0 16.7 32.9 25.0 33.3 22.2 33.3 32.5 35.7 30.4 32.8

Ij

NET: Not Important 60 4 11 22 18 5 17 5 34 4 58 2 2 4 54 53 9 8 51

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 40.0 33.3 50.0 40.7 36.0 41.7 39.5 33.3 42.5 33.3 39.7 50.0 33.3 44.4 40.0 42.1 32.1 34.8 41.8

2 31 1 6 10 11 3 7 4 17 3 30 1 2 2 27 28 6 3 27

20.7 8.3 27.3 18.5 22.0 25.0 16.3 26.7 21.2 25.0 20.5 25.0 33.3 22.2 20.0 22.2 21.4 13.0 22.1

Not important at all 29 3 5 12 7 2 10 1 17 1 28 1 2 27 25 3 5 24

19.3 25.0 22.7 22.2 14.0 16.7 23.3 6.7 21.2 8.3 19.2 25.0 22.2 20.0 19.8 10.7 21.7 19.7

Don't Know 4 2 1 1 1 3 4 1 3 4 3

2.7 9.1 1.9 2.0 2.3 3.8 2.7 11.1 2.2 3.2 2.5

95TH PERCENTILE 5.00 5.00 6.00 5.00 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 6.00 5.00 6.00 6.00 6.00 4.00 6.00 5.00 6.00 5.00 6.00 5.00 5.00 6.00 6.00 6.00 5.00 5.00 6.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q22\_4 Page 73

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q22\_4. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Concerns about losing trained workers to competitors

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 80 8 8 30 28 6 21 12 42 5 80 2 5 73 68 15 13 62

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 53.3 66.7 36.4 55.6 56.0 50.0 48.8 80.0 52.5 41.7 54.8 33.3 55.6 54.1 54.0 53.6 56.5 50.8

gij

Extremely important 35 5 4 11 12 3 9 3 19 4 35 1 3 31 29 6 7 26

23.3 41.7 18.2 20.4 24.0 25.0 20.9 20.0 23.8 33.3 24.0 16.7 33.3 23.0 23.0 21.4 30.4 21.3

4 45 3 4 19 16 3 12 9 23 1 45 1 2 42 39 9 6 36

30.0 25.0 18.2 35.2 32.0 25.0 27.9 60.0 28.8 8.3 30.8 16.7 22.2 31.1 31.0 32.1 26.1 29.5

giJ j

Moderately important 35 2 6 10 14 3 9 2 20 4 33 2 2 1 32 30 7 4 31

23.3 16.7 27.3 18.5 28.0 25.0 20.9 13.3 25.0 33.3 22.6 50.0 33.3 11.1 23.7 23.8 25.0 17.4 25.4

NET: Not Important 35 2 8 14 8 3 13 1 18 3 33 2 2 3 30 28 6 6 29

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 23.3 16.7 36.4 25.9 16.0 25.0 30.2 6.7 22.5 25.0 22.6 50.0 33.3 33.3 22.2 22.2 21.4 26.1 23.8

h h

2 18 1 5 5 6 1 3 1 12 2 16 2 1 2 15 14 4 4 14

12.0 8.3 22.7 9.3 12.0 8.3 7.0 6.7 15.0 16.7 11.0 50.0 16.7 22.2 11.1 11.1 14.3 17.4 11.5

Not important at all 17 1 3 9 2 2 10 6 1 17 1 1 15 14 2 2 15

11.3 8.3 13.6 16.7 4.0 16.7 23.3 7.5 8.3 11.6 16.7 11.1 11.1 11.1 7.1 8.7 12.3

e i

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 3.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 3.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q22\_5 Page 74

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q22\_5. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Concerns that most training isn't job-specific

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 44 4 2 15 17 6 13 3 25 3 43 1 1 4 39 38 8 6 37

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 29.3 33.3 9.1 27.8 34.0 50.0 30.2 20.0 31.2 25.0 29.5 25.0 16.7 44.4 28.9 30.2 28.6 26.1 30.3

c C C

Extremely important 10 1 3 5 1 3 6 1 10 10 8 2 2 7

6.7 8.3 5.6 10.0 8.3 7.0 7.5 8.3 6.8 7.4 6.3 7.1 8.7 5.7

4 34 3 2 12 12 5 10 3 19 2 33 1 1 4 29 30 6 4 30

22.7 25.0 9.1 22.2 24.0 41.7 23.3 20.0 23.8 16.7 22.6 25.0 16.7 44.4 21.5 23.8 21.4 17.4 24.6

c

Moderately important 62 2 11 25 20 4 19 8 30 5 62 5 1 56 52 11 8 51

41.3 16.7 50.0 46.3 40.0 33.3 44.2 53.3 37.5 41.7 42.5 83.3 11.1 41.5 41.3 39.3 34.8 41.8

b b NO N

NET: Not Important 41 5 8 14 12 2 9 3 25 4 38 3 3 38 33 9 9 31

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 27.3 41.7 36.4 25.9 24.0 16.7 20.9 20.0 31.2 33.3 26.0 75.0 33.3 28.1 26.2 32.1 39.1 25.4

k

2 26 3 5 7 9 2 5 2 16 3 24 2 1 25 22 5 6 19

17.3 25.0 22.7 13.0 18.0 16.7 11.6 13.3 20.0 25.0 16.4 50.0 11.1 18.5 17.5 17.9 26.1 15.6

Not important at all 15 2 3 7 3 4 1 9 1 14 1 2 13 11 4 3 12

10.0 16.7 13.6 13.0 6.0 9.3 6.7 11.2 8.3 9.6 25.0 22.2 9.6 8.7 14.3 13.0 9.8

Don't Know 3 1 1 1 2 1 3 1 2 3 3

2.0 8.3 4.5 2.0 4.7 6.7 2.1 11.1 1.5 2.4 2.5

95TH PERCENTILE 5.00 6.00 4.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 4.00 4.00 6.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 6.00 6.00 6.00 5.00 6.00 5.00 6.00 6.00 5.00 5.00 6.00 4.00 4.00 6.00 6.00 6.00 5.00 5.00 6.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q22\_6 Page 75

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q22\_6. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Concern that the investment will have a low return because it is an older worker

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 21 1 4 7 6 3 5 2 13 1 21 1 2 18 20 4 4 17

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 14.0 8.3 18.2 13.0 12.0 25.0 11.6 13.3 16.2 8.3 14.4 16.7 22.2 13.3 15.9 14.3 17.4 13.9

Extremely important 7 1 2 3 1 1 1 5 7 1 6 7 1 2 5

4.7 4.5 3.7 6.0 8.3 2.3 6.7 6.2 4.8 16.7 4.4 5.6 3.6 8.7 4.1

4 14 1 3 5 3 2 4 1 8 1 14 2 12 13 3 2 12

9.3 8.3 13.6 9.3 6.0 16.7 9.3 6.7 10.0 8.3 9.6 22.2 8.9 10.3 10.7 8.7 9.8

Moderately important 55 2 5 26 18 4 19 8 26 2 55 2 2 51 44 9 10 43

36.7 16.7 22.7 48.1 36.0 33.3 44.2 53.3 32.5 16.7 37.7 33.3 22.2 37.8 34.9 32.1 43.5 35.2

bc j j

NET: Not Important 71 9 11 21 25 5 18 4 40 9 68 3 3 4 64 60 14 9 59

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 47.3 75.0 50.0 38.9 50.0 41.7 41.9 26.7 50.0 75.0 46.6 75.0 50.0 44.4 47.4 47.6 50.0 39.1 48.4

d gH

2 46 5 9 10 19 3 7 4 28 7 43 3 3 1 42 39 9 5 39

30.7 41.7 40.9 18.5 38.0 25.0 16.3 26.7 35.0 58.3 29.5 75.0 50.0 11.1 31.1 31.0 32.1 21.7 32.0

d g G k

Not important at all 25 4 2 11 6 2 11 12 2 25 3 22 21 5 4 20

16.7 33.3 9.1 20.4 12.0 16.7 25.6 15.0 16.7 17.1 33.3 16.3 16.7 17.9 17.4 16.4

Don't Know 3 2 1 1 1 1 2 1 1 2 2 1 3

2.0 9.1 2.0 2.3 6.7 1.2 1.4 25.0 11.1 1.5 1.6 3.6 2.5

95TH PERCENTILE 5.00 4.00 6.00 4.00 5.00 5.00 4.00 6.00 5.00 4.00 5.00 6.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 6.00 4.00 6.00 5.00 6.00 5.00 6.00 6.00 6.00 4.00 6.00 6.00 5.00 6.00 6.00 6.00 6.00 5.00 6.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q23 Page 76

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q23. Are you aware of any programs or services offered by the Government of Canada to assist Canadian businesses in training or

retraining staff?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 54 1 9 18 23 3 11 5 34 4 52 2 2 2 50 47 7 6 45

36.0 8.3 40.9 33.3 46.0 25.0 25.6 33.3 42.5 33.3 35.6 50.0 33.3 22.2 37.0 37.3 25.0 26.1 36.9

b b B

No 94 11 12 36 27 8 32 9 45 8 92 2 4 7 83 77 21 17 75

62.7 91.7 54.5 66.7 54.0 66.7 74.4 60.0 56.2 66.7 63.0 50.0 66.7 77.8 61.5 61.1 75.0 73.9 61.5

CdE i

Don't Know/Refused 2 1 1 1 1 2 2 2 2

1.3 4.5 8.3 6.7 1.2 1.4 1.5 1.6 1.6

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 3.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 3.00 2.00 3.00 2.00 2.00 3.00 2.00 3.00 3.00 2.00 3.00 2.00 2.00 2.00 3.00 3.00 2.00 2.00 3.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q24 Page 77

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q24. What programs or services have you heard about?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 54 1 9 18 23 3 11 5 34 4 52 2 2 2 50 47 7 6 45

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Apprenticeship Programs 23 5 9 7 2 7 1 13 2 22 1 2 1 20 20 3 4 17

42.6 55.6 50.0 30.4 66.7 63.6 20.0 38.2 50.0 42.3 50.0 100.0 50.0 40.0 42.6 42.9 66.7 37.8

O

Other 9 2 2 5 1 1 5 2 8 1 9 9 1 7

\_\_\_\_\_ 16.7 22.2 11.1 21.7 9.1 20.0 14.7 50.0 15.4 50.0 18.0 19.1 16.7 15.6

Immigration workers 2 2 1 1 2 2 2 1

3.7 11.1 2.9 25.0 3.8 4.0 4.3 2.2

Unemployment 1 1 1 1 1 1 1

1.9 4.3 9.1 1.9 2.0 2.1 2.2

Manpower 1 1 1 1 1 1 1

1.9 4.3 2.9 1.9 2.0 2.1 16.7

E.I 1 1 1 1 1 1 1

1.9 4.3 9.1 1.9 2.0 2.1 2.2

Yellow Head East 1 1 1 1 1 1 1

1.9 4.3 20.0 1.9 2.0 2.1 2.2

Food Safety 1 1 1 1 1 1 1

1.9 4.3 2.9 1.9 2.0 2.1 2.2

IREP 1 1 1 1 1 1 1

1.9 4.3 2.9 1.9 2.0 2.1 2.2

PAMT 1 1 1 1 1 1 1

1.9 11.1 25.0 50.0 2.0 2.1 2.2

Green House Program 1 1 1 1 1 1 1

1.9 11.1 2.9 1.9 2.0 2.1 2.2

Canada Summer Jobs 3 1 1 1 1 2 3 3 2 1 3

5.6 5.6 4.3 33.3 9.1 5.9 5.8 6.0 4.3 14.3 6.7

Job Bank for Employers 3 2 1 2 1 3 3 3 1 2

5.6 11.1 4.3 5.9 25.0 5.8 6.0 6.4 16.7 4.4

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q24 Page 78

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q24. What programs or services have you heard about?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 54 1 9 18 23 3 11 5 34 4 52 2 2 2 50 47 7 6 45

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Foreign Credentials 1 1 1 1 1 1 1

Recognition 1.9 4.3 2.9 1.9 2.0 2.1 2.2

Report on Hiring Program 1 1 1 1 1 1 1

1.9 100.0 9.1 1.9 2.0 14.3 2.2

Targeted Initiative for 1 1 1 1 1 1 1

Older Workers 1.9 4.3 2.9 1.9 2.0 14.3 2.2

Nothing 2 1 1 2 2 2 2 1 1

3.7 5.6 4.3 5.9 3.8 4.0 4.3 16.7 2.2

Don't know 13 2 4 7 1 3 9 13 1 12 12 1 13

24.1 22.2 22.2 30.4 9.1 60.0 26.5 25.0 50.0 24.0 25.5 14.3 28.9

g

95TH PERCENTILE 99.00 9.00 99.00 99.00 99.00 4.00 99.00 99.00 99.00 23.00 99.00 23.00 1.00 99.00 99.00 99.00 99.00 97.00 99.00

99TH PERCENTILE 99.00 9.00 99.00 99.00 99.00 4.00 99.00 99.00 99.00 23.00 99.00 23.00 1.00 99.00 99.00 99.00 99.00 97.00 99.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q25 Page 79

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q25. What would be the best ways for the Government of Canada to inform your company about programs and services available to

employers?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Online 86 7 9 33 29 8 15 8 54 9 83 3 2 4 80 72 17 9 73

\_\_\_\_\_\_\_\_\_\_\_ 57.3 58.3 40.9 61.1 58.0 66.7 34.9 53.3 67.5 75.0 56.8 75.0 33.3 44.4 59.3 57.1 60.7 39.1 59.8

G G

Email 58 4 4 27 19 4 13 5 34 6 56 2 1 4 53 52 9 4 52

38.7 33.3 18.2 50.0 38.0 33.3 30.2 33.3 42.5 50.0 38.4 50.0 16.7 44.4 39.3 41.3 32.1 17.4 42.6

C R

Internet 37 3 7 9 13 5 3 3 27 4 36 1 1 36 28 9 6 29

24.7 25.0 31.8 16.7 26.0 41.7 7.0 20.0 33.8 33.3 24.7 25.0 16.7 26.7 22.2 32.1 26.1 23.8

G

NET: Direct Mail 47 5 7 19 16 19 4 20 4 46 1 4 1 42 40 9 4 43

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 31.3 41.7 31.8 35.2 32.0 44.2 26.7 25.0 33.3 31.5 25.0 66.7 11.1 31.1 31.7 32.1 17.4 35.2

i n r

Direct mailing 47 5 7 19 16 19 4 20 4 46 1 4 1 42 40 9 4 43

31.3 41.7 31.8 35.2 32.0 44.2 26.7 25.0 33.3 31.5 25.0 66.7 11.1 31.1 31.7 32.1 17.4 35.2

i n r

NET: Traditional media 34 1 7 12 11 3 10 1 21 2 33 1 34 29 5 7 26

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 22.7 8.3 31.8 22.2 22.0 25.0 23.3 6.7 26.2 16.7 22.6 25.0 25.2 23.0 17.9 30.4 21.3

h

Print (newspaper, 26 1 6 7 9 3 6 1 17 2 25 1 26 23 2 6 19

magazines, brochures) 17.3 8.3 27.3 13.0 18.0 25.0 14.0 6.7 21.2 16.7 17.1 25.0 19.3 18.3 7.1 26.1 15.6

TV 13 2 7 3 1 6 7 13 13 11 3 3 10

8.7 9.1 13.0 6.0 8.3 14.0 8.8 8.9 9.6 8.7 10.7 13.0 8.2

Radio 1 1 1 1 1 1 1

0.7 2.0 1.2 0.7 0.7 0.8 0.8

NET: Other 15 1 2 5 4 3 6 2 7 14 1 1 1 13 13 1 4 10

\_\_\_\_\_\_\_\_\_\_ 10.0 8.3 9.1 9.3 8.0 25.0 14.0 13.3 8.8 9.6 25.0 16.7 11.1 9.6 10.3 3.6 17.4 8.2

Presentation at my 5 1 3 1 3 2 5 1 4 5 1 3

company 3.3 4.5 5.6 8.3 7.0 2.5 3.4 11.1 3.0 4.0 4.3 2.5

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q25 Page 80

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q25. What would be the best ways for the Government of Canada to inform your company about programs and services available to

employers?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Through professional 5 1 3 1 1 1 3 5 5 4 2 3

association or network 3.3 1.9 6.0 8.3 2.3 6.7 3.8 3.4 3.7 3.2 8.7 2.5

Word of mouth 5 1 1 1 2 2 1 2 4 1 1 4 4 1 5

3.3 8.3 4.5 2.0 16.7 4.7 6.7 2.5 2.7 25.0 16.7 3.0 3.2 3.6 4.1

Training 1 1 1 1 1 1 1

0.7 1.9 6.7 0.7 0.7 0.8 4.3

NET: Advertising 9 1 4 4 3 1 4 1 9 9 7 3 3 6

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 6.0 4.5 7.4 8.0 7.0 6.7 5.0 8.3 6.2 6.7 5.6 10.7 13.0 4.9

Advertising (general) 9 1 4 4 3 1 4 1 9 9 7 3 3 6

6.0 4.5 7.4 8.0 7.0 6.7 5.0 8.3 6.2 6.7 5.6 10.7 13.0 4.9

Nothing 2 1 1 2 2 1 1 2 1 2

1.3 1.9 2.0 2.5 1.4 11.1 0.7 1.6 3.6 1.6

DK/REF 8 1 4 1 2 3 4 1 8 3 5 7 2 1 7

5.3 8.3 18.2 1.9 4.0 7.0 26.7 1.2 5.5 33.3 3.7 5.6 7.1 4.3 5.7

i

95TH PERCENTILE 12.00 99.00 99.00 10.00 11.00 11.00 99.00 99.00 10.00 7.00 12.00 11.00 11.00 99.00 11.00 12.00 99.00 12.00 54.00

99TH PERCENTILE 99.00 99.00 99.00 99.00 99.00 11.00 99.00 99.00 97.00 7.00 99.00 11.00 11.00 99.00 99.00 99.00 99.00 99.00 99.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q26 Page 81

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q26. Does your company currently receive any government funding to help offset the cost of training programs?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 11 2 3 3 3 3 1 6 1 11 1 10 7 4 3 8

7.3 16.7 13.6 5.6 6.0 7.0 6.7 7.5 8.3 7.5 11.1 7.4 5.6 14.3 13.0 6.6

No 131 8 18 49 45 11 40 14 68 9 127 4 6 8 117 113 22 18 111

87.3 66.7 81.8 90.7 90.0 91.7 93.0 93.3 85.0 75.0 87.0 100.0 100.0 88.9 86.7 89.7 78.6 78.3 91.0

K O

DK/Refused 8 2 1 2 2 1 6 2 8 8 6 2 2 3

5.3 16.7 4.5 3.7 4.0 8.3 7.5 16.7 5.5 5.9 4.8 7.1 8.7 2.5

95TH PERCENTILE 3.00 3.00 2.00 2.00 2.00 3.00 2.00 2.00 3.00 3.00 3.00 2.00 2.00 2.00 3.00 2.00 3.00 3.00 2.00

99TH PERCENTILE 3.00 3.00 3.00 3.00 3.00 3.00 2.00 2.00 3.00 3.00 3.00 2.00 2.00 2.00 3.00 3.00 3.00 3.00 3.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q26\_1 Page 82

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q26\_1. Would that be federal government or provincial/territorial government funding?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 11 2 3 3 3 3 1 6 1 11 1 10 7 4 3 8

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Federal government 2 1 1 1 1 2 2 2 1 1

funding 18.2 50.0 33.3 33.3 16.7 18.2 20.0 28.6 33.3 12.5

Provincial/territorial 8 1 2 3 2 1 1 5 1 8 8 4 4 2 6

government funding 72.7 50.0 66.7 100.0 66.7 33.3 100.0 83.3 100.0 72.7 80.0 57.1 100.0 66.7 75.0

g g p

DK/Refused 1 1 1 1 1 1 1

9.1 33.3 33.3 9.1 100.0 14.3 12.5

95TH PERCENTILE 3.00 2.00 3.00 2.00 2.00 3.00 2.00 2.00 2.00 3.00 3.00 2.00 3.00 2.00 2.00 3.00

99TH PERCENTILE 3.00 2.00 3.00 2.00 2.00 3.00 2.00 2.00 2.00 3.00 3.00 2.00 3.00 2.00 2.00 3.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27A\_1 Page 83

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27A\_1. Does your company have any special policies or programs in place to hire each of the following?

- Aboriginal Peoples

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 16 1 2 8 4 1 3 1 11 1 16 16 15 3 1 15

10.7 8.3 9.1 14.8 8.0 8.3 7.0 6.7 13.8 8.3 11.0 11.9 11.9 10.7 4.3 12.3

No 131 10 20 44 46 11 40 14 67 10 127 4 6 9 116 109 24 22 106

87.3 83.3 90.9 81.5 92.0 91.7 93.0 93.3 83.8 83.3 87.0 100.0 100.0 100.0 85.9 86.5 85.7 95.7 86.9

K O O

DK/REF 3 1 2 2 1 3 3 2 1 1

2.0 8.3 3.7 2.5 8.3 2.1 2.2 1.6 3.6 0.8

95TH PERCENTILE 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 3.00 3.00 2.00 3.00 2.00 2.00 2.00 2.00 3.00 3.00 3.00 2.00 2.00 2.00 3.00 3.00 3.00 2.00 2.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27A\_2 Page 84

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27A\_2. Does your company have any special policies or programs in place to hire each of the following?

- New graduates

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 30 4 4 10 10 2 7 1 20 2 30 1 29 24 6 2 27

20.0 33.3 18.2 18.5 20.0 16.7 16.3 6.7 25.0 16.7 20.5 11.1 21.5 19.0 21.4 8.7 22.1

h

No 117 8 18 42 39 10 36 14 57 10 113 4 6 8 103 100 21 21 93

78.0 66.7 81.8 77.8 78.0 83.3 83.7 93.3 71.2 83.3 77.4 100.0 100.0 88.9 76.3 79.4 75.0 91.3 76.2

I K O s

DK/REF 3 2 1 3 3 3 2 1 2

2.0 3.7 2.0 3.8 2.1 2.2 1.6 3.6 1.6

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 3.00 2.00 2.00 3.00 3.00 2.00 2.00 2.00 3.00 2.00 3.00 2.00 2.00 2.00 3.00 3.00 3.00 2.00 3.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27A\_3 Page 85

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27A\_3. Does your company have any special policies or programs in place to hire each of the following?

- At risk youth

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 11 1 2 3 4 1 2 8 1 11 11 9 4 1 10

7.3 8.3 9.1 5.6 8.0 8.3 13.3 10.0 8.3 7.5 8.1 7.1 14.3 4.3 8.2

No 136 11 20 49 46 10 42 13 70 11 132 4 6 9 121 116 22 22 110

90.7 91.7 90.9 90.7 92.0 83.3 97.7 86.7 87.5 91.7 90.4 100.0 100.0 100.0 89.6 92.1 78.6 95.7 90.2

i K O O

DK/REF 3 2 1 1 2 3 3 1 2 2

2.0 3.7 8.3 2.3 2.5 2.1 2.2 0.8 7.1 1.6

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00

99TH PERCENTILE 3.00 2.00 2.00 3.00 2.00 3.00 3.00 2.00 3.00 2.00 3.00 2.00 2.00 2.00 3.00 2.00 3.00 2.00 3.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27A\_4 Page 86

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27A\_4. Does your company have any special policies or programs in place to hire each of the following?

- Older workers

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 15 2 2 6 4 1 4 10 1 15 15 12 3 2 13

10.0 16.7 9.1 11.1 8.0 8.3 9.3 12.5 8.3 10.3 11.1 9.5 10.7 8.7 10.7

No 132 9 20 46 46 11 39 15 68 10 128 4 6 9 117 112 24 21 108

88.0 75.0 90.9 85.2 92.0 91.7 90.7 100.0 85.0 83.3 87.7 100.0 100.0 100.0 86.7 88.9 85.7 91.3 88.5

gI K O O

DK/REF 3 1 2 2 1 3 3 2 1 1

2.0 8.3 3.7 2.5 8.3 2.1 2.2 1.6 3.6 0.8

95TH PERCENTILE 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 3.00 3.00 2.00 3.00 2.00 2.00 2.00 2.00 3.00 3.00 3.00 2.00 2.00 2.00 3.00 3.00 3.00 2.00 2.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27A\_5 Page 87

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27A\_5. Does your company have any special policies or programs in place to hire each of the following?

- Persons with disabilities

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 18 3 3 7 5 1 1 14 2 18 18 15 5 3 14

12.0 25.0 13.6 13.0 10.0 2.3 6.7 17.5 16.7 12.3 13.3 11.9 17.9 13.0 11.5

G

No 130 9 19 45 45 12 42 14 64 10 126 4 6 9 115 110 22 20 107

86.7 75.0 86.4 83.3 90.0 100.0 97.7 93.3 80.0 83.3 86.3 100.0 100.0 100.0 85.2 87.3 78.6 87.0 87.7

bDe I K O O

DK/REF 2 2 2 2 2 1 1 1

1.3 3.7 2.5 1.4 1.5 0.8 3.6 0.8

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 3.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 3.00 2.00 3.00 2.00 2.00 2.00 3.00 2.00 3.00 2.00 2.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27A\_6 Page 88

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27A\_6. Does your company have any special policies or programs in place to hire each of the following?

- Newcomers to Canada

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 24 2 5 7 9 1 4 1 17 2 22 2 1 23 23 3 2 20

16.0 16.7 22.7 13.0 18.0 8.3 9.3 6.7 21.2 16.7 15.1 50.0 11.1 17.0 18.3 10.7 8.7 16.4

No 123 9 17 45 41 11 39 14 61 9 121 2 5 8 110 101 24 21 100

82.0 75.0 77.3 83.3 82.0 91.7 90.7 93.3 76.2 75.0 82.9 50.0 83.3 88.9 81.5 80.2 85.7 91.3 82.0

i i

DK/REF 3 1 2 2 1 3 1 2 2 1 2

2.0 8.3 3.7 2.5 8.3 2.1 16.7 1.5 1.6 3.6 1.6

95TH PERCENTILE 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 3.00 3.00 2.00 3.00 2.00 2.00 2.00 2.00 3.00 3.00 3.00 2.00 3.00 2.00 3.00 3.00 3.00 2.00 3.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27ASUM Page 89

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27ASUM. Does your company have any special policies or programs in place to hire each of the following?

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 51 5 8 16 18 4 9 5 34 3 49 2 2 49 44 8 4 45

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Aboriginal Peoples 16 1 2 8 4 1 3 1 11 1 16 16 15 3 1 15

31.4 20.0 25.0 50.0 22.2 25.0 33.3 20.0 32.4 33.3 32.7 32.7 34.1 37.5 25.0 33.3

New graduates 30 4 4 10 10 2 7 1 20 2 30 1 29 24 6 2 27

58.8 80.0 50.0 62.5 55.6 50.0 77.8 20.0 58.8 66.7 61.2 50.0 59.2 54.5 75.0 50.0 60.0

h h

At risk youth 11 1 2 3 4 1 2 8 1 11 11 9 4 1 10

21.6 20.0 25.0 18.8 22.2 25.0 40.0 23.5 33.3 22.4 22.4 20.5 50.0 25.0 22.2

Older workers 15 2 2 6 4 1 4 10 1 15 15 12 3 2 13

29.4 40.0 25.0 37.5 22.2 25.0 44.4 29.4 33.3 30.6 30.6 27.3 37.5 50.0 28.9

Persons with 18 3 3 7 5 1 1 14 2 18 18 15 5 3 14

disabilities 35.3 60.0 37.5 43.8 27.8 11.1 20.0 41.2 66.7 36.7 36.7 34.1 62.5 75.0 31.1

g

Newcomers to Canada 24 2 5 7 9 1 4 1 17 2 22 2 1 23 23 3 2 20

47.1 40.0 62.5 43.8 50.0 25.0 44.4 20.0 50.0 66.7 44.9 100.0 50.0 46.9 52.3 37.5 50.0 44.4

K

95TH PERCENTILE 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00

99TH PERCENTILE 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27B\_1 Page 90

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27B\_1. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- Aboriginal Peoples

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 131 10 20 44 46 11 40 14 67 10 127 4 6 9 116 109 24 22 106

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Likely 61 5 10 21 21 4 18 5 36 2 57 4 1 2 58 52 9 13 46

\_\_\_\_\_\_\_\_\_\_\_ 46.6 50.0 50.0 47.7 45.7 36.4 45.0 35.7 53.7 20.0 44.9 100.0 16.7 22.2 50.0 47.7 37.5 59.1 43.4

j K m

A lot more likely 13 6 5 2 6 2 5 13 1 12 11 2 6 7

9.9 13.6 10.9 18.2 15.0 14.3 7.5 10.2 16.7 10.3 10.1 8.3 27.3 6.6

s

Somewhat more likely 48 5 10 15 16 2 12 3 31 2 44 4 2 46 41 7 7 39

36.6 50.0 50.0 34.1 34.8 18.2 30.0 21.4 46.3 20.0 34.6 100.0 22.2 39.7 37.6 29.2 31.8 36.8

f h K

No more likely 66 5 9 20 25 7 21 9 28 8 66 5 7 54 54 15 9 56

50.4 50.0 45.0 45.5 54.3 63.6 52.5 64.3 41.8 80.0 52.0 83.3 77.8 46.6 49.5 62.5 40.9 52.8

I o o

DK/Ref 4 1 3 1 3 4 4 3 4

3.1 5.0 6.8 2.5 4.5 3.1 3.4 2.8 3.8

95TH PERCENTILE 3.00 2.00 3.00 4.00 3.00 3.00 3.00 3.00 3.00 2.00 3.00 2.00 3.00 2.00 3.00 3.00 3.00 3.00 3.00

99TH PERCENTILE 4.00 2.00 4.00 4.00 3.00 3.00 4.00 3.00 4.00 2.00 4.00 2.00 3.00 2.00 4.00 4.00 3.00 3.00 4.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27B\_2 Page 91

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27B\_2. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- New graduates

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 117 8 18 42 39 10 36 14 57 10 113 4 6 8 103 100 21 21 93

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Likely 69 4 10 24 26 5 21 10 35 3 66 3 4 2 63 59 14 14 52

\_\_\_\_\_\_\_\_\_\_\_ 59.0 50.0 55.6 57.1 66.7 50.0 58.3 71.4 61.4 30.0 58.4 75.0 66.7 25.0 61.2 59.0 66.7 66.7 55.9

j j n

A lot more likely 16 3 10 2 1 7 3 6 16 1 1 14 14 4 5 11

13.7 16.7 23.8 5.1 10.0 19.4 21.4 10.5 14.2 16.7 12.5 13.6 14.0 19.0 23.8 11.8

e

Somewhat more likely 53 4 7 14 24 4 14 7 29 3 50 3 3 1 49 45 10 9 41

45.3 50.0 38.9 33.3 61.5 40.0 38.9 50.0 50.9 30.0 44.2 75.0 50.0 12.5 47.6 45.0 47.6 42.9 44.1

D N

No more likely 46 4 7 17 13 5 15 4 20 7 45 1 2 6 38 39 7 7 39

39.3 50.0 38.9 40.5 33.3 50.0 41.7 28.6 35.1 70.0 39.8 25.0 33.3 75.0 36.9 39.0 33.3 33.3 41.9

hi o

DK/Ref 2 1 1 2 2 2 2 2

1.7 5.6 2.4 3.5 1.8 1.9 2.0 2.2

95TH PERCENTILE 3.00 2.00 4.00 3.00 3.00 3.00 3.00 3.00 3.00 2.00 3.00 2.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00

99TH PERCENTILE 4.00 2.00 4.00 4.00 3.00 3.00 3.00 3.00 4.00 2.00 4.00 2.00 3.00 3.00 4.00 4.00 3.00 3.00 4.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27B\_3 Page 92

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27B\_3. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- At risk youth

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- -------

(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 136 11 20 49 46 10 42 13 70 11 132 4 6 9 121 116 22 22 110

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Likely 42 3 8 9 20 2 13 3 24 2 40 2 2 1 39 37 6 4 35

\_\_\_\_\_\_\_\_\_\_\_ 30.9 27.3 40.0 18.4 43.5 20.0 31.0 23.1 34.3 18.2 30.3 50.0 33.3 11.1 32.2 31.9 27.3 18.2 31.8

D

A lot more likely 9 2 2 4 1 5 2 2 9 1 8 9 1 1 8

6.6 10.0 4.1 8.7 10.0 11.9 15.4 2.9 6.8 16.7 6.6 7.8 4.5 4.5 7.3

Somewhat more likely 33 3 6 7 16 1 8 1 22 2 31 2 1 1 31 28 5 3 27

24.3 27.3 30.0 14.3 34.8 10.0 19.0 7.7 31.4 18.2 23.5 50.0 16.7 11.1 25.6 24.1 22.7 13.6 24.5

df h

No more likely 92 8 11 39 26 8 29 10 44 9 90 2 4 8 80 77 16 18 73

67.6 72.7 55.0 79.6 56.5 80.0 69.0 76.9 62.9 81.8 68.2 50.0 66.7 88.9 66.1 66.4 72.7 81.8 66.4

ce o

DK/Ref 2 1 1 2 2 2 2 2

1.5 5.0 2.0 2.9 1.5 1.7 1.7 1.8

95TH PERCENTILE 3.00 2.00 3.50 3.00 3.00 3.00 3.00 3.00 3.00 2.00 3.00 2.00 3.00 2.00 3.00 3.00 2.00 2.00 3.00

99TH PERCENTILE 4.00 2.00 4.00 4.00 3.00 3.00 3.00 3.00 4.00 2.00 4.00 2.00 3.00 2.00 4.00 4.00 3.00 3.00 4.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27B\_4 Page 93

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27B\_4. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- Older workers

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- -------

(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 132 9 20 46 46 11 39 15 68 10 128 4 6 9 117 112 24 21 108

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Likely 56 4 7 19 22 4 17 8 30 1 54 2 1 1 54 50 10 11 44

\_\_\_\_\_\_\_\_\_\_\_ 42.4 44.4 35.0 41.3 47.8 36.4 43.6 53.3 44.1 10.0 42.2 50.0 16.7 11.1 46.2 44.6 41.7 52.4 40.7

J J J N

A lot more likely 15 1 1 6 6 1 8 3 4 15 1 14 12 4 3 12

11.4 11.1 5.0 13.0 13.0 9.1 20.5 20.0 5.9 11.7 16.7 12.0 10.7 16.7 14.3 11.1

i

Somewhat more likely 41 3 6 13 16 3 9 5 26 1 39 2 1 40 38 6 8 32

31.1 33.3 30.0 28.3 34.8 27.3 23.1 33.3 38.2 10.0 30.5 50.0 11.1 34.2 33.9 25.0 38.1 29.6

j n

No more likely 74 5 12 26 24 7 22 7 36 9 72 2 5 8 61 60 14 10 62

56.1 55.6 60.0 56.5 52.2 63.6 56.4 46.7 52.9 90.0 56.2 50.0 83.3 88.9 52.1 53.6 58.3 47.6 57.4

GHI o O

DK/Ref 2 1 1 2 2 2 2 2

1.5 5.0 2.2 2.9 1.6 1.7 1.8 1.9

95TH PERCENTILE 3.00 3.00 3.50 3.00 3.00 3.00 3.00 3.00 3.00 2.00 3.00 2.00 3.00 2.00 3.00 3.00 3.00 3.00 3.00

99TH PERCENTILE 4.00 3.00 4.00 4.00 3.00 3.00 3.00 3.00 4.00 2.00 4.00 2.00 3.00 2.00 4.00 4.00 3.00 3.00 4.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27B\_5 Page 94

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27B\_5. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- Persons with disabilities

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- -------

(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 130 9 19 45 45 12 42 14 64 10 126 4 6 9 115 110 22 20 107

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Likely 54 4 6 21 20 3 15 7 29 3 51 3 1 2 51 48 6 10 43

\_\_\_\_\_\_\_\_\_\_\_ 41.5 44.4 31.6 46.7 44.4 25.0 35.7 50.0 45.3 30.0 40.5 75.0 16.7 22.2 44.3 43.6 27.3 50.0 40.2

A lot more likely 9 1 4 3 1 5 2 2 9 1 8 7 2 2 7

6.9 5.3 8.9 6.7 8.3 11.9 14.3 3.1 7.1 16.7 7.0 6.4 9.1 10.0 6.5

Somewhat more likely 45 4 5 17 17 2 10 5 27 3 42 3 2 43 41 4 8 36

34.6 44.4 26.3 37.8 37.8 16.7 23.8 35.7 42.2 30.0 33.3 75.0 22.2 37.4 37.3 18.2 40.0 33.6

g q

No more likely 74 5 12 23 25 9 27 7 33 7 73 1 5 7 62 60 16 10 62

56.9 55.6 63.2 51.1 55.6 75.0 64.3 50.0 51.6 70.0 57.9 25.0 83.3 77.8 53.9 54.5 72.7 50.0 57.9

DK/Ref 2 1 1 2 2 2 2 2

1.5 5.3 2.2 3.1 1.6 1.7 1.8 1.9

95TH PERCENTILE 3.00 2.00 4.00 3.00 3.00 3.00 3.00 3.00 3.00 2.00 3.00 2.00 3.00 2.00 3.00 3.00 3.00 3.00 3.00

99TH PERCENTILE 4.00 2.00 4.00 4.00 3.00 3.00 3.00 3.00 4.00 2.00 4.00 2.00 3.00 2.00 4.00 4.00 3.00 3.00 4.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27B\_6 Page 95

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27B\_6. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- Newcomers to Canada

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- ------- -------

(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 123 9 17 45 41 11 39 14 61 9 121 2 5 8 110 101 24 21 100

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Likely 61 5 7 22 22 5 19 7 33 2 59 2 1 1 59 52 10 12 48

\_\_\_\_\_\_\_\_\_\_\_ 49.6 55.6 41.2 48.9 53.7 45.5 48.7 50.0 54.1 22.2 48.8 100.0 20.0 12.5 53.6 51.5 41.7 57.1 48.0

j K N

A lot more likely 15 2 7 5 1 6 2 7 15 1 14 13 2 4 11

12.2 11.8 15.6 12.2 9.1 15.4 14.3 11.5 12.4 20.0 12.7 12.9 8.3 19.0 11.0

Somewhat more likely 46 5 5 15 17 4 13 5 26 2 44 2 1 45 39 8 8 37

37.4 55.6 29.4 33.3 41.5 36.4 33.3 35.7 42.6 22.2 36.4 100.0 12.5 40.9 38.6 33.3 38.1 37.0

K n

No more likely 59 4 9 21 19 6 19 7 26 7 59 4 7 48 46 14 9 49

48.0 44.4 52.9 46.7 46.3 54.5 48.7 50.0 42.6 77.8 48.8 80.0 87.5 43.6 45.5 58.3 42.9 49.0

i o O

DK/Ref 3 1 2 1 2 3 3 3 3

2.4 5.9 4.4 2.6 3.3 2.5 2.7 3.0 3.0

95TH PERCENTILE 3.00 2.00 4.00 3.00 3.00 3.00 3.00 3.00 3.00 2.00 3.00 2.00 3.00 2.00 3.00 3.00 3.00 3.00 3.00

99TH PERCENTILE 4.00 2.00 4.00 4.00 3.00 3.00 4.00 3.00 4.00 2.00 4.00 2.00 3.00 2.00 4.00 4.00 3.00 3.00 4.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q30 Page 96

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q30. INTERVIEWER: Record language of interview

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

--------------------------------------- ------------------------------- --------------- ----------------------- --------------- ---------------

======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

English 146 11 19 54 50 12 43 15 78 10 146 6 9 131 123 27 23 118

97.3 91.7 86.4 100.0 100.0 100.0 100.0 100.0 97.5 83.3 100.0 100.0 100.0 97.0 97.6 96.4 100.0 96.7

o o s

French 4 1 3 2 2 4 4 3 1 4

2.7 8.3 13.6 2.5 16.7 100.0 3.0 2.4 3.6 3.3

95TH PERCENTILE 1.00 2.00 2.00 1.00 1.00 1.00 1.00 1.00 1.00 2.00 1.00 2.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00

99TH PERCENTILE 2.00 2.00 2.00 1.00 1.00 1.00 1.00 1.00 2.00 2.00 1.00 2.00 1.00 1.00 2.00 2.00 2.00 1.00 2.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q31 Page 97

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q31. Gender

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REGION NO. OF EMPLOYEES LANG OF INT. YEARS IN BUSINESS STAFF STATUS % OLDER WORKERS

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======= 20 OR 5 YEARS MORE MOSTLY MOSTLY OVER UNDER

TOTAL ATL QUE ONT PRAIR BC/N FEWER 21-50 51-250 251-499 ENG FRE OR LESS 6-10 10 YRS F-TIME P-TIME 40% 40%

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 12 22 54 50 12 43 15 80 12 146 4 6 9 135 126 28 23 122

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Male 77 6 10 25 28 8 25 12 39 1 76 1 3 6 68 65 16 9 67

51.3 50.0 45.5 46.3 56.0 66.7 58.1 80.0 48.8 8.3 52.1 25.0 50.0 66.7 50.4 51.6 57.1 39.1 54.9

J IJ J

Female 73 6 12 29 22 4 18 3 41 11 70 3 3 3 67 61 12 14 55

48.7 50.0 54.5 53.7 44.0 33.3 41.9 20.0 51.2 91.7 47.9 75.0 50.0 33.3 49.6 48.4 42.9 60.9 45.1

H GHI

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

Comparison Groups: BCDEF/GHIJ/KL/MNO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q1 Page 98

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q1. Approximately how many staff does your business employ? Please include both full-time and part-time staff in your estimate.

Would it be...

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: 20 or fewer 43 2 2 5 13 7 5 4 5 25 18 23 20 31 12 12 8 11 32

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 28.7 66.7 22.2 23.8 22.8 36.8 62.5 26.7 29.4 32.5 24.7 21.7 45.5 25.0 46.2 42.9 50.0 20.4 33.3

de L n

Under 10 31 1 1 3 10 6 3 2 5 19 12 13 18 21 10 10 8 6 25

20.7 33.3 11.1 14.3 17.5 31.6 37.5 13.3 29.4 24.7 16.4 12.3 40.9 16.9 38.5 35.7 50.0 11.1 26.0

L n r

10-20 12 1 1 2 3 1 2 2 6 6 10 2 10 2 2 5 7

8.0 33.3 11.1 9.5 5.3 5.3 25.0 13.3 7.8 8.2 9.4 4.5 8.1 7.7 7.1 9.3 7.3

NET: 21 to 50 15 1 2 7 2 1 2 12 3 9 6 14 1 5 1 5 10

\_\_\_\_\_\_\_\_\_\_\_\_\_ 10.0 11.1 9.5 12.3 10.5 6.7 11.8 15.6 4.1 8.5 13.6 11.3 3.8 17.9 6.2 9.3 10.4

k

21-30 9 2 5 1 1 7 2 6 3 9 2 1 4 5

6.0 9.5 8.8 5.3 6.7 9.1 2.7 5.7 6.8 7.3 7.1 6.2 7.4 5.2

31-40 5 1 1 1 2 4 1 3 2 4 1 2 1 4

3.3 11.1 1.8 5.3 11.8 5.2 1.4 2.8 4.5 3.2 3.8 7.1 1.9 4.2

41-50 1 1 1 1 1 1 1

0.7 1.8 1.3 2.3 0.8 3.6 1.0

NET: 51 to 250 80 1 5 13 33 8 3 8 8 39 41 63 17 69 11 11 6 34 46

\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 53.3 33.3 55.6 61.9 57.9 42.1 37.5 53.3 47.1 50.6 56.2 59.4 38.6 55.6 42.3 39.3 37.5 63.0 47.9

m

51-99 17 1 1 10 1 1 1 2 9 8 15 2 13 4 1 1 8 9

11.3 11.1 4.8 17.5 5.3 12.5 6.7 11.8 11.7 11.0 14.2 4.5 10.5 15.4 3.6 6.2 14.8 9.4

m

100-250 63 1 4 12 23 7 2 7 6 30 33 48 15 56 7 10 5 26 37

42.0 33.3 44.4 57.1 40.4 36.8 25.0 46.7 35.3 39.0 45.2 45.3 34.1 45.2 26.9 35.7 31.2 48.1 38.5

NET: 251 to 499 12 1 1 4 2 2 2 1 11 11 1 10 2 1 4 8

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 8.0 11.1 4.8 7.0 10.5 13.3 11.8 1.3 15.1 10.4 2.3 8.1 7.7 6.2 7.4 8.3

J m

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q1 Page 99

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q1. Approximately how many staff does your business employ? Please include both full-time and part-time staff in your estimate.

Would it be...

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

251-499 12 1 1 4 2 2 2 1 11 11 1 10 2 1 4 8

8.0 11.1 4.8 7.0 10.5 13.3 11.8 1.3 15.1 10.4 2.3 8.1 7.7 6.2 7.4 8.3

J m

95TH PERCENTILE 8.00 7.00 8.00 7.00 8.00 8.00 7.00 8.00 8.00 7.00 8.00 8.00 7.00 8.00 8.00 7.00 8.00 8.00 8.00

99TH PERCENTILE 8.00 7.00 8.00 8.00 8.00 8.00 7.00 8.00 8.00 8.00 8.00 8.00 8.00 8.00 8.00 7.00 8.00 8.00 8.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q2\_1 Page 100

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q2\_1. What percentage of your staff are - Full time (working 35 hours a week or more)

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Mostly full-time (those 126 2 7 17 52 17 7 11 12 65 61 91 35 105 21 23 12 47 79

who say 50% or more full- 84.0 66.7 77.8 81.0 91.2 89.5 87.5 73.3 70.6 84.4 83.6 85.8 79.5 84.7 80.8 82.1 75.0 87.0 82.3

time)

MEAN 78.10 80.00 77.67 68.95 85.07 82.00 84.50 69.33 67.94 79.04 77.11 80.20 73.05 78.34 76.96 76.43 67.12 80.63 76.68

S.D. dhi

S.E. 28.43 34.64 31.94 28.00 25.30 27.24 30.63 28.00 34.09 27.77 29.28 26.46 32.48 27.46 33.27 29.84 36.91 26.37 29.57

2.32 20.00 10.65 6.11 3.35 6.25 10.83 7.23 8.27 3.16 3.43 2.57 4.90 2.47 6.53 5.64 9.23 3.59 3.02

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q2\_2 Page 101

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q2\_2. What percentage of your staff are - Part-time (working less than 35 hours a week)

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Mostly part-time (those 28 1 2 7 5 2 1 4 5 16 12 17 11 24 4 6 5 7 21

who say 50% or more part- 18.7 33.3 22.2 33.3 8.8 10.5 12.5 26.7 29.4 20.8 16.4 16.0 25.0 19.4 15.4 21.4 31.2 13.0 21.9

time) e

MEAN 19.01 20.00 22.33 31.05 11.33 13.00 15.50 28.60 26.00 18.45 19.59 17.42 22.82 19.70 15.69 20.50 26.88 15.35 21.06

S.D. Ef E e

S.E. 25.80 34.64 31.94 28.00 19.90 19.58 30.63 28.89 30.74 25.27 26.50 24.19 29.25 25.90 25.50 26.96 33.42 21.21 27.94

2.11 20.00 10.65 6.11 2.64 4.49 10.83 7.46 7.46 2.88 3.10 2.35 4.41 2.33 5.00 5.09 8.36 2.89 2.85

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q2B Page 102

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q2B. What percentage of your staff are older workers (aged 55 and above)?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Over 40% 23 1 1 1 12 2 4 2 9 14 15 8 16 7 6 2 6 17

15.3 33.3 11.1 4.8 21.1 10.5 26.7 11.8 11.7 19.2 14.2 18.2 12.9 26.9 21.4 12.5 11.1 17.7

d

Between 20% and 40% 47 1 2 8 20 4 3 2 6 27 20 32 15 41 6 11 4 16 31

31.3 33.3 22.2 38.1 35.1 21.1 37.5 13.3 35.3 35.1 27.4 30.2 34.1 33.1 23.1 39.3 25.0 29.6 32.3

h

Less than 20% 75 1 6 11 23 13 5 8 8 40 35 55 20 63 12 11 9 29 46

50.0 33.3 66.7 52.4 40.4 68.4 62.5 53.3 47.1 51.9 47.9 51.9 45.5 50.8 46.2 39.3 56.2 53.7 47.9

e

DK/REF 5 1 2 1 1 1 4 4 1 4 1 1 3 2

3.3 4.8 3.5 6.7 5.9 1.3 5.5 3.8 2.3 3.2 3.8 6.2 5.6 2.1

95TH PERCENTILE 3.00 3.00 3.00 3.00 3.00 3.00 3.00 99.00 99.00 3.00 99.00 3.00 3.00 3.00 3.00 3.00 99.00 99.00 3.00

99TH PERCENTILE 99.00 3.00 3.00 99.00 99.00 3.00 3.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 3.00 99.00 99.00 99.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q3 Page 103

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q3. How would you describe the sector in which your business operates?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Industrial 57 57 34 23 43 14 48 9 11 3 22 35

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 38.0 100.0 44.2 31.5 40.6 31.8 38.7 34.6 39.3 18.8 40.7 36.5

Manufacturing 26 26 15 11 21 5 20 6 3 2 10 16

17.3 45.6 19.5 15.1 19.8 11.4 16.1 23.1 10.7 12.5 18.5 16.7

Transportation and 18 18 11 7 13 5 16 2 5 8 10

Warehousing 12.0 31.6 14.3 9.6 12.3 11.4 12.9 7.7 17.9 14.8 10.4

Construction 12 12 8 4 8 4 12 3 1 3 9

8.0 21.1 10.4 5.5 7.5 9.1 9.7 10.7 6.2 5.6 9.4

Administrative & 1 1 1 1 1 1

Support, Waste 0.7 1.8 1.4 0.9 3.8 1.9

Management and

Remediation Services

NET: Retail & Wholesale 21 21 10 11 11 10 16 5 6 4 8 13

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 14.0 100.0 13.0 15.1 10.4 22.7 12.9 19.2 21.4 25.0 14.8 13.5

Accommodation and Food 8 8 4 4 4 4 7 1 3 1 4 4

Services 5.3 38.1 5.2 5.5 3.8 9.1 5.6 3.8 10.7 6.2 7.4 4.2

Retail Trade 7 7 5 2 5 2 6 1 2 2 5

4.7 33.3 6.5 2.7 4.7 4.5 4.8 3.8 7.1 3.7 5.2

Wholesale Trade 6 6 1 5 2 4 3 3 1 3 2 4

4.0 28.6 1.3 6.8 1.9 9.1 2.4 11.5 3.6 18.8 3.7 4.2

NET: Professional 19 19 8 11 14 5 17 2 3 2 5 14

Services 12.7 100.0 10.4 15.1 13.2 11.4 13.7 7.7 10.7 12.5 9.3 14.6

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Finance and Insurance 8 8 2 6 7 1 8 1 1 7

5.3 42.1 2.6 8.2 6.6 2.3 6.5 3.6 1.9 7.3

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q3 Page 104

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q3. How would you describe the sector in which your business operates?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Real Estate and Rental 8 8 4 4 5 3 7 1 2 1 2 6

and Leasing 5.3 42.1 5.2 5.5 4.7 6.8 5.6 3.8 7.1 6.2 3.7 6.2

Professional, 3 3 2 1 2 1 2 1 1 2 1

Scientific and 2.0 15.8 2.6 1.4 1.9 2.3 1.6 3.8 6.2 3.7 1.0

Technical Services

NET: Other 17 17 7 10 11 6 13 4 1 5 8 9

\_\_\_\_\_\_\_\_\_\_ 11.3 100.0 9.1 13.7 10.4 13.6 10.5 15.4 3.6 31.2 14.8 9.4

p

Other Services (except 17 17 7 10 11 6 13 4 1 5 8 9

Public Administration) 11.3 100.0 9.1 13.7 10.4 13.6 10.5 15.4 3.6 31.2 14.8 9.4

p

NET: Public/NGO 15 15 8 7 12 3 14 1 3 4 11

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 10.0 100.0 10.4 9.6 11.3 6.8 11.3 3.8 10.7 7.4 11.5

Health Care and Social 13 13 6 7 11 2 12 1 2 3 10

Assistance 8.7 86.7 7.8 9.6 10.4 4.5 9.7 3.8 7.1 5.6 10.4

Educational Services 1 1 1 1 1 1 1

0.7 6.7 1.3 2.3 0.8 3.6 1.0

Utilities 1 1 1 1 1 1

0.7 6.7 1.3 0.9 0.8 1.9

NET: Resources 9 9 5 4 8 1 7 2 1 5 4

\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 6.0 100.0 6.5 5.5 7.5 2.3 5.6 7.7 6.2 9.3 4.2

Mining and Oil and Gas 6 6 3 3 6 6 4 2

Extraction 4.0 66.7 3.9 4.1 5.7 4.8 7.4 2.1

Forestry 3 3 2 1 2 1 1 2 1 1 2

2.0 33.3 2.6 1.4 1.9 2.3 0.8 7.7 6.2 1.9 2.1

NET: Arts & Culture 8 8 3 5 5 3 6 2 2 1 1 7

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 5.3 100.0 3.9 6.8 4.7 6.8 4.8 7.7 7.1 6.2 1.9 7.3

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q3 Page 105

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q3. How would you describe the sector in which your business operates?

===============================================================================================================================================

GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Information and 6 6 3 3 4 2 4 2 2 1 5

Cultural Industries 4.0 75.0 3.9 4.1 3.8 4.5 3.2 7.7 7.1 1.9 5.2

Arts, Entertainment and 2 2 2 1 1 2 1 2

Recreation 1.3 25.0 2.7 0.9 2.3 1.6 6.2 2.1

NET: Agriculture 3 3 2 1 2 1 3 1 1 2

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 2.0 100.0 2.6 1.4 1.9 2.3 2.4 3.6 1.9 2.1

Agriculture 3 3 2 1 2 1 3 1 1 2

2.0 100.0 2.6 1.4 1.9 2.3 2.4 3.6 1.9 2.1

DK/REF 1 1 1 1 1 1

0.7 1.4 2.3 3.8 3.6 1.0

95TH PERCENTILE 25.00 3.00 15.00 24.00 21.00 18.00 12.00 22.00 25.00 25.00 25.00 25.00 25.00 25.00 25.00 25.00 25.00 25.00 25.00

99TH PERCENTILE 25.00 3.00 15.00 24.00 21.00 18.00 12.00 22.00 25.00 25.00 99.00 25.00 99.00 25.00 99.00 99.00 25.00 25.00 99.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q4 Page 106

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q4. How long has your business been in operation? Is it...

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: 5 years or less 6 1 1 2 1 1 3 3 4 2 4 2 1 1 2 4

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 4.0 11.1 4.8 3.5 12.5 6.7 3.9 4.1 3.8 4.5 3.2 7.7 3.6 6.2 3.7 4.2

1-2 years 2 1 1 1 1 1 1 1 1 1 2

1.3 4.8 1.8 1.3 1.4 0.9 2.3 0.8 3.8 6.2 2.1

3-5 years 4 1 1 1 1 2 2 3 1 3 1 1 2 2

2.7 11.1 1.8 12.5 6.7 2.6 2.7 2.8 2.3 2.4 3.8 3.6 3.7 2.1

NET: 6-10 years 9 2 2 1 2 1 1 6 3 5 4 9 4 2 7

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 6.0 9.5 3.5 5.3 25.0 6.7 5.9 7.8 4.1 4.7 9.1 7.3 14.3 3.7 7.3

6-10 years 9 2 2 1 2 1 1 6 3 5 4 9 4 2 7

6.0 9.5 3.5 5.3 25.0 6.7 5.9 7.8 4.1 4.7 9.1 7.3 14.3 3.7 7.3

NET: More than 10 years 135 3 8 18 53 18 5 13 16 68 67 97 38 111 24 23 15 50 85

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 90.0 100.0 88.9 85.7 93.0 94.7 62.5 86.7 94.1 88.3 91.8 91.5 86.4 89.5 92.3 82.1 93.8 92.6 88.5

eg

More than 10 years 135 3 8 18 53 18 5 13 16 68 67 97 38 111 24 23 15 50 85

90.0 100.0 88.9 85.7 93.0 94.7 62.5 86.7 94.1 88.3 91.8 91.5 86.4 89.5 92.3 82.1 93.8 92.6 88.5

eg

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q5 Page 107

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q5. Thinking generally about the minimum qualifications of those you hire, which of the following statements best reflects the

situation in your business in the last 5 years...

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 144 3 8 20 55 19 7 14 17 74 70 102 42 120 24 27 15 52 92

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

The minimum 53 2 3 5 20 10 2 5 6 28 25 43 10 52 1 8 2 24 29

qualifications for most 36.8 66.7 37.5 25.0 36.4 52.6 28.6 35.7 35.3 37.8 35.7 42.2 23.8 43.3 4.2 29.6 13.3 46.2 31.5

of our positions have m O

increased.

The minimum 85 1 5 13 31 9 5 9 11 41 44 56 29 64 21 18 11 26 59

qualifications for most 59.0 33.3 62.5 65.0 56.4 47.4 71.4 64.3 64.7 55.4 62.9 54.9 69.0 53.3 87.5 66.7 73.3 50.0 64.1

of our positions have N

not changed.

The minimum 4 2 2 4 3 1 4 1 2 2

qualifications for most 2.8 10.0 3.6 5.4 2.9 2.4 3.3 3.7 3.8 2.2

of our positions have

been lowered

Don't Know/Refused 2 2 1 1 2 2 2 2

1.4 3.6 1.4 1.4 4.8 8.3 13.3 2.2

95TH PERCENTILE 3.00 3.00 3.00 4.00 4.00 3.00 3.00 3.00 3.00 4.00 3.00 3.00 4.00 3.00 5.00 3.00 5.00 3.00 3.00

99TH PERCENTILE 5.00 3.00 3.00 4.00 5.00 3.00 3.00 3.00 3.00 5.00 5.00 4.00 5.00 4.00 5.00 4.00 5.00 4.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q6 Page 108

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q6. And, how challenging do you think it will be over the next 5 or 10 years for your business to recruit workers with the

skills that you need? Do you think it will be...

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Extremely/Somewhat 110 3 4 17 41 16 5 10 13 59 51 77 33 98 12 24 9 36 74

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 73.3 100.0 44.4 81.0 71.9 84.2 62.5 66.7 76.5 76.6 69.9 72.6 75.0 79.0 46.2 85.7 56.2 66.7 77.1

CdEgHi c O q

Extremely challenging 29 1 2 3 12 1 1 2 6 21 8 17 12 25 4 9 3 8 21

19.3 33.3 22.2 14.3 21.1 5.3 12.5 13.3 35.3 27.3 11.0 16.0 27.3 20.2 15.4 32.1 18.8 14.8 21.9

f f K

Somewhat challenging 81 2 2 14 29 15 4 8 7 38 43 60 21 73 8 15 6 28 53

54.0 66.7 22.2 66.7 50.9 78.9 50.0 53.3 41.2 49.4 58.9 56.6 47.7 58.9 30.8 53.6 37.5 51.9 55.2

C Cei O

NET: Not that/Not at all 40 5 4 16 3 3 5 4 18 22 29 11 26 14 4 7 18 22

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 26.7 55.6 19.0 28.1 15.8 37.5 33.3 23.5 23.4 30.1 27.4 25.0 21.0 53.8 14.3 43.8 33.3 22.9

f N p

Not that challenging 31 4 4 12 3 1 3 4 14 17 22 9 21 10 4 5 16 15

20.7 44.4 19.0 21.1 15.8 12.5 20.0 23.5 18.2 23.3 20.8 20.5 16.9 38.5 14.3 31.2 29.6 15.6

n

Not challenging at all 9 1 4 2 2 4 5 7 2 5 4 2 2 7

6.0 11.1 7.0 25.0 13.3 5.2 6.8 6.6 4.5 4.0 15.4 12.5 3.7 7.3

95TH PERCENTILE 4.00 2.00 4.00 3.00 4.00 3.00 4.00 4.00 3.00 4.00 4.00 4.00 3.00 3.00 4.00 3.00 4.00 3.00 4.00

99TH PERCENTILE 4.00 2.00 4.00 3.00 4.00 3.00 4.00 4.00 3.00 4.00 4.00 4.00 4.00 4.00 4.00 3.00 4.00 4.00 4.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q7 Page 109

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q7. And, how challenging do you think it will be over the next 5 or 10 years for your business to retain workers with the skills

that you need? Do you think it will be...

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Extremely/Somewhat 108 3 4 18 39 13 6 8 16 55 53 78 30 95 13 22 8 39 69

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 72.0 100.0 44.4 85.7 68.4 68.4 75.0 53.3 94.1 71.4 72.6 73.6 68.2 76.6 50.0 78.6 50.0 72.2 71.9

CEFH ch CEfH o

Extremely challenging 21 1 1 4 4 4 1 2 3 15 6 11 10 19 2 9 1 6 15

14.0 33.3 11.1 19.0 7.0 21.1 12.5 13.3 17.6 19.5 8.2 10.4 22.7 15.3 7.7 32.1 6.2 11.1 15.6

k q

Somewhat challenging 87 2 3 14 35 9 5 6 13 40 47 67 20 76 11 13 7 33 54

58.0 66.7 33.3 66.7 61.4 47.4 62.5 40.0 76.5 51.9 64.4 63.2 45.5 61.3 42.3 46.4 43.8 61.1 56.2

ch m

NET: Not that/Not at all 41 5 3 17 6 2 7 1 21 20 28 13 29 12 6 7 15 26

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 27.3 55.6 14.3 29.8 31.6 25.0 46.7 5.9 27.3 27.4 26.4 29.5 23.4 46.2 21.4 43.8 27.8 27.1

dI I i dI n

Not that challenging 26 4 3 8 5 1 4 1 12 14 17 9 19 7 5 4 11 15

17.3 44.4 14.3 14.0 26.3 12.5 26.7 5.9 15.6 19.2 16.0 20.5 15.3 26.9 17.9 25.0 20.4 15.6

i

Not challenging at all 15 1 9 1 1 3 9 6 11 4 10 5 1 3 4 11

10.0 11.1 15.8 5.3 12.5 20.0 11.7 8.2 10.4 9.1 8.1 19.2 3.6 18.8 7.4 11.5

Don't Know/Refused 1 1 1 1 1 1 1

0.7 1.8 1.3 2.3 3.8 6.2 1.0

95TH PERCENTILE 4.00 2.00 4.00 3.00 4.00 4.00 4.00 4.00 3.00 4.00 4.00 4.00 4.00 4.00 4.00 3.00 5.00 4.00 4.00

99TH PERCENTILE 4.00 2.00 4.00 3.00 5.00 4.00 4.00 4.00 3.00 5.00 4.00 4.00 5.00 4.00 5.00 4.00 5.00 4.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q8 Page 110

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q8. Thinking more broadly now about the issues that Canada will face in the next 10 to 20 years from now, which issue do you

think will have the biggest impact on your business?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Economy/Debt/ 44 5 4 19 5 4 1 5 24 20 33 11 38 6 9 2 14 30

Deficit 29.3 55.6 19.0 33.3 26.3 50.0 6.7 29.4 31.2 27.4 31.1 25.0 30.6 23.1 32.1 12.5 25.9 31.2

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ H H h

Economy (general) 44 5 4 19 5 4 1 5 24 20 33 11 38 6 9 2 14 30

29.3 55.6 19.0 33.3 26.3 50.0 6.7 29.4 31.2 27.4 31.1 25.0 30.6 23.1 32.1 12.5 25.9 31.2

H H h

NET: Health care 3 2 1 2 1 2 1 2 1 1 3

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 2.0 10.5 6.7 2.6 1.4 1.9 2.3 1.6 3.8 6.2 3.1

Health care 3 2 1 2 1 2 1 2 1 1 3

2.0 10.5 6.7 2.6 1.4 1.9 2.3 1.6 3.8 6.2 3.1

NET: Environment 1 1 1 1 1 1

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 0.7 33.3 1.3 0.9 0.8 1.0

Environment 1 1 1 1 1 1

0.7 33.3 1.3 0.9 0.8 1.0

NET: Jobs/Unemployment 2 2 2 2 2 2

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 1.3 3.5 2.7 1.9 1.6 3.7

Jobs 2 2 2 2 2 2

1.3 3.5 2.7 1.9 1.6 3.7

NET: Aging Workforce 14 5 5 1 2 1 8 6 11 3 9 5 2 1 5 9

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 9.3 23.8 8.8 5.3 13.3 5.9 10.4 8.2 10.4 6.8 7.3 19.2 7.1 6.2 9.3 9.4

Aging workforce 14 5 5 1 2 1 8 6 11 3 9 5 2 1 5 9

9.3 23.8 8.8 5.3 13.3 5.9 10.4 8.2 10.4 6.8 7.3 19.2 7.1 6.2 9.3 9.4

NET: Globalization/ 3 1 1 1 1 2 2 1 3 1 2 1

Outsourcing 2.0 1.8 5.3 6.7 1.3 2.7 1.9 2.3 2.4 3.6 3.7 1.0

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q8 Page 111

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q8. Thinking more broadly now about the issues that Canada will face in the next 10 to 20 years from now, which issue do you

think will have the biggest impact on your business?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Globalization 3 1 1 1 1 2 2 1 3 1 2 1

2.0 1.8 5.3 6.7 1.3 2.7 1.9 2.3 2.4 3.6 3.7 1.0

Other 59 2 3 8 23 7 1 7 8 31 28 39 20 48 11 12 8 20 39

\_\_\_\_\_ 39.3 66.7 33.3 38.1 40.4 36.8 12.5 46.7 47.1 40.3 38.4 36.8 45.5 38.7 42.3 42.9 50.0 37.0 40.6

g g g

Immigration 2 2 2 2 2 1 1 2

1.3 3.5 2.6 4.5 1.6 3.6 6.2 2.1

Crime 1 1 1 1 1 1

0.7 1.8 1.3 0.9 0.8 1.9

Technological changes 5 1 2 1 1 3 2 3 2 4 1 1 1 5

3.3 4.8 3.5 5.3 6.7 3.9 2.7 2.8 4.5 3.2 3.8 3.6 6.2 5.2

Interest rates 2 1 1 2 2 2 2

1.3 5.3 5.9 2.6 1.9 1.6 3.7

More experienced 18 1 2 3 8 2 1 1 11 7 13 5 16 2 5 6 12

workers 12.0 33.3 22.2 14.3 14.0 10.5 6.7 5.9 14.3 9.6 12.3 11.4 12.9 7.7 17.9 11.1 12.5

Education 1 1 1 1 1 1

0.7 1.8 1.3 0.9 0.8 1.0

Retirement 5 2 3 3 2 5 5 2 3

3.3 10.5 17.6 3.9 2.7 4.7 4.0 3.7 3.1

Hiring of workers 6 3 2 1 2 4 1 5 4 2 3 2 3 3

4.0 14.3 3.5 5.9 2.6 5.5 0.9 11.4 3.2 7.7 10.7 12.5 5.6 3.1

l

Government issues 5 3 2 3 2 4 1 3 2 1 2 3

3.3 5.3 13.3 3.9 2.7 3.8 2.3 2.4 7.7 6.2 3.7 3.1

Retaining Employees 3 1 2 1 2 3 3 1 2

2.0 1.8 13.3 1.3 2.7 2.8 2.4 1.9 2.1

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q8 Page 112

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q8. Thinking more broadly now about the issues that Canada will face in the next 10 to 20 years from now, which issue do you

think will have the biggest impact on your business?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Oil and Gas 1 1 1 1 1 1 1

0.7 11.1 1.4 2.3 3.8 6.2 1.0

Housing 1 1 1 1 1 1

0.7 5.3 1.4 0.9 0.8 1.0

Transport 2 1 1 2 1 1 1 1 1 1 1

1.3 1.8 12.5 2.7 0.9 2.3 0.8 3.8 3.6 1.9 1.0

Import/Export 4 1 1 2 2 2 2 2 2 2 2 1 3

2.7 4.8 1.8 11.8 2.6 2.7 1.9 4.5 1.6 7.7 12.5 1.9 3.1

Terrorism 1 1 1 1 1 1

0.7 1.8 1.4 0.9 0.8 1.9

Morality 1 1 1 1 1 1

0.7 6.7 1.4 0.9 0.8 1.0

Agricultural Sector 1 1 1 1 1 1 1

0.7 33.3 1.4 2.3 0.8 3.6 1.0

Nothing 5 1 2 2 4 1 2 3 5 2 1 2 3

3.3 1.8 10.5 13.3 5.2 1.4 1.9 6.8 4.0 7.1 6.2 3.7 3.1

DK/Refused 19 1 4 6 1 3 1 3 6 13 14 5 16 3 2 3 9 10

12.7 11.1 19.0 10.5 5.3 37.5 6.7 17.6 7.8 17.8 13.2 11.4 12.9 11.5 7.1 18.8 16.7 10.4

95TH PERCENTILE 99.00 29.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00

99TH PERCENTILE 99.00 29.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q9\_1 Page 113

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q9\_1. What impact do you think that each of the following issues will have on Canada's economy over the next 10 to 20 years?

What about...

- Globalization

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: TOP 2 BOXES 115 2 8 17 46 16 6 8 11 60 55 83 32 94 21 19 13 44 71

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 76.7 66.7 88.9 81.0 80.7 84.2 75.0 53.3 64.7 77.9 75.3 78.3 72.7 75.8 80.8 67.9 81.2 81.5 74.0

h h h

Significant impact 55 1 4 9 18 11 3 3 6 31 24 37 18 44 11 8 10 20 35

36.7 33.3 44.4 42.9 31.6 57.9 37.5 20.0 35.3 40.3 32.9 34.9 40.9 35.5 42.3 28.6 62.5 37.0 36.5

eh p

Some impact 60 1 4 8 28 5 3 5 5 29 31 46 14 50 10 11 3 24 36

40.0 33.3 44.4 38.1 49.1 26.3 37.5 33.3 29.4 37.7 42.5 43.4 31.8 40.3 38.5 39.3 18.8 44.4 37.5

NET: BOTTOM 2 BOXES 32 1 1 4 11 3 2 5 5 15 17 21 11 27 5 9 2 10 22

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 21.3 33.3 11.1 19.0 19.3 15.8 25.0 33.3 29.4 19.5 23.3 19.8 25.0 21.8 19.2 32.1 12.5 18.5 22.9

Not much of an impact 20 1 4 7 1 2 2 3 9 11 13 7 16 4 6 1 6 14

13.3 33.3 19.0 12.3 5.3 25.0 13.3 17.6 11.7 15.1 12.3 15.9 12.9 15.4 21.4 6.2 11.1 14.6

No impact at all 12 1 4 2 3 2 6 6 8 4 11 1 3 1 4 8

8.0 11.1 7.0 10.5 20.0 11.8 7.8 8.2 7.5 9.1 8.9 3.8 10.7 6.2 7.4 8.3

Don't Know 3 2 1 2 1 2 1 3 1 3

2.0 13.3 5.9 2.6 1.4 1.9 2.3 2.4 6.2 3.1

95TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

99TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q9\_2 Page 114

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q9\_2. What impact do you think that each of the following issues will have on Canada's economy over the next 10 to 20 years?

What about...

- An aging workforce

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: TOP 2 BOXES 129 2 7 18 48 18 7 12 16 65 64 93 36 106 23 21 15 48 81

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 86.0 66.7 77.8 85.7 84.2 94.7 87.5 80.0 94.1 84.4 87.7 87.7 81.8 85.5 88.5 75.0 93.8 88.9 84.4

Significant impact 85 1 6 14 30 9 4 9 11 43 42 61 24 70 15 13 11 27 58

56.7 33.3 66.7 66.7 52.6 47.4 50.0 60.0 64.7 55.8 57.5 57.5 54.5 56.5 57.7 46.4 68.8 50.0 60.4

Some impact 44 1 1 4 18 9 3 3 5 22 22 32 12 36 8 8 4 21 23

29.3 33.3 11.1 19.0 31.6 47.4 37.5 20.0 29.4 28.6 30.1 30.2 27.3 29.0 30.8 28.6 25.0 38.9 24.0

cd

NET: BOTTOM 2 BOXES 19 1 1 3 8 1 1 3 1 12 7 13 6 18 1 6 6 13

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 12.7 33.3 11.1 14.3 14.0 5.3 12.5 20.0 5.9 15.6 9.6 12.3 13.6 14.5 3.8 21.4 11.1 13.5

o

Not much of an impact 14 1 1 3 5 1 1 1 1 8 6 9 5 14 5 3 11

9.3 33.3 11.1 14.3 8.8 5.3 12.5 6.7 5.9 10.4 8.2 8.5 11.4 11.3 17.9 5.6 11.5

No impact at all 5 3 2 4 1 4 1 4 1 1 3 2

3.3 5.3 13.3 5.2 1.4 3.8 2.3 3.2 3.8 3.6 5.6 2.1

Don't Know 2 1 1 2 2 2 1 1 2

1.3 11.1 1.8 2.7 4.5 7.7 3.6 6.2 2.1

95TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

99TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q9\_3 Page 115

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q9\_3. What impact do you think that each of the following issues will have on Canada's economy over the next 10 to 20 years?

What about...

- Technological changes

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: TOP 2 BOXES 133 3 9 18 50 18 7 13 14 70 63 94 39 110 23 23 16 46 87

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 88.7 100.0 100.0 85.7 87.7 94.7 87.5 86.7 82.4 90.9 86.3 88.7 88.6 88.7 88.5 82.1 100.0 85.2 90.6

E E p

Significant impact 75 2 3 9 26 13 4 8 9 46 29 49 26 59 16 17 9 21 54

50.0 66.7 33.3 42.9 45.6 68.4 50.0 53.3 52.9 59.7 39.7 46.2 59.1 47.6 61.5 60.7 56.2 38.9 56.2

k r

Some impact 58 1 6 9 24 5 3 5 5 24 34 45 13 51 7 6 7 25 33

38.7 33.3 66.7 42.9 42.1 26.3 37.5 33.3 29.4 31.2 46.6 42.5 29.5 41.1 26.9 21.4 43.8 46.3 34.4

f

NET: BOTTOM 2 BOXES 17 3 7 1 1 2 3 7 10 12 5 14 3 5 8 9

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 11.3 14.3 12.3 5.3 12.5 13.3 17.6 9.1 13.7 11.3 11.4 11.3 11.5 17.9 14.8 9.4

Not much of an impact 16 3 7 1 1 2 2 7 9 11 5 13 3 5 8 8

10.7 14.3 12.3 5.3 12.5 13.3 11.8 9.1 12.3 10.4 11.4 10.5 11.5 17.9 14.8 8.3

No impact at all 1 1 1 1 1 1

0.7 5.9 1.4 0.9 0.8 1.0

95TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

99TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q9\_4 Page 116

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q9\_4. What impact do you think that each of the following issues will have on Canada's economy over the next 10 to 20 years?

What about...

- Immigration

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: TOP 2 BOXES 112 2 9 17 42 14 5 9 13 56 56 78 34 90 22 20 14 44 68

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 74.7 66.7 100.0 81.0 73.7 73.7 62.5 60.0 76.5 72.7 76.7 73.6 77.3 72.6 84.6 71.4 87.5 81.5 70.8

dEFgHi

Significant impact 40 1 4 4 9 7 4 6 5 21 19 26 14 32 8 8 6 18 22

26.7 33.3 44.4 19.0 15.8 36.8 50.0 40.0 29.4 27.3 26.0 24.5 31.8 25.8 30.8 28.6 37.5 33.3 22.9

Some impact 72 1 5 13 33 7 1 3 8 35 37 52 20 58 14 12 8 26 46

48.0 33.3 55.6 61.9 57.9 36.8 12.5 20.0 47.1 45.5 50.7 49.1 45.5 46.8 53.8 42.9 50.0 48.1 47.9

g GH GH g

NET: BOTTOM 2 BOXES 34 1 4 14 3 3 5 4 18 16 25 9 31 3 7 2 10 24

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 22.7 33.3 19.0 24.6 15.8 37.5 33.3 23.5 23.4 21.9 23.6 20.5 25.0 11.5 25.0 12.5 18.5 25.0

Not much of an impact 22 1 3 9 3 2 1 3 10 12 18 4 20 2 3 1 6 16

14.7 33.3 14.3 15.8 15.8 25.0 6.7 17.6 13.0 16.4 17.0 9.1 16.1 7.7 10.7 6.2 11.1 16.7

No impact at all 12 1 5 1 4 1 8 4 7 5 11 1 4 1 4 8

8.0 4.8 8.8 12.5 26.7 5.9 10.4 5.5 6.6 11.4 8.9 3.8 14.3 6.2 7.4 8.3

Don't Know 4 1 2 1 3 1 3 1 3 1 1 4

2.7 1.8 10.5 6.7 3.9 1.4 2.8 2.3 2.4 3.8 3.6 4.2

95TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

99TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_A Page 117

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_A. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- The jobs of tomorrow will require that people are a lot more skilled than they are today.

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 96 2 7 12 39 11 4 9 12 52 44 66 30 82 14 20 10 37 59

\_\_\_\_\_\_\_\_\_\_ 64.0 66.7 77.8 57.1 68.4 57.9 50.0 60.0 70.6 67.5 60.3 62.3 68.2 66.1 53.8 71.4 62.5 68.5 61.5

Strongly agree 31 1 1 2 14 6 5 2 15 16 23 8 27 4 7 1 10 21

20.7 33.3 11.1 9.5 24.6 31.6 33.3 11.8 19.5 21.9 21.7 18.2 21.8 15.4 25.0 6.2 18.5 21.9

4 65 1 6 10 25 5 4 4 10 37 28 43 22 55 10 13 9 27 38

43.3 33.3 66.7 47.6 43.9 26.3 50.0 26.7 58.8 48.1 38.4 40.6 50.0 44.4 38.5 46.4 56.2 50.0 39.6

fh f

Neither agree nor 43 2 7 13 7 4 5 4 18 25 32 11 34 9 7 4 12 31

disagree 28.7 22.2 33.3 22.8 36.8 50.0 33.3 23.5 23.4 34.2 30.2 25.0 27.4 34.6 25.0 25.0 22.2 32.3

NET: Disagree 11 1 2 5 1 1 1 7 4 8 3 8 3 1 2 5 6

\_\_\_\_\_\_\_\_\_\_\_\_\_ 7.3 33.3 9.5 8.8 5.3 6.7 5.9 9.1 5.5 7.5 6.8 6.5 11.5 3.6 12.5 9.3 6.2

2 9 1 2 4 1 1 6 3 6 3 7 2 1 2 5 4

6.0 33.3 9.5 7.0 5.3 5.9 7.8 4.1 5.7 6.8 5.6 7.7 3.6 12.5 9.3 4.2

Strongly disagree 2 1 1 1 1 2 1 1 2

1.3 1.8 6.7 1.3 1.4 1.9 0.8 3.8 2.1

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_B Page 118

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_B. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- I feel confident that my business can retain workers with the skills we need to be successful in

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 109 1 8 12 41 15 7 12 12 57 52 77 32 92 17 19 13 40 69

\_\_\_\_\_\_\_\_\_\_ 72.7 33.3 88.9 57.1 71.9 78.9 87.5 80.0 70.6 74.0 71.2 72.6 72.7 74.2 65.4 67.9 81.2 74.1 71.9

d

Strongly agree 39 3 4 13 6 2 5 6 16 23 24 15 30 9 8 7 15 24

26.0 33.3 19.0 22.8 31.6 25.0 33.3 35.3 20.8 31.5 22.6 34.1 24.2 34.6 28.6 43.8 27.8 25.0

4 70 1 5 8 28 9 5 7 6 41 29 53 17 62 8 11 6 25 45

46.7 33.3 55.6 38.1 49.1 47.4 62.5 46.7 35.3 53.2 39.7 50.0 38.6 50.0 30.8 39.3 37.5 46.3 46.9

Neither agree nor 28 2 4 12 2 1 3 4 13 15 21 7 22 6 6 1 10 18

disagree 18.7 66.7 19.0 21.1 10.5 12.5 20.0 23.5 16.9 20.5 19.8 15.9 17.7 23.1 21.4 6.2 18.5 18.8

f

NET: Disagree 13 1 5 4 2 1 7 6 8 5 10 3 3 2 4 9

\_\_\_\_\_\_\_\_\_\_\_\_\_ 8.7 11.1 23.8 7.0 10.5 5.9 9.1 8.2 7.5 11.4 8.1 11.5 10.7 12.5 7.4 9.4

2 12 1 4 4 2 1 6 6 8 4 9 3 2 2 4 8

8.0 11.1 19.0 7.0 10.5 5.9 7.8 8.2 7.5 9.1 7.3 11.5 7.1 12.5 7.4 8.3

Strongly disagree 1 1 1 1 1 1 1

0.7 4.8 1.3 2.3 0.8 3.6 1.0

95TH PERCENTILE 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_C Page 119

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_C. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- A post-secondary degree, diploma or certification is the minimum qualification required in today'

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 81 1 4 7 31 11 6 10 10 38 43 54 27 66 15 16 11 29 52

\_\_\_\_\_\_\_\_\_\_ 54.0 33.3 44.4 33.3 54.4 57.9 75.0 66.7 58.8 49.4 58.9 50.9 61.4 53.2 57.7 57.1 68.8 53.7 54.2

d d

Strongly agree 37 1 1 2 13 7 2 7 4 14 23 27 10 30 7 5 5 8 29

24.7 33.3 11.1 9.5 22.8 36.8 25.0 46.7 23.5 18.2 31.5 25.5 22.7 24.2 26.9 17.9 31.2 14.8 30.2

d cD r

4 44 3 5 18 4 4 3 6 24 20 27 17 36 8 11 6 21 23

29.3 33.3 23.8 31.6 21.1 50.0 20.0 35.3 31.2 27.4 25.5 38.6 29.0 30.8 39.3 37.5 38.9 24.0

Neither agree nor 34 1 9 14 4 1 1 4 19 15 23 11 30 4 9 2 14 20

disagree 22.7 11.1 42.9 24.6 21.1 12.5 6.7 23.5 24.7 20.5 21.7 25.0 24.2 15.4 32.1 12.5 25.9 20.8

cH h

NET: Disagree 34 2 4 5 11 4 1 4 3 20 14 28 6 27 7 3 3 10 24

\_\_\_\_\_\_\_\_\_\_\_\_\_ 22.7 66.7 44.4 23.8 19.3 21.1 12.5 26.7 17.6 26.0 19.2 26.4 13.6 21.8 26.9 10.7 18.8 18.5 25.0

2 20 2 2 3 6 3 2 2 13 7 17 3 17 3 3 5 15

13.3 66.7 22.2 14.3 10.5 15.8 13.3 11.8 16.9 9.6 16.0 6.8 13.7 11.5 10.7 9.3 15.6

e

Strongly disagree 14 2 2 5 1 1 2 1 7 7 11 3 10 4 3 5 9

9.3 22.2 9.5 8.8 5.3 12.5 13.3 5.9 9.1 9.6 10.4 6.8 8.1 15.4 18.8 9.3 9.4

Don't Know 1 1 1 1 1 1

0.7 1.8 1.4 0.9 0.8 1.9

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_D Page 120

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_D. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- Companies today need to invest in continuous learning and skills upgrading for their employees in

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 135 3 8 20 50 17 7 15 14 70 65 99 36 114 21 24 12 48 87

\_\_\_\_\_\_\_\_\_\_ 90.0 100.0 88.9 95.2 87.7 89.5 87.5 100.0 82.4 90.9 89.0 93.4 81.8 91.9 80.8 85.7 75.0 88.9 90.6

E E

Strongly agree 66 1 2 8 30 10 2 9 4 32 34 49 17 56 10 13 4 20 46

44.0 33.3 22.2 38.1 52.6 52.6 25.0 60.0 23.5 41.6 46.6 46.2 38.6 45.2 38.5 46.4 25.0 37.0 47.9

ci ci

4 69 2 6 12 20 7 5 6 10 38 31 50 19 58 11 11 8 28 41

46.0 66.7 66.7 57.1 35.1 36.8 62.5 40.0 58.8 49.4 42.5 47.2 43.2 46.8 42.3 39.3 50.0 51.9 42.7

Neither agree nor 13 1 1 6 1 1 3 5 8 6 7 8 5 4 3 6 7

disagree 8.7 11.1 4.8 10.5 5.3 12.5 17.6 6.5 11.0 5.7 15.9 6.5 19.2 14.3 18.8 11.1 7.3

NET: Disagree 2 1 1 2 1 1 2 1 2

\_\_\_\_\_\_\_\_\_\_\_\_\_ 1.3 1.8 5.3 2.6 0.9 2.3 1.6 6.2 2.1

Strongly disagree 2 1 1 2 1 1 2 1 2

1.3 1.8 5.3 2.6 0.9 2.3 1.6 6.2 2.1

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_E Page 121

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_E. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- Once someone is in the workforce, experience on the job is more valuable than formal education.

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 100 3 6 16 41 13 2 9 9 52 48 70 30 81 19 20 10 42 58

\_\_\_\_\_\_\_\_\_\_ 66.7 100.0 66.7 76.2 71.9 68.4 25.0 60.0 52.9 67.5 65.8 66.0 68.2 65.3 73.1 71.4 62.5 77.8 60.4

cdEFGHI G G g s

Strongly agree 43 1 3 5 19 6 2 2 5 21 22 31 12 34 9 7 5 16 27

28.7 33.3 33.3 23.8 33.3 31.6 25.0 13.3 29.4 27.3 30.1 29.2 27.3 27.4 34.6 25.0 31.2 29.6 28.1

4 57 2 3 11 22 7 7 4 31 26 39 18 47 10 13 5 26 31

38.0 66.7 33.3 52.4 38.6 36.8 46.7 23.5 40.3 35.6 36.8 40.9 37.9 38.5 46.4 31.2 48.1 32.3

Neither agree nor 35 2 5 9 4 4 5 6 19 16 24 11 31 4 6 5 7 28

disagree 23.3 22.2 23.8 15.8 21.1 50.0 33.3 35.3 24.7 21.9 22.6 25.0 25.0 15.4 21.4 31.2 13.0 29.2

r

NET: Disagree 15 1 7 2 2 1 2 6 9 12 3 12 3 2 1 5 10

\_\_\_\_\_\_\_\_\_\_\_\_\_ 10.0 11.1 12.3 10.5 25.0 6.7 11.8 7.8 12.3 11.3 6.8 9.7 11.5 7.1 6.2 9.3 10.4

2 10 1 5 2 2 5 5 9 1 8 2 1 3 7

6.7 11.1 8.8 25.0 11.8 6.5 6.8 8.5 2.3 6.5 7.7 3.6 5.6 7.3

Strongly disagree 5 2 2 1 1 4 3 2 4 1 1 1 2 3

3.3 3.5 10.5 6.7 1.3 5.5 2.8 4.5 3.2 3.8 3.6 6.2 3.7 3.1

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_F Page 122

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_F. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- It's easier to recruit new staff with the right skills than to retrain existing staff.

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 27 1 5 13 3 2 3 11 16 19 8 24 3 6 2 12 15

\_\_\_\_\_\_\_\_\_\_ 18.0 11.1 23.8 22.8 15.8 13.3 17.6 14.3 21.9 17.9 18.2 19.4 11.5 21.4 12.5 22.2 15.6

Strongly agree 8 1 4 1 1 1 5 3 5 3 8 2 1 3 5

5.3 4.8 7.0 5.3 6.7 5.9 6.5 4.1 4.7 6.8 6.5 7.1 6.2 5.6 5.2

4 19 1 4 9 2 1 2 6 13 14 5 16 3 4 1 9 10

12.7 11.1 19.0 15.8 10.5 6.7 11.8 7.8 17.8 13.2 11.4 12.9 11.5 14.3 6.2 16.7 10.4

Neither agree nor 46 2 3 20 7 4 4 6 28 18 31 15 38 8 9 6 16 30

disagree 30.7 22.2 14.3 35.1 36.8 50.0 26.7 35.3 36.4 24.7 29.2 34.1 30.6 30.8 32.1 37.5 29.6 31.2

d

NET: Disagree 77 3 6 13 24 9 4 9 8 38 39 56 21 62 15 13 8 26 51

\_\_\_\_\_\_\_\_\_\_\_\_\_ 51.3 100.0 66.7 61.9 42.1 47.4 50.0 60.0 47.1 49.4 53.4 52.8 47.7 50.0 57.7 46.4 50.0 48.1 53.1

cDEFGHI

2 49 1 5 9 18 7 2 3 4 24 25 36 13 40 9 7 6 20 29

32.7 33.3 55.6 42.9 31.6 36.8 25.0 20.0 23.5 31.2 34.2 34.0 29.5 32.3 34.6 25.0 37.5 37.0 30.2

Strongly disagree 28 2 1 4 6 2 2 6 4 14 14 20 8 22 6 6 2 6 22

18.7 66.7 11.1 19.0 10.5 10.5 25.0 40.0 23.5 18.2 19.2 18.9 18.2 17.7 23.1 21.4 12.5 11.1 22.9

ef ef

95TH PERCENTILE 5.00 2.00 4.00 4.00 5.00 5.00 3.00 5.00 5.00 5.00 4.00 4.00 5.00 5.00 4.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 2.00 4.00 5.00 5.00 5.00 3.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_G Page 123

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_G. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- In difficult economic times, training and development is an obvious target for cost cutting measu

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 88 2 6 11 34 11 2 10 11 50 38 61 27 71 17 17 10 32 56

\_\_\_\_\_\_\_\_\_\_ 58.7 66.7 66.7 52.4 59.6 57.9 25.0 66.7 64.7 64.9 52.1 57.5 61.4 57.3 65.4 60.7 62.5 59.3 58.3

g g g

Strongly agree 40 1 1 7 19 3 1 6 2 23 17 25 15 31 9 11 4 13 27

26.7 33.3 11.1 33.3 33.3 15.8 12.5 40.0 11.8 29.9 23.3 23.6 34.1 25.0 34.6 39.3 25.0 24.1 28.1

i

4 48 1 5 4 15 8 1 4 9 27 21 36 12 40 8 6 6 19 29

32.0 33.3 55.6 19.0 26.3 42.1 12.5 26.7 52.9 35.1 28.8 34.0 27.3 32.3 30.8 21.4 37.5 35.2 30.2

g deg

Neither agree nor 31 1 6 12 4 3 2 3 16 15 19 12 26 5 7 5 14 17

disagree 20.7 11.1 28.6 21.1 21.1 37.5 13.3 17.6 20.8 20.5 17.9 27.3 21.0 19.2 25.0 31.2 25.9 17.7

NET: Disagree 31 1 2 4 11 4 3 3 3 11 20 26 5 27 4 4 1 8 23

\_\_\_\_\_\_\_\_\_\_\_\_\_ 20.7 33.3 22.2 19.0 19.3 21.1 37.5 20.0 17.6 14.3 27.4 24.5 11.4 21.8 15.4 14.3 6.2 14.8 24.0

j m

2 21 1 2 3 6 3 2 3 1 8 13 16 5 19 2 4 1 6 15

14.0 33.3 22.2 14.3 10.5 15.8 25.0 20.0 5.9 10.4 17.8 15.1 11.4 15.3 7.7 14.3 6.2 11.1 15.6

Strongly disagree 10 1 5 1 1 2 3 7 10 8 2 2 8

6.7 4.8 8.8 5.3 12.5 11.8 3.9 9.6 9.4 6.5 7.7 3.7 8.3

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_H Page 124

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_H. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- Young people coming into the workforce today don't have adequate skills and training to be job re

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 71 3 5 14 27 9 3 3 7 43 28 49 22 60 11 14 8 26 45

\_\_\_\_\_\_\_\_\_\_ 47.3 100.0 55.6 66.7 47.4 47.4 37.5 20.0 41.2 55.8 38.4 46.2 50.0 48.4 42.3 50.0 50.0 48.1 46.9

CDEFGHI H h k

Strongly agree 27 1 2 5 10 3 2 2 2 18 9 15 12 23 4 8 4 5 22

18.0 33.3 22.2 23.8 17.5 15.8 25.0 13.3 11.8 23.4 12.3 14.2 27.3 18.5 15.4 28.6 25.0 9.3 22.9

r

4 44 2 3 9 17 6 1 1 5 25 19 34 10 37 7 6 4 21 23

29.3 66.7 33.3 42.9 29.8 31.6 12.5 6.7 29.4 32.5 26.0 32.1 22.7 29.8 26.9 21.4 25.0 38.9 24.0

h H H h

Neither agree nor 43 3 5 14 3 1 7 9 22 21 27 16 33 10 10 6 15 28

disagree 28.7 33.3 23.8 24.6 15.8 12.5 46.7 52.9 28.6 28.8 25.5 36.4 26.6 38.5 35.7 37.5 27.8 29.2

fg efg

NET: Disagree 35 1 2 15 7 4 5 1 12 23 29 6 30 5 4 2 12 23

\_\_\_\_\_\_\_\_\_\_\_\_\_ 23.3 11.1 9.5 26.3 36.8 50.0 33.3 5.9 15.6 31.5 27.4 13.6 24.2 19.2 14.3 12.5 22.2 24.0

i di di i j m

2 24 1 2 8 5 3 4 1 7 17 21 3 21 3 2 1 9 15

16.0 11.1 9.5 14.0 26.3 37.5 26.7 5.9 9.1 23.3 19.8 6.8 16.9 11.5 7.1 6.2 16.7 15.6

j m

Strongly disagree 11 7 2 1 1 5 6 8 3 9 2 2 1 3 8

7.3 12.3 10.5 12.5 6.7 6.5 8.2 7.5 6.8 7.3 7.7 7.1 6.2 5.6 8.3

Don't Know 1 1 1 1 1 1

0.7 1.8 1.4 0.9 0.8 1.9

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_I Page 125

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_I. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- Older workers are less productive (or perform at a lower level) than younger workers

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 15 1 9 3 1 1 8 7 8 7 14 1 6 1 6 9

\_\_\_\_\_\_\_\_\_\_ 10.0 4.8 15.8 15.8 12.5 6.7 10.4 9.6 7.5 15.9 11.3 3.8 21.4 6.2 11.1 9.4

Strongly agree 5 3 1 1 4 1 2 3 5 2 1 5

3.3 5.3 5.3 12.5 5.2 1.4 1.9 6.8 4.0 7.1 6.2 5.2

4 10 1 6 2 1 4 6 6 4 9 1 4 6 4

6.7 4.8 10.5 10.5 6.7 5.2 8.2 5.7 9.1 7.3 3.8 14.3 11.1 4.2

Neither agree nor 35 3 6 15 2 2 4 3 18 17 24 11 28 7 5 6 12 23

disagree 23.3 33.3 28.6 26.3 10.5 25.0 26.7 17.6 23.4 23.3 22.6 25.0 22.6 26.9 17.9 37.5 22.2 24.0

NET: Disagree 99 3 6 14 33 13 5 10 14 50 49 74 25 81 18 16 9 36 63

\_\_\_\_\_\_\_\_\_\_\_\_\_ 66.0 100.0 66.7 66.7 57.9 68.4 62.5 66.7 82.4 64.9 67.1 69.8 56.8 65.3 69.2 57.1 56.2 66.7 65.6

cDEFgH e

2 45 2 5 8 14 4 2 1 9 29 16 35 10 39 6 7 3 27 18

30.0 66.7 55.6 38.1 24.6 21.1 25.0 6.7 52.9 37.7 21.9 33.0 22.7 31.5 23.1 25.0 18.8 50.0 18.8

h H h h efH k S

Strongly disagree 54 1 1 6 19 9 3 9 5 21 33 39 15 42 12 9 6 9 45

36.0 33.3 11.1 28.6 33.3 47.4 37.5 60.0 29.4 27.3 45.2 36.8 34.1 33.9 46.2 32.1 37.5 16.7 46.9

c C j R

Don't Know 1 1 1 1 1 1 1

0.7 5.3 1.3 2.3 0.8 3.6 1.0

95TH PERCENTILE 4.00 2.00 3.00 3.00 5.00 6.00 5.00 4.00 3.00 5.00 4.00 4.00 5.00 4.00 3.00 5.00 5.00 4.00 5.00

99TH PERCENTILE 5.00 2.00 3.00 4.00 5.00 6.00 5.00 4.00 3.00 6.00 5.00 5.00 6.00 5.00 4.00 6.00 5.00 4.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_J Page 126

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_J. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- The incentives offered by your organization make it desirable to work past the age of 60

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 62 1 2 6 25 11 3 8 5 31 31 40 22 49 13 15 7 16 46

\_\_\_\_\_\_\_\_\_\_ 41.3 33.3 22.2 28.6 43.9 57.9 37.5 53.3 29.4 40.3 42.5 37.7 50.0 39.5 50.0 53.6 43.8 29.6 47.9

c r

Strongly agree 24 1 2 7 7 1 4 2 9 15 15 9 18 6 7 2 5 19

16.0 33.3 9.5 12.3 36.8 12.5 26.7 11.8 11.7 20.5 14.2 20.5 14.5 23.1 25.0 12.5 9.3 19.8

de

4 38 2 4 18 4 2 4 3 22 16 25 13 31 7 8 5 11 27

25.3 22.2 19.0 31.6 21.1 25.0 26.7 17.6 28.6 21.9 23.6 29.5 25.0 26.9 28.6 31.2 20.4 28.1

Neither agree nor 50 2 5 8 20 3 5 7 26 24 38 12 44 6 9 3 21 29

disagree 33.3 66.7 55.6 38.1 35.1 15.8 33.3 41.2 33.8 32.9 35.8 27.3 35.5 23.1 32.1 18.8 38.9 30.2

f

NET: Disagree 35 2 7 12 4 3 2 5 19 16 26 9 28 7 3 6 16 19

\_\_\_\_\_\_\_\_\_\_\_\_\_ 23.3 22.2 33.3 21.1 21.1 37.5 13.3 29.4 24.7 21.9 24.5 20.5 22.6 26.9 10.7 37.5 29.6 19.8

p

2 23 6 8 2 2 1 4 12 11 16 7 19 4 3 4 12 11

15.3 28.6 14.0 10.5 25.0 6.7 23.5 15.6 15.1 15.1 15.9 15.3 15.4 10.7 25.0 22.2 11.5

Strongly disagree 12 2 1 4 2 1 1 1 7 5 10 2 9 3 2 4 8

8.0 22.2 4.8 7.0 10.5 12.5 6.7 5.9 9.1 6.8 9.4 4.5 7.3 11.5 12.5 7.4 8.3

Don't Know 3 1 2 1 2 2 1 3 1 1 2

2.0 5.3 25.0 1.3 2.7 1.9 2.3 2.4 3.6 1.9 2.1

95TH PERCENTILE 5.00 5.00 4.00 5.00 5.00 6.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 6.00 5.00 4.00 5.00 5.00 6.00 6.00 5.00 5.00 6.00 6.00 6.00 6.00 6.00 5.00 6.00 5.00 6.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_K Page 127

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_K. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- The jobs of tomorrow will require different skill sets than today.

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 95 2 5 14 37 11 4 11 10 46 49 63 32 85 10 22 10 34 61

\_\_\_\_\_\_\_\_\_\_ 63.3 66.7 55.6 66.7 64.9 57.9 50.0 73.3 58.8 59.7 67.1 59.4 72.7 68.5 38.5 78.6 62.5 63.0 63.5

O

Strongly agree 31 1 1 3 12 5 4 5 14 17 18 13 27 4 8 5 10 21

20.7 33.3 11.1 14.3 21.1 26.3 26.7 29.4 18.2 23.3 17.0 29.5 21.8 15.4 28.6 31.2 18.5 21.9

4 64 1 4 11 25 6 4 7 5 32 32 45 19 58 6 14 5 24 40

42.7 33.3 44.4 52.4 43.9 31.6 50.0 46.7 29.4 41.6 43.8 42.5 43.2 46.8 23.1 50.0 31.2 44.4 41.7

o

Neither agree nor 34 1 3 6 10 4 3 4 3 22 12 23 11 23 11 6 5 10 24

disagree 22.7 33.3 33.3 28.6 17.5 21.1 37.5 26.7 17.6 28.6 16.4 21.7 25.0 18.5 42.3 21.4 31.2 18.5 25.0

n

NET: Disagree 19 1 1 9 4 4 9 10 18 1 15 4 1 9 10

\_\_\_\_\_\_\_\_\_\_\_\_\_ 12.7 11.1 4.8 15.8 21.1 23.5 11.7 13.7 17.0 2.3 12.1 15.4 6.2 16.7 10.4

M

2 13 1 1 5 3 3 7 6 13 11 2 6 7

8.7 11.1 4.8 8.8 15.8 17.6 9.1 8.2 12.3 8.9 7.7 11.1 7.3

Strongly disagree 6 4 1 1 2 4 5 1 4 2 1 3 3

4.0 7.0 5.3 5.9 2.6 5.5 4.7 2.3 3.2 7.7 6.2 5.6 3.1

Don't Know 2 1 1 2 2 1 1 1 1

1.3 1.8 12.5 2.7 1.9 0.8 3.8 1.9 1.0

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 6.00 5.00 5.00 5.00 6.00 5.00 6.00 5.00 5.00 5.00 6.00 6.00 5.00 5.00 6.00 5.00 5.00 6.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q10\_L Page 128

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q10\_L. Now, I'm going to read you a series of statements. For each, please tell me whether you agree or disagree, using a scale

of 1 to 5.

- A career in the skilled trades provides stable employment.

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 100 3 5 13 43 12 1 11 11 55 45 70 30 82 18 19 11 36 64

\_\_\_\_\_\_\_\_\_\_ 66.7 100.0 55.6 61.9 75.4 63.2 12.5 73.3 64.7 71.4 61.6 66.0 68.2 66.1 69.2 67.9 68.8 66.7 66.7

CDEFGhI g G G G G G

Strongly agree 39 1 3 2 17 5 1 5 4 24 15 29 10 33 6 7 3 16 23

26.0 33.3 33.3 9.5 29.8 26.3 12.5 33.3 23.5 31.2 20.5 27.4 22.7 26.6 23.1 25.0 18.8 29.6 24.0

d

4 61 2 2 11 26 7 6 7 31 30 41 20 49 12 12 8 20 41

40.7 66.7 22.2 52.4 45.6 36.8 40.0 41.2 40.3 41.1 38.7 45.5 39.5 46.2 42.9 50.0 37.0 42.7

Neither agree nor 33 3 5 11 5 4 3 2 14 19 24 9 28 5 5 4 12 21

disagree 22.0 33.3 23.8 19.3 26.3 50.0 20.0 11.8 18.2 26.0 22.6 20.5 22.6 19.2 17.9 25.0 22.2 21.9

i

NET: Disagree 16 1 3 3 1 3 1 4 7 9 12 4 13 3 3 1 6 10

\_\_\_\_\_\_\_\_\_\_\_\_\_ 10.7 11.1 14.3 5.3 5.3 37.5 6.7 23.5 9.1 12.3 11.3 9.1 10.5 11.5 10.7 6.2 11.1 10.4

2 14 1 3 2 3 1 4 6 8 11 3 12 2 3 5 9

9.3 11.1 14.3 3.5 37.5 6.7 23.5 7.8 11.0 10.4 6.8 9.7 7.7 10.7 9.3 9.4

e

Strongly disagree 2 1 1 1 1 1 1 1 1 1 1 1

1.3 1.8 5.3 1.3 1.4 0.9 2.3 0.8 3.8 6.2 1.9 1.0

Don't Know 1 1 1 1 1 1 1

0.7 5.3 1.3 2.3 0.8 3.6 1.0

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 6.00 5.00 5.00 6.00 5.00 5.00 6.00 5.00 5.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_A Page 129

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_A. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Reading

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 132 3 7 16 53 18 7 14 13 67 65 95 37 109 23 23 14 45 87

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 88.0 100.0 77.8 76.2 93.0 94.7 87.5 93.3 76.5 87.0 89.0 89.6 84.1 87.9 88.5 82.1 87.5 83.3 90.6

dei

Very Important 90 1 2 10 35 15 5 12 9 44 46 63 27 74 16 16 11 28 62

60.0 33.3 22.2 47.6 61.4 78.9 62.5 80.0 52.9 57.1 63.0 59.4 61.4 59.7 61.5 57.1 68.8 51.9 64.6

c Cd Cd

4 42 2 5 6 18 3 2 2 4 23 19 32 10 35 7 7 3 17 25

28.0 66.7 55.6 28.6 31.6 15.8 25.0 13.3 23.5 29.9 26.0 30.2 22.7 28.2 26.9 25.0 18.8 31.5 26.0

fh

Moderately Important 17 2 5 3 1 1 1 4 10 7 10 7 15 2 5 2 9 8

11.3 22.2 23.8 5.3 5.3 12.5 6.7 23.5 13.0 9.6 9.4 15.9 12.1 7.7 17.9 12.5 16.7 8.3

Don't Know 1 1 1 1 1 1

0.7 1.8 1.4 0.9 3.8 1.0

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_B Page 130

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_B. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Ability to interpret, use and create documents

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 99 2 4 8 41 16 6 12 10 55 44 72 27 84 15 16 11 37 62

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 66.0 66.7 44.4 38.1 71.9 84.2 75.0 80.0 58.8 71.4 60.3 67.9 61.4 67.7 57.7 57.1 68.8 68.5 64.6

D cD d D

Very Important 47 1 2 2 18 13 2 6 3 24 23 36 11 39 8 7 4 20 27

31.3 33.3 22.2 9.5 31.6 68.4 25.0 40.0 17.6 31.2 31.5 34.0 25.0 31.5 30.8 25.0 25.0 37.0 28.1

d CDEgI d

4 52 1 2 6 23 3 4 6 7 31 21 36 16 45 7 9 7 17 35

34.7 33.3 22.2 28.6 40.4 15.8 50.0 40.0 41.2 40.3 28.8 34.0 36.4 36.3 26.9 32.1 43.8 31.5 36.5

f

Moderately Important 45 1 4 12 13 3 2 3 6 21 24 31 14 36 9 10 4 15 30

30.0 33.3 44.4 57.1 22.8 15.8 25.0 20.0 35.3 27.3 32.9 29.2 31.8 29.0 34.6 35.7 25.0 27.8 31.2

EFh

NET: Not Important 5 1 1 2 1 1 4 2 3 4 1 2 1 2 3

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 3.3 11.1 4.8 3.5 5.9 1.3 5.5 1.9 6.8 3.2 3.8 7.1 6.2 3.7 3.1

2 5 1 1 2 1 1 4 2 3 4 1 2 1 2 3

3.3 11.1 4.8 3.5 5.9 1.3 5.5 1.9 6.8 3.2 3.8 7.1 6.2 3.7 3.1

Don't Know 1 1 1 1 1 1

0.7 1.8 1.4 0.9 3.8 1.0

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_C Page 131

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_C. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Basic understanding of numbers

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 124 2 8 17 47 17 8 12 12 68 56 88 36 103 21 23 13 45 79

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 82.7 66.7 88.9 81.0 82.5 89.5 100.0 80.0 70.6 88.3 76.7 83.0 81.8 83.1 80.8 82.1 81.2 83.3 82.3

dEI

Very Important 81 1 5 9 33 14 6 6 7 41 40 57 24 66 15 16 8 31 50

54.0 33.3 55.6 42.9 57.9 73.7 75.0 40.0 41.2 53.2 54.8 53.8 54.5 53.2 57.7 57.1 50.0 57.4 52.1

dhi

4 43 1 3 8 14 3 2 6 5 27 16 31 12 37 6 7 5 14 29

28.7 33.3 33.3 38.1 24.6 15.8 25.0 40.0 29.4 35.1 21.9 29.2 27.3 29.8 23.1 25.0 31.2 25.9 30.2

Moderately Important 21 1 3 9 2 2 4 9 12 15 6 17 4 4 2 7 14

14.0 11.1 14.3 15.8 10.5 13.3 23.5 11.7 16.4 14.2 13.6 13.7 15.4 14.3 12.5 13.0 14.6

NET: Not Important 5 1 1 1 1 1 5 3 2 4 1 1 1 2 3

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 3.3 33.3 4.8 1.8 6.7 5.9 6.8 2.8 4.5 3.2 3.8 3.6 6.2 3.7 3.1

2 3 1 1 1 3 2 1 3 1 2 1

2.0 33.3 4.8 5.9 4.1 1.9 2.3 2.4 3.6 3.7 1.0

Not important at all 2 1 1 2 1 1 1 1 1 2

1.3 1.8 6.7 2.7 0.9 2.3 0.8 3.8 6.2 2.1

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_D Page 132

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_D. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Writing

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 113 2 7 15 39 15 7 14 13 53 60 83 30 94 19 20 10 38 75

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 75.3 66.7 77.8 71.4 68.4 78.9 87.5 93.3 76.5 68.8 82.2 78.3 68.2 75.8 73.1 71.4 62.5 70.4 78.1

E

Very Important 70 1 2 7 24 12 4 12 8 32 38 52 18 56 14 11 7 21 49

46.7 33.3 22.2 33.3 42.1 63.2 50.0 80.0 47.1 41.6 52.1 49.1 40.9 45.2 53.8 39.3 43.8 38.9 51.0

cd CDEi

4 43 1 5 8 15 3 3 2 5 21 22 31 12 38 5 9 3 17 26

28.7 33.3 55.6 38.1 26.3 15.8 37.5 13.3 29.4 27.3 30.1 29.2 27.3 30.6 19.2 32.1 18.8 31.5 27.1

fh

Moderately Important 28 1 1 6 13 3 1 3 19 9 16 12 23 5 7 5 12 16

18.7 33.3 11.1 28.6 22.8 15.8 12.5 17.6 24.7 12.3 15.1 27.3 18.5 19.2 25.0 31.2 22.2 16.7

k

NET: Not Important 9 1 5 1 1 1 5 4 7 2 7 2 1 1 4 5

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 6.0 11.1 8.8 5.3 6.7 5.9 6.5 5.5 6.6 4.5 5.6 7.7 3.6 6.2 7.4 5.2

2 9 1 5 1 1 1 5 4 7 2 7 2 1 1 4 5

6.0 11.1 8.8 5.3 6.7 5.9 6.5 5.5 6.6 4.5 5.6 7.7 3.6 6.2 7.4 5.2

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_E Page 133

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_E. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Oral communication

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 140 3 8 18 54 18 8 15 15 75 65 100 40 116 24 24 16 49 91

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 93.3 100.0 88.9 85.7 94.7 94.7 100.0 100.0 88.2 97.4 89.0 94.3 90.9 93.5 92.3 85.7 100.0 90.7 94.8

k p

Very Important 91 2 3 11 35 16 5 11 7 43 48 65 26 75 16 19 7 29 62

60.7 66.7 33.3 52.4 61.4 84.2 62.5 73.3 41.2 55.8 65.8 61.3 59.1 60.5 61.5 67.9 43.8 53.7 64.6

CdeI c

4 49 1 5 7 19 2 3 4 8 32 17 35 14 41 8 5 9 20 29

32.7 33.3 55.6 33.3 33.3 10.5 37.5 26.7 47.1 41.6 23.3 33.0 31.8 33.1 30.8 17.9 56.2 37.0 30.2

f f F k P

Moderately Important 8 1 2 3 1 1 1 7 4 4 7 1 4 5 3

5.3 11.1 9.5 5.3 5.3 5.9 1.3 9.6 3.8 9.1 5.6 3.8 14.3 9.3 3.1

j

NET: Not Important 2 1 1 1 1 2 1 1 2

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 1.3 4.8 5.9 1.3 1.4 1.9 0.8 3.8 2.1

2 1 1 1 1 1 1

0.7 5.9 1.4 0.9 3.8 1.0

Not important at all 1 1 1 1 1 1

0.7 4.8 1.3 0.9 0.8 1.0

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_F Page 134

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_F. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Working with others

===============================================================================================================================================

GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 145 3 8 19 55 19 8 15 17 75 70 103 42 119 26 26 16 51 94

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 96.7 100.0 88.9 90.5 96.5 100.0 100.0 100.0 100.0 97.4 95.9 97.2 95.5 96.0 100.0 92.9 100.0 94.4 97.9

n

Very Important 101 2 4 14 39 13 4 12 12 51 50 68 33 80 21 21 12 34 67

67.3 66.7 44.4 66.7 68.4 68.4 50.0 80.0 70.6 66.2 68.5 64.2 75.0 64.5 80.8 75.0 75.0 63.0 69.8

4 44 1 4 5 16 6 4 3 5 24 20 35 9 39 5 5 4 17 27

29.3 33.3 44.4 23.8 28.1 31.6 50.0 20.0 29.4 31.2 27.4 33.0 20.5 31.5 19.2 17.9 25.0 31.5 28.1

Moderately Important 5 1 2 2 2 3 3 2 5 2 3 2

3.3 11.1 9.5 3.5 2.6 4.1 2.8 4.5 4.0 7.1 5.6 2.1

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_G Page 135

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_G. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Continuous learning

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 126 2 7 19 50 16 7 12 12 63 63 94 32 103 23 21 11 43 83

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 84.0 66.7 77.8 90.5 87.7 84.2 87.5 80.0 70.6 81.8 86.3 88.7 72.7 83.1 88.5 75.0 68.8 79.6 86.5

m

Very Important 63 1 1 5 28 11 4 7 6 30 33 47 16 52 11 11 5 24 39

42.0 33.3 11.1 23.8 49.1 57.9 50.0 46.7 35.3 39.0 45.2 44.3 36.4 41.9 42.3 39.3 31.2 44.4 40.6

Cd Cd c

4 63 1 6 14 22 5 3 5 6 33 30 47 16 51 12 10 6 19 44

42.0 33.3 66.7 66.7 38.6 26.3 37.5 33.3 35.3 42.9 41.1 44.3 36.4 41.1 46.2 35.7 37.5 35.2 45.8

f eFhi

Moderately Important 22 1 2 7 3 1 3 5 13 9 10 12 19 3 7 5 10 12

14.7 11.1 9.5 12.3 15.8 12.5 20.0 29.4 16.9 12.3 9.4 27.3 15.3 11.5 25.0 31.2 18.5 12.5

l

NET: Not Important 2 1 1 1 1 2 2 1 1

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 1.3 33.3 11.1 1.3 1.4 1.9 1.6 1.9 1.0

2 2 1 1 1 1 2 2 1 1

1.3 33.3 11.1 1.3 1.4 1.9 1.6 1.9 1.0

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_H Page 136

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_H. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Thinking skills

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 142 3 8 20 54 18 8 15 15 73 69 99 43 118 24 27 16 49 93

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 94.7 100.0 88.9 95.2 94.7 94.7 100.0 100.0 88.2 94.8 94.5 93.4 97.7 95.2 92.3 96.4 100.0 90.7 96.9

Very Important 103 1 7 13 42 14 5 12 8 54 49 72 31 83 20 21 10 36 67

68.7 33.3 77.8 61.9 73.7 73.7 62.5 80.0 47.1 70.1 67.1 67.9 70.5 66.9 76.9 75.0 62.5 66.7 69.8

i i

4 39 2 1 7 12 4 3 3 7 19 20 27 12 35 4 6 6 13 26

26.0 66.7 11.1 33.3 21.1 21.1 37.5 20.0 41.2 24.7 27.4 25.5 27.3 28.2 15.4 21.4 37.5 24.1 27.1

Moderately Important 8 1 1 3 1 2 4 4 7 1 6 2 1 5 3

5.3 11.1 4.8 5.3 5.3 11.8 5.2 5.5 6.6 2.3 4.8 7.7 3.6 9.3 3.1

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q11\_I Page 137

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q11\_H. Now, I'm going to read you a list of specific types of skills that may or may not be important for your business in the

future.

- Computer use

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 114 2 6 14 44 19 6 12 11 61 53 82 32 98 16 20 12 40 74

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 76.0 66.7 66.7 66.7 77.2 100.0 75.0 80.0 64.7 79.2 72.6 77.4 72.7 79.0 61.5 71.4 75.0 74.1 77.1

cDEI

Very Important 77 2 3 7 29 17 4 10 5 36 41 55 22 64 13 14 8 29 48

51.3 66.7 33.3 33.3 50.9 89.5 50.0 66.7 29.4 46.8 56.2 51.9 50.0 51.6 50.0 50.0 50.0 53.7 50.0

CDEgI di

4 37 3 7 15 2 2 2 6 25 12 27 10 34 3 6 4 11 26

24.7 33.3 33.3 26.3 10.5 25.0 13.3 35.3 32.5 16.4 25.5 22.7 27.4 11.5 21.4 25.0 20.4 27.1

k o

Moderately Important 27 1 3 6 8 2 1 5 12 15 18 9 20 7 7 2 12 15

18.0 33.3 33.3 28.6 14.0 25.0 6.7 29.4 15.6 20.5 17.0 20.5 16.1 26.9 25.0 12.5 22.2 15.6

NET: Not Important 9 1 5 2 1 4 5 6 3 6 3 1 2 2 7

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 6.0 4.8 8.8 13.3 5.9 5.2 6.8 5.7 6.8 4.8 11.5 3.6 12.5 3.7 7.3

2 8 1 4 2 1 4 4 5 3 6 2 1 2 2 6

5.3 4.8 7.0 13.3 5.9 5.2 5.5 4.7 6.8 4.8 7.7 3.6 12.5 3.7 6.2

Not important at all 1 1 1 1 1 1

0.7 1.8 1.4 0.9 3.8 1.0

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q12 Page 138

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q12. As an employer, do you plan to offer training for your employees that develops any of the skills mentioned in the previous

question?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 124 3 7 16 48 17 6 14 13 70 54 93 31 124 24 7 46 78

82.7 100.0 77.8 76.2 84.2 89.5 75.0 93.3 76.5 90.9 74.0 87.7 70.5 100.0 85.7 43.8 85.2 81.2

dEi K m Q

No 25 2 5 8 2 2 1 4 6 19 13 12 25 4 8 8 17

16.7 22.2 23.8 14.0 10.5 25.0 6.7 23.5 7.8 26.0 12.3 27.3 96.2 14.3 50.0 14.8 17.7

J l p

Don't Know/Refused 1 1 1 1 1 1 1

0.7 1.8 1.3 2.3 3.8 6.2 1.0

95TH PERCENTILE 2.00 1.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 1.00 2.00 2.00 3.00 2.00 2.00

99TH PERCENTILE 2.00 1.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00 3.00 1.00 3.00 2.00 3.00 2.00 3.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q13 Page 139

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q13. Why not?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 25 2 5 8 2 2 1 4 6 19 13 12 25 4 8 8 17

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Hire skilled workers 13 1 6 1 1 1 2 2 11 8 5 13 3 2 3 10

52.0 20.0 75.0 50.0 50.0 100.0 50.0 33.3 57.9 61.5 41.7 52.0 75.0 25.0 37.5 58.8

d Di

No need/Not neccesary 8 3 2 1 1 1 2 6 4 4 8 1 3 3 5

32.0 60.0 25.0 50.0 100.0 25.0 33.3 31.6 30.8 33.3 32.0 25.0 37.5 37.5 29.4

EI

Lack of training funds 2 1 1 1 1 1 1 2 1 2

8.0 50.0 50.0 16.7 5.3 7.7 8.3 8.0 12.5 11.8

Don't know 2 1 1 1 1 1 1 2 1 1 1

8.0 50.0 20.0 16.7 5.3 7.7 8.3 8.0 12.5 12.5 5.9

No time for training 1 1 1 1 1 1 1

4.0 25.0 5.3 8.3 4.0 12.5 12.5

95TH PERCENTILE 99.00 99.00 99.00 3.00 3.00 3.00 3.00 4.00 99.00 51.50 99.00 99.00 99.00 3.00 99.00 99.00 99.00

99TH PERCENTILE 99.00 99.00 99.00 3.00 3.00 3.00 3.00 4.00 99.00 99.00 99.00 99.00 99.00 3.00 99.00 99.00 99.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q14 Page 140

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q14. In your opinion, who is primarily responsible for ensuring that Canada's workforce is well prepared to meet the economic

challenges of the coming decades? Would you say it is...

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Combination 50 2 9 13 7 4 7 8 19 31 36 14 43 7 7 7 19 31

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 33.3 22.2 42.9 22.8 36.8 50.0 46.7 47.1 24.7 42.5 34.0 31.8 34.7 26.9 25.0 43.8 35.2 32.3

j

Combination 50 2 9 13 7 4 7 8 19 31 36 14 43 7 7 7 19 31

33.3 22.2 42.9 22.8 36.8 50.0 46.7 47.1 24.7 42.5 34.0 31.8 34.7 26.9 25.0 43.8 35.2 32.3

j

NET: Individual 27 1 2 3 13 4 2 2 15 12 18 9 21 6 6 3 11 16

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 18.0 33.3 22.2 14.3 22.8 21.1 13.3 11.8 19.5 16.4 17.0 20.5 16.9 23.1 21.4 18.8 20.4 16.7

Each individual him or 27 1 2 3 13 4 2 2 15 12 18 9 21 6 6 3 11 16

herself 18.0 33.3 22.2 14.3 22.8 21.1 13.3 11.8 19.5 16.4 17.0 20.5 16.9 23.1 21.4 18.8 20.4 16.7

NET: Community/Schools 26 1 5 9 3 1 4 2 13 13 18 8 19 7 7 1 4 22

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 17.3 33.3 23.8 15.8 15.8 12.5 26.7 11.8 16.9 17.8 17.0 18.2 15.3 26.9 25.0 6.2 7.4 22.9

R

Schools 26 1 5 9 3 1 4 2 13 13 18 8 19 7 7 1 4 22

17.3 33.3 23.8 15.8 15.8 12.5 26.7 11.8 16.9 17.8 17.0 18.2 15.3 26.9 25.0 6.2 7.4 22.9

R

NET: Federal government 19 1 3 11 2 2 9 10 14 5 16 3 4 1 9 10

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 12.7 11.1 14.3 19.3 10.5 25.0 11.7 13.7 13.2 11.4 12.9 11.5 14.3 6.2 16.7 10.4

The federal government 19 1 3 11 2 2 9 10 14 5 16 3 4 1 9 10

12.7 11.1 14.3 19.3 10.5 25.0 11.7 13.7 13.2 11.4 12.9 11.5 14.3 6.2 16.7 10.4

NET: Other government 11 2 5 2 2 9 2 8 3 9 2 1 2 5 6

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 7.3 22.2 8.8 13.3 11.8 11.7 2.7 7.5 6.8 7.3 7.7 3.6 12.5 9.3 6.2

k

The provincial or 11 2 5 2 2 9 2 8 3 9 2 1 2 5 6

territorial government 7.3 22.2 8.8 13.3 11.8 11.7 2.7 7.5 6.8 7.3 7.7 3.6 12.5 9.3 6.2

k

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q14 Page 141

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q14. In your opinion, who is primarily responsible for ensuring that Canada's workforce is well prepared to meet the economic

challenges of the coming decades? Would you say it is...

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Employers 9 1 1 3 1 3 7 2 5 4 8 1 3 1 3 6

\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 6.0 11.1 4.8 5.3 5.3 17.6 9.1 2.7 4.7 9.1 6.5 3.8 10.7 6.2 5.6 6.2

Employers 9 1 1 3 1 3 7 2 5 4 8 1 3 1 3 6

6.0 11.1 4.8 5.3 5.3 17.6 9.1 2.7 4.7 9.1 6.5 3.8 10.7 6.2 5.6 6.2

NET: Parents 8 1 1 3 2 1 5 3 7 1 8 1 3 5

\_\_\_\_\_\_\_\_\_\_\_\_ 5.3 33.3 11.1 5.3 10.5 12.5 6.5 4.1 6.6 2.3 6.5 6.2 5.6 5.2

Parents 8 1 1 3 2 1 5 3 7 1 8 1 3 5

5.3 33.3 11.1 5.3 10.5 12.5 6.5 4.1 6.6 2.3 6.5 6.2 5.6 5.2

95TH PERCENTILE 9.00 8.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00

99TH PERCENTILE 9.00 8.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00 9.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q15 Page 142

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q15. Does your company currently participate in any workplace learning or training initiatives?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 106 2 8 11 43 14 5 12 11 53 53 106 93 13 43 63

70.7 66.7 88.9 52.4 75.4 73.7 62.5 80.0 64.7 68.8 72.6 100.0 75.0 50.0 79.6 65.6

d o

No 44 1 1 10 14 5 3 3 6 24 20 44 31 13 28 16 11 33

29.3 33.3 11.1 47.6 24.6 26.3 37.5 20.0 35.3 31.2 27.4 100.0 25.0 50.0 100.0 100.0 20.4 34.4

c n

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 1.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 1.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q16 Page 143

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q16. Which of the following types of training does your company participate in?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 2 8 11 43 14 5 12 11 53 53 106 93 13 43 63

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Attendance at trade 78 2 4 8 35 9 3 10 7 40 38 78 74 4 30 48

shows, seminars or 73.6 100.0 50.0 72.7 81.4 64.3 60.0 83.3 63.6 75.5 71.7 73.6 79.6 30.8 69.8 76.2

conferences CdEFi O

Job coaching 77 1 8 7 31 9 2 9 10 38 39 77 70 7 35 42

72.6 50.0 100.0 63.6 72.1 64.3 40.0 75.0 90.9 71.7 73.6 72.6 75.3 53.8 81.4 66.7

dEFGh g

Webinars or online 69 1 2 4 31 9 3 9 10 32 37 69 63 6 28 41

training 65.1 50.0 25.0 36.4 72.1 64.3 60.0 75.0 90.9 60.4 69.8 65.1 67.7 46.2 65.1 65.1

Cd c cd CD

Job mentoring 67 1 5 6 30 8 1 10 6 36 31 67 60 7 25 42

63.2 50.0 62.5 54.5 69.8 57.1 20.0 83.3 54.5 67.9 58.5 63.2 64.5 53.8 58.1 66.7

G G

Course work through 63 2 4 3 27 7 2 11 7 31 32 63 58 5 25 38

accredited schools, 59.4 100.0 50.0 27.3 62.8 50.0 40.0 91.7 63.6 58.5 60.4 59.4 62.4 38.5 58.1 60.3

universities and CDEFGi d cDEFg

colleges

Job shadowing 62 1 4 6 23 9 11 8 31 31 62 56 6 24 38

58.5 50.0 50.0 54.5 53.5 64.3 91.7 72.7 58.5 58.5 58.5 60.2 46.2 55.8 60.3

cdE

Self-directed study 56 2 5 5 19 8 4 6 7 27 29 56 53 3 20 36

52.8 100.0 62.5 45.5 44.2 57.1 80.0 50.0 63.6 50.9 54.7 52.8 57.0 23.1 46.5 57.1

cDEFHi O

Lunch and learns 52 1 5 4 19 6 3 7 7 24 28 52 47 5 20 32

49.1 50.0 62.5 36.4 44.2 42.9 60.0 58.3 63.6 45.3 52.8 49.1 50.5 38.5 46.5 50.8

Apprenticeship 51 1 3 5 26 6 2 5 3 26 25 51 46 5 20 31

48.1 50.0 37.5 45.5 60.5 42.9 40.0 41.7 27.3 49.1 47.2 48.1 49.5 38.5 46.5 49.2

i

Job rotation 36 1 6 16 3 1 4 5 23 13 36 34 2 15 21

34.0 12.5 54.5 37.2 21.4 20.0 33.3 45.5 43.4 24.5 34.0 36.6 15.4 34.9 33.3

c k

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q16 Page 144

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q16. Which of the following types of training does your company participate in?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 2 8 11 43 14 5 12 11 53 53 106 93 13 43 63

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

95TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

99TH PERCENTILE 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00 10.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17\_A Page 145

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17\_A. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Financial incentives

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 2 8 11 43 14 5 12 11 53 53 106 93 13 43 63

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 58 1 6 5 25 10 1 4 6 29 29 58 54 4 27 31

54.7 50.0 75.0 45.5 58.1 71.4 20.0 33.3 54.5 54.7 54.7 54.7 58.1 30.8 62.8 49.2

gh g gh o

No 46 1 2 6 18 3 4 7 5 23 23 46 38 8 16 30

43.4 50.0 25.0 54.5 41.9 21.4 80.0 58.3 45.5 43.4 43.4 43.4 40.9 61.5 37.2 47.6

ceF f

Don't Know/Refused 2 1 1 1 1 2 1 1 2

1.9 7.1 8.3 1.9 1.9 1.9 1.1 7.7 3.2

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 3.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00

99TH PERCENTILE 3.00 2.00 2.00 2.00 2.00 3.00 2.00 3.00 2.00 3.00 3.00 3.00 3.00 3.00 2.00 3.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17\_B Page 146

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17\_B. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Training leave with pay

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 2 8 11 43 14 5 12 11 53 53 106 93 13 43 63

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 53 2 4 5 24 8 1 7 2 31 22 53 51 2 23 30

50.0 100.0 50.0 45.5 55.8 57.1 20.0 58.3 18.2 58.5 41.5 50.0 54.8 15.4 53.5 47.6

CDEFGHI I i i O

No 52 4 6 19 5 4 5 9 22 30 52 41 11 20 32

49.1 50.0 54.5 44.2 35.7 80.0 41.7 81.8 41.5 56.6 49.1 44.1 84.6 46.5 50.8

f EFh N

Don't Know/Refused 1 1 1 1 1 1

0.9 7.1 1.9 0.9 1.1 1.6

95TH PERCENTILE 2.00 1.00 2.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 2.00 1.00 2.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 3.00 2.00 3.00 2.00 2.00 3.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17\_C Page 147

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17\_C. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Training leave without pay

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 2 8 11 43 14 5 12 11 53 53 106 93 13 43 63

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 55 2 5 4 21 8 3 7 5 26 29 55 50 5 24 31

51.9 100.0 62.5 36.4 48.8 57.1 60.0 58.3 45.5 49.1 54.7 51.9 53.8 38.5 55.8 49.2

cDEFHI

No 49 3 7 22 4 2 5 6 27 22 49 42 7 19 30

46.2 37.5 63.6 51.2 28.6 40.0 41.7 54.5 50.9 41.5 46.2 45.2 53.8 44.2 47.6

Don't Know/Refused 2 2 2 2 1 1 2

1.9 14.3 3.8 1.9 1.1 7.7 3.2

95TH PERCENTILE 2.00 1.00 2.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00

99TH PERCENTILE 3.00 1.00 2.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 3.00 3.00 3.00 3.00 2.00 3.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17\_C2 Page 148

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17\_C2. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Flexible working arrangements

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 2 8 11 43 14 5 12 11 53 53 106 93 13 43 63

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 86 2 8 7 33 12 5 10 9 49 37 86 79 7 36 50

81.1 100.0 100.0 63.6 76.7 85.7 100.0 83.3 81.8 92.5 69.8 81.1 84.9 53.8 83.7 79.4

dE dE dE K o

No 20 4 10 2 2 2 4 16 20 14 6 7 13

18.9 36.4 23.3 14.3 16.7 18.2 7.5 30.2 18.9 15.1 46.2 16.3 20.6

J n

95TH PERCENTILE 2.00 1.00 1.00 2.00 2.00 2.00 1.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 2.00 1.00 1.00 2.00 2.00 2.00 1.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17\_D Page 149

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17\_D. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Individual training plans

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 2 8 11 43 14 5 12 11 53 53 106 93 13 43 63

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 60 1 2 4 30 7 1 10 5 30 30 60 57 3 27 33

56.6 50.0 25.0 36.4 69.8 50.0 20.0 83.3 45.5 56.6 56.6 56.6 61.3 23.1 62.8 52.4

CdG CDGi O

No 46 1 6 7 13 7 4 2 6 23 23 46 36 10 16 30

43.4 50.0 75.0 63.6 30.2 50.0 80.0 16.7 54.5 43.4 43.4 43.4 38.7 76.9 37.2 47.6

EH eH EH h N

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17\_E Page 150

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17\_E. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Training specifically directed at older workers on your staff

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 2 8 11 43 14 5 12 11 53 53 106 93 13 43 63

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 24 1 1 3 10 4 3 2 13 11 24 22 2 12 12

22.6 50.0 12.5 27.3 23.3 28.6 25.0 18.2 24.5 20.8 22.6 23.7 15.4 27.9 19.0

No 82 1 7 8 33 10 5 9 9 40 42 82 71 11 31 51

77.4 50.0 87.5 72.7 76.7 71.4 100.0 75.0 81.8 75.5 79.2 77.4 76.3 84.6 72.1 81.0

dEfh

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17\_F Page 151

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17\_F. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Training specifically directed at newcomers to Canada on your staff

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 2 8 11 43 14 5 12 11 53 53 106 93 13 43 63

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 20 1 3 11 2 1 2 10 10 20 19 1 12 8

18.9 12.5 27.3 25.6 14.3 20.0 16.7 18.9 18.9 18.9 20.4 7.7 27.9 12.7

No 86 2 7 8 32 12 4 10 11 43 43 86 74 12 31 55

81.1 100.0 87.5 72.7 74.4 85.7 80.0 83.3 100.0 81.1 81.1 81.1 79.6 92.3 72.1 87.3

dE dE

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17\_G Page 152

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17\_G. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

- Training specifically directed at new graduates coming into your company

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 2 8 11 43 14 5 12 11 53 53 106 93 13 43 63

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 45 1 3 3 16 6 2 7 7 18 27 45 41 4 20 25

42.5 50.0 37.5 27.3 37.2 42.9 40.0 58.3 63.6 34.0 50.9 42.5 44.1 30.8 46.5 39.7

No 59 1 5 8 27 7 3 4 4 34 25 59 51 8 23 36

55.7 50.0 62.5 72.7 62.8 50.0 60.0 33.3 36.4 64.2 47.2 55.7 54.8 61.5 53.5 57.1

h

Don't Know/Refused 2 1 1 1 1 2 1 1 2

1.9 7.1 8.3 1.9 1.9 1.9 1.1 7.7 3.2

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 3.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00

99TH PERCENTILE 3.00 2.00 2.00 2.00 2.00 3.00 2.00 3.00 2.00 3.00 3.00 3.00 3.00 3.00 2.00 3.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q17SUM Page 153

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q17SUM. Please tell me whether your company offers any of the following to encourage workers to upgrade their skills.

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 103 2 8 10 42 14 5 11 11 53 50 103 92 11 42 61

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Financial incentives 58 1 6 5 25 10 1 4 6 29 29 58 54 4 27 31

56.3 50.0 75.0 50.0 59.5 71.4 20.0 36.4 54.5 54.7 58.0 56.3 58.7 36.4 64.3 50.8

g g g

Training leave with pay 53 2 4 5 24 8 1 7 2 31 22 53 51 2 23 30

51.5 100.0 50.0 50.0 57.1 57.1 20.0 63.6 18.2 58.5 44.0 51.5 55.4 18.2 54.8 49.2

CDEFGhI I i i O

Training leave without 55 2 5 4 21 8 3 7 5 26 29 55 50 5 24 31

pay 53.4 100.0 62.5 40.0 50.0 57.1 60.0 63.6 45.5 49.1 58.0 53.4 54.3 45.5 57.1 50.8

cDEFhI

Flexible working 86 2 8 7 33 12 5 10 9 49 37 86 79 7 36 50

arrangements 83.5 100.0 100.0 70.0 78.6 85.7 100.0 90.9 81.8 92.5 74.0 83.5 85.9 63.6 85.7 82.0

dE dE dE k

Individual training 60 1 2 4 30 7 1 10 5 30 30 60 57 3 27 33

plans 58.3 50.0 25.0 40.0 71.4 50.0 20.0 90.9 45.5 56.6 60.0 58.3 62.0 27.3 64.3 54.1

CG CDfGI o

Training specifically 24 1 1 3 10 4 3 2 13 11 24 22 2 12 12

directed at older 23.3 50.0 12.5 30.0 23.8 28.6 27.3 18.2 24.5 22.0 23.3 23.9 18.2 28.6 19.7

workers on your staff

Training specifically 20 1 3 11 2 1 2 10 10 20 19 1 12 8

directed at newcomers to 19.4 12.5 30.0 26.2 14.3 20.0 18.2 18.9 20.0 19.4 20.7 9.1 28.6 13.1

Canada on your staff

Training specifically 45 1 3 3 16 6 2 7 7 18 27 45 41 4 20 25

directed at new 43.7 50.0 37.5 30.0 38.1 42.9 40.0 63.6 63.6 34.0 54.0 43.7 44.6 36.4 47.6 41.0

graduates coming into j

your company

95TH PERCENTILE 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00

99TH PERCENTILE 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q18 Page 154

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q18. Approximately what percentage of your overall business revenues is allocated to training?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 2 8 11 43 14 5 12 11 53 53 106 93 13 43 63

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

1% or less 21 1 2 4 8 1 2 3 15 6 21 14 7 11 10

19.8 50.0 25.0 36.4 18.6 20.0 16.7 27.3 28.3 11.3 19.8 15.1 53.8 25.6 15.9

k N

2-5% 23 1 2 12 3 3 2 16 7 23 22 1 10 13

21.7 12.5 18.2 27.9 21.4 25.0 18.2 30.2 13.2 21.7 23.7 7.7 23.3 20.6

k

More than 5% 21 1 1 10 3 2 4 9 12 21 19 2 11 10

19.8 12.5 9.1 23.3 21.4 16.7 36.4 17.0 22.6 19.8 20.4 15.4 25.6 15.9

DK/REF 41 1 4 4 13 8 4 5 2 13 28 41 38 3 11 30

38.7 50.0 50.0 36.4 30.2 57.1 80.0 41.7 18.2 24.5 52.8 38.7 40.9 23.1 25.6 47.6

i EI J r

MEAN 6.54 1.00 4.25 2.71 7.93 11.00 0.00 5.29 5.22 4.28 10.16 6.54 7.27 2.50 6.06 7.00

S.D. 12.15 0.00 4.27 3.45 16.13 14.57 0.00 5.41 4.12 4.36 18.45 12.15 13.01 3.50 7.83 15.34

S.E. 1.51 0.00 2.14 1.30 2.94 5.95 0.00 2.04 1.37 0.69 3.69 1.51 1.75 1.11 1.38 2.67

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q19 Page 155

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q19. Do you anticipate that your training budget, as a percentage of overall business revenues, will increase, decrease or stay

about the same over the next 5 years?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 106 2 8 11 43 14 5 12 11 53 53 106 93 13 43 63

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Increase 48 1 2 3 22 6 1 9 4 30 18 48 46 2 16 32

\_\_\_\_\_\_\_\_\_\_\_\_\_ 45.3 50.0 25.0 27.3 51.2 42.9 20.0 75.0 36.4 56.6 34.0 45.3 49.5 15.4 37.2 50.8

cDgi k O

Significantly 10 1 5 1 1 2 7 3 10 10 4 6

9.4 9.1 11.6 7.1 8.3 18.2 13.2 5.7 9.4 10.8 9.3 9.5

Somewhat 38 1 2 2 17 5 1 8 2 23 15 38 36 2 12 26

35.8 50.0 25.0 18.2 39.5 35.7 20.0 66.7 18.2 43.4 28.3 35.8 38.7 15.4 27.9 41.3

cDgI o

Stayed the same 49 6 5 19 6 4 3 6 19 30 49 40 9 25 24

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 46.2 75.0 45.5 44.2 42.9 80.0 25.0 54.5 35.8 56.6 46.2 43.0 69.2 58.1 38.1

h h j s

NET: Decrease 2 2 2 2 2 1 1

\_\_\_\_\_\_\_\_\_\_\_\_\_ 1.9 18.2 3.8 1.9 2.2 2.3 1.6

Significantly 1 1 1 1 1 1

0.9 9.1 1.9 0.9 1.1 1.6

Somewhat 1 1 1 1 1 1

0.9 9.1 1.9 0.9 1.1 2.3

Don't know 7 1 1 2 2 1 2 5 7 5 2 1 6

6.6 50.0 9.1 4.7 14.3 9.1 3.8 9.4 6.6 5.4 15.4 2.3 9.5

95TH PERCENTILE 3.00 99.00 2.00 99.00 2.00 99.00 2.00 2.00 99.00 2.00 99.00 3.00 2.00 99.00 2.00 99.00

99TH PERCENTILE 99.00 99.00 2.00 99.00 99.00 99.00 2.00 2.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q20 Page 156

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q20. How likely is it that your business will implement any workplace learning or training initiatives over the next two to five

years? Is it..

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 44 1 1 10 14 5 3 3 6 24 20 44 31 13 28 16 11 33

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Likely 28 1 6 11 3 2 3 1 17 11 28 24 4 28 8 20

\_\_\_\_\_\_\_\_\_\_\_ 63.6 100.0 60.0 78.6 60.0 66.7 100.0 16.7 70.8 55.0 63.6 77.4 30.8 100.0 72.7 60.6

DI i I DI O

Very likely 10 3 5 1 5 5 10 9 1 10 2 8

22.7 30.0 35.7 16.7 20.8 25.0 22.7 29.0 7.7 35.7 18.2 24.2

Somewhat likely 18 1 3 6 3 2 3 12 6 18 15 3 18 6 12

40.9 100.0 30.0 42.9 60.0 66.7 100.0 50.0 30.0 40.9 48.4 23.1 64.3 54.5 36.4

DE DE

NET: Not likely 16 1 4 3 2 1 5 7 9 16 7 9 16 3 13

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 36.4 100.0 40.0 21.4 40.0 33.3 83.3 29.2 45.0 36.4 22.6 69.2 100.0 27.3 39.4

DEFg dE N

Not very likely 12 4 2 2 4 6 6 12 5 7 12 2 10

27.3 40.0 14.3 40.0 66.7 25.0 30.0 27.3 16.1 53.8 75.0 18.2 30.3

e n

No likely at all 4 1 1 1 1 1 3 4 2 2 4 1 3

9.1 100.0 7.1 33.3 16.7 4.2 15.0 9.1 6.5 15.4 25.0 9.1 9.1

EgI

95TH PERCENTILE 4.00 2.00 4.00 3.00 4.00 3.00 4.00 2.00 4.00 3.00 4.00 4.00 4.00 4.00 2.00 4.00 4.00 4.00

99TH PERCENTILE 4.00 2.00 4.00 3.00 4.00 3.00 4.00 2.00 4.00 4.00 4.00 4.00 4.00 4.00 2.00 4.00 4.00 4.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_A Page 157

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_A. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- increases employee morale and job satisfaction

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 127 3 9 16 47 16 6 14 15 64 63 91 36 109 18 24 12 45 82

\_\_\_\_\_\_\_\_\_\_ 84.7 100.0 100.0 76.2 82.5 84.2 75.0 93.3 88.2 83.1 86.3 85.8 81.8 87.9 69.2 85.7 75.0 83.3 85.4

dE dE o

Strongly agree 55 2 5 4 22 10 1 6 5 30 25 42 13 50 5 8 5 17 38

36.7 66.7 55.6 19.0 38.6 52.6 12.5 40.0 29.4 39.0 34.2 39.6 29.5 40.3 19.2 28.6 31.2 31.5 39.6

g dg o

4 72 1 4 12 25 6 5 8 10 34 38 49 23 59 13 16 7 28 44

48.0 33.3 44.4 57.1 43.9 31.6 62.5 53.3 58.8 44.2 52.1 46.2 52.3 47.6 50.0 57.1 43.8 51.9 45.8

Neither agree nor 20 4 9 3 1 1 2 13 7 13 7 15 5 4 3 9 11

disagree 13.3 19.0 15.8 15.8 12.5 6.7 11.8 16.9 9.6 12.3 15.9 12.1 19.2 14.3 18.8 16.7 11.5

NET: Disagree 2 1 1 2 1 1 2 1 2

\_\_\_\_\_\_\_\_\_\_\_\_\_ 1.3 4.8 12.5 2.7 0.9 2.3 7.7 6.2 2.1

Strongly disagree 2 1 1 2 1 1 2 1 2

1.3 4.8 12.5 2.7 0.9 2.3 7.7 6.2 2.1

Don't Know 1 1 1 1 1 1

0.7 1.8 1.4 0.9 3.8 1.0

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_B Page 158

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_B. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- increases employee motivation

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 121 3 7 18 41 16 6 14 15 60 61 84 37 105 16 26 11 43 78

\_\_\_\_\_\_\_\_\_\_ 80.7 100.0 77.8 85.7 71.9 84.2 75.0 93.3 88.2 77.9 83.6 79.2 84.1 84.7 61.5 92.9 68.8 79.6 81.2

E e o

Strongly agree 53 1 3 4 19 12 1 8 5 27 26 41 12 48 5 7 5 17 36

35.3 33.3 33.3 19.0 33.3 63.2 12.5 53.3 29.4 35.1 35.6 38.7 27.3 38.7 19.2 25.0 31.2 31.5 37.5

DeGi dg o

4 68 2 4 14 22 4 5 6 10 33 35 43 25 57 11 19 6 26 42

45.3 66.7 44.4 66.7 38.6 21.1 62.5 40.0 58.8 42.9 47.9 40.6 56.8 46.0 42.3 67.9 37.5 48.1 43.8

eF f f q

Neither agree nor 27 2 2 16 3 2 2 16 11 21 6 18 9 2 4 11 16

disagree 18.0 22.2 9.5 28.1 15.8 25.0 11.8 20.8 15.1 19.8 13.6 14.5 34.6 7.1 25.0 20.4 16.7

d n

NET: Disagree 2 1 1 1 1 1 1 1 1 1 2

\_\_\_\_\_\_\_\_\_\_\_\_\_ 1.3 4.8 6.7 1.3 1.4 0.9 2.3 0.8 3.8 6.2 2.1

2 1 1 1 1 1 1

0.7 6.7 1.3 0.9 0.8 1.0

Strongly disagree 1 1 1 1 1 1 1

0.7 4.8 1.4 2.3 3.8 6.2 1.0

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_C Page 159

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_C. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- increases business process efficiencies

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 127 3 8 15 49 17 5 15 15 66 61 92 35 105 22 22 13 48 79

\_\_\_\_\_\_\_\_\_\_ 84.7 100.0 88.9 71.4 86.0 89.5 62.5 100.0 88.2 85.7 83.6 86.8 79.5 84.7 84.6 78.6 81.2 88.9 82.3

DEg DEg

Strongly agree 66 1 4 6 28 11 1 9 6 34 32 51 15 55 11 8 7 23 43

44.0 33.3 44.4 28.6 49.1 57.9 12.5 60.0 35.3 44.2 43.8 48.1 34.1 44.4 42.3 28.6 43.8 42.6 44.8

G G G

4 61 2 4 9 21 6 4 6 9 32 29 41 20 50 11 14 6 25 36

40.7 66.7 44.4 42.9 36.8 31.6 50.0 40.0 52.9 41.6 39.7 38.7 45.5 40.3 42.3 50.0 37.5 46.3 37.5

Neither agree nor 19 1 5 5 2 3 2 9 10 11 8 17 2 6 2 5 14

disagree 12.7 11.1 23.8 8.8 10.5 37.5 11.8 11.7 13.7 10.4 18.2 13.7 7.7 21.4 12.5 9.3 14.6

NET: Disagree 3 1 2 2 1 2 1 2 1 1 1 2

\_\_\_\_\_\_\_\_\_\_\_\_\_ 2.0 4.8 3.5 2.6 1.4 1.9 2.3 1.6 3.8 6.2 1.9 2.1

Strongly disagree 3 1 2 2 1 2 1 2 1 1 1 2

2.0 4.8 3.5 2.6 1.4 1.9 2.3 1.6 3.8 6.2 1.9 2.1

Don't Know 1 1 1 1 1 1

0.7 1.8 1.4 0.9 3.8 1.0

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_D Page 160

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_D. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- improves performance

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 136 3 7 19 53 17 6 14 16 69 67 98 38 116 20 26 12 52 84

\_\_\_\_\_\_\_\_\_\_ 90.7 100.0 77.8 90.5 93.0 89.5 75.0 93.3 94.1 89.6 91.8 92.5 86.4 93.5 76.9 92.9 75.0 96.3 87.5

e s

Strongly agree 71 1 5 6 29 12 1 9 8 34 37 56 15 62 9 10 5 26 45

47.3 33.3 55.6 28.6 50.9 63.2 12.5 60.0 47.1 44.2 50.7 52.8 34.1 50.0 34.6 35.7 31.2 48.1 46.9

g G dG G g m

4 65 2 2 13 24 5 5 5 8 35 30 42 23 54 11 16 7 26 39

43.3 66.7 22.2 61.9 42.1 26.3 62.5 33.3 47.1 45.5 41.1 39.6 52.3 43.5 42.3 57.1 43.8 48.1 40.6

cf

Neither agree nor 13 2 1 4 2 2 1 1 8 5 8 5 8 5 2 3 2 11

disagree 8.7 22.2 4.8 7.0 10.5 25.0 6.7 5.9 10.4 6.8 7.5 11.4 6.5 19.2 7.1 18.8 3.7 11.5

NET: Disagree 1 1 1 1 1 1 1

\_\_\_\_\_\_\_\_\_\_\_\_\_ 0.7 4.8 1.4 2.3 3.8 6.2 1.0

Strongly disagree 1 1 1 1 1 1 1

0.7 4.8 1.4 2.3 3.8 6.2 1.0

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_E Page 161

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_E. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- increases our capacity to adopt new technologies and methods

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 126 3 8 18 50 14 5 12 16 67 59 91 35 108 18 22 13 46 80

\_\_\_\_\_\_\_\_\_\_ 84.0 100.0 88.9 85.7 87.7 73.7 62.5 80.0 94.1 87.0 80.8 85.8 79.5 87.1 69.2 78.6 81.2 85.2 83.3

EFg

Strongly agree 60 2 5 9 23 7 2 5 7 35 25 40 20 50 10 11 9 22 38

40.0 66.7 55.6 42.9 40.4 36.8 25.0 33.3 41.2 45.5 34.2 37.7 45.5 40.3 38.5 39.3 56.2 40.7 39.6

4 66 1 3 9 27 7 3 7 9 32 34 51 15 58 8 11 4 24 42

44.0 33.3 33.3 42.9 47.4 36.8 37.5 46.7 52.9 41.6 46.6 48.1 34.1 46.8 30.8 39.3 25.0 44.4 43.8

Neither agree nor 22 1 2 6 5 3 3 1 9 13 14 8 15 7 6 2 8 14

disagree 14.7 11.1 9.5 10.5 26.3 37.5 20.0 5.9 11.7 17.8 13.2 18.2 12.1 26.9 21.4 12.5 14.8 14.6

NET: Disagree 2 1 1 1 1 1 1 1 1 1 2

\_\_\_\_\_\_\_\_\_\_\_\_\_ 1.3 4.8 1.8 1.3 1.4 0.9 2.3 0.8 3.8 6.2 2.1

2 1 1 1 1 1 1

0.7 1.8 1.3 0.9 0.8 1.0

Strongly disagree 1 1 1 1 1 1 1

0.7 4.8 1.4 2.3 3.8 6.2 1.0

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_F Page 162

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_F. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- leads to innovation in strategies and products

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 113 3 5 17 45 14 3 12 13 59 54 80 33 100 13 23 10 41 72

\_\_\_\_\_\_\_\_\_\_ 75.3 100.0 55.6 81.0 78.9 73.7 37.5 80.0 76.5 76.6 74.0 75.5 75.0 80.6 50.0 82.1 62.5 75.9 75.0

CdEFGi g g g O

Strongly agree 49 1 1 6 21 8 1 4 7 28 21 32 17 41 8 10 7 15 34

32.7 33.3 11.1 28.6 36.8 42.1 12.5 26.7 41.2 36.4 28.8 30.2 38.6 33.1 30.8 35.7 43.8 27.8 35.4

c c

4 64 2 4 11 24 6 2 8 6 31 33 48 16 59 5 13 3 26 38

42.7 66.7 44.4 52.4 42.1 31.6 25.0 53.3 35.3 40.3 45.2 45.3 36.4 47.6 19.2 46.4 18.8 48.1 39.6

O q

Neither agree nor 30 4 3 7 5 5 3 3 16 14 21 9 21 9 5 4 10 20

disagree 20.0 44.4 14.3 12.3 26.3 62.5 20.0 17.6 20.8 19.2 19.8 20.5 16.9 34.6 17.9 25.0 18.5 20.8

dEhi

NET: Disagree 6 1 4 1 2 4 4 2 3 3 2 3 3

\_\_\_\_\_\_\_\_\_\_\_\_\_ 4.0 4.8 7.0 5.9 2.6 5.5 3.8 4.5 2.4 11.5 12.5 5.6 3.1

2 4 3 1 1 3 3 1 2 2 1 3 1

2.7 5.3 5.9 1.3 4.1 2.8 2.3 1.6 7.7 6.2 5.6 1.0

Strongly disagree 2 1 1 1 1 1 1 1 1 1 2

1.3 4.8 1.8 1.3 1.4 0.9 2.3 0.8 3.8 6.2 2.1

Don't Know 1 1 1 1 1 1

0.7 1.8 1.4 0.9 3.8 1.0

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_G Page 163

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_G. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- reduces employee turnover

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 105 3 6 15 42 12 4 12 11 53 52 76 29 92 13 20 9 39 66

\_\_\_\_\_\_\_\_\_\_ 70.0 100.0 66.7 71.4 73.7 63.2 50.0 80.0 64.7 68.8 71.2 71.7 65.9 74.2 50.0 71.4 56.2 72.2 68.8

cDEFGI o

Strongly agree 48 2 2 4 18 8 1 8 5 24 24 36 12 40 8 8 4 17 31

32.0 66.7 22.2 19.0 31.6 42.1 12.5 53.3 29.4 31.2 32.9 34.0 27.3 32.3 30.8 28.6 25.0 31.5 32.3

dg

4 57 1 4 11 24 4 3 4 6 29 28 40 17 52 5 12 5 22 35

38.0 33.3 44.4 52.4 42.1 21.1 37.5 26.7 35.3 37.7 38.4 37.7 38.6 41.9 19.2 42.9 31.2 40.7 36.5

f o

Neither agree nor 34 3 3 9 7 4 2 5 20 14 21 13 24 10 8 5 14 20

disagree 22.7 33.3 14.3 15.8 36.8 50.0 13.3 29.4 26.0 19.2 19.8 29.5 19.4 38.5 28.6 31.2 25.9 20.8

NET: Disagree 9 3 4 1 1 4 5 8 1 8 1 1 1 8

\_\_\_\_\_\_\_\_\_\_\_\_\_ 6.0 14.3 7.0 6.7 5.9 5.2 6.8 7.5 2.3 6.5 3.8 6.2 1.9 8.3

2 6 2 2 1 1 3 3 6 6 1 5

4.0 9.5 3.5 6.7 5.9 3.9 4.1 5.7 4.8 1.9 5.2

Strongly disagree 3 1 2 1 2 2 1 2 1 1 3

2.0 4.8 3.5 1.3 2.7 1.9 2.3 1.6 3.8 6.2 3.1

Don't Know 2 2 2 1 1 2 1 2

1.3 3.5 2.7 0.9 2.3 7.7 6.2 2.1

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 6.00 5.00 5.00

99TH PERCENTILE 6.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 6.00 5.00 6.00 5.00 6.00 5.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_H Page 164

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_H. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- enhances our business image and reputation

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 119 3 7 15 45 14 5 14 15 63 56 87 32 103 16 23 9 44 75

\_\_\_\_\_\_\_\_\_\_ 79.3 100.0 77.8 71.4 78.9 73.7 62.5 93.3 88.2 81.8 76.7 82.1 72.7 83.1 61.5 82.1 56.2 81.5 78.1

DEFg o

Strongly agree 63 2 4 4 23 12 11 7 32 31 50 13 58 5 9 4 20 43

42.0 66.7 44.4 19.0 40.4 63.2 73.3 41.2 41.6 42.5 47.2 29.5 46.8 19.2 32.1 25.0 37.0 44.8

d D De m O

4 56 1 3 11 22 2 5 3 8 31 25 37 19 45 11 14 5 24 32

37.3 33.3 33.3 52.4 38.6 10.5 62.5 20.0 47.1 40.3 34.2 34.9 43.2 36.3 42.3 50.0 31.2 44.4 33.3

Fh F Fh F

Neither agree nor 23 2 4 8 4 3 1 1 10 13 14 9 16 7 4 5 9 14

disagree 15.3 22.2 19.0 14.0 21.1 37.5 6.7 5.9 13.0 17.8 13.2 20.5 12.9 26.9 14.3 31.2 16.7 14.6

NET: Disagree 7 2 3 1 1 4 3 4 3 5 2 1 2 1 6

\_\_\_\_\_\_\_\_\_\_\_\_\_ 4.7 9.5 5.3 5.3 5.9 5.2 4.1 3.8 6.8 4.0 7.7 3.6 12.5 1.9 6.2

2 6 1 3 1 1 4 2 4 2 5 1 1 1 1 5

4.0 4.8 5.3 5.3 5.9 5.2 2.7 3.8 4.5 4.0 3.8 3.6 6.2 1.9 5.2

Strongly disagree 1 1 1 1 1 1 1

0.7 4.8 1.4 2.3 3.8 6.2 1.0

Don't Know 1 1 1 1 1 1

0.7 1.8 1.4 0.9 3.8 1.0

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 6.00 5.00 4.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_I Page 165

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_I. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- helps our ability to recruit staff

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

(Strongly disagree) 4 1 2 1 1 3 3 1 2 2 1 4

2.7 4.8 3.5 12.5 1.3 4.1 2.8 2.3 1.6 7.7 6.2 4.2

2 5 1 2 1 1 3 2 3 2 5 1 1 1 4

3.3 4.8 3.5 5.3 12.5 3.9 2.7 2.8 4.5 4.0 3.6 6.2 1.9 4.2

(Neither agree nor 39 1 2 3 17 5 4 3 3 24 15 26 13 27 12 11 2 13 26

disagree) 26.0 33.3 22.2 14.3 29.8 26.3 50.0 20.0 17.6 31.2 20.5 24.5 29.5 21.8 46.2 39.3 12.5 24.1 27.1

n q

4 63 1 5 13 23 6 2 3 10 30 33 43 20 54 9 10 10 27 36

42.0 33.3 55.6 61.9 40.4 31.6 25.0 20.0 58.8 39.0 45.2 40.6 45.5 43.5 34.6 35.7 62.5 50.0 37.5

fgH h

(Strongly agree) 39 1 2 3 13 7 9 4 19 20 31 8 36 3 6 2 13 26

26.0 33.3 22.2 14.3 22.8 36.8 60.0 23.5 24.7 27.4 29.2 18.2 29.0 11.5 21.4 12.5 24.1 27.1

cDEi o

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q21\_L Page 166

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q21\_L. Now, I'm going to read you a list of possible benefits to your business from workplace learning and training.

- leads to greater customer satisfaction

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Agree 118 3 6 15 46 17 5 13 12 62 56 84 34 103 15 23 11 41 77

\_\_\_\_\_\_\_\_\_\_ 78.7 100.0 66.7 71.4 80.7 89.5 62.5 86.7 70.6 80.5 76.7 79.2 77.3 83.1 57.7 82.1 68.8 75.9 80.2

cDEgI o

Strongly agree 67 2 4 7 28 10 3 7 6 37 30 51 16 59 8 10 6 23 44

44.7 66.7 44.4 33.3 49.1 52.6 37.5 46.7 35.3 48.1 41.1 48.1 36.4 47.6 30.8 35.7 37.5 42.6 45.8

4 51 1 2 8 18 7 2 6 6 25 26 33 18 44 7 13 5 18 33

34.0 33.3 22.2 38.1 31.6 36.8 25.0 40.0 35.3 32.5 35.6 31.1 40.9 35.5 26.9 46.4 31.2 33.3 34.4

Neither agree nor 24 3 3 8 2 3 2 3 13 11 16 8 16 8 5 3 11 13

disagree 16.0 33.3 14.3 14.0 10.5 37.5 13.3 17.6 16.9 15.1 15.1 18.2 12.9 30.8 17.9 18.8 20.4 13.5

NET: Disagree 6 2 2 2 2 4 4 2 4 2 2 2 4

\_\_\_\_\_\_\_\_\_\_\_\_\_ 4.0 9.5 3.5 11.8 2.6 5.5 3.8 4.5 3.2 7.7 12.5 3.7 4.2

2 4 1 1 2 1 3 3 1 3 1 1 2 2

2.7 4.8 1.8 11.8 1.3 4.1 2.8 2.3 2.4 3.8 6.2 3.7 2.1

Strongly disagree 2 1 1 1 1 1 1 1 1 1 2

1.3 4.8 1.8 1.3 1.4 0.9 2.3 0.8 3.8 6.2 2.1

Don't Know 2 1 1 2 2 1 1 2

1.3 4.8 1.8 2.7 1.9 0.8 3.8 2.1

95TH PERCENTILE 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 6.00 5.00 5.00 6.00 6.00 5.00 5.00 5.00 5.00 5.00 6.00 6.00 5.00 5.00 6.00 5.00 5.00 5.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q22\_1 Page 167

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q22\_1. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Cost

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 85 1 7 14 30 11 3 7 11 41 44 56 29 69 16 16 13 30 55

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 56.7 33.3 77.8 66.7 52.6 57.9 37.5 46.7 64.7 53.2 60.3 52.8 65.9 55.6 61.5 57.1 81.2 55.6 57.3

Extremely important 36 2 5 15 5 2 4 2 18 18 21 15 26 10 9 6 8 28

24.0 22.2 23.8 26.3 26.3 25.0 26.7 11.8 23.4 24.7 19.8 34.1 21.0 38.5 32.1 37.5 14.8 29.2

r

4 49 1 5 9 15 6 1 3 9 23 26 35 14 43 6 7 7 22 27

32.7 33.3 55.6 42.9 26.3 31.6 12.5 20.0 52.9 29.9 35.6 33.0 31.8 34.7 23.1 25.0 43.8 40.7 28.1

g egh

Moderately important 49 2 2 6 20 6 3 5 5 28 21 37 12 42 7 9 3 19 30

32.7 66.7 22.2 28.6 35.1 31.6 37.5 33.3 29.4 36.4 28.8 34.9 27.3 33.9 26.9 32.1 18.8 35.2 31.2

NET: Not Important 14 7 2 1 3 1 7 7 12 2 11 3 2 5 9

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 9.3 12.3 10.5 12.5 20.0 5.9 9.1 9.6 11.3 4.5 8.9 11.5 7.1 9.3 9.4

2 11 7 1 2 1 7 4 9 2 10 1 2 5 6

7.3 12.3 5.3 13.3 5.9 9.1 5.5 8.5 4.5 8.1 3.8 7.1 9.3 6.2

Not important at all 3 1 1 1 3 3 1 2 3

2.0 5.3 12.5 6.7 4.1 2.8 0.8 7.7 3.1

Don't Know 2 1 1 1 1 1 1 2 1 2

1.3 4.8 12.5 1.3 1.4 0.9 2.3 1.6 3.6 2.1

95TH PERCENTILE 5.00 4.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 6.00 4.00 5.00 6.00 5.00 5.00 6.00 5.00 5.00 6.00 6.00 5.00 6.00 6.00 5.00 6.00 5.00 5.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q22\_2 Page 168

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q22\_2. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Operational requirements

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 82 1 4 13 30 12 13 8 40 42 59 23 69 13 17 6 31 51

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 54.7 33.3 44.4 61.9 52.6 63.2 86.7 47.1 51.9 57.5 55.7 52.3 55.6 50.0 60.7 37.5 57.4 53.1

cEI

Extremely important 24 3 8 4 5 3 10 14 17 7 18 6 6 1 9 15

16.0 33.3 14.0 21.1 33.3 17.6 13.0 19.2 16.0 15.9 14.5 23.1 21.4 6.2 16.7 15.6

4 58 1 1 13 22 8 8 5 30 28 42 16 51 7 11 5 22 36

38.7 33.3 11.1 61.9 38.6 42.1 53.3 29.4 39.0 38.4 39.6 36.4 41.1 26.9 39.3 31.2 40.7 37.5

Ci c c c

Moderately important 52 1 5 7 22 4 5 2 6 31 21 38 14 42 10 8 6 18 34

34.7 33.3 55.6 33.3 38.6 21.1 62.5 13.3 35.3 40.3 28.8 35.8 31.8 33.9 38.5 28.6 37.5 33.3 35.4

h h fh

NET: Not Important 11 1 1 3 3 1 2 4 7 6 5 9 2 2 3 3 8

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 7.3 33.3 4.8 5.3 15.8 12.5 11.8 5.2 9.6 5.7 11.4 7.3 7.7 7.1 18.8 5.6 8.3

2 7 1 1 3 2 4 3 4 3 6 1 1 2 3 4

4.7 33.3 4.8 5.3 11.8 5.2 4.1 3.8 6.8 4.8 3.8 3.6 12.5 5.6 4.2

Not important at all 4 3 1 4 2 2 3 1 1 1 4

2.7 15.8 12.5 5.5 1.9 4.5 2.4 3.8 3.6 6.2 4.2

Don't Know 5 2 2 1 2 3 3 2 4 1 1 1 2 3

3.3 3.5 25.0 5.9 2.6 4.1 2.8 4.5 3.2 3.8 3.6 6.2 3.7 3.1

95TH PERCENTILE 5.00 4.00 5.00 4.00 5.00 5.00 6.00 5.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 6.00 5.00 5.00

99TH PERCENTILE 6.00 4.00 5.00 4.00 6.00 5.00 6.00 5.00 6.00 6.00 6.00 6.00 6.00 6.00 6.00 6.00 6.00 6.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q22\_3 Page 169

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q22\_3. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- No real value to the company from training expenditures

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 37 4 8 14 3 1 2 5 18 19 27 10 34 3 7 3 13 24

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 24.7 44.4 38.1 24.6 15.8 12.5 13.3 29.4 23.4 26.0 25.5 22.7 27.4 11.5 25.0 18.8 24.1 25.0

o

Extremely important 13 2 2 4 2 1 2 5 8 9 4 13 4 3 10

8.7 22.2 9.5 7.0 10.5 6.7 11.8 6.5 11.0 8.5 9.1 10.5 14.3 5.6 10.4

4 24 2 6 10 1 1 1 3 13 11 18 6 21 3 3 3 10 14

16.0 22.2 28.6 17.5 5.3 12.5 6.7 17.6 16.9 15.1 17.0 13.6 16.9 11.5 10.7 18.8 18.5 14.6

f

Moderately important 49 1 1 8 18 6 2 7 6 24 25 28 21 38 11 11 10 18 31

32.7 33.3 11.1 38.1 31.6 31.6 25.0 46.7 35.3 31.2 34.2 26.4 47.7 30.6 42.3 39.3 62.5 33.3 32.3

c l

NET: Not Important 60 2 4 5 23 9 4 6 6 34 26 48 12 48 12 9 3 21 39

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 40.0 66.7 44.4 23.8 40.4 47.4 50.0 40.0 35.3 44.2 35.6 45.3 27.3 38.7 46.2 32.1 18.8 38.9 40.6

m

2 31 1 2 5 12 3 2 1 4 18 13 21 10 25 6 7 3 12 19

20.7 33.3 22.2 23.8 21.1 15.8 25.0 6.7 23.5 23.4 17.8 19.8 22.7 20.2 23.1 25.0 18.8 22.2 19.8

Not important at all 29 1 2 11 6 2 5 2 16 13 27 2 23 6 2 9 20

19.3 33.3 22.2 19.3 31.6 25.0 33.3 11.8 20.8 17.8 25.5 4.5 18.5 23.1 7.1 16.7 20.8

M

Don't Know 4 2 1 1 1 3 3 1 4 1 2 2

2.7 3.5 5.3 12.5 1.3 4.1 2.8 2.3 3.2 3.6 3.7 2.1

95TH PERCENTILE 5.00 3.00 5.00 5.00 5.00 6.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 4.00 5.00 4.00 5.00 5.00

99TH PERCENTILE 6.00 3.00 5.00 5.00 6.00 6.00 6.00 5.00 5.00 6.00 6.00 6.00 6.00 6.00 4.00 6.00 4.00 6.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q22\_4 Page 170

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q22\_4. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Concerns about losing trained workers to competitors

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 80 1 4 14 31 10 3 8 8 41 39 54 26 69 11 20 6 26 54

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 53.3 33.3 44.4 66.7 54.4 52.6 37.5 53.3 47.1 53.2 53.4 50.9 59.1 55.6 42.3 71.4 37.5 48.1 56.2

q

Extremely important 35 3 3 14 4 2 4 5 17 18 25 10 29 6 8 2 8 27

23.3 33.3 14.3 24.6 21.1 25.0 26.7 29.4 22.1 24.7 23.6 22.7 23.4 23.1 28.6 12.5 14.8 28.1

r

4 45 1 1 11 17 6 1 4 3 24 21 29 16 40 5 12 4 18 27

30.0 33.3 11.1 52.4 29.8 31.6 12.5 26.7 17.6 31.2 28.8 27.4 36.4 32.3 19.2 42.9 25.0 33.3 28.1

Cgi

Moderately important 35 4 3 12 5 2 5 4 20 15 26 9 29 6 4 5 12 23

23.3 44.4 14.3 21.1 26.3 25.0 33.3 23.5 26.0 20.5 24.5 20.5 23.4 23.1 14.3 31.2 22.2 24.0

NET: Not Important 35 2 1 4 14 4 3 2 5 16 19 26 9 26 9 4 5 16 19

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 23.3 66.7 11.1 19.0 24.6 21.1 37.5 13.3 29.4 20.8 26.0 24.5 20.5 21.0 34.6 14.3 31.2 29.6 19.8

2 18 1 3 7 2 1 4 9 9 12 6 15 3 2 4 9 9

12.0 33.3 14.3 12.3 10.5 12.5 23.5 11.7 12.3 11.3 13.6 12.1 11.5 7.1 25.0 16.7 9.4

Not important at all 17 1 1 1 7 2 2 2 1 7 10 14 3 11 6 2 1 7 10

11.3 33.3 11.1 4.8 12.3 10.5 25.0 13.3 5.9 9.1 13.7 13.2 6.8 8.9 23.1 7.1 6.2 13.0 10.4

95TH PERCENTILE 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 5.00 4.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q22\_5 Page 171

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q22\_5. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Concerns that most training isn't job-specific

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 44 1 1 8 20 6 1 4 3 24 20 34 10 38 6 7 3 15 29

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 29.3 33.3 11.1 38.1 35.1 31.6 12.5 26.7 17.6 31.2 27.4 32.1 22.7 30.6 23.1 25.0 18.8 27.8 30.2

Extremely important 10 1 5 1 2 1 3 7 8 2 8 2 1 1 4 6

6.7 11.1 8.8 5.3 13.3 5.9 3.9 9.6 7.5 4.5 6.5 7.7 3.6 6.2 7.4 6.2

4 34 1 8 15 5 1 2 2 21 13 26 8 30 4 6 2 11 23

22.7 33.3 38.1 26.3 26.3 12.5 13.3 11.8 27.3 17.8 24.5 18.2 24.2 15.4 21.4 12.5 20.4 24.0

i

Moderately important 62 7 12 16 7 5 6 9 30 32 39 23 50 12 13 10 22 40

41.3 77.8 57.1 28.1 36.8 62.5 40.0 52.9 39.0 43.8 36.8 52.3 40.3 46.2 46.4 62.5 40.7 41.7

Efh e

NET: Not Important 41 2 1 1 20 5 1 5 5 21 20 31 10 33 8 7 3 16 25

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 27.3 66.7 11.1 4.8 35.1 26.3 12.5 33.3 29.4 27.3 27.4 29.2 22.7 26.6 30.8 25.0 18.8 29.6 26.0

d D d d

2 26 2 1 14 2 1 3 2 14 12 19 7 21 5 4 3 12 14

17.3 66.7 11.1 24.6 10.5 12.5 20.0 11.8 18.2 16.4 17.9 15.9 16.9 19.2 14.3 18.8 22.2 14.6

f

Not important at all 15 1 6 3 2 3 7 8 12 3 12 3 3 4 11

10.0 4.8 10.5 15.8 13.3 17.6 9.1 11.0 11.3 6.8 9.7 11.5 10.7 7.4 11.5

Don't Know 3 1 1 1 2 1 2 1 3 1 1 2

2.0 1.8 5.3 12.5 2.6 1.4 1.9 2.3 2.4 3.6 1.9 2.1

95TH PERCENTILE 5.00 4.00 5.00 4.00 5.00 6.00 6.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5.00

99TH PERCENTILE 6.00 4.00 5.00 4.00 6.00 6.00 6.00 5.00 5.00 6.00 6.00 6.00 6.00 6.00 5.00 6.00 5.00 6.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q22\_6 Page 172

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q22\_6. There are a number of factors that could prevent businesses from supporting workplace learning and training.

- Concern that the investment will have a low return because it is an older worker

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Very Important 21 1 4 8 1 3 3 12 9 12 9 15 6 5 4 5 16

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 14.0 33.3 19.0 14.0 5.3 20.0 17.6 15.6 12.3 11.3 20.5 12.1 23.1 17.9 25.0 9.3 16.7

Extremely important 7 1 2 1 3 6 1 5 2 7 1 1 1 6

4.7 4.8 3.5 5.3 20.0 7.8 1.4 4.7 4.5 5.6 3.6 6.2 1.9 6.2

4 14 1 3 6 3 6 8 7 7 8 6 4 3 4 10

9.3 33.3 14.3 10.5 17.6 7.8 11.0 6.6 15.9 6.5 23.1 14.3 18.8 7.4 10.4

Moderately important 55 7 9 20 5 5 2 7 29 26 31 24 47 8 17 7 19 36

36.7 77.8 42.9 35.1 26.3 62.5 13.3 41.2 37.7 35.6 29.2 54.5 37.9 30.8 60.7 43.8 35.2 37.5

dEFHi h h h L

NET: Not Important 71 2 2 8 28 12 2 10 7 35 36 61 10 59 12 5 5 29 42

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 47.3 66.7 22.2 38.1 49.1 63.2 25.0 66.7 41.2 45.5 49.3 57.5 22.7 47.6 46.2 17.9 31.2 53.7 43.8

cg cg M

2 46 1 2 5 20 6 1 4 7 24 22 38 8 43 3 4 4 22 24

30.7 33.3 22.2 23.8 35.1 31.6 12.5 26.7 41.2 31.2 30.1 35.8 18.2 34.7 11.5 14.3 25.0 40.7 25.0

m O s

Not important at all 25 1 3 8 6 1 6 11 14 23 2 16 9 1 1 7 18

16.7 33.3 14.3 14.0 31.6 12.5 40.0 14.3 19.2 21.7 4.5 12.9 34.6 3.6 6.2 13.0 18.8

M n

Don't Know 3 1 1 1 1 2 2 1 3 1 1 2

2.0 1.8 5.3 12.5 1.3 2.7 1.9 2.3 2.4 3.6 1.9 2.1

95TH PERCENTILE 5.00 4.00 3.00 4.00 5.00 6.00 6.00 5.00 4.00 5.00 4.00 5.00 5.00 5.00 4.00 5.00 5.00 4.00 5.00

99TH PERCENTILE 6.00 4.00 3.00 5.00 6.00 6.00 6.00 5.00 4.00 6.00 6.00 6.00 6.00 6.00 4.00 6.00 5.00 6.00 6.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q23 Page 173

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q23. Are you aware of any programs or services offered by the Government of Canada to assist Canadian businesses in training or

retraining staff?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 54 1 5 8 22 5 1 4 8 28 26 43 11 46 8 8 3 54

36.0 33.3 55.6 38.1 38.6 26.3 12.5 26.7 47.1 36.4 35.6 40.6 25.0 37.1 30.8 28.6 18.8 100.0

g g

No 94 2 4 13 34 14 7 11 8 49 45 61 33 77 17 20 13 94

62.7 66.7 44.4 61.9 59.6 73.7 87.5 73.3 47.1 63.6 61.6 57.5 75.0 62.1 65.4 71.4 81.2 97.9

cei l

Don't Know/Refused 2 1 1 2 2 1 1 2

1.3 1.8 5.9 2.7 1.9 0.8 3.8 2.1

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 1.00 2.00

99TH PERCENTILE 3.00 2.00 2.00 2.00 3.00 2.00 2.00 2.00 3.00 2.00 3.00 3.00 2.00 2.00 3.00 2.00 2.00 1.00 3.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q24 Page 174

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q24. What programs or services have you heard about?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 54 1 5 8 22 5 1 4 8 28 26 43 11 46 8 8 3 54

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Apprenticeship Programs 23 1 2 2 9 2 1 3 3 11 12 16 7 19 4 5 2 23

42.6 100.0 40.0 25.0 40.9 40.0 100.0 75.0 37.5 39.3 46.2 37.2 63.6 41.3 50.0 62.5 66.7 42.6

CDEFI CDEFI

Other 9 1 3 3 2 4 5 7 2 8 1 2 9

\_\_\_\_\_ 16.7 20.0 37.5 13.6 25.0 14.3 19.2 16.3 18.2 17.4 12.5 25.0 16.7

Immigration workers 2 1 1 2 2 2 2

3.7 12.5 4.5 7.7 4.7 4.3 3.7

Unemployment 1 1 1 1 1 1 1

1.9 12.5 3.8 9.1 2.2 12.5 1.9

Manpower 1 1 1 1 1 1 1

1.9 4.5 3.8 9.1 2.2 12.5 1.9

E.I 1 1 1 1 1 1 1

1.9 12.5 3.8 9.1 2.2 12.5 1.9

Yellow Head East 1 1 1 1 1 1

1.9 4.5 3.6 2.3 2.2 1.9

Food Safety 1 1 1 1 1 1

1.9 12.5 3.6 2.3 2.2 1.9

IREP 1 1 1 1 1 1

1.9 20.0 3.6 2.3 2.2 1.9

PAMT 1 1 1 1 1 1

1.9 12.5 3.8 2.3 12.5 1.9

Green House Program 1 1 1 1 1 1

1.9 12.5 3.6 2.3 2.2 1.9

Canada Summer Jobs 3 1 2 3 2 1 2 1 1 3

5.6 12.5 9.1 10.7 4.7 9.1 4.3 12.5 33.3 5.6

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q24 Page 175

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q24. What programs or services have you heard about?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 54 1 5 8 22 5 1 4 8 28 26 43 11 46 8 8 3 54

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Job Bank for Employers 3 2 1 3 3 2 1 3

5.6 9.1 20.0 11.5 7.0 4.3 12.5 5.6

Foreign Credentials 1 1 1 1 1 1

Recognition 1.9 25.0 3.6 2.3 2.2 1.9

Report on Hiring Program 1 1 1 1 1 1

1.9 12.5 3.6 2.3 2.2 1.9

Targeted Initiative for 1 1 1 1 1 1

Older Workers 1.9 12.5 3.8 2.3 2.2 1.9

Nothing 2 1 1 2 1 1 2 1 2

3.7 12.5 4.5 7.7 2.3 9.1 4.3 12.5 3.7

Don't know 13 2 1 7 2 1 8 5 12 1 12 1 1 13

24.1 40.0 12.5 31.8 40.0 12.5 28.6 19.2 27.9 9.1 26.1 12.5 12.5 24.1

95TH PERCENTILE 99.00 1.00 99.00 99.00 99.00 99.00 1.00 6.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 4.00 99.00

99TH PERCENTILE 99.00 1.00 99.00 99.00 99.00 99.00 1.00 6.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 99.00 4.00 99.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q25 Page 176

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q25. What would be the best ways for the Government of Canada to inform your company about programs and services available to

employers?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Online 86 2 5 9 37 8 5 10 9 42 44 61 25 77 9 16 9 31 55

\_\_\_\_\_\_\_\_\_\_\_ 57.3 66.7 55.6 42.9 64.9 42.1 62.5 66.7 52.9 54.5 60.3 57.5 56.8 62.1 34.6 57.1 56.2 57.4 57.3

O

Email 58 1 3 9 22 6 4 7 5 28 30 40 18 51 7 13 5 20 38

38.7 33.3 33.3 42.9 38.6 31.6 50.0 46.7 29.4 36.4 41.1 37.7 40.9 41.1 26.9 46.4 31.2 37.0 39.6

Internet 37 1 2 1 19 3 1 5 5 18 19 28 9 35 2 5 4 12 25

24.7 33.3 22.2 4.8 33.3 15.8 12.5 33.3 29.4 23.4 26.0 26.4 20.5 28.2 7.7 17.9 25.0 22.2 26.0

D d d O

NET: Direct Mail 47 1 3 9 13 8 4 4 5 23 24 37 10 39 8 4 6 17 30

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 31.3 33.3 33.3 42.9 22.8 42.1 50.0 26.7 29.4 29.9 32.9 34.9 22.7 31.5 30.8 14.3 37.5 31.5 31.2

Direct mailing 47 1 3 9 13 8 4 4 5 23 24 37 10 39 8 4 6 17 30

31.3 33.3 33.3 42.9 22.8 42.1 50.0 26.7 29.4 29.9 32.9 34.9 22.7 31.5 30.8 14.3 37.5 31.5 31.2

NET: Traditional media 34 1 1 5 16 1 1 2 7 15 19 19 15 25 9 8 7 14 20

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 22.7 33.3 11.1 23.8 28.1 5.3 12.5 13.3 41.2 19.5 26.0 17.9 34.1 20.2 34.6 28.6 43.8 25.9 20.8

F F l

Print (newspaper, 26 1 1 4 12 1 1 6 12 14 15 11 17 9 6 5 11 15

magazines, brochures) 17.3 33.3 11.1 19.0 21.1 5.3 6.7 35.3 15.6 19.2 14.2 25.0 13.7 34.6 21.4 31.2 20.4 15.6

f fh n

TV 13 2 7 1 1 1 1 3 10 6 7 11 2 4 3 3 10

8.7 9.5 12.3 5.3 12.5 6.7 5.9 3.9 13.7 5.7 15.9 8.9 7.7 14.3 18.8 5.6 10.4

j

Radio 1 1 1 1 1 1

0.7 1.8 1.4 0.9 0.8 1.9

NET: Other 15 1 2 7 2 1 2 10 5 15 12 3 5 10

\_\_\_\_\_\_\_\_\_\_ 10.0 11.1 9.5 12.3 10.5 6.7 11.8 13.0 6.8 14.2 9.7 11.5 9.3 10.4

Presentation at my 5 1 3 1 2 3 5 4 1 2 3

company 3.3 4.8 5.3 6.7 2.6 4.1 4.7 3.2 3.8 3.7 3.1

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q25 Page 177

Feb. 9, 2011

(Continued)

HRSDC SME "Jobs of Tomorrow" Survey

Q25. What would be the best ways for the Government of Canada to inform your company about programs and services available to

employers?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Through professional 5 1 1 2 1 3 2 5 3 2 1 4

association or network 3.3 4.8 1.8 10.5 5.9 3.9 2.7 4.7 2.4 7.7 1.9 4.2

Word of mouth 5 4 1 5 5 5 2 3

3.3 7.0 5.9 6.5 4.7 4.0 3.7 3.1

Training 1 1 1 1 1 1

0.7 11.1 1.3 0.9 0.8 1.0

NET: Advertising 9 1 3 3 2 5 4 3 6 6 3 4 2 3 6

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 6.0 33.3 14.3 5.3 10.5 6.5 5.5 2.8 13.6 4.8 11.5 14.3 12.5 5.6 6.2

l

Advertising (general) 9 1 3 3 2 5 4 3 6 6 3 4 2 3 6

6.0 33.3 14.3 5.3 10.5 6.5 5.5 2.8 13.6 4.8 11.5 14.3 12.5 5.6 6.2

l

Nothing 2 1 1 1 1 1 1 2 1 2

1.3 4.8 1.8 1.3 1.4 0.9 2.3 1.6 3.6 3.7

DK/REF 8 1 2 1 2 2 8 3 5 8 4 1 2 6

5.3 1.8 10.5 12.5 13.3 11.8 10.4 2.8 11.4 6.5 14.3 6.2 3.7 6.2

95TH PERCENTILE 12.00 7.00 12.00 10.00 11.00 99.00 99.00 99.00 99.00 99.00 8.00 11.00 99.00 97.00 8.00 99.00 7.00 97.00 11.00

99TH PERCENTILE 99.00 7.00 12.00 97.00 99.00 99.00 99.00 99.00 99.00 99.00 10.00 99.00 99.00 99.00 10.00 99.00 99.00 99.00 99.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q26 Page 178

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q26. Does your company currently receive any government funding to help offset the cost of training programs?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 11 1 1 3 1 2 3 3 8 8 3 8 3 2 1 7 4

7.3 11.1 4.8 5.3 12.5 13.3 17.6 3.9 11.0 7.5 6.8 6.5 11.5 7.1 6.2 13.0 4.2

No 131 3 8 19 50 19 7 11 13 73 58 91 40 109 22 26 14 46 85

87.3 100.0 88.9 90.5 87.7 100.0 87.5 73.3 76.5 94.8 79.5 85.8 90.9 87.9 84.6 92.9 87.5 85.2 88.5

Ehi Ehi K

DK/Refused 8 1 4 2 1 1 7 7 1 7 1 1 1 7

5.3 4.8 7.0 13.3 5.9 1.3 9.6 6.6 2.3 5.6 3.8 6.2 1.9 7.3

j

95TH PERCENTILE 3.00 2.00 2.00 2.00 3.00 2.00 2.00 3.00 3.00 2.00 3.00 3.00 2.00 3.00 2.00 2.00 3.00 2.00 3.00

99TH PERCENTILE 3.00 2.00 2.00 3.00 3.00 2.00 2.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 2.00 3.00 3.00 3.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q26\_1 Page 179

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q26\_1. Would that be federal government or provincial/territorial government funding?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 11 1 1 3 1 2 3 3 8 8 3 8 3 2 1 7 4

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Federal government 2 1 1 2 2 1 1 1 1 1 1

funding 18.2 100.0 33.3 25.0 66.7 12.5 33.3 50.0 100.0 14.3 25.0

e

Provincial/territorial 8 1 2 2 3 2 6 8 6 2 6 2

government funding 72.7 100.0 66.7 100.0 100.0 66.7 75.0 100.0 75.0 66.7 85.7 50.0

DK/Refused 1 1 1 1 1 1 1

9.1 100.0 33.3 33.3 12.5 50.0 25.0

95TH PERCENTILE 3.00 2.00 1.00 2.00 3.00 2.00 2.00 3.00 2.00 2.00 3.00 3.00 2.00 3.00 1.00 2.00 3.00

99TH PERCENTILE 3.00 2.00 1.00 2.00 3.00 2.00 2.00 3.00 2.00 2.00 3.00 3.00 2.00 3.00 1.00 2.00 3.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27A\_1 Page 180

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27A\_1. Does your company have any special policies or programs in place to hire each of the following?

- Aboriginal Peoples

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 16 2 7 4 1 1 4 12 13 3 12 4 2 1 5 11

10.7 9.5 12.3 21.1 12.5 5.9 5.2 16.4 12.3 6.8 9.7 15.4 7.1 6.2 9.3 11.5

j

No 131 3 9 18 49 15 7 14 16 72 59 90 41 109 22 26 15 49 82

87.3 100.0 100.0 85.7 86.0 78.9 87.5 93.3 94.1 93.5 80.8 84.9 93.2 87.9 84.6 92.9 93.8 90.7 85.4

Ef Ef k

DK/REF 3 1 1 1 1 2 3 3 3

2.0 4.8 1.8 6.7 1.3 2.7 2.8 2.4 3.1

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 3.00 2.00 2.00 3.00 3.00 2.00 2.00 3.00 2.00 3.00 3.00 3.00 2.00 3.00 2.00 2.00 2.00 2.00 3.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27A\_2 Page 181

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27A\_2. Does your company have any special policies or programs in place to hire each of the following?

- New graduates

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 30 1 3 12 5 2 2 4 14 16 23 7 27 3 6 1 10 20

20.0 33.3 14.3 21.1 26.3 25.0 13.3 23.5 18.2 21.9 21.7 15.9 21.8 11.5 21.4 6.2 18.5 20.8

No 117 2 8 17 45 14 6 12 13 61 56 80 37 94 23 22 15 43 74

78.0 66.7 88.9 81.0 78.9 73.7 75.0 80.0 76.5 79.2 76.7 75.5 84.1 75.8 88.5 78.6 93.8 79.6 77.1

DK/REF 3 1 1 1 2 1 3 3 1 2

2.0 11.1 4.8 6.7 2.6 1.4 2.8 2.4 1.9 2.1

95TH PERCENTILE 2.00 2.00 3.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 3.00 2.00 3.00 3.00 2.00 2.00 2.00 3.00 2.00 3.00 3.00 3.00 2.00 3.00 2.00 2.00 2.00 3.00 3.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27A\_3 Page 182

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27A\_3. Does your company have any special policies or programs in place to hire each of the following?

- At risk youth

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 11 1 4 2 3 3 8 10 1 9 2 1 4 7

7.3 4.8 7.0 10.5 17.6 3.9 11.0 9.4 2.3 7.3 7.7 3.6 7.4 7.3

m

No 136 3 9 19 52 17 8 14 14 72 64 93 43 112 24 27 16 49 87

90.7 100.0 100.0 90.5 91.2 89.5 100.0 93.3 82.4 93.5 87.7 87.7 97.7 90.3 92.3 96.4 100.0 90.7 90.6

e e e l

DK/REF 3 1 1 1 2 1 3 3 1 2

2.0 4.8 1.8 6.7 2.6 1.4 2.8 2.4 1.9 2.1

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 3.00 2.00 2.00 3.00 3.00 2.00 2.00 3.00 2.00 3.00 3.00 3.00 2.00 3.00 2.00 2.00 2.00 3.00 3.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27A\_4 Page 183

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27A\_4. Does your company have any special policies or programs in place to hire each of the following?

- Older workers

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 15 1 3 5 3 2 7 8 10 5 11 4 4 1 7 8

10.0 33.3 14.3 8.8 15.8 11.8 9.1 11.0 9.4 11.4 8.9 15.4 14.3 6.2 13.0 8.3

No 132 2 9 17 51 16 8 14 15 69 63 93 39 110 22 24 15 47 85

88.0 66.7 100.0 81.0 89.5 84.2 100.0 93.3 88.2 89.6 86.3 87.7 88.6 88.7 84.6 85.7 93.8 87.0 88.5

dE dE

DK/REF 3 1 1 1 1 2 3 3 3

2.0 4.8 1.8 6.7 1.3 2.7 2.8 2.4 3.1

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 3.00 2.00 2.00 3.00 3.00 2.00 2.00 3.00 2.00 3.00 3.00 3.00 2.00 3.00 2.00 2.00 2.00 2.00 3.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27A\_5 Page 184

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27A\_5. Does your company have any special policies or programs in place to hire each of the following?

- Persons with disabilities

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 18 3 5 4 1 1 3 6 12 16 2 16 2 2 8 10

12.0 14.3 8.8 21.1 12.5 6.7 17.6 7.8 16.4 15.1 4.5 12.9 7.7 7.1 14.8 10.4

m

No 130 3 9 17 52 15 7 13 14 70 60 88 42 106 24 26 16 46 84

86.7 100.0 100.0 81.0 91.2 78.9 87.5 86.7 82.4 90.9 82.2 83.0 95.5 85.5 92.3 92.9 100.0 85.2 87.5

def def L

DK/REF 2 1 1 1 1 2 2 2

1.3 4.8 6.7 1.3 1.4 1.9 1.6 2.1

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 3.00 2.00 2.00 3.00 2.00 2.00 2.00 3.00 2.00 3.00 3.00 3.00 2.00 3.00 2.00 2.00 2.00 2.00 3.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27A\_6 Page 185

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27A\_6. Does your company have any special policies or programs in place to hire each of the following?

- Newcomers to Canada

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Yes 24 1 5 9 3 2 1 2 10 14 20 4 20 4 3 1 11 13

16.0 33.3 23.8 15.8 15.8 25.0 6.7 11.8 13.0 19.2 18.9 9.1 16.1 15.4 10.7 6.2 20.4 13.5

No 123 2 9 15 47 16 6 13 15 66 57 83 40 101 22 25 15 43 80

82.0 66.7 100.0 71.4 82.5 84.2 75.0 86.7 88.2 85.7 78.1 78.3 90.9 81.5 84.6 89.3 93.8 79.6 83.3

DE l

DK/REF 3 1 1 1 1 2 3 3 3

2.0 4.8 1.8 6.7 1.3 2.7 2.8 2.4 3.1

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 3.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 3.00 2.00 2.00 3.00 3.00 2.00 2.00 3.00 2.00 3.00 3.00 3.00 2.00 3.00 2.00 2.00 2.00 2.00 3.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27ASUM Page 186

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27ASUM. Does your company have any special policies or programs in place to hire each of the following?

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 51 1 5 23 7 3 4 7 22 29 43 8 45 6 7 1 22 29

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Aboriginal Peoples 16 2 7 4 1 1 4 12 13 3 12 4 2 1 5 11

31.4 40.0 30.4 57.1 33.3 14.3 18.2 41.4 30.2 37.5 26.7 66.7 28.6 100.0 22.7 37.9

n P

New graduates 30 1 3 12 5 2 2 4 14 16 23 7 27 3 6 1 10 20

58.8 100.0 60.0 52.2 71.4 66.7 50.0 57.1 63.6 55.2 53.5 87.5 60.0 50.0 85.7 100.0 45.5 69.0

Ehi l

At risk youth 11 1 4 2 3 3 8 10 1 9 2 1 4 7

21.6 20.0 17.4 28.6 42.9 13.6 27.6 23.3 12.5 20.0 33.3 14.3 18.2 24.1

Older workers 15 1 3 5 3 2 7 8 10 5 11 4 4 1 7 8

29.4 100.0 60.0 21.7 42.9 28.6 31.8 27.6 23.3 62.5 24.4 66.7 57.1 100.0 31.8 27.6

EFI l n p

Persons with 18 3 5 4 1 1 3 6 12 16 2 16 2 2 8 10

disabilities 35.3 60.0 21.7 57.1 33.3 25.0 42.9 27.3 41.4 37.2 25.0 35.6 33.3 28.6 36.4 34.5

Newcomers to Canada 24 1 5 9 3 2 1 2 10 14 20 4 20 4 3 1 11 13

47.1 100.0 100.0 39.1 42.9 66.7 25.0 28.6 45.5 48.3 46.5 50.0 44.4 66.7 42.9 100.0 50.0 44.8

EFHI EFHI P

95TH PERCENTILE 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00

99TH PERCENTILE 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27B\_1 Page 187

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27B\_1. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- Aboriginal Peoples

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 131 3 9 18 49 15 7 14 16 72 59 90 41 109 22 26 15 49 82

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Likely 61 1 3 9 30 3 2 4 9 32 29 37 24 52 9 17 7 23 38

\_\_\_\_\_\_\_\_\_\_\_ 46.6 33.3 33.3 50.0 61.2 20.0 28.6 28.6 56.2 44.4 49.2 41.1 58.5 47.7 40.9 65.4 46.7 46.9 46.3

Fh f

A lot more likely 13 12 1 8 5 6 7 11 2 6 1 7 6

9.9 24.5 14.3 11.1 8.5 6.7 17.1 10.1 9.1 23.1 6.7 14.3 7.3

Somewhat more likely 48 1 3 9 18 3 1 4 9 24 24 31 17 41 7 11 6 16 32

36.6 33.3 33.3 50.0 36.7 20.0 14.3 28.6 56.2 33.3 40.7 34.4 41.5 37.6 31.8 42.3 40.0 32.7 39.0

g fg

No more likely 66 2 6 8 19 10 5 10 6 38 28 50 16 55 11 9 7 24 42

50.4 66.7 66.7 44.4 38.8 66.7 71.4 71.4 37.5 52.8 47.5 55.6 39.0 50.5 50.0 34.6 46.7 49.0 51.2

e ei

DK/Ref 4 1 2 1 2 2 3 1 2 2 1 2 2

3.1 5.6 13.3 6.2 2.8 3.4 3.3 2.4 1.8 9.1 6.7 4.1 2.4

95TH PERCENTILE 3.00 2.00 2.00 4.00 3.00 4.00 3.00 2.00 4.00 3.00 3.00 3.00 3.00 3.00 4.00 3.00 4.00 3.00 3.00

99TH PERCENTILE 4.00 2.00 2.00 4.00 3.00 4.00 3.00 2.00 4.00 4.00 4.00 4.00 4.00 4.00 4.00 3.00 4.00 4.00 4.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27B\_2 Page 188

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27B\_2. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- New graduates

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 117 2 8 17 45 14 6 12 13 61 56 80 37 94 23 22 15 43 74

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Likely 69 1 4 13 32 3 3 5 8 35 34 44 25 57 12 17 8 24 45

\_\_\_\_\_\_\_\_\_\_\_ 59.0 50.0 50.0 76.5 71.1 21.4 50.0 41.7 61.5 57.4 60.7 55.0 67.6 60.6 52.2 77.3 53.3 55.8 60.8

Fh F f

A lot more likely 16 1 9 2 1 3 7 9 9 7 13 3 5 2 4 12

13.7 5.9 20.0 33.3 8.3 23.1 11.5 16.1 11.2 18.9 13.8 13.0 22.7 13.3 9.3 16.2

Somewhat more likely 53 1 4 12 23 3 1 4 5 28 25 35 18 44 9 12 6 20 33

45.3 50.0 50.0 70.6 51.1 21.4 16.7 33.3 38.5 45.9 44.6 43.8 48.6 46.8 39.1 54.5 40.0 46.5 44.6

FGh fg

No more likely 46 1 4 4 13 10 3 7 4 25 21 34 12 35 11 5 7 18 28

39.3 50.0 50.0 23.5 28.9 71.4 50.0 58.3 30.8 41.0 37.5 42.5 32.4 37.2 47.8 22.7 46.7 41.9 37.8

DEi d

DK/Ref 2 1 1 1 1 2 2 1 1

1.7 7.1 7.7 1.6 1.8 2.5 2.1 2.3 1.4

95TH PERCENTILE 3.00 2.00 2.00 3.00 3.00 4.00 3.00 3.00 4.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00

99TH PERCENTILE 4.00 2.00 2.00 3.00 3.00 4.00 3.00 3.00 4.00 4.00 4.00 4.00 3.00 4.00 3.00 3.00 3.00 4.00 4.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27B\_3 Page 189

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27B\_3. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- At risk youth

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 136 3 9 19 52 17 8 14 14 72 64 93 43 112 24 27 16 49 87

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Likely 42 1 4 7 20 2 1 3 4 25 17 25 17 36 6 12 5 17 25

\_\_\_\_\_\_\_\_\_\_\_ 30.9 33.3 44.4 36.8 38.5 11.8 12.5 21.4 28.6 34.7 26.6 26.9 39.5 32.1 25.0 44.4 31.2 34.7 28.7

F

A lot more likely 9 1 1 5 1 1 7 2 4 5 7 2 4 1 4 5

6.6 11.1 5.3 9.6 5.9 12.5 9.7 3.1 4.3 11.6 6.2 8.3 14.8 6.2 8.2 5.7

Somewhat more likely 33 1 3 6 15 1 3 4 18 15 21 12 29 4 8 4 13 20

24.3 33.3 33.3 31.6 28.8 5.9 21.4 28.6 25.0 23.4 22.6 27.9 25.9 16.7 29.6 25.0 26.5 23.0

f F

No more likely 92 2 5 12 32 14 7 11 9 46 46 66 26 74 18 15 11 31 61

67.6 66.7 55.6 63.2 61.5 82.4 87.5 78.6 64.3 63.9 71.9 71.0 60.5 66.1 75.0 55.6 68.8 63.3 70.1

DK/Ref 2 1 1 1 1 2 2 1 1

1.5 5.9 7.1 1.4 1.6 2.2 1.8 2.0 1.1

95TH PERCENTILE 3.00 2.00 3.00 3.00 3.00 4.00 3.00 2.00 4.00 3.00 2.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00

99TH PERCENTILE 4.00 2.00 3.00 3.00 3.00 4.00 3.00 2.00 4.00 4.00 4.00 4.00 3.00 4.00 3.00 3.00 3.00 4.00 4.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27B\_4 Page 190

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27B\_4. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- Older workers

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 132 2 9 17 51 16 8 14 15 69 63 93 39 110 22 24 15 47 85

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Likely 56 1 4 10 25 4 2 5 5 29 27 36 20 46 10 14 6 20 36

\_\_\_\_\_\_\_\_\_\_\_ 42.4 50.0 44.4 58.8 49.0 25.0 25.0 35.7 33.3 42.0 42.9 38.7 51.3 41.8 45.5 58.3 40.0 42.6 42.4

f

A lot more likely 15 3 8 1 1 1 1 7 8 8 7 12 3 6 1 6 9

11.4 17.6 15.7 6.2 12.5 7.1 6.7 10.1 12.7 8.6 17.9 10.9 13.6 25.0 6.7 12.8 10.6

Somewhat more likely 41 1 4 7 17 3 1 4 4 22 19 28 13 34 7 8 5 14 27

31.1 50.0 44.4 41.2 33.3 18.8 12.5 28.6 26.7 31.9 30.2 30.1 33.3 30.9 31.8 33.3 33.3 29.8 31.8

No more likely 74 1 5 7 26 11 6 9 9 39 35 55 19 62 12 10 9 26 48

56.1 50.0 55.6 41.2 51.0 68.8 75.0 64.3 60.0 56.5 55.6 59.1 48.7 56.4 54.5 41.7 60.0 55.3 56.5

DK/Ref 2 1 1 1 1 2 2 1 1

1.5 6.2 6.7 1.4 1.6 2.2 1.8 2.1 1.2

95TH PERCENTILE 3.00 2.00 2.00 3.00 3.00 4.00 3.00 3.00 4.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00

99TH PERCENTILE 4.00 2.00 2.00 3.00 3.00 4.00 3.00 3.00 4.00 4.00 4.00 4.00 3.00 4.00 3.00 3.00 3.00 4.00 4.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27B\_5 Page 191

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27B\_5. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- Persons with disabilities

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 130 3 9 17 52 15 7 13 14 70 60 88 42 106 24 26 16 46 84

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Likely 54 3 7 26 6 2 5 5 25 29 38 16 45 9 12 4 18 36

\_\_\_\_\_\_\_\_\_\_\_ 41.5 33.3 41.2 50.0 40.0 28.6 38.5 35.7 35.7 48.3 43.2 38.1 42.5 37.5 46.2 25.0 39.1 42.9

A lot more likely 9 7 1 1 5 4 4 5 7 2 5 4 5

6.9 13.5 6.7 14.3 7.1 6.7 4.5 11.9 6.6 8.3 19.2 8.7 6.0

Somewhat more likely 45 3 7 19 5 1 5 5 20 25 34 11 38 7 7 4 14 31

34.6 33.3 41.2 36.5 33.3 14.3 38.5 35.7 28.6 41.7 38.6 26.2 35.8 29.2 26.9 25.0 30.4 36.9

No more likely 74 3 6 10 26 8 5 8 8 44 30 48 26 59 15 14 12 27 47

56.9 100.0 66.7 58.8 50.0 53.3 71.4 61.5 57.1 62.9 50.0 54.5 61.9 55.7 62.5 53.8 75.0 58.7 56.0

cDEFHI

DK/Ref 2 1 1 1 1 2 2 1 1

1.5 6.7 7.1 1.4 1.7 2.3 1.9 2.2 1.2

95TH PERCENTILE 3.00 1.00 2.00 2.00 3.00 4.00 3.00 2.00 4.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 2.00 3.00 3.00

99TH PERCENTILE 4.00 1.00 2.00 2.00 3.00 4.00 3.00 2.00 4.00 4.00 4.00 4.00 3.00 4.00 3.00 3.00 2.00 4.00 4.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q27B\_6 Page 192

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q27B\_6. And, would your company be more likely to hire...if some kind of incentive were offered by the federal government?

- Newcomers to Canada

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 123 2 9 15 47 16 6 13 15 66 57 83 40 101 22 25 15 43 80

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

NET: Likely 61 1 5 8 30 4 1 4 8 32 29 36 25 50 11 15 10 21 40

\_\_\_\_\_\_\_\_\_\_\_ 49.6 50.0 55.6 53.3 63.8 25.0 16.7 30.8 53.3 48.5 50.9 43.4 62.5 49.5 50.0 60.0 66.7 48.8 50.0

FGh l

A lot more likely 15 3 10 1 1 10 5 7 8 12 3 5 3 6 9

12.2 33.3 21.3 16.7 6.7 15.2 8.8 8.4 20.0 11.9 13.6 20.0 20.0 14.0 11.2

Somewhat more likely 46 1 2 8 20 4 4 7 22 24 29 17 38 8 10 7 15 31

37.4 50.0 22.2 53.3 42.6 25.0 30.8 46.7 33.3 42.1 34.9 42.5 37.6 36.4 40.0 46.7 34.9 38.8

No more likely 59 1 4 7 17 10 5 9 6 32 27 45 14 48 11 9 5 21 38

48.0 50.0 44.4 46.7 36.2 62.5 83.3 69.2 40.0 48.5 47.4 54.2 35.0 47.5 50.0 36.0 33.3 48.8 47.5

Ei e m

DK/Ref 3 2 1 2 1 2 1 3 1 1 2

2.4 12.5 6.7 3.0 1.8 2.4 2.5 3.0 4.0 2.3 2.5

95TH PERCENTILE 3.00 2.00 3.00 2.00 3.00 4.00 3.00 2.00 4.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00

99TH PERCENTILE 4.00 2.00 3.00 2.00 3.00 4.00 3.00 2.00 4.00 4.00 4.00 4.00 4.00 4.00 3.00 4.00 3.00 4.00 4.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q30 Page 193

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q30. INTERVIEWER: Record language of interview

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

English 146 3 9 21 56 18 8 14 16 76 70 102 44 121 25 28 16 52 94

97.3 100.0 100.0 100.0 98.2 94.7 100.0 93.3 94.1 98.7 95.9 96.2 100.0 97.6 96.2 100.0 100.0 96.3 97.9

l

French 4 1 1 1 1 1 3 4 3 1 2 2

2.7 1.8 5.3 6.7 5.9 1.3 4.1 3.8 2.4 3.8 3.7 2.1

95TH PERCENTILE 1.00 1.00 1.00 1.00 1.00 2.00 1.00 2.00 2.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00

99TH PERCENTILE 2.00 1.00 1.00 1.00 2.00 2.00 1.00 2.00 2.00 2.00 2.00 2.00 1.00 2.00 2.00 1.00 1.00 2.00 2.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.

Table Q31 Page 194

Feb. 9, 2011

HRSDC SME "Jobs of Tomorrow" Survey

Q31. Gender

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GENDER OF CURRENTLY PLAN TO OFFER LIKELY TO AWARENESS OF

SECTOR RESPONDENT UPGRADING SKILL TRAINING UPGRADE SKILLS GOFC PROGRAMS

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======= RET. & PROF. ART & PUBLIC/ NOT

TOTAL AGR. RES. WHOLE. INDUS. SERV. CULT. NGO OTHER MALE FEMALE YES NO/DK YES NO/DK LIKELY LIKELY YES NO/DK

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(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S)

TOTAL 150 3 9 21 57 19 8 15 17 77 73 106 44 124 26 28 16 54 96

100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0 100.0

Male 77 2 5 10 34 8 3 8 7 77 53 24 70 7 17 7 28 49

51.3 66.7 55.6 47.6 59.6 42.1 37.5 53.3 41.2 100.0 50.0 54.5 56.5 26.9 60.7 43.8 51.9 51.0

O

Female 73 1 4 11 23 11 5 7 10 73 53 20 54 19 11 9 26 47

48.7 33.3 44.4 52.4 40.4 57.9 62.5 46.7 58.8 100.0 50.0 45.5 43.5 73.1 39.3 56.2 48.1 49.0

N

95TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 1.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

99TH PERCENTILE 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 1.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2.00

Comparison Groups: BCDEFGHI/JK/LM/NO/PQ/RS

Independent T-Test for Means (equal variances), Independent Z-Test for Percentages

Upper case letters indicate significance at the 99% level.

Lower case letters indicate significance at the 95% level.