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Development of a methodology for a long term strategy on the Continuing Vocational Training Survey (CVTS) – CVTS3M

Zwischenbericht

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Rahmen des Projekts, Forschungsziel, Forschungsfragen

The project is being conducted at the request of the European Commission and consists of the methodological preparation of the third European Continuing Vocational Training Survey, in close cooperation with the European Commission and Eurostat. As leader of the project consortium, the Federal Institute for Vocational Education and Training (BIBB) will be implementing the project with the support of four international partners:

- 3s Research Laboratory (Austria)
- Statistics Finland
- Statistics Sweden
- FÁS Training and Employment Authority (Ireland)

The objective of this project is not only the revision of CVTS2 and the methodological preparation and implementation of CVTS3; its objective is also to design a long-term approach for future data collections of vocational training in enterprises including the development of the statistical methodology and the organisation of the data collection. This has to be based on the CVTS2 approach, taking into account the forthcoming European Parliament and Council Regulation on the statistics relating to vocational training in enterprises.

The main goals of the project are:

- to improve the questionnaire used in CVTS2
- to include new questions, because of new demands (e.g. inclusion of initial vocational training in the survey)
- to define the procedures for the usage of the questionnaire (staging, codebook, manual with glossary, etc.)
- to co-operate with EUROSTAT and the national statistical offices which will implement the questionnaire
- to seek coherence with other European questionnaires (e.g. Adult Education Survey) in order to promote a coherent system of statistics and indicators concerning lifelong learning in Europe

Projektverlauf/Projektstand/Vorliegende Zwischenergebnisse

The project works in close partnership with the partners. There is a clear and frequent communication and exchange of papers and comments by e-mail and phone. BIBB organised and chaired five meetings with all partners.

The project also works in close cooperation with the European Commission and Eurostat. BIBB has presented and discussed their work during a CVTS working group meeting (December 2004) and three CVTS Task Force Meetings in 2005 (March, June, July).

A supporting group of national experts met in May 2005 to discuss the proposed questionnaire.

The project group has concluded so far (August 2005) the work on 6 work packages. A description of the contents and the main results of the work packages is enclosed.

Work package 1: Further development of a coherent system of quantitative and qualitative statistics and indicators on vocational training in enterprises (survey output)

In Work package 1 seven papers to be used as documents in the CVTS Working Group meeting in December 2004 were prepared. These papers stated open questions and possible recommendations of the CVTS3-M consortium, aiming to receive reactions by EU member states and agreement on key issues.

The key topics and hence the 7 papers of work package 1 were:

1. Inclusion of initial vocational training (IVT) in CVTS
2. "Other" forms of continuing vocational training in enterprises
3. Coverage of costs
4. Coherence of enterprise-based and individual-based European Surveys
5. Qualitative questions relating to the training policies of enterprises
6. Coherent set of quantitative key-indicators
7. Needs and consequences of the extension of coverage with respect to NACE (Nomenclature générale des activités économiques dans la Communauté Européenne) and size of enterprises

The main results were:

- In line with the proposed regulation establishing the CVTS, future surveys should include Initial Vocational Training. This should allow the survey to include all vocational training undertaken and/or financed by enterprises for their employees. This inclusion should contribute to comparability of vocational training data across countries. Only some basic information (incidence / number of participants / costs) should be asked to keep the response burden on enterprises low.
- The measurement of "other" forms of continuing vocational training is very difficult, however CVTS3 has to capture the incidence of "other" forms of training as well as training courses, because these forms of learning are of growing importance. The focus should be more on the way "other" forms are managed and supported and in which kind of work organisation they are taking place to provide a greater clarity of the activities involved at European level.
- Although the measurement of costs of enterprise-provided training is not easy, it is very important to collect data in this area. Even estimates are useful, as no alternative source of such data exists and information about the costs can be useful in identifying investment deficits across the European countries. CVTS3 should cover both the costs of CVT and IVT (Initial vocational training).
- There is a need to harmonize the concepts and definitions used in the various surveys being conducted through Eurostat in the fields of education and training. At a minimum this should include the CVTS, the AES (Adult Education Survey, eine europaweite Untersuchung), the Labour Force Survey and the UOE (UNESCO-OECD-Eurostat-Daten) collection. One of the aims of harmonisation is to be able to build upon the different surveys to provide a comprehensive picture of learning in the European Union, without duplicating the collection of information. This will reduce the costs of the EU's surveys overall.
- The qualitative questions should be modified to improve the quality of the results at the level of the individual questions and to make the answer for the respondents easier (to reduce item non-response rates). The qualitative indicators should be integrated into a concept of professionalisation of the organisation of CVT in companies.

- CVTS3 should produce a range of quantitative indicators of continuing vocational training. There are four main indicators: training incidence, training access, training intensity and training costs.
- The project partners recommend an integration of micro-enterprises with 5-9 employees on a voluntary basis in CVTS3. An enlargement of the NACE-categories is also recommended on a voluntary basis.

Work package 2: Definition and description of the variables with respect to the survey output

The main task of work package 2 was the methodological assessment of the variables of CVTS2 and the identification and description of problems concerning the survey output. To fulfil this task the project partners analysed the quality reports of the CVTS2-countries (analysis of every single question of CVTS concerning item non-response rates, comments and problems) and produced a summary table concerning the methodological assessment of the CVTS2 variables and recommendations for CVTS. The recommendations and results were outlined in a paper.

Work package 3: Modular European outline questionnaire including the description of the different modules

Work package 4: Improvement of the operational concepts and definitions for the implementation of the survey

Both work packages are highly interrelated, so the European Commission and the project group decided to have a single work package 3 / 4.

The main tasks of the work packages 3 and 4 were the compilation of the questionnaire, the discussion of the possibilities to implement the staging and modularisation approach for CVTS3, and the improvement of the operational concepts and definitions for the implementation of the survey. Seven papers were delivered:

1. CVTS3 Questionnaire (including annex to the CVTS3 Questionnaire - Optional questions)
2. Summary table - Changes between CVTS2 and CVTS 3 / motivation and usage of the questions
3. Code book – List of variables
4. Glossary
5. Qualitative questions concerning the professionalisation of CVT in enterprises (including annex: 3s Research Laboratory - New concepts for the qualitative questions concerning the organisational background of CVT in the enterprises – development of a coherent indicator on professionalisation)
6. Note on high performance work systems
7. Staging/modularisation approach (including annex 1: Statistics Austria - Experiences with Staging and Modularisation in conducting CVTS2 in Austria; annex 2: Statistics Sweden – Pros and Cons concerning staging in CVTS3 and annex 3: Statistics Sweden - Two-phase sampling approach in CVTS3)

The main results were:

- The project team designed a proposal for a new questionnaire based on the CVTS2 questionnaire and the experience made with it (see work package 2). It includes new questions (especially in section D: Training policy of enterprises), new definitions and a change in wording.

- Special attention was drawn on the qualitative questions proposed for CVTS3. Some of them were already used in CVTS2, some of the old questions were modified and new questions were added. The aim was to improve the information concerning the professional management of training and the evaluation of training in enterprises. An indicator, measuring the degree of quality management as one aspect of professionalisation was developed and a conceptual framework was discussed.
- In paper 7 the advantages and disadvantages of the implementation of a staging of the survey and modularisation of the questionnaire were discussed.

Work package 5: Survey guidelines

In this work-package a refinement of the survey guidelines was elaborated. The work package was organized in three papers covering the main issues of data availability in enterprises, mode of data collection and the organisation of the fieldwork.

The main results were:

- Data availability is one of the key factors for CVTS3 data quality. Enterprise surveys, because of the nature of the information required and data availability, are often more difficult than surveys of individuals. Some information on all the variables included in the CVTS3 questionnaire is usually at hand, but the information is not always recorded in the enterprises accounting systems in a way that it can be easily extracted when answering the questionnaire. The size of the enterprise is very influential on the data availability. The data availability of qualitative data is better than of quantitative data. Therefore a sensitive choice and implementation of methods of data collection is required.
- The advantages and disadvantages of different data collection methods (personally administered questionnaires, telephone surveys and self-administered mail or web questionnaires) were discussed and analysed. A main source of information for these issues was an expertise from infas. Furthermore information was drawn from the quality reports and from the German extra survey in 2000.

Work package 6: Conceptual informatics framework

In work-package 6, mainly elaborated by Statistics Sweden, the following issues were treated:

- Quality components that are important to be included in the quality reports
- Sample design and allocation for CVTS3
- Treatment of non-response
- Rules and procedures for imputation
- Weighting and reweighting

The main results were:

- The quality reports should enable the users of the data to assess the quality of the data. In the ideal case the quality reports would give a full picture on relevance, accuracy, timeliness, accessibility, comparability, coherence and completeness of the data collected. Of special importance are measures reducing unit and item non-response (e.g. by re-contacting the enterprises). A detailed description of the extent of non-response and of the methods used for compensating for both unit and item non-response is essential.
- Sample design and allocation principles were discussed. A tool for calculating the needed sample size contingent on different precision requirements was provided.

- The project team established rules for imputation (i.e. the cases when imputation is allowed, when it is not allowed (because of lack of information)), and the rules for treating enterprises as unit non-response because of too many missing main variables. Problems related to non-response, methods of imputation and effects on the uncertainty of estimates were discussed.

Weiterer Projektverlauf

Two further work packages have to be fulfilled. The main contents will be:

- Work package 7: Needs and consequences of the extension of coverage with respect to NACE and the size of the enterprises – recommendations for future CVTS surveys;
- Work package 8: EU-Manual (the EU-Manual will be based on WP 1-6).

BIBB will participate in the CVTS working group meeting in September 2005. A final report which will describe the overall work carried out, the main results obtained and recommendations for future CVTS will be written in December and sent to the European Commission.

Vorliegende Veröffentlichungen

- Berufliche Weiterbildung im internationalen Vergleich. In: Bundesministerium für Bildung und Forschung (Hrsg.), Berufsbildungsbericht 2005, S. 281

Work package 1: Further development of a coherent system of quantitative and qualitative statistics and indicators on vocational training in enterprises (survey output)

- Inclusion of initial vocational training (IVT) in future CVTS (Eurostat Doc. ESTAT/D5/2004-CVTS 05-EN)
- "Other" forms of continuing vocational training (Eurostat Doc. ESTAT/D5/2004-CVTS 06-EN)
- Coverage of costs (Eurostat Doc. ESTAT/D5/2004-CVTS 07-EN)
- Coherence of enterprise-based and individual-based European surveys (Eurostat Doc. ESTAT/D5/2004-CVTS 08-EN)
- Qualitative questions relating to the training policies of enterprises (Eurostat Doc. ESTAT/D5/2004-CVTS 09-EN)
- Coherent set of quantitative key-indicators (Eurostat Doc. ESTAT/D5/2004-CVTS 10-EN)
- Needs and consequences of the extension of coverage with respect to NACE and size of the enterprises (Eurostat Doc. ESTAT/D5/2004-CVTS 11-EN)

Work package 2: Definition and description of the variables with respect to the survey output

- Definition and description of the variables with respect to the survey output (Eurostat Doc. ESTAT/D5/2005-CVTS3-TF-04-EN)
- Summary table : Methodological assessment of the variables of CVTS2 and recommendations for CVTS3 (Eurostat Doc. ESTAT/D5/2005-CVTS3-TF-06-EN)

Work package 3: Modular European outline questionnaire including the description of the different modules

Work package 4: Improvement of the operational concepts and definitions for the implementation of the survey

- Introduction and CVTS3 Questionnaire (Eurostat Doc. ESTAT-D5-2005-CVTS3-TF2 – 14)
- Summary table – Changes between CVTS2 and CVTS 3 / motivation and usage of the questions / data availability in enterprises (Eurostat Doc. ESTAT-D5-2005-CVTS3-TF2-15-EN)
- Code book – List of variables (Eurostat Doc. ESTAT-D5-2005-CVTS3-TF2-16-EN)
- Glossary (Eurostat Doc. ESTAT-D5-2005-CVTS3-TF2-17-EN)
- Qualitative questions concerning the professionalisation of CVT in enterprises (Eurostat Doc. ESTAT-D5-2005-CVTS3-TF2-18-EN)
- Note on high performance work systems (Eurostat Doc. ESTAT-D5-2005-CVTS3-TF2-19-EN)
- Staging / modularisation approach (Eurostat Doc. ESTAT-D5-2005-CVTS3-TF2-20-EN)

Work package 5: Survey guidelines

- Survey guidelines

Work package 6: Conceptual informatics framework

- Conceptual informatics framework