



## FAQ: 2021 Employer Training Survey

### WHAT IS THE 2021 EMPLOYER TRAINING SURVEY?

The 2021 Employer Training Survey is a short questionnaire aimed at understanding national trends in employer-provided training—including the rationale for investing in worker training, structure of programs, and profile of training participants. Furthermore, with the COVID-19 pandemic causing significant repercussions for America’s workforce, labor market, and employers, this survey also seeks to better understand how COVID-19 may be impacting current and future training priorities. This national survey of employers will be administered in Spring 2021.

### WHAT IS THE FOCUS OF THIS SURVEY?

This 10-15 minute survey asks employers a variety of short questions related to:

- the scope of and motivation for sponsoring employer-provided training;
- challenges employers face in offering non-formal and formal training to prospective and existing employees;
- how, if at all, the COVID-19 public health and economic crisis has affected the availability and delivery of employer-provided training; and
- background information about their size, industry, and workforce.

### WHAT IS EMPLOYER-PROVIDED TRAINING?

Employer-provided training is a critical strategy for ensuring Americans have the skills and knowledge employers demand. Today employers of varying sizes and across industries provide training of various forms to existing employees, prospective hires, as well as youth and students through “work-based learning.” Employer-provided training can be offered and run exclusively by a company itself, or in partnership with other employers, industry associations, high schools, colleges, community-based organizations, and other workforce training providers. It is a strategy for investing in the skills development of current as well as prospective employees. Key forms of employer-provided training include:

- Internships, job shadowing programs, and brief work-based learning experiences that tend to be short in duration;
- On-the-job training focused on the knowledge or skills essential to an employee's full and adequate performance of a job;

- Apprenticeships that combine paid on-the-job training under the supervision of a skilled mentor with coursework to prepare individuals for specific occupations and industry-recognized credentials; and
- Professional development experiences aimed at increasing the knowledge, skills, or credentials of an employee.

Whatever form it takes, employer-provided training is critically important for ensuring the American workforce has both the professional and technical skills that employers need. Employer-provided training is also critical for the recruitment and development of a diverse workforce, to ensure that all Americans have clear pathways to good jobs and careers.

### **WHO SHOULD COMPLETE THE SURVEY?**

The survey is intended for private, public, and nonprofit sector employers of all sizes and in a wide variety of industry or sectors, whether or not they currently offer training. Any company, organization, or agency representative with relevant information about their employer's training programs and priorities can complete this survey. Employers are asked to submit only one survey response, however, multi-site employers may submit a survey response for each of their locations.

Education providers, community-based organizations, chambers of commerce, industry associations, and other entities are encouraged to share this survey with the employer partners with which they engage and collaborate.

### **WHO IS LEADING THIS SURVEY?**

New America's Center on Education and Labor and Partnership to Advance Youth Apprenticeship, in collaboration with ETH Zurich, is administering the 2021 Employer Training Survey.

New America is a nonpartisan think tank dedicated to the renewal of American politics, prosperity, and purpose in the Digital Age. The Center on Education and Labor at New America (CELNA) is a research and policy development program focused on the intersection of higher education, job training, and workforce development systems. The Center is dedicated to building learning-based pathways to economic opportunity that can begin inside or outside of formal education. New America's Partnership to Advance Youth Apprenticeship (PAYA) is a foundation-funded, multi-year, collaborative initiative that supports the success of efforts in states and cities to expand access to high-quality apprenticeship opportunities for high school age youth.

ETH Zurich is a public research university in Switzerland and home to the Chair of Education Systems (CES). CES conducts research on international education systems, with a special focus on vocational education and training. CES partners with governments, major education

and training institutions, and NGOs globally to support education systems development and the improvement of youth labor markets. Since the start of the COVID pandemic, CES has been running a monthly Apprenticeship Pulse survey to track and report on the health of the Swiss apprenticeship market and the pandemic's impact on young people in training.

## **HOW WILL THE RESULTS BE USED?**

The survey is anonymous, meaning identifiable information about individual employers will not be collected or reflected in the survey findings. Survey results will be used to identify national trends in employer-provided training, before and in response to the COVID crisis. Furthermore, information gathered through this survey will be combined with international employer surveys to determine how U.S. employer training practices, priorities, and investments compare internationally.

Survey findings, which will be released in Summer 2021, can be used by state and local workforce leaders, training providers, and other stakeholders to determine and prioritize investments in employer-provider training initiatives.

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