

Majority of Canadians express an interest in more skills training if government created a personal training account

Senator Bellemare | Summary | Confidential | Updated Draft

Conducted by Nanos for the Senator Bellemare, December 2019
Submission 2019-1538



SÉNAT I SENATE
CANADA

Hon. Diane Bellemare, Ph. D.

Sénatrice – Québec

Senator – Quebec

dianebellemare@sen.ca





Nearly one in five Canadians say technological changes are likely or somewhat likely to threaten their job, while nearly four in five say they are unlikely or somewhat unlikely to affect work tasks

Most Canadians agree or somewhat agree that they would be interested in taking more training if the government created a personal training account, and intensity of agreement registers a slight increase if the government or both the government and employers top up the account contributions. Canadians most frequently agree or somewhat agree that they should take training to improve their computer and occupational skills. Nearly three in four Canadians say that support for training would have at least a somewhat positive influence on their choice of employer.

Impact of technological change

- **Four in five Canadians think it is unlikely or somewhat unlikely that technological change will threaten their job** – Asked to what extent technological changes such as automation, artificial intelligence, online shopping and the sharing economy could impact them personally, four fifths of Canadians say it is unlikely (59%) or somewhat unlikely (21%) that these changes threaten their job, while fewer than one in five say this is likely (six per cent) or somewhat likely (12%). Two per cent are unsure.
- **Just over three in five Canadians think it is unlikely or somewhat unlikely that technological change will affect their work tasks** – Just over three fifths of Canadians think technological changes to the job market are unlikely (42%) or somewhat unlikely (20%) to affect their work tasks and require training, while over a third say this is likely (12%) or somewhat likely (23%). Three per cent are unsure.

Training needs

- **Canadians most frequently say they would be interested in training** – Just over a third of Canadians say they are interested in training (34%), followed by saying that they have all the training they need (26%), 14 per cent say they would be interested in taking training, but they cannot afford it, 11 per cent say they do not want training, and nine per cent say they would be interested in training, but do not have the time for it. Seven percent say they do not know.



More than half
of Canadians
report an
interest in
training,
although one in
four say they do
not have time or
cannot afford it

- **Over three quarters of Canadians disagree that they should take training to improve their reading ability** – Nearly nine in ten Canadians disagree (77%) or somewhat disagree (11%) that they should take training to improve their reading ability, while seven per cent somewhat agree and four per cent agree. Two per cent are unsure.
- **A majority of Canadians disagree or somewhat disagree that they should take training to improve their math skills** – Just over seven in ten Canadians disagree (56%) or somewhat disagree (15%) that they should take training to improve their math skills, while nine per cent agree and 18 per cent somewhat agree with this. Three per cent are unsure.
- **Canadians are split on whether they should take training to improve their computer skills** – Just under one in two Canadians say they disagree (35%) or somewhat disagree (14%) that they should take training to improve their computer skills, while 18 per cent agree and 31 per cent somewhat agree with this. Two per cent are unsure.
- **Canadians are split on whether they should take training to improve their occupational skills** – Half of Canadians disagree (38%) or somewhat disagree (12%) that they should take training to improve their occupational skills, while 19 per cent agree and 27 per cent somewhat agree with this. Four per cent are unsure.
- **Two thirds of Canadians disagree or somewhat disagree that they need a skills assessment** – Two in three Canadians disagree (50%) or somewhat disagree (16%) that they need a skills assessment to better identify their training needs, while 11 per cent agree and 18 per cent somewhat agree with this. Five per cent are unsure.

Usefulness of personal training accounts

- **More than half of Canadians agree or somewhat agree that they would be interested in training if they had a personal training account** – Over one in two Canadians agree or somewhat agree (27%, respectively) that they would be more interested in taking training if the government created a personal training account in their name to help them save money for training like a Registered Education Savings Plan (RESP), while 10 per cent somewhat disagree and 29 per cent disagree. Nine per cent are unsure.

SUMMARY



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



A majority of Canadians agree or somewhat agree that they would be more interested in training if they had a personal training account created by the government

- **Canadians are split on whether they would make financial contributions to their personal training account** – Just under one in two Canadians disagree (35%) or somewhat disagree (13%) that they would make financial contributions to their personal training account, while 23 per cent somewhat agree and 17 per cent agree. Eleven per cent are unsure.
- **More than half of Canadians agree or somewhat agree that they would be more interested in taking training if the government topped up their contribution** – Over one in two Canadians agree (28%) or somewhat agree (25%) that they would be more interested in taking training if the government topped up their contribution by depositing funds into their personal training account, while seven per cent somewhat disagree and 28 per cent disagree. Ten per cent are unsure.
- **More than half of Canadians agree or somewhat agree that they would be more interested in taking training if their employer and the government top up their contribution** – Over one in two Canadians agree (31%) or somewhat agree (24%) that they would be more interested in taking training if their employer topped up their contribution and that of the government by depositing funds into their personal training account, while seven per cent somewhat disagree and 29 per cent disagree. Ten per cent are unsure.
- **Canadians most frequently think that personal training accounts should fund direct expenses** – Asked which items a personal training account funded by themselves, the government and their employer should pay for to help them take training, 63 per cent of Canadians said direct training, followed by 56 per cent who say income replacement during training, 50 per cent say fees for training related to labour market needs, 49 per cent say fees for training identified by their employer, 46 per cent say fees for any post-secondary training of their choosing, and 40 per cent say it should pay for a personalized skills assessment.
- **A majority of Canadians say an employer's support for training and skills acquisition would at least somewhat positively influence their decision when choosing a new employer** – Asked to what extent an employer's support for training and skills acquisition would positively influence their decision when choosing a new employer, 41 per cent of Canadians say it would very much positively influence their decision, followed by 33 per cent who say somewhat positively, and 12 per cent who say it would not positively influence their decision. Fourteen per cent are unsure.



Younger
Canadians
report a
stronger interest
in training than
older Canadians

Demographic differences by age

- **Impact of technological change** – Younger Canadians more frequently say technological change is likely (17%) or somewhat likely (27%) to impact their work tasks compared to older Canadians (six per cent likely, 16% somewhat likely of those 55 and older).
- **Training needs** – Interest in training is stronger among younger Canadians (40% of 18 to 34-year-olds compared to 23% of those 55 and older). Younger Canadians are significantly less likely to outright disagree that they should take more training for literacy (71% among 18 to 34 age group compared to 84% among 55 plus age group), math skills (44% among 18 to 34 age group compared to 71% among 55 plus age group), occupational skills (23% among 18 to 34 age group compared to 63% among 55 plus age group) or that they need a skills assessment (37% among 18 to 34 age group compared to 69% among 55 plus age group).
- **Personal training accounts** – Four times as many younger Canadians (42% of those 18 to 34 years old) would be interested in taking training as older Canadians (10% of those 55 plus) if they had a personal training account created by the government. Interest in taking training increased among Canadians 18 to 34 with government topped up contributions (47%) and both employer and government topped up contributions (52%).

Demographic differences by education

- **Training needs** – Canadians with only a high school diploma or less report higher intensity of agreement with interest in math training (16% agree, 23% somewhat agree compared to 9% agree and 18% somewhat agree for all Canadians).
- **Personal training accounts** – Those who completed graduate studies are more likely to agree that they would be interested in taking training if their personal accounts were topped up by the government (38% agree compared to 30% among all Canadians).



Unemployed
Canadians are
most likely to say
that they are
interested in
taking training,
but they cannot
afford it

Demographic differences by employment

- **Training needs** – Unemployed Canadians are most likely to say that they are interested in taking training, but they cannot afford it (46% compared to 16% of those employed part-time and 13% of those employed full-time).

These observations are based on an RDD dual frame (land- and cell-lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019 as part of an omnibus survey. The margin of error for this survey is ± 3.1 percentage points, 19 times out of 20.

This study was commissioned by the Senate of Canada and the research was conducted by Nanos Research.

At a glance – Technical changes, skills and training



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



Likelihood that technological changes...	Likely/ Somewhat likely
--	----------------------------

Threaten their job	17.8%
--------------------	-------

Will affect their work tasks, and they will need training	34.8%
---	-------

Self Perception of Skills	Frequency (n=1,010)
---------------------------	------------------------

I would be interested in taking training	33.6%
--	-------

I have all the training I need	25.6%
--------------------------------	-------

I would be interested in taking training, but I cannot afford it	13.7%
--	-------

I do not want training	10.9%
------------------------	-------

I would be interested in taking training, but I do not have time for it	9.1%
---	------

Need for specific training	Agree/ Somewhat agree
----------------------------	--------------------------

I should take training to improve my computer skills (e.g. using Internet tools).	48.3%
---	-------

I should take training to improve my occupational skills.	46.3%
---	-------

I need a skills assessment to better identify my training needs.	28.9%
--	-------

I should take training to improve my math skills.	26.4%
---	-------

I should take training to improve my reading ability.	10.5%
---	-------

At a glance – Personal training account



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



Interest in personal training account	Agree/ Somewhat agree
I would be more interested in taking training if the government topped up my contribution by depositing funds into my personal training account.	55.0%
I would be even more interested in taking training if my employer topped up my contribution and that of the government by depositing funds into my personal training account.	54.7%
I would be more interested in taking training	53.1%
I would make financial contributions to my personal training account	40.6%

Influence of employer's support for training on choosing a new employer	Frequency (n=1,010)	Top items that should be paid by personal training account	Frequency (n=911)
It would very much positively influence my decision	41.0%	Direct training expenses (textbooks, educational materials, notebooks, and so on)	63.3%
It would somewhat positively influence my decision	32.7%	Income replacement during training	56.1%
It would not positively influence my decision at all	12.4%	Fees for training related to labour market needs	50.3%
		Fees for training identified by my employer	48.7%
		Fees for any post-secondary training of my choosing	46.0%
		A personalized skills assessment	40.2%



“

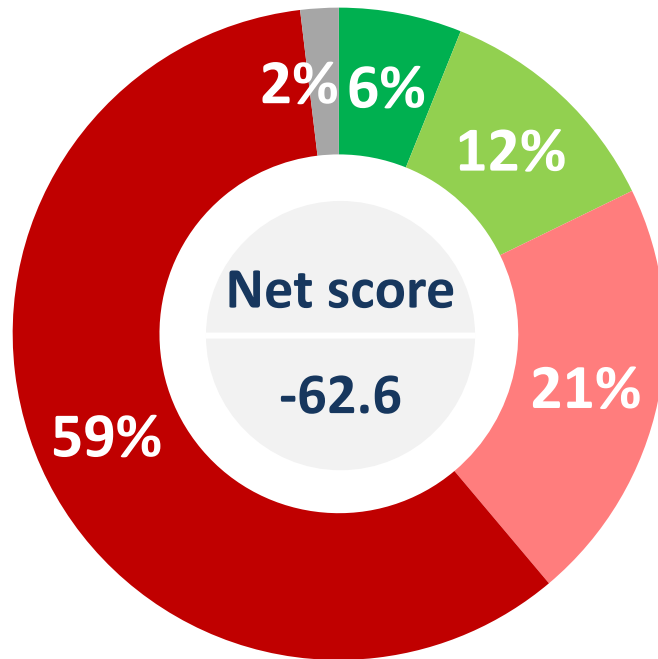
Canadians are twice as likely to say that technological changes to the job market will affect their work tasks and require training than to say they changes threaten their job

”

Changes threatening jobs



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



■ Likely ■ Somewhat likely ■ Somewhat unlikely ■ Unlikely ■ Unsure

	Likely/ somewhat likely	Unlikely/ somewhat unlikely
Canada (n=589)	17.7%	80.4%
Atlantic (n=54)	10.1%	87.9%
Quebec (n=163)	19.7%	77.9%
Ontario (n=186)	19.3%	79.2%
Prairies (n=105)	17.9%	80.0%
British Columbia (n=81)	13.6%	85.1%
Male (n=328)	18.1%	80.8%
Female (n=261)	17.3%	80.0%
18 to 34 (n=224)	21.1%	76.8%
35 to 54 (n=264)	15.2%	83.1%
55 plus (n=101)	17.2%	81.4%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

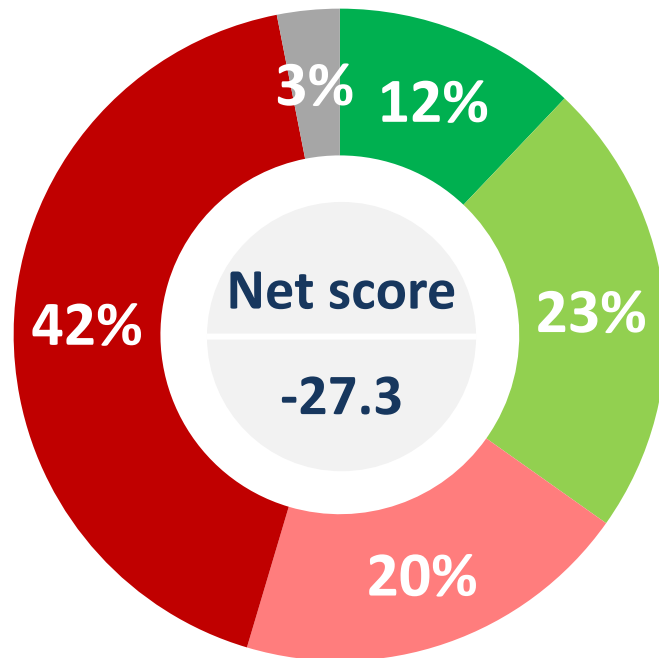
QUESTION – [IF EMPLOYED] According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE]

These changes threaten my job

Changes affecting work tasks



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



■ Likely ■ Somewhat likely ■ Somewhat unlikely ■ Unlikely ■ Unsure

	Likely/ somewhat likely	Unlikely/ somewhat unlikely
Canada (n=589)	34.8%	62.1%
Atlantic (n=54)	25.4%	72.6%
Quebec (n=163)	38.2%	58.2%
Ontario (n=186)	37.0%	59.7%
Prairies (n=105)	37.8%	57.5%
British Columbia (n=81)	23.3%	76.7%
Male (n=328)	36.5%	60.7%
Female (n=261)	32.7%	63.8%
18 to 34 (n=224)	43.4%	54.6%
35 to 54 (n=264)	33.3%	63.0%
55 plus (n=101)	22.1%	74.0%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

QUESTION – [IF EMPLOYED] According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE]

These changes will affect my work tasks, and I will need training



“

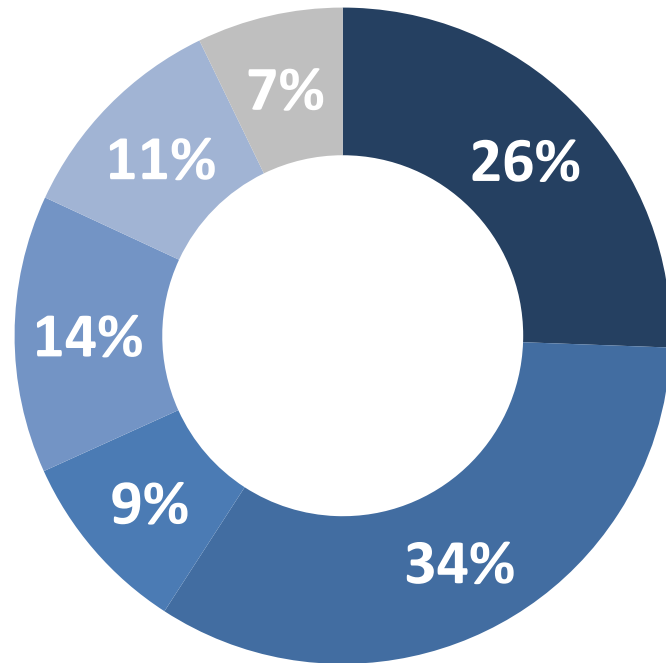
Canadians most frequently say they are interested in training to improve computer and occupational skills

”

Needs for specific training



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



- I have all the training I need
- I would be interested in taking training
- I would be interested in taking training, but I do not have time for it
- I would be interested in taking training, but I cannot afford it
- I do not want training
- I don't know

	All who would be interested in taking training	I have all the training I need/I do not want training
Atlantic (n=100)	58.1%	28.1%
Quebec (n=251)	49.2%	45.4%
Ontario (n=309)	57.1%	33.5%
Prairies (n=197)	64.1%	31.5%
British Columbia (n=153)	54.7%	41.0%
Male (n=531)	54.9%	39.1%
Female (n=479)	57.9%	33.6%
18 to 34 (n=283)	74.4%	22.1%
35 to 54 (n=340)	60.9%	33.7%
55 plus (n=387)	32.7%	54.4%

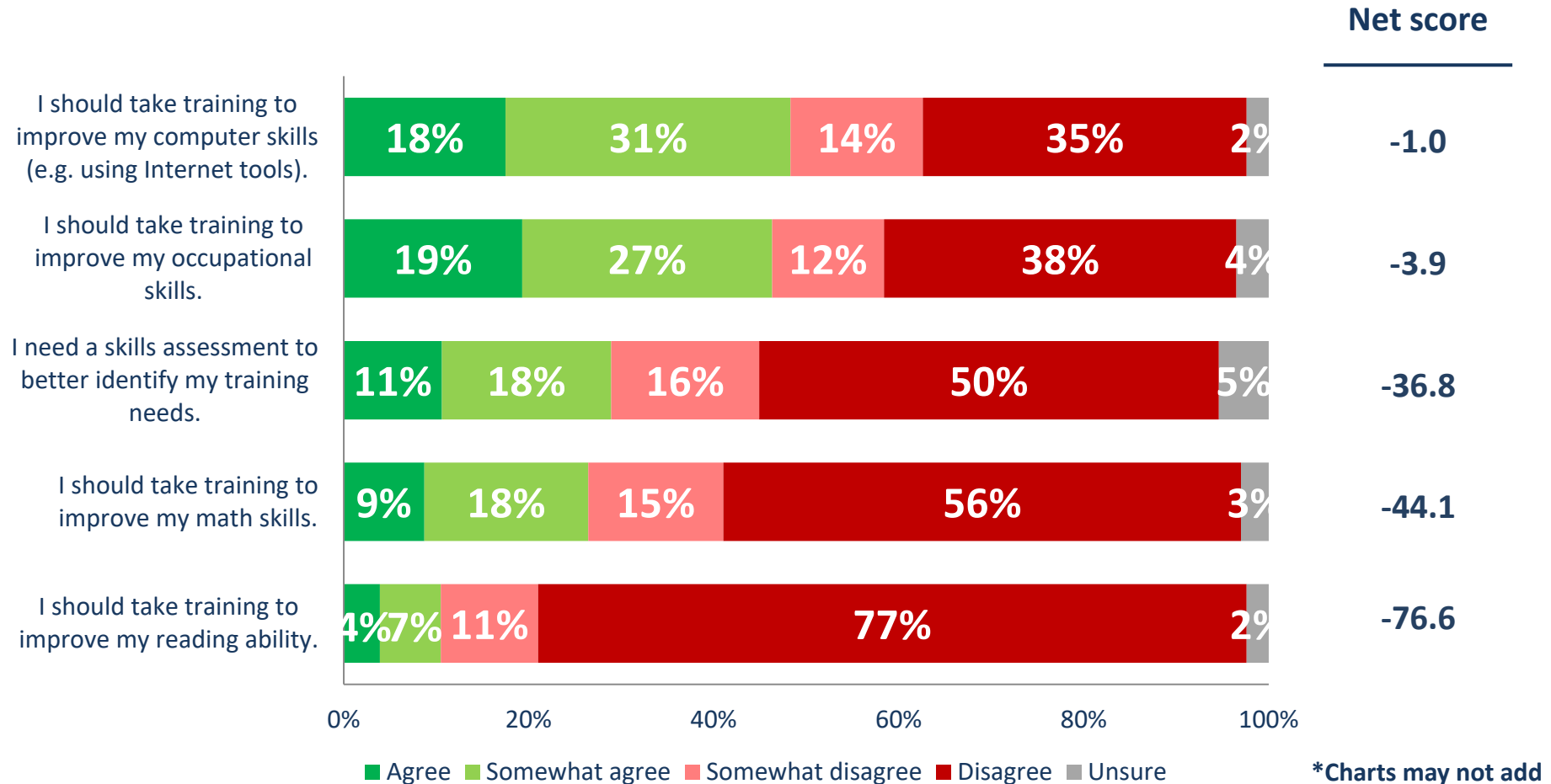
*Weighted to the true population proportion.
*Charts may not add up to 100 due to rounding.

QUESTION – Which statement best describes your situation?

Training to improve skills



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec

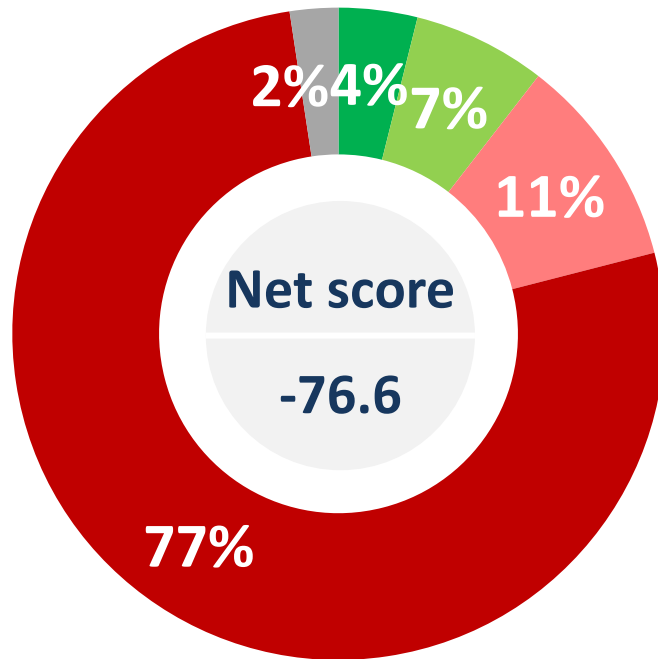


QUESTION – To what extent do you agree or disagree with the following statements? [RANDOMIZE]

Training to improve reading ability



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Unsure

	Agree/ somewhat agree	Disagree/ Somewhat disagree
Canada (n=1010)	10.5%	87.1%
Atlantic (n=100)	16.4%	78.5%
Quebec (n=251)	8.8%	89.6%
Ontario (n=309)	9.3%	88.5%
Prairies (n=197)	9.5%	87.9%
British Columbia (n=153)	14.6%	82.4%
Male (n=531)	11.2%	86.7%
Female (n=479)	9.7%	87.5%
18 to 34 (n=283)	15.1%	82.5%
35 to 54 (n=340)	9.8%	87.9%
55 plus (n=387)	6.4%	91.0%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

QUESTION – To what extent do you agree or disagree with the following statements? [RANDOMIZE]

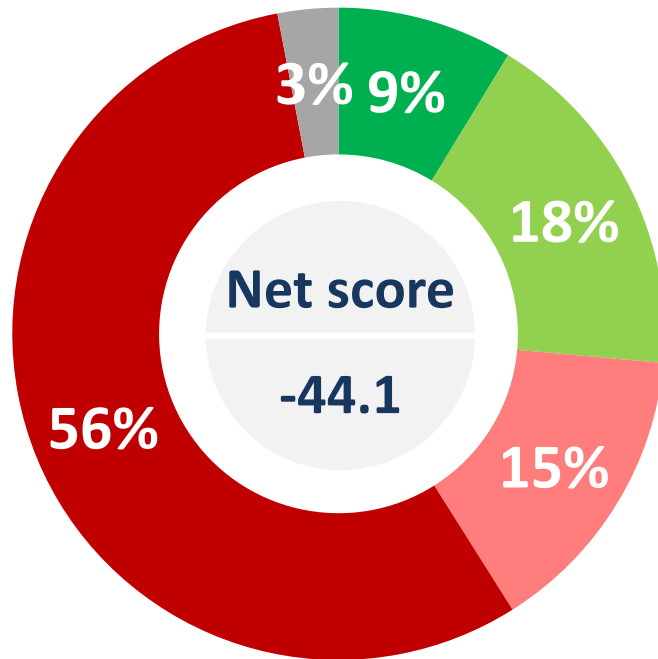
I should take training to improve my reading ability

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, November 29th to December 2nd, 2019, n=1010, accurate 3.1 percentage points plus or minus, 19 times out of 20.

Training to improve math skills



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Unsure

	Agree/ somewhat agree	Disagree/ Somewhat disagree
Canada (n=1010)	26.4%	70.5%
Atlantic (n=100)	32.6%	63.1%
Quebec (n=251)	20.9%	77.8%
Ontario (n=309)	26.7%	69.3%
Prairies (n=197)	28.8%	68.4%
British Columbia (n=153)	28.6%	68.5%
Male (n=531)	23.0%	73.7%
Female (n=479)	30.3%	66.9%
18 to 34 (n=283)	38.3%	59.1%
35 to 54 (n=340)	27.3%	69.9%
55 plus (n=387)	13.3%	83.0%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

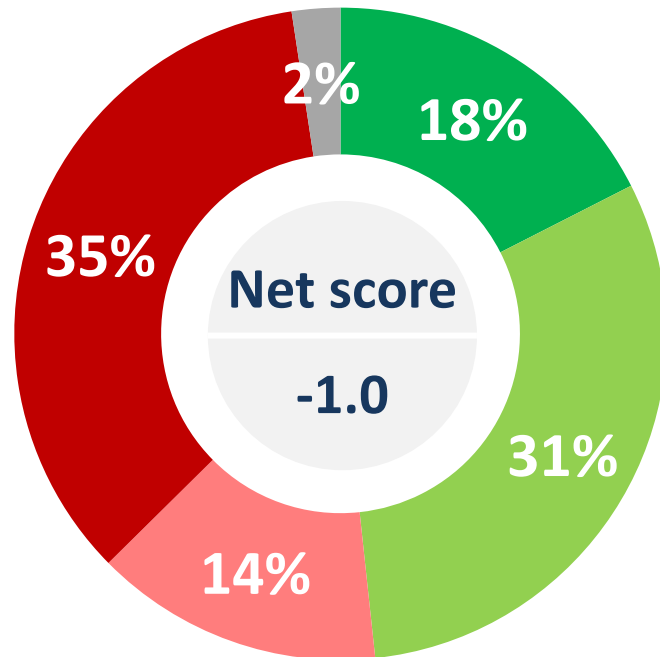
QUESTION – To what extent do you agree or disagree with the following statements? [RANDOMIZE]

I should take training to improve my math skills

Training to improve computer skills



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Unsure

	Agree/ somewhat agree	Disagree/ Somewhat disagree
Canada (n=1010)	48.4%	49.3%
Atlantic (n=100)	51.5%	46.3%
Quebec (n=251)	43.3%	55.2%
Ontario (n=309)	48.0%	50.1%
Prairies (n=197)	49.8%	46.2%
British Columbia (n=153)	54.7%	42.4%
Male (n=531)	45.0%	53.6%
Female (n=479)	52.1%	44.4%
18 to 34 (n=283)	45.2%	53.0%
35 to 54 (n=340)	49.5%	46.7%
55 plus (n=387)	50.4%	48.3%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

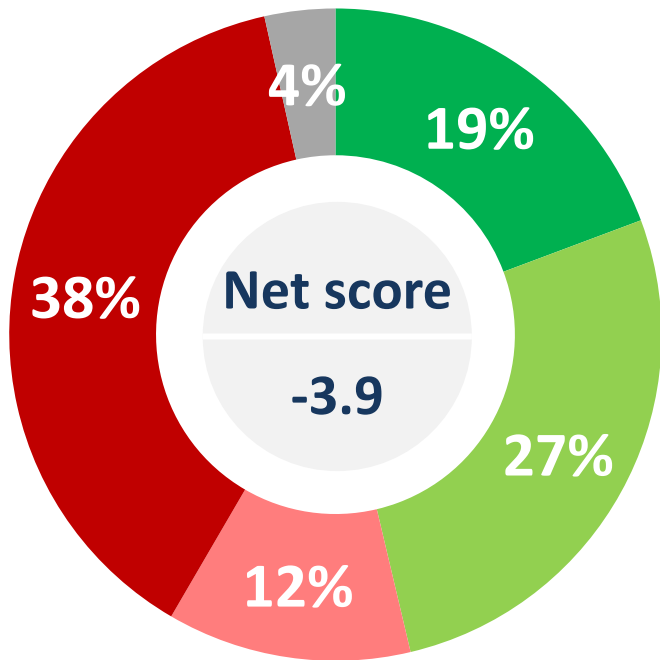
QUESTION – To what extent do you agree or disagree with the following statements? [RANDOMIZE]

I should take training to improve my computer skills (e.g. using Internet tools)

Training to improve occupational skills



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



■ Agree
 ■ Somewhat agree
 ■ Somewhat disagree
 ■ Disagree
 ■ Unsure

	Agree/ somewhat agree	Disagree/ Somewhat disagree
Canada (n=1010)	46.3%	50.2%
Atlantic (n=100)	40.8%	54.4%
Quebec (n=251)	48.8%	47.8%
Ontario (n=309)	45.9%	51.4%
Prairies (n=197)	49.6%	45.3%
British Columbia (n=153)	41.5%	55.5%
Male (n=531)	48.4%	48.1%
Female (n=479)	44.0%	52.4%
18 to 34 (n=283)	66.1%	32.9%
35 to 54 (n=340)	49.9%	44.6%
55 plus (n=387)	21.9%	74.2%

*Weighted to the true population proportion.
 *Charts may not add up to 100 due to rounding.

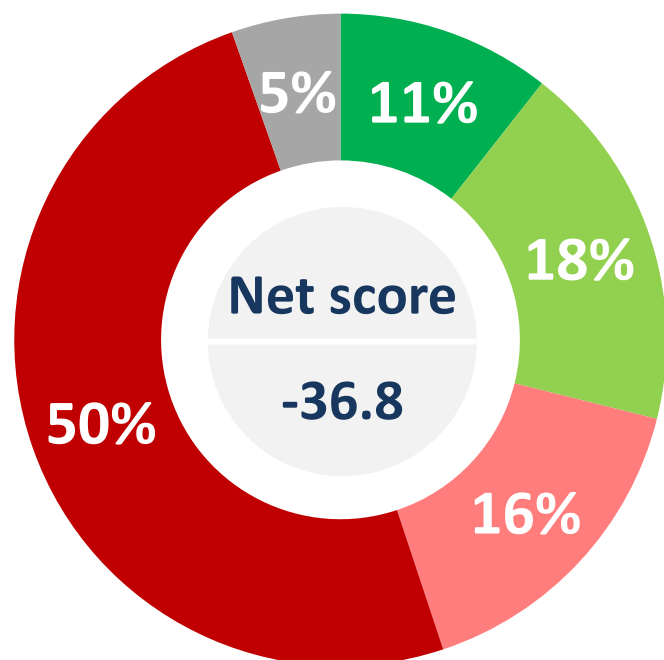
QUESTION – To what extent do you agree or disagree with the following statements? [RANDOMIZE]

I should take training to improve my occupational skills

Skills assessment to identify training needs



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Unsure

	Agree/ somewhat agree	Disagree/ Somewhat disagree
Canada (n=1010)	28.9%	65.7%
Atlantic (n=100)	27.3%	67.1%
Quebec (n=251)	29.7%	67.6%
Ontario (n=309)	28.1%	65.5%
Prairies (n=197)	34.6%	58.7%
British Columbia (n=153)	22.7%	71.9%
Male (n=531)	27.2%	66.6%
Female (n=479)	30.8%	64.8%
18 to 34 (n=283)	41.5%	54.7%
35 to 54 (n=340)	31.3%	62.8%
55 plus (n=387)	13.2%	80.5%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

QUESTION – To what extent do you agree or disagree with the following statements? [RANDOMIZE]

I need a skills assessment to better identify my training needs

USEFULNESS OF PERSONAL TRAINING ACCOUNTS



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



“

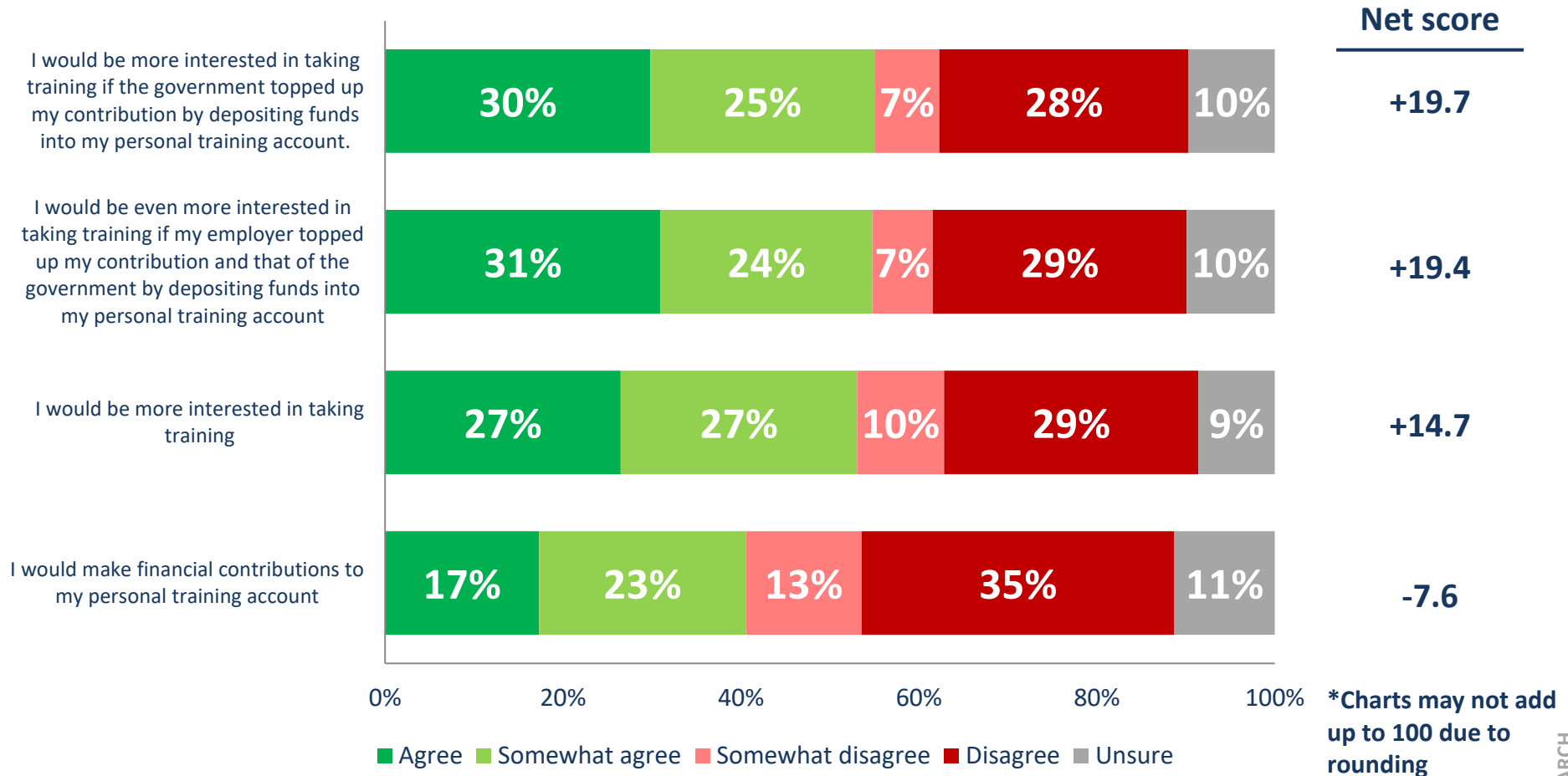
Nearly three in four Canadians say that employer support for training and skills acquisition would very much or somewhat positively influence their decision when choosing new employer

”

Personal training account



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec

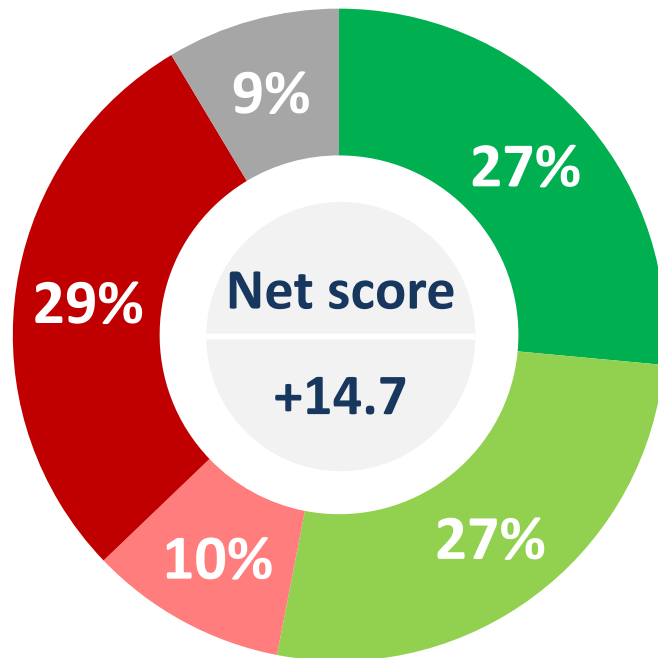


QUESTION – Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements?

Interest in taking training



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Unsure

	Agree/ Somewhat agree	Disagree/ somewhat disagree
Canada (n=1010)	53.1%	38.4%
Atlantic (n=100)	55.3%	31.2%
Quebec (n=251)	53.8%	38.5%
Ontario (n=309)	52.6%	38.8%
Prairies (n=197)	56.3%	35.6%
British Columbia (n=153)	47.5%	44.9%
Male (n=531)	48.7%	45.9%
Female (n=479)	57.9%	30.0%
18 to 34 (n=283)	69.4%	24.2%
35 to 54 (n=340)	58.1%	34.4%
55 plus (n=387)	30.8%	57.4%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

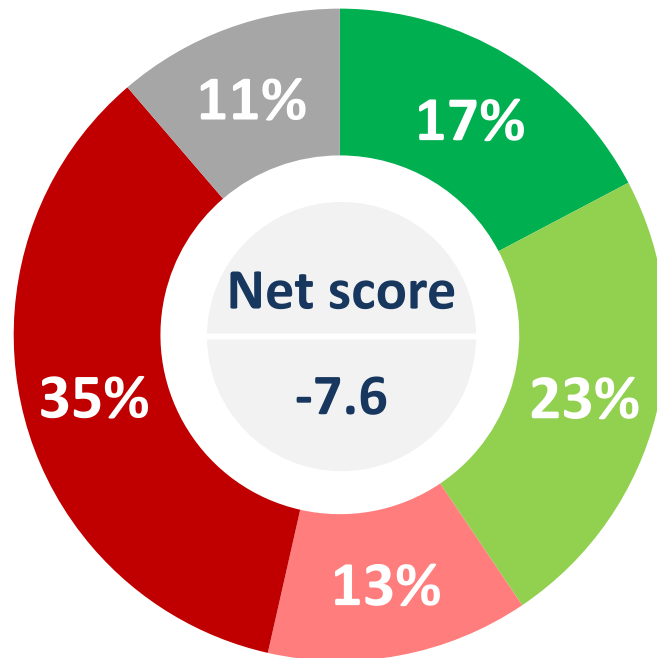
QUESTION – Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements?

I would be more interested in taking training

Financial contributions to personal training account



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Unsure

	Agree/ Somewhat agree	Disagree/ Somewhat disagree
Canada (n=1010)	40.5%	48.2%
Atlantic (n=100)	37.4%	48.1%
Quebec (n=251)	44.5%	42.8%
Ontario (n=309)	38.2%	51.3%
Prairies (n=197)	41.1%	48.3%
British Columbia (n=153)	41.1%	48.1%
Male (n=531)	38.6%	53.8%
Female (n=479)	42.6%	41.9%
18 to 34 (n=283)	51.8%	38.6%
35 to 54 (n=340)	43.9%	43.4%
55 plus (n=387)	25.1%	63.2%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

QUESTION – Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements?

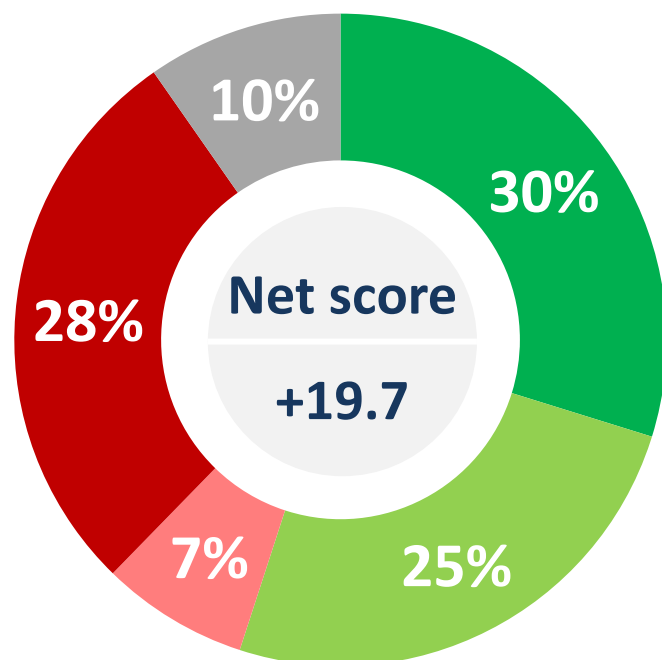
I would make financial contributions to my personal training account

Source: Nanos Research, RDD dual frame hybrid telephone and online random survey, November 29th to December 2nd, 2019 n=1010, accurate 3.1 percentage points plus or minus, 19 times out of 20.

Interest in the government topping up contributions



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Unsure

	Agree/ Somewhat agree	Disagree/ Somewhat disagree
Canada (n=1010)	55.0%	35.3%
Atlantic (n=100)	56.5%	28.1%
Quebec (n=251)	59.4%	33.4%
Ontario (n=309)	52.4%	37.1%
Prairies (n=197)	54.9%	36.8%
British Columbia (n=153)	54.4%	35.1%
Male (n=531)	53.2%	39.9%
Female (n=479)	57.0%	30.0%
18 to 34 (n=283)	72.3%	19.4%
35 to 54 (n=340)	58.0%	32.0%
55 plus (n=387)	33.9%	55.2%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

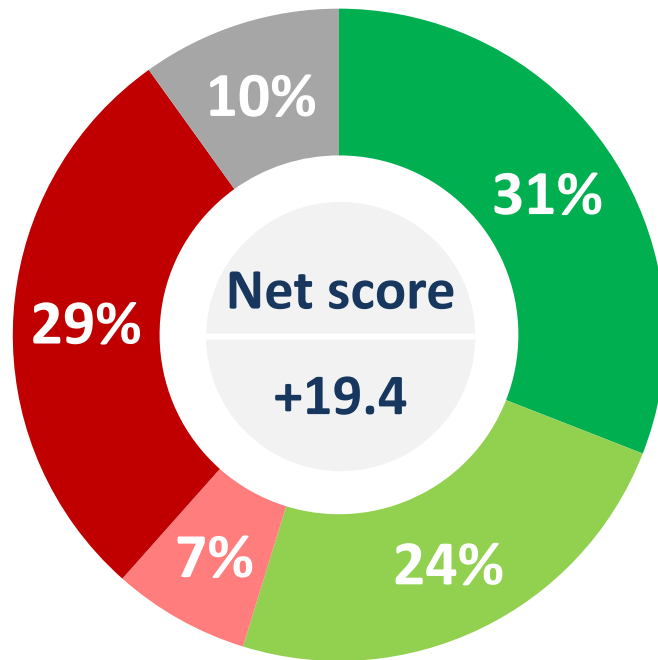
QUESTION – Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements?

I would be more interested in taking training if the government topped up my contribution by depositing funds into my personal training account

Interest in the government topping up contributions and that of the government



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Unsure

	Agree/ Somewhat agree	Disagree/ Somewhat disagree
Canada (n=1010)	54.7%	35.3%
Atlantic (n=100)	51.0%	34.5%
Quebec (n=251)	57.1%	33.2%
Ontario (n=309)	54.8%	36.1%
Prairies (n=197)	55.3%	36.4%
British Columbia (n=153)	51.6%	35.8%
Male (n=531)	53.2%	38.9%
Female (n=479)	56.5%	31.3%
18 to 34 (n=283)	77.4%	16.6%
35 to 54 (n=340)	58.6%	30.8%
55 plus (n=387)	27.1%	59.7%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

QUESTION – Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements?

I would be even more interested in taking training if my employer topped up my contribution and that of the government by depositing funds into my personal training account

Pay to help for training



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



	Frequency (n=911)*
Direct training expenses (textbooks, educational materials, notebooks, and so on)	63.3%
Income replacement during training	56.1%
Fees for training related to labour market needs	50.3%
Fees for training identified by my employer	48.7%
Fees for any post-secondary training of my choosing	46.0%
A personalized skills assessment	40.2%
Transportation (public transit and car expenses)	8.0%
Child care	5.0%
None/does not apply	2.4%
Other	17.1%

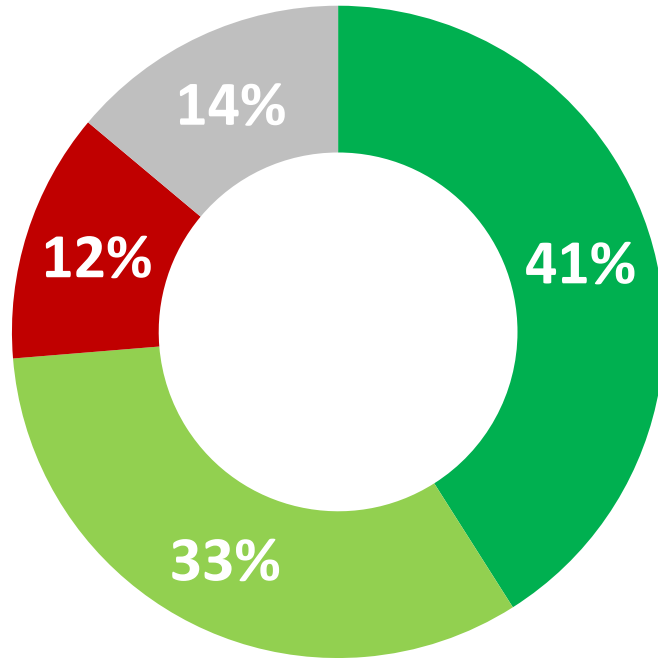
*Based on multiple mentions.

QUESTION – Which of the following items should a personal training account funded by you, the government and your employer pay for to help you take training? (Select all that apply) [RANDOMIZE]

Influence on choosing new employer



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



- It would very much positively influence my decision
- It would somewhat positively influence my decision
- It would not positively influence my decision at all
- Unsure

	It would very much/somewhat positively influence my decision	It would not positively influence my decision at all
Canada (n=1010)	73.7%	12.4%
Atlantic (n=100)	78.9%	8.4%
Quebec (n=251)	74.6%	9.6%
Ontario (n=309)	74.8%	11.2%
Prairies (n=197)	71.7%	16.5%
British Columbia (n=153)	69.1%	17.0%
Male (n=531)	74.2%	14.5%
Female (n=479)	73.3%	10.0%
18 to 34 (n=283)	84.0%	6.3%
35 to 54 (n=340)	75.3%	14.6%
55 plus (n=387)	61.5%	16.0%

*Weighted to the true population proportion.

*Charts may not add up to 100 due to rounding.

QUESTION – If you had to choose a new employer, to what extent would the employer's support for your training and skills acquisition positively influence your decision?

METHODOLOGY



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec





Nanos conducted an RDD dual frame (land- and cell-lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019 as part of an omnibus survey. Participants were randomly recruited by telephone using live agents and administered a survey online. The results were statistically checked and weighted by age, gender and seasonally adjusted labour force statistics using the latest Census information and data from Statistics Canada. The sample is geographically stratified to be representative of Canada.

Individuals were randomly called using random digit dialling with a maximum of five call backs.

The margin of error for this survey is ± 3.1 percentage points, 19 times out of 20.

The research was commissioned by Senator Bellemare and was conducted by Nanos Research.

Note: Charts may not add up to 100 due to rounding.

TECHNICAL NOTE



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



Element	Description
Research sponsor	Senator Bellemare
Population and Final Sample Size	1010 Randomly selected individuals.
Source of Sample	Nanos Panel
Type of Sample	Probability
Margin of Error	±3.1 percentage points, 19 times out of 20.
Mode of Survey	RDD dual frame (land- and cell-lines) hybrid telephone and online omnibus survey
Sampling Method Base	The sample included both land- and cell-lines RDD (Random Digit Dialed) across Canada.
Demographics (Captured)	Atlantic Canada, Quebec, Ontario, Prairies, British Columbia; Men and Women; 18 years and older. Six digit postal code was used to validate geography.
Fieldwork/Validation	Individuals were recruited using live interviews with live supervision to validate work, the research questions were administered online
Number of Calls	Maximum of five call backs.
Time of Calls	Individuals were called between 12-5:30 pm and 6:30-9:30pm local time for the respondent.
Field Dates	November 29 th to December 2 nd , 2019.
Language of Survey	The survey was conducted in both English and French.
Standards	Nanos Research is a member of the Canadian Research Insights Council (CRIC) and confirms that this research fully complies with all CRIC Standards including the CRIC Public Opinion Research Standards and Disclosure Requirements. https://canadianresearchinsightscouncil.ca/standards/

Element	Description
Weighting of Data	The results were weighted by age, gender and seasonally adjusted labour force statistics using the latest Census information (2016) and data from Statistics Canada . The sample is geographically stratified to ensure a distribution across all regions of Canada. See tables for full weighting disclosure
Screening	Screening ensured potential respondents did not work in the market research industry, in the advertising industry, in the media or a political party prior to administering the survey to ensure the integrity of the data.
Excluded Demographics	Individuals younger than 18 years old; individuals without land or cell lines, and individuals without internet access could not participate.
Stratification	By age and gender using the latest Census information (2016) and the sample is geographically stratified to be representative of Canada. Smaller areas such as Atlantic Canada were marginally oversampled to allow for a minimum regional sample.
Estimated Response Rate	Ten percent, consistent with industry norms.
Question Order	Question order in the preceding report reflects the order in which they appeared in the original questionnaire.
Question Content	This was module six of an omnibus survey. Previous content included pipelines, provincial separatism, the standard of living, recessions, homelessness and oceans.
Question Wording	The questions in the preceding report are written exactly as they were asked to individuals.
Research/Data Collection Supplier	Nanos Research
Contact	Contact Nanos Research for more information or with any concerns or questions. http://www.nanos.co Telephone:(613) 234-4666 ext. 237 Email: info@nanosresearch.com.

ABOUT NANOS



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec



As one of North America's premier market and public opinion research firms, we put strategic intelligence into the hands of decision makers. The majority of our work is for private sector and public facing organizations and ranges from market studies, managing reputation through to leveraging data intelligence. Nanos Research offers a vertically integrated full service quantitative and qualitative research practice to attain the highest standards and the greatest control over the research process.

www.nanos.co

nanos dimap analytika



This international joint venture between [dimap](http://www.dimap.com) and [Nanos](http://www.nanos.co) brings together top research and data experts from North American and Europe to deliver exceptional data intelligence to clients. The team offers data intelligence services ranging from demographic and sentiment microtargeting; consumer sentiment identification and decision conversion; and, data analytics and profiling for consumer persuasion.

www.nanosdimap.com

NANOS RUTHERFORD McKAY & Co.

NRM is an affiliate of Nanos Research and Rutherford McKay Associates. Our service offerings are based on decades of professional experience and extensive research and include public acceptance and engagement, communications audits, and narrative development. www.nrmpublicaffairs.com

TABULATIONS



L'hon. Diane Bellemare,
sénatrice – Senator,
Québec





2019-1538 – The Senate of Canada – Nanos December - STAT SHEET

			Region						Gender		Age		
			Canada 2019-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - Which of the following categories best describes your current employment status? Are you...	Total	Unwgt N	1010	100	251	309	197	153	531	479	283	340	387
		Wgt N	1006	74	233	384	183	133	531	475	326	361	319
	Working full-time, that is, 30 or more hours per week	%	48.6	44.5	50.1	49.8	48.8	44.4	55.4	40.9	61.2	62.5	19.9
	Working part-time, that is, less than 30 hours per week	%	11.2	11.5	11.7	11.7	9.4	11.6	7.1	15.9	12.7	10.3	10.7
	Self-employed	%	9.2	12.6	7.2	7.8	11.0	12.7	10.0	8.4	4.0	11.0	12.6
	Unemployed, but looking for work	%	3.4	0.4	3.9	3.5	3.6	3.9	2.1	5.0	3.8	5.6	0.7
	A student attending school full-time	%	3.5	0.5	3.8	3.9	3.3	3.4	3.5	3.4	10.7	0.0	0.0
	Retired	%	18.3	22.5	18.0	17.8	18.1	18.3	17.6	19.2	0.0	3.1	54.3
	Not in the workforce	%	1.7	1.0	1.8	1.4	2.9	1.4	0.6	3.0	2.8	2.2	0.1
	Other	%	2.2	1.7	2.5	2.1	2.6	1.9	1.9	2.6	2.6	2.7	1.4
	Prefer not to answer	%	1.8	5.3	0.9	2.1	0.3	2.4	1.9	1.7	2.1	2.7	0.4

[IF EMPLOYED ONLY] According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE]

			Region						Gender		Age		
			Canada 2019-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - These changes threaten my job	Total	Unwgt N	589	54	163	186	105	81	328	261	224	264	101
		Wgt N	691	49	161	264	126	91	384	307	254	301	136
	Likely	%	6.1	3.4	5.7	8.3	3.4	5.1	5.6	6.6	7.1	4.7	7.2
	Somewhat likely	%	11.7	6.7	14.0	10.9	14.5	8.5	12.5	10.7	14.0	10.5	10.0
	Somewhat unlikely	%	21.1	23.7	25.5	19.1	19.9	19.6	17.9	25.1	22.4	22.0	16.9
	Unlikely	%	59.3	64.2	52.4	60.1	60.1	65.5	62.9	54.9	54.4	61.1	64.5
	Unsure	%	1.9	2.0	2.4	1.6	2.1	1.4	1.1	2.7	2.2	1.8	1.4

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December - STAT SHEET

[IF EMPLOYED ONLY] According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE]

			Region						Gender		Age		
			Canada 2019-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - These changes will affect my work tasks, and I will need training	Total	Unwgt N	589	54	163	186	105	81	328	261	224	264	101
		Wgt N	691	49	161	264	126	91	384	307	254	301	136
	Likely	%	12.1	8.4	17.5	11.4	11.8	6.7	13.8	9.9	16.5	11.0	6.2
	Somewhat likely	%	22.7	17.0	20.7	25.6	26.0	16.7	22.7	22.8	27.0	22.3	15.9
	Somewhat unlikely	%	19.8	17.8	21.2	18.1	17.3	27.1	18.2	21.8	21.6	19.5	17.2
	Unlikely	%	42.3	54.8	37.0	41.6	40.2	49.6	42.5	42.0	33.0	43.5	56.8
	Unsure	%	3.1	2.0	3.6	3.3	4.7	0.0	2.8	3.5	1.9	3.8	3.8

			Region						Gender		Age		
			Canada 2019-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - Which statement best describes your situation? [RANDOMIZE]	Total	Unwgt N	1010	100	251	309	197	153	531	479	283	340	387
		Wgt N	1006	74	233	384	183	133	531	475	326	361	319
	I have all the training I need	%	25.6	18.5	35.8	22.1	20.1	29.3	29.4	21.3	19.2	26.8	30.7
	I would be interested in taking training	%	33.6	31.8	32.7	32.7	40.1	29.5	35.7	31.2	39.9	37.2	22.9
	I would be interested in taking training, but I do not have time for it	%	9.1	13.2	7.9	8.6	7.1	13.3	9.5	8.6	13.1	9.1	5.0
	I would be interested in taking training, but I cannot afford it	%	13.7	13.1	8.6	15.9	16.9	11.9	9.7	18.1	21.4	14.6	4.7
	I do not want training	%	10.9	9.6	9.6	11.4	11.4	11.7	9.7	12.3	2.9	6.9	23.7
	I don't know	%	7.2	13.8	5.4	9.3	4.4	4.3	6.0	8.5	3.6	5.4	13.0

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December - STAT SHEET

To what extent do you agree or disagree with the following statements? [RANDOMIZE]

			Region						Gender		Age		
			Canada 2019-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - I should take training to improve my reading ability	Total	Unwgt N	1010	100	251	309	197	153	531	479	283	340	387
		Wgt N	1006	74	233	384	183	133	531	475	326	361	319
	Agree	%	3.9	6.7	2.7	4.5	2.7	4.1	3.5	4.3	6.5	3.3	1.9
	Somewhat agree	%	6.6	9.6	6.2	4.8	6.8	10.5	7.7	5.4	8.6	6.5	4.6
	Somewhat disagree	%	10.5	11.1	13.1	7.7	13.7	9.1	10.2	10.8	12.0	11.8	7.5
	Disagree	%	76.6	67.4	76.5	80.8	74.2	73.3	76.5	76.7	70.5	76.1	83.5
	Unsure	%	2.4	5.2	1.5	2.1	2.6	3.1	2.1	2.8	2.4	2.3	2.6

T To what extent do you agree or disagree with the following statements? [RANDOMIZE]

			Region						Gender		Age		
			Canada 2019-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - I should take training to improve my math skills	Total	Unwgt N	1010	100	251	309	197	153	531	479	283	340	387
		Wgt N	1006	74	233	384	183	133	531	475	326	361	319
	Agree	%	8.7	20.9	7.7	8.9	6.8	5.7	7.5	10.1	16.2	6.5	3.5
	Somewhat agree	%	17.7	11.6	13.3	17.8	21.9	22.9	15.5	20.2	22.0	20.8	9.8
	Somewhat disagree	%	14.6	9.3	20.6	13.2	11.5	15.2	13.8	15.4	14.9	17.0	11.6
	Disagree	%	55.9	53.8	57.2	56.1	56.9	53.3	59.9	51.5	44.2	52.9	71.4
	Unsure	%	3.0	4.4	1.3	4.0	2.8	2.8	3.3	2.8	2.6	2.8	3.7

To what extent do you agree or disagree with the following statements? [RANDOMIZE]

			Region						Gender		Age		
			Canada 2019-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - I should take training to improve my computer skills (e.g. using Internet tools)	Total	Unwgt N	1010	100	251	309	197	153	531	479	283	340	387
		Wgt N	1006	74	233	384	183	133	531	475	326	361	319
	Agree	%	17.5	22.9	12.0	20.5	16.3	17.5	13.9	21.6	19.5	17.2	15.9
	Somewhat agree	%	30.8	28.6	31.3	27.5	33.5	37.2	31.1	30.5	25.6	32.3	34.5
	Somewhat disagree	%	14.3	15.2	19.2	12.6	13.5	11.1	13.8	14.9	14.4	17.8	10.2
	Disagree	%	35.0	31.1	36.0	37.5	32.7	31.3	39.8	29.5	38.6	28.9	38.1
	Unsure	%	2.4	2.3	1.5	1.9	4.0	3.0	1.4	3.4	1.8	3.7	1.4

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ±3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December - STAT SHEET

To what extent do you agree or disagree with the following statements? [RANDOMIZE]

			Region						Gender		Age		
			Canada 2019-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - I should take training to improve my occupational skills	Total	Unwgt N	1010	100	251	309	197	153	531	479	283	340	387
		Wgt N	1006	74	233	384	183	133	531	475	326	361	319
	Agree	%	19.3	17.9	16.5	20.2	23.5	16.5	20.5	17.9	36.2	15.0	6.8
	Somewhat agree	%	27.0	22.9	32.2	25.7	26.2	25.0	27.8	26.1	29.9	34.9	15.1
	Somewhat disagree	%	12.1	5.7	15.4	11.3	8.0	18.1	11.0	13.3	10.3	14.2	11.6
	Disagree	%	38.1	48.7	32.4	40.1	37.3	37.4	37.1	39.1	22.6	30.4	62.6
	Unsure	%	3.5	4.9	3.4	2.7	5.1	3.1	3.5	3.6	0.9	5.5	3.8

To what extent do you agree or disagree with the following statements? [RANDOMIZE]

			Region						Gender		Age		
			Canada 2019-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - I need a skills assessment to better identify my training needs	Total	Unwgt N	1010	100	251	309	197	153	531	479	283	340	387
		Wgt N	1006	74	233	384	183	133	531	475	326	361	319
	Agree	%	10.6	12.2	8.8	10.9	14.1	7.1	10.7	10.4	19.1	9.6	3.0
	Somewhat agree	%	18.3	15.1	20.9	17.1	20.6	15.7	16.5	20.3	22.5	21.7	10.2
	Somewhat disagree	%	16.0	9.5	21.7	13.3	13.6	20.8	15.5	16.6	18.1	18.3	11.4
	Disagree	%	49.7	57.6	45.9	52.2	45.1	51.1	51.1	48.2	36.6	44.5	69.1
	Unsure	%	5.4	5.5	2.6	6.4	6.6	5.4	6.2	4.4	3.8	6.0	6.3

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December - STAT SHEET

Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements? [ROTATE]

			Region						Gender		Age		
			Canada 2019-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - I would be more interested in taking training	Total	Unwgt N	1010	100	251	309	197	153	531	479	283	340	387
		Wgt N	1006	74	233	384	183	133	531	475	326	361	319
	Agree	%	26.5	32.6	25.1	24.0	32.6	24.6	23.7	29.6	41.9	27.3	9.9
	Somewhat agree	%	26.6	22.7	28.7	28.6	23.7	22.9	25.0	28.3	27.5	30.8	20.9
	Somewhat disagree	%	9.8	6.8	12.5	8.3	10.8	9.7	12.6	6.6	8.2	12.0	8.9
	Disagree	%	28.6	24.4	26.0	30.6	24.8	35.1	33.2	23.4	16.0	22.4	48.5
	Unsure	%	8.6	13.5	7.8	8.6	8.1	7.7	5.5	12.0	6.5	7.5	11.9

Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements? [ROTATE]

			Region						Gender		Age		
			Canada 2019-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - I would make financial contributions to my personal training account	Total	Unwgt N	1010	100	251	309	197	153	531	479	283	340	387
		Wgt N	1006	74	233	384	183	133	531	475	326	361	319
	Agree	%	17.3	22.1	17.9	15.7	19.4	14.9	15.4	19.4	25.7	17.0	8.9
	Somewhat agree	%	23.3	15.4	26.6	22.5	21.7	26.2	23.3	23.2	26.1	26.9	16.2
	Somewhat disagree	%	13.0	18.9	13.7	12.8	12.2	10.0	15.1	10.7	15.6	15.4	7.6
	Disagree	%	35.2	29.2	29.1	38.5	36.1	38.1	38.7	31.2	23.0	28.0	55.6
	Unsure	%	11.3	14.4	12.6	10.5	10.5	10.9	7.6	15.5	9.5	12.7	11.7

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December - STAT SHEET

Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements? [ROTATE]

			Region						Gender		Age		
			Canada 2019-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - I would be more interested in taking training if the government topped up my contribution by depositing funds into my personal training account	Total	Unwgt N	1010	100	251	309	197	153	531	479	283	340	387
		Wgt N	1006	74	233	384	183	133	531	475	326	361	319
	Agree	%	29.8	41.6	32.2	26.1	35.1	22.8	27.0	33.0	46.5	28.7	14.1
	Somewhat agree	%	25.2	14.9	27.2	26.3	19.8	31.6	26.2	24.0	25.8	29.3	19.8
	Somewhat disagree	%	7.3	5.0	9.8	6.9	8.0	4.4	8.4	6.1	6.1	10.4	5.0
	Disagree	%	28.0	23.2	23.6	30.2	28.7	30.7	31.6	23.9	13.4	21.6	50.2
	Unsure	%	9.7	15.4	7.2	10.5	8.3	10.5	6.8	12.9	8.2	10.0	10.9

Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements? [ROTATE]

			Region						Gender		Age		
			Canada 2019-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - I would be even more interested in taking training if my employer topped up my contribution and that of the government by depositing funds into my personal training account	Total	Unwgt N	1010	100	251	309	197	153	531	479	283	340	387
		Wgt N	1006	74	233	384	183	133	531	475	326	361	319
	Agree	%	30.9	38.5	32.9	28.8	34.9	23.9	27.7	34.6	51.8	30.7	9.8
	Somewhat agree	%	23.8	12.5	24.2	26.0	20.4	27.7	25.5	21.9	25.6	27.9	17.3
	Somewhat disagree	%	6.8	8.3	7.9	5.5	8.1	6.2	7.3	6.2	4.8	9.2	6.2
	Disagree	%	28.5	26.2	25.3	30.7	28.3	29.6	31.6	25.1	11.8	21.6	53.5
	Unsure	%	9.9	14.5	9.7	9.1	8.3	12.6	8.0	12.2	6.0	10.6	13.2

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December - STAT SHEET

			Region						Gender		Age		
			Canada 2019-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - Which of the following items should a personal training account funded by you, the government and your employer pay for to help you take training? (Select all that apply) [RANDOMIZE]	Total	Unwgt N	911	89	234	276	177	135	473	438	264	321	326
		Wgt N	920	66	218	346	170	120	480	440	307	343	270
	Fees for any post-secondary training of my choosing	%	46.0	43.2	37.8	51.0	46.4	47.3	44.8	47.2	55.4	47.5	33.3
	Fees for training related to labour market needs	%	50.3	55.2	53.5	51.4	45.5	45.6	51.0	49.5	55.8	54.1	39.3
	Fees for training identified by my employer	%	48.7	49.0	50.3	45.1	54.8	47.3	48.1	49.4	57.9	51.7	34.4
	A personalized skills assessment	%	40.2	50.8	34.0	38.6	45.3	43.2	39.0	41.5	43.1	40.5	36.6
	Direct training expenses (textbooks, educational materials, notebooks, and so on)	%	63.3	68.0	56.2	64.4	64.5	69.0	63.5	63.1	70.9	64.2	53.5
	Income replacement during training	%	56.1	61.1	53.0	53.4	59.6	62.0	52.2	60.5	61.3	57.0	49.2
	None/does not apply	%	2.4	1.9	1.7	3.3	2.3	1.4	2.5	2.3	0.6	0.7	6.6
	Child care	%	5.0	4.9	5.3	5.3	4.4	3.9	3.8	6.2	9.4	3.7	1.4
	Transportation (public transit and car expenses)	%	8.0	13.2	7.3	8.8	6.0	6.9	5.8	10.3	8.3	9.3	5.9
	Other	%	1.4	1.2	0.7	1.2	1.6	2.6	1.1	1.6	0.6	1.7	1.8

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December - STAT SHEET

			Region						Gender		Age		
			Canada 2019-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - Which of the following items should a personal training account funded by you, the government and your employer pay for to help you take training? (Select all that apply) [RANDOMIZE]	Total	Unwgt N	2830	305	681	879	541	424	1457	1373	945	1038	847
		Wgt N	2957	229	655	1115	563	396	1497	1460	1115	1134	709
	Fees for any post-secondary training of my choosing	%	14.3	12.4	12.6	15.8	14.0	14.4	14.4	14.2	15.2	14.4	12.7
	Fees for training related to labour market needs	%	15.7	15.8	17.8	15.9	13.8	13.9	16.4	14.9	15.4	16.4	15.0
	Fees for training identified by my employer	%	15.2	14.1	16.8	14.0	16.6	14.4	15.4	14.9	15.9	15.6	13.1
	A personalized skills assessment	%	12.5	14.6	11.3	12.0	13.7	13.1	12.5	12.5	11.9	12.3	14.0
	Direct training expenses (textbooks, educational materials, notebooks, and so on)	%	19.7	19.5	18.7	20.0	19.5	21.0	20.4	19.0	19.5	19.4	20.4
	Income replacement during training	%	17.5	17.5	17.7	16.6	18.0	18.8	16.7	18.2	16.9	17.3	18.8
	None/does not apply	%	0.7	0.5	0.6	1.0	0.7	0.4	0.8	0.7	0.2	0.2	2.5
	Child care	%	1.5	1.4	1.8	1.7	1.3	1.2	1.2	1.9	2.6	1.1	0.6
	Transportation (public transit and car expenses)	%	2.5	3.8	2.4	2.7	1.8	2.1	1.9	3.1	2.3	2.8	2.3
	Other	%	0.4	0.3	0.2	0.4	0.5	0.8	0.4	0.5	0.2	0.5	0.7

			Region						Gender		Age		
			Canada 2019-11	Atlantic	Quebec	Ontario	Prairies	British Columbia	Male	Female	18 to 34	35 to 54	55 plus
Question - If you had to choose a new employer, to what extent would the employer's support for your training and skills acquisition positively influence your decision?	Total	Unwgt N	1010	100	251	309	197	153	531	479	283	340	387
		Wgt N	1006	74	233	384	183	133	531	475	326	361	319
	It would very much positively influence my decision	%	41.0	57.8	40.7	40.2	42.4	32.8	37.4	45.1	47.3	40.0	35.8
	It would somewhat positively influence my decision	%	32.7	21.1	33.9	34.6	29.3	36.3	36.8	28.2	36.7	35.3	25.7
	It would not positively influence my decision at all	%	12.4	8.4	9.6	11.2	16.5	17.0	14.5	10.0	6.3	14.6	16.0
	Unsure	%	13.9	12.7	15.7	14.1	11.8	13.9	11.4	16.8	9.7	10.2	22.5

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ±3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December – Tabs by Education - STAT SHEET

			Education						
			Canada 2019-11	High school or less	Some college or university	Completed college	Completed university	Completed Graduate studies	Refuse/no answer
Question - Which of the following categories best describes your current employment status? Are you...	Total	Unwgt N	1010	119	142	180	343	133	93
		Wgt N	1006	117	131	175	353	141	90
	Working full-time, that is, 30 or more hours per week	%	48.6	39.3	30.0	52.5	54.7	52.5	50.1
	Working part-time, that is, less than 30 hours per week	%	11.2	11.5	18.0	10.4	10.4	7.2	12.3
	Self-employed	%	9.2	7.5	7.8	8.5	10.1	15.0	2.6
	Unemployed, but looking for work	%	3.4	5.1	4.8	4.8	1.8	3.7	2.6
	A student attending school full-time	%	3.5	2.5	8.4	3.2	2.5	1.6	4.4
	Retired	%	18.3	23.5	24.7	16.7	15.6	16.3	19.3
	Not in the workforce	%	1.7	7.4	1.8	1.6	0.6	0.5	0.8
	Other	%	2.2	3.1	2.9	1.6	1.7	1.9	4.1
	Prefer not to answer	%	1.8	0.0	1.7	0.6	2.7	1.3	3.9

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December – Tabs by Education - STAT SHEET

[IF EMPLOYED ONLY] According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE]

			Education						
			Canada 2019-11	High school or less	Some college or university	Completed college	Completed university	Completed Graduate studies	Refuse/no answer
Question - These changes threaten my job	Total	Unwgt N	589	52	63	110	227	85	52
		Wgt N	691	67	73	123	265	105	58
	Likely	%	6.1	13.5	4.5	6.0	6.1	1.3	8.2
	Somewhat likely	%	11.7	14.3	14.4	5.0	14.6	8.2	12.0
	Somewhat unlikely	%	21.1	12.1	13.6	16.5	23.2	27.0	30.3
	Unlikely	%	59.3	58.7	65.1	69.8	54.9	59.9	49.5
	Unsure	%	1.9	1.3	2.4	2.6	1.2	3.5	0.0

[IF EMPLOYED ONLY] According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE]

			Education						
			Canada 2019-11	High school or less	Some college or university	Completed college	Completed university	Completed Graduate studies	Refuse/no answer
Question - These changes will affect my work tasks, and I will need training	Total	Unwgt N	589	52	63	110	227	85	52
		Wgt N	691	67	73	123	265	105	58
	Likely	%	12.1	15.8	12.7	12.4	9.0	17.3	10.7
	Somewhat likely	%	22.7	20.1	21.2	15.0	29.5	17.8	22.2
	Somewhat unlikely	%	19.8	11.3	20.7	24.8	18.1	19.8	25.8
	Unlikely	%	42.3	43.8	44.3	45.2	41.0	41.6	38.9
	Unsure	%	3.1	8.9	1.2	2.6	2.4	3.5	2.4

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December – Tabs by Education - STAT SHEET

			Education						
			Canada 2019-11	High school or less	Some college or university	Completed college	Completed university	Completed Graduate studies	Refuse/no answer
Question - Which statement best describes your situation? [RANDOMIZE]	Total	Unwgt N	1010	119	142	180	343	133	93
		Wgt N	1006	117	131	175	353	141	90
	I have all the training I need	%	25.6	17.3	23.1	24.3	27.8	26.7	32.0
	I would be interested in taking training	%	33.6	26.9	27.7	27.0	35.7	47.1	33.8
	I would be interested in taking training, but I do not have time for it	%	9.1	8.4	8.9	9.5	10.4	7.3	7.1
	I would be interested in taking training, but I cannot afford it	%	13.7	18.5	22.4	18.7	11.2	7.9	3.5
	I do not want training	%	10.9	19.4	11.6	13.5	9.8	3.3	10.2
	I don't know	%	7.2	9.4	6.2	7.1	5.0	7.8	13.3

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December – Tabs by Education - STAT SHEET

To what extent do you agree or disagree with the following statements? [RANDOMIZE]

			Education						
			Canada 2019-11	High school or less	Some college or university	Completed college	Completed university	Completed Graduate studies	Refuse/no answer
Question - I should take training to improve my reading ability	Total	Unwgt N	1010	119	142	180	343	133	93
		Wgt N	1006	117	131	175	353	141	90
	Agree	%	3.9	4.3	0.9	4.1	4.1	4.7	5.0
	Somewhat agree	%	6.6	10.6	10.8	8.8	3.8	5.7	3.3
	Somewhat disagree	%	10.5	17.9	16.7	10.3	8.5	7.2	4.9
	Disagree	%	76.6	65.0	69.1	75.1	80.4	80.4	84.8
	Unsure	%	2.4	2.2	2.5	1.7	3.1	2.0	2.0

To what extent do you agree or disagree with the following statements? [RANDOMIZE]

			Education						
			Canada 2019-11	High school or less	Some college or university	Completed college	Completed university	Completed Graduate studies	Refuse/no answer
Question - I should take training to improve my math skills	Total	Unwgt N	1010	119	142	180	343	133	93
		Wgt N	1006	117	131	175	353	141	90
	Agree	%	8.7	15.9	7.2	6.8	8.8	6.6	8.1
	Somewhat agree	%	17.7	23.2	24.6	22.9	13.7	14.3	11.6
	Somewhat disagree	%	14.6	22.8	16.4	16.0	10.1	13.2	18.2
	Disagree	%	55.9	35.6	47.5	52.3	63.8	64.1	58.3
	Unsure	%	3.0	2.4	4.2	2.1	3.5	1.9	3.8

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December – Tabs by Education - STAT SHEET

To what extent do you agree or disagree with the following statements? [RANDOMIZE]

			Education						
			Canada 2019-11	High school or less	Some college or university	Completed college	Completed university	Completed Graduate studies	Refuse/no answer
Question - I should take training to improve my computer skills (e.g. using Internet tools)	Total	Unwgt N	1010	119	142	180	343	133	93
		Wgt N	1006	117	131	175	353	141	90
	Agree	%	17.5	19.9	21.1	17.5	14.3	19.9	18.4
	Somewhat agree	%	30.8	36.6	32.9	30.6	29.9	34.0	19.6
	Somewhat disagree	%	14.3	14.6	14.5	16.4	13.0	13.8	15.4
	Disagree	%	35.0	27.3	27.8	34.1	40.1	30.8	43.4
	Unsure	%	2.4	1.6	3.7	1.5	2.7	1.5	3.1

To what extent do you agree or disagree with the following statements? [RANDOMIZE]

			Education						
			Canada 2019-11	High school or less	Some college or university	Completed college	Completed university	Completed Graduate studies	Refuse/no answer
Question - I should take training to improve my occupational skills	Total	Unwgt N	1010	119	142	180	343	133	93
		Wgt N	1006	117	131	175	353	141	90
	Agree	%	19.3	16.0	22.9	19.0	20.5	20.7	12.0
	Somewhat agree	%	27.0	28.2	27.7	26.0	24.9	28.2	32.5
	Somewhat disagree	%	12.1	12.9	10.7	11.9	14.2	9.4	9.4
	Disagree	%	38.1	39.4	34.8	39.9	36.2	40.0	42.0
	Unsure	%	3.5	3.5	3.8	3.2	4.1	1.6	4.0

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ±3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December – Tabs by Education - STAT SHEET

To what extent do you agree or disagree with the following statements? [RANDOMIZE]

			Education					
			Canada 2019-11	High school or less	Some college or university	Completed college	Completed university	Completed Graduate studies
								Refuse/no answer
Question - I need a skills assessment to better identify my training needs	Total	Unwgt N	1010	119	142	180	343	133
		Wgt N	1006	117	131	175	353	141
	Agree	%	10.6	14.3	9.7	12.4	8.9	11.4
	Somewhat agree	%	18.3	15.2	22.8	19.2	18.6	16.5
	Somewhat disagree	%	16.0	25.6	14.9	14.3	15.3	16.9
	Disagree	%	49.7	40.1	43.3	48.7	52.8	52.2
	Unsure	%	5.4	4.8	9.4	5.4	4.4	2.9

Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements? [ROTATE]

			Education					
			Canada 2019-11	High school or less	Some college or university	Completed college	Completed university	Completed Graduate studies
								Refuse/no answer
Question - I would be more interested in taking training	Total	Unwgt N	1010	119	142	180	343	133
		Wgt N	1006	117	131	175	353	141
	Agree	%	26.5	25.1	28.6	23.8	27.0	28.8
	Somewhat agree	%	26.6	24.4	25.5	28.0	25.0	29.7
	Somewhat disagree	%	9.8	10.5	7.8	9.4	10.5	9.0
	Disagree	%	28.6	30.9	28.6	29.9	29.5	22.9
	Unsure	%	8.6	9.0	9.6	8.9	8.0	9.6

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December – Tabs by Education - STAT SHEET

Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements? [ROTATE]

			Education						
			Canada 2019-11	High school or less	Some college or university	Completed college	Completed university	Completed Graduate studies	Refuse/no answer
Question - I would make financial contributions to my personal training account	Total	Unwgt N	1010	119	142	180	343	133	93
		Wgt N	1006	117	131	175	353	141	90
	Agree	%	17.3	13.3	19.1	14.9	18.1	18.0	19.9
	Somewhat agree	%	23.3	28.9	21.1	29.0	20.4	20.8	22.7
	Somewhat disagree	%	13.0	13.2	9.5	11.1	17.4	11.4	6.7
	Disagree	%	35.2	33.9	36.4	35.8	35.4	33.3	35.7
	Unsure	%	11.3	10.7	14.0	9.2	8.7	16.3	14.9

Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements? [ROTATE]

			Education						
			Canada 2019-11	High school or less	Some college or university	Completed college	Completed university	Completed Graduate studies	Refuse/no answer
Question - I would be more interested in taking training if the government topped up my contribution by depositing funds into my personal training account	Total	Unwgt N	1010	119	142	180	343	133	93
		Wgt N	1006	117	131	175	353	141	90
	Agree	%	29.8	26.6	31.8	26.5	29.7	37.9	26.0
	Somewhat agree	%	25.2	23.8	20.7	28.0	24.7	25.9	29.0
	Somewhat disagree	%	7.3	10.6	4.7	11.1	6.9	6.1	2.7
	Disagree	%	28.0	29.8	31.3	27.2	28.4	20.2	32.4
	Unsure	%	9.7	9.3	11.4	7.2	10.3	9.9	9.9

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December – Tabs by Education - STAT SHEET

Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements? [ROTATE]

			Education						
			Canada 2019-11	High school or less	Some college or university	Completed college	Completed university	Completed Graduate studies	Refuse/no answer
Question - I would be even more interested in taking training if my employer topped up my contribution and that of the government by depositing funds into my personal training account	Total	Unwgt N	1010	119	142	180	343	133	93
		Wgt N	1006	117	131	175	353	141	90
	Agree	%	30.9	29.7	35.7	24.6	31.3	34.4	31.1
	Somewhat agree	%	23.8	16.6	15.4	31.6	26.0	21.9	24.6
	Somewhat disagree	%	6.8	10.9	3.7	7.7	6.5	7.5	4.4
	Disagree	%	28.5	29.6	32.5	28.8	27.8	23.7	31.2
	Unsure	%	9.9	13.2	12.7	7.4	8.4	12.5	8.8

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December – Tabs by Education - STAT SHEET

			Education						
			Canada 2019-11	High school or less	Some college or university	Completed college	Completed university	Completed Graduate studies	Refuse/no answer
Question - Which of the following items should a personal training account funded by you, the government and your employer pay for to help you take training? (Select all that apply) [RANDOMIZE]	Total	Unwgt N	911	107	121	169	303	125	86
		Wgt N	920	104	115	165	319	134	83
	Fees for any post-secondary training of my choosing	%	46.0	37.8	44.9	47.5	45.4	51.1	48.2
	Fees for training related to labour market needs	%	50.3	50.4	40.8	46.5	57.2	46.3	51.0
	Fees for training identified by my employer	%	48.7	53.2	51.2	44.0	50.3	48.5	43.0
	A personalized skills assessment	%	40.2	50.5	42.2	40.7	34.2	46.5	36.3
	Direct training expenses (textbooks, educational materials, notebooks, and so on)	%	63.3	64.8	56.7	62.1	62.7	68.0	67.9
	Income replacement during training	%	56.1	63.5	68.7	58.7	49.7	52.7	54.6
	None/does not apply	%	2.4	1.6	3.2	3.6	1.8	3.1	1.1
	Child care	%	5.0	9.0	5.3	4.6	2.7	4.9	8.7
	Transportation (public transit and car expenses)	%	8.0	10.9	12.1	7.7	6.8	5.8	7.1
	Other	%	1.4	0.9	1.1	1.5	1.5	1.6	0.8

			Education						
			Canada 2019-11	High school or less	Some college or university	Completed college	Completed university	Completed Graduate studies	Refuse/no answer
Question - Which of the following items should a personal training account funded by you, the government and your employer pay for to help you take training? (Select all that apply) [RANDOMIZE]	Total	Unwgt N	2830	310	385	532	936	398	269
		Wgt N	2957	358	376	523	997	439	264
	Fees for any post-secondary training of my choosing	%	14.3	11.0	13.8	15.0	14.5	15.6	15.1
	Fees for training related to labour market needs	%	15.7	14.7	12.5	14.7	18.3	14.1	16.0
	Fees for training identified by my employer	%	15.2	15.5	15.7	13.9	16.1	14.8	13.5
	A personalized skills assessment	%	12.5	14.8	12.9	12.8	11.0	14.2	11.4
	Direct training expenses (textbooks, educational materials, notebooks, and so on)	%	19.7	18.9	17.4	19.6	20.1	20.7	21.3
	Income replacement during training	%	17.5	18.5	21.1	18.5	15.9	16.0	17.1
	None/does not apply	%	0.7	0.5	1.0	1.1	0.6	0.9	0.3
	Child care	%	1.5	2.6	1.6	1.5	0.9	1.5	2.7
	Transportation (public transit and car expenses)	%	2.5	3.2	3.7	2.4	2.2	1.8	2.2
	Other	%	0.4	0.3	0.3	0.5	0.5	0.5	0.2

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ±3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December – Tabs by Education - STAT SHEET

			Education						
			Canada 2019-11	High school or less	Some college or university	Completed college	Completed university	Completed Graduate studies	Refuse/no answer
Question - If you had to choose a new employer, to what extent would the employer's support for your training and skills acquisition positively influence your decision?	Total	Unwgt N	1010	119	142	180	343	133	93
		Wgt N	1006	117	131	175	353	141	90
	It would very much positively influence my decision	%	41.0	45.8	39.5	42.3	39.8	38.1	43.5
	It would somewhat positively influence my decision	%	32.7	26.7	29.6	26.2	33.7	41.9	39.4
	It would not positively influence my decision at all	%	12.4	13.9	16.6	15.5	11.6	6.8	10.0
	Unsure	%	13.9	13.6	14.2	16.0	14.8	13.3	7.1

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December – Tabs by Employment - STAT SHEET

			Employment Status			
			Canada 2019-11	Employed full-time	Employed part-time	Unemployed
						Not in labour force
Question - Which of the following categories best describes your current employment status? Are you...	Total	Unwgt N	1010	510	79	30
		Wgt N	1006	574	117	38
	Working full-time, that is, 30 or more hours per week	%	48.6	84.5	3.6	0.0
	Working part-time, that is, less than 30 hours per week	%	11.2	0.0	96.4	0.0
	Self-employed	%	8.9	15.5	0.0	0.0
	Unemployed, but looking for work	%	3.8	0.0	0.0	100.0
	A student attending school full-time	%	3.5	0.0	0.0	0.0
	Retired	%	18.3	0.0	0.0	0.0
	Not in the workforce	%	1.7	0.0	0.0	0.0
	Other	%	2.2	0.0	0.0	0.0
	Prefer not to answer	%	1.8	0.0	0.0	0.0

[IF EMPLOYED ONLY] According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE]

			Employment Status		
			Canada 2019-11	Employed full-time	Employed part-time
Question - These changes threaten my job	Total	Unwgt N	589	510	79
		Wgt N	691	574	117
	Likely	%	6.1	6.2	5.6
	Somewhat likely	%	11.7	10.6	16.9
	Somewhat unlikely	%	21.1	22.8	13.0
	Unlikely	%	59.3	58.8	61.9
	Unsure	%	1.9	1.7	2.6

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20. *Columns with n values less than 30 have been shaded.



2019-1538 – The Senate of Canada – Nanos December – Tabs by Employment - STAT SHEET

[IF EMPLOYED ONLY] According to experts, technological changes such as automation, artificial intelligence, online shopping and the sharing economy (e.g. UBER, Airbnb) could have significant impacts on the job market. To what extent do the following statements apply to you personally? [ROTATE]

			Employment Status		
			Canada 2019-11	Employed full-time	Employed part-time
Question - These changes will affect my work tasks, and I will need training	Total	Unwgt N	589	510	79
		Wgt N	691	574	117
	Likely	%	12.1	11.7	14.0
	Somewhat likely	%	22.7	21.8	27.2
	Somewhat unlikely	%	19.8	21.1	13.8
	Unlikely	%	42.3	42.4	41.4
	Unsure	%	3.1	3.0	3.5

			Employment Status				
			Canada 2019-11	Employed full-time	Employed part-time	Unemployed	Not in labour force
Question - Which statement best describes your situation? [RANDOMIZE]	Total	Unwgt N	1010	510	79	30	391
		Wgt N	1006	574	117	38	277
	I have all the training I need	%	25.6	27.5	22.8	19.7	23.6
	I would be interested in taking training	%	33.6	40.8	36.5	14.9	19.9
	I would be interested in taking training, but I do not have time for it	%	9.1	11.8	9.5	3.3	4.1
	I would be interested in taking training, but I cannot afford it	%	13.7	12.8	16.0	46.0	10.0
	I do not want training	%	10.9	3.0	8.7	13.9	28.0
	I don't know	%	7.2	4.2	6.5	2.2	14.4

To what extent do you agree or disagree with the following statements? [RANDOMIZE]

			Employment Status				
			Canada 2019-11	Employed full-time	Employed part-time	Unemployed	Not in labour force
Question - I should take training to improve my reading ability	Total	Unwgt N	1010	510	79	30	391
		Wgt N	1006	574	117	38	277
	Agree	%	3.9	4.8	0.0	5.0	3.5
	Somewhat agree	%	6.6	6.5	7.9	9.4	5.7
	Somewhat disagree	%	10.5	11.3	11.3	15.0	7.9
	Disagree	%	76.6	74.5	80.2	69.7	80.4
	Unsure	%	2.4	2.9	0.6	0.9	2.5

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20. *Columns with n values less than 30 have been shaded.



2019-1538 – The Senate of Canada – Nanos December – Tabs by Employment - STAT SHEET

To what extent do you agree or disagree with the following statements? [RANDOMIZE]

			Employment Status				
			Canada 2019-11	Employed full-time	Employed part-time	Unemployed	Not in labour force
Question - I should take training to improve my math skills	Total	Unwgt N	1010	510	79	30	391
		Wgt N	1006	574	117	38	277
	Agree	%	8.7	8.9	13.3	12.3	6.0
	Somewhat agree	%	17.7	18.8	21.5	26.7	12.6
	Somewhat disagree	%	14.6	17.4	10.6	4.4	11.8
	Disagree	%	55.9	52.3	50.0	56.6	65.9
	Unsure	%	3.0	2.6	4.6	0.0	3.8

To what extent do you agree or disagree with the following statements? [RANDOMIZE]

			Employment Status				
			Canada 2019-11	Employed full-time	Employed part-time	Unemployed	Not in labour force
Question - I should take training to improve my computer skills (e.g. using Internet tools)	Total	Unwgt N	1010	510	79	30	391
		Wgt N	1006	574	117	38	277
	Agree	%	17.5	17.0	16.6	33.2	16.9
	Somewhat agree	%	30.8	30.7	38.2	9.7	30.9
	Somewhat disagree	%	14.3	17.5	6.0	12.7	11.5
	Disagree	%	35.0	33.5	34.5	41.5	37.3
	Unsure	%	2.4	1.3	4.8	2.9	3.4

To what extent do you agree or disagree with the following statements? [RANDOMIZE]

			Employment Status				
			Canada 2019-11	Employed full-time	Employed part-time	Unemployed	Not in labour force
Question - I should take training to improve my occupational skills	Total	Unwgt N	1010	510	79	30	391
		Wgt N	1006	574	117	38	277
	Agree	%	19.3	22.3	18.8	26.5	12.3
	Somewhat agree	%	27.0	32.7	29.9	27.0	13.9
	Somewhat disagree	%	12.1	13.2	10.3	19.0	9.8
	Disagree	%	38.1	29.1	40.3	27.4	57.3
	Unsure	%	3.5	2.7	0.6	0.0	6.8

To what extent do you agree or disagree with the following statements? [RANDOMIZE]

			Employment Status				
			Canada 2019-11	Employed full-time	Employed part-time	Unemployed	Not in labour force
Question - I need a skills assessment to better identify my training needs	Total	Unwgt N	1010	510	79	30	391
		Wgt N	1006	574	117	38	277
	Agree	%	10.6	12.0	8.9	23.3	6.6
	Somewhat agree	%	18.3	19.8	15.2	24.3	15.6
	Somewhat disagree	%	16.0	18.4	17.7	19.7	9.9
	Disagree	%	49.7	44.9	52.5	32.7	61.0
	Unsure	%	5.4	5.0	5.7	0.0	6.8

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20. *Columns with n values less than 30 have been shaded.

www.nanos.co



2019-1538 – The Senate of Canada – Nanos December – Tabs by Employment - STAT SHEET

Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements? [ROTATE]

			Employment Status				
			Canada 2019-11	Employed full-time	Employed part-time	Unemployed	Not in labour force
Question - I would be more interested in taking training	Total	Unwgt N	1010	510	79	30	391
		Wgt N	1006	574	117	38	277
	Agree	%	26.5	28.4	26.4	47.4	19.7
	Somewhat agree	%	26.6	30.0	36.1	16.1	16.7
	Somewhat disagree	%	9.8	11.2	10.1	5.5	7.3
	Disagree	%	28.6	24.3	15.7	24.4	43.5
	Unsure	%	8.6	6.1	11.7	6.6	12.7

Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements? [ROTATE]

			Employment Status				
			Canada 2019-11	Employed full-time	Employed part-time	Unemployed	Not in labour force
Question - I would make financial contributions to my personal training account	Total	Unwgt N	1010	510	79	30	391
		Wgt N	1006	574	117	38	277
	Agree	%	17.3	17.8	14.9	22.6	16.4
	Somewhat agree	%	23.3	25.4	31.3	25.5	15.1
	Somewhat disagree	%	13.0	17.3	5.0	15.1	7.3
	Disagree	%	35.2	29.6	32.4	26.6	49.0
	Unsure	%	11.3	9.9	16.4	10.2	12.3

Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements? [ROTATE]

			Employment Status				
			Canada 2019-11	Employed full-time	Employed part-time	Unemployed	Not in labour force
Question - I would be more interested in taking training if the government topped up my contribution by depositing funds into my personal training account	Total	Unwgt N	1010	510	79	30	391
		Wgt N	1006	574	117	38	277
	Agree	%	29.8	33.7	32.4	33.2	20.3
	Somewhat agree	%	25.2	28.2	31.5	10.2	18.4
	Somewhat disagree	%	7.3	9.0	5.5	5.0	4.9
	Disagree	%	28.0	21.9	16.0	35.3	44.6
	Unsure	%	9.7	7.3	14.5	16.2	11.8

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20. *Columns with n values less than 30 have been shaded.



2019-1538 – The Senate of Canada – Nanos December – Tabs by Employment - STAT SHEET

Let's suppose that the government created a personal training account in your name to help you save money for training. This would be like a Registered Education Savings Plan (RESP), but for your training. To what extent would you agree or disagree with the following statements? [ROTATE]

			Employment Status				
			Canada 2019-11	Employed full-time	Employed part-time	Unemployed	Not in labour force
Question - I would be even more interested in taking training if my employer topped up my contribution and that of the government by depositing funds into my personal training account	Total	Unwgt N	1010	510	79	30	391
		Wgt N	1006	574	117	38	277
	Agree	%	30.9	33.5	39.0	39.1	21.1
	Somewhat agree	%	23.8	28.7	29.4	17.2	12.1
	Somewhat disagree	%	6.8	8.9	3.4	9.4	3.6
	Disagree	%	28.5	22.0	16.7	29.9	46.9
	Unsure	%	9.9	7.0	11.6	4.4	16.2

			Employment Status				
			Canada 2019-11	Employed full-time	Employed part-time	Unemployed	Not in labour force
Question - Which of the following items should a personal training account funded by you, the government and your employer pay for to help you take training? (Select all that apply) [RANDOMIZE]	Total	Unwgt N	911	479	73	28	331
		Wgt N	920	538	110	35	237
	Fees for any post-secondary training of my choosing	%	46.0	48.6	44.6		39.2
	Fees for training related to labour market needs	%	50.3	51.9	59.1		41.6
	Fees for training identified by my employer	%	48.7	51.6	52.5		39.2
	A personalized skills assessment	%	40.2	38.4	47.4		40.5
	Direct training expenses (textbooks, educational materials, notebooks, and so on)	%	63.3	62.8	73.0		60.3
	Income replacement during training	%	56.1	56.4	63.3		49.2
	None/does not apply	%	2.4	0.6	0.0		7.2
	Child care	%	5.0	5.2	5.5		4.9
	Transportation (public transit and car expenses)	%	8.0	7.3	8.9		8.4
	Other	%	1.4	1.3	0.0		2.3

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20. *Columns with n values less than 30 have been shaded.



2019-1538 – The Senate of Canada – Nanos December – Tabs by Employment - STAT SHEET

			Employment Status				
			Canada 2019-11	Employed full-time	Employed part-time	Unemployed	Not in labour force
Question - Which of the following items should a personal training account funded by you, the government and your employer pay for to help you take training? (Select all that apply) [RANDOMIZE]	Total	Unwgt N	2830	1561	247	100	922
		Wgt N	2957	1743	390	130	695
	Fees for any post-secondary training of my choosing	%	14.3	15.0	12.6	15.2	13.4
	Fees for training related to labour market needs	%	15.7	16.0	16.7	15.3	14.2
	Fees for training identified by my employer	%	15.2	15.9	14.8	15.3	13.4
	A personalized skills assessment	%	12.5	11.8	13.4	11.9	13.8
	Direct training expenses (textbooks, educational materials, notebooks, and so on)	%	19.7	19.4	20.6	16.8	20.6
	Income replacement during training	%	17.5	17.4	17.9	20.8	16.8
	None/does not apply	%	0.7	0.2	0.0	1.3	2.5
	Child care	%	1.5	1.6	1.5	0.0	1.7
	Transportation (public transit and car expenses)	%	2.5	2.2	2.5	3.5	2.9
	Other	%	0.4	0.4	0.0	0.0	0.8

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20. *Columns with n values less than 30 have been shaded.



2019-1538 – The Senate of Canada – Nanos December – Tabs by Employment - STAT SHEET

			Employment Status				
			Canada 2019-11	Employed full-time	Employed part-time	Unemployed	Not in labour force
Question - If you had to choose a new employer, to what extent would the employer's support for your training and skills acquisition positively influence your decision?	Total	Unwgt N	1010	510	79	30	391
		Wgt N	1006	574	117	38	277
	It would very much positively influence my decision	%	41.0	39.3	48.4	51.6	40.0
	It would somewhat positively influence my decision	%	32.7	37.8	32.7	26.2	23.1
	It would not positively influence my decision at all	%	12.4	13.7	8.7	12.8	11.0
	Unsure	%	13.9	9.2	10.2	9.3	25.9

Nanos conducted an RDD dual frame (land- and cell- lines) hybrid telephone and online random survey of 1,010 Canadians, 18 years of age or older, between November 29th and December 2nd, 2019. The margin of error this survey is ± 3.1 percentage points, 19 times out of 20. *Columns with n values less than 30 have been shaded.