

2017

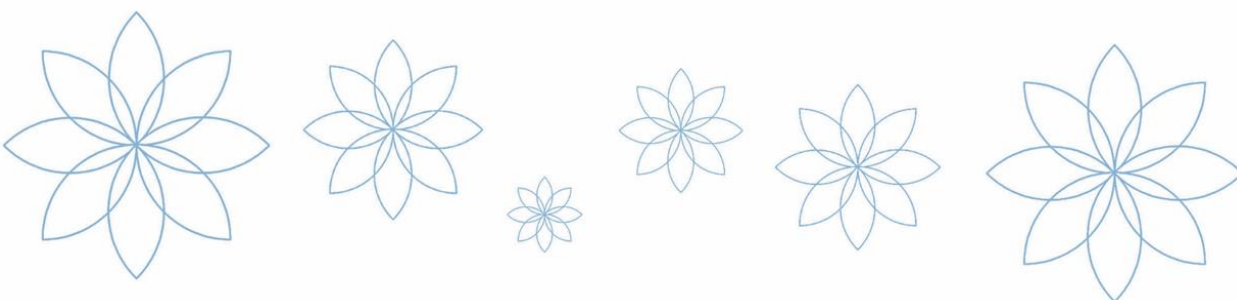


APTC

AUSTRALIA-PACIFIC
TECHNICAL COLLEGE

CREATING SKILLS FOR LIFE

EMPLOYER ENGAGEMENT SURVEY
REPORT



APTC is supported by the Australian Government

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1. Introduction and Methods

This report summarises the feedback obtained from surveys of employers of APTC graduates 6-12 months after leaving APTC, allowing sufficient time for them to re-join the work force and demonstrate the outcomes of their training. The information summarised in this report was gathered by administering the “APTC Employer Questionnaire”. The survey focused on gathering information from those companies or individuals that have employed or still employ APTC graduates before and after their study.

In addition to surveying remote participants (e.g. Tonga, Kiribati, Tuvalu) via post, emails and online using Qualtrics survey platform, APTC officers also visited local area employers at their premises to administer the survey which proved to be the most successful survey method. Many surveys were conducted by telephone where possible.

The data gathered focuses on basic evidence about the employee and placement within their industry. The information focuses on:

- General employer information
- Employer assessment of graduates in terms of:
 - technical development
 - personal and professional development

Information contained within this report augments data gathered via the APTC student tracer studies to provide a broader view on the effects that APTC training has on students and on their industry.

2. Survey Administration and Feedback

The survey was administered between 11th July and 14th Aug, 2017. The survey population was comprised of 305 employers based on the principle that each employer is allocated only one survey regardless of the number of employees who graduated from APTC in the past 6-12 months. A total of 177 completed surveys were received either online via the survey platform or on hard copy, which represented a rate of return of 58%. Table 1 below provides a listing of the surveys administered and the returns from each country.

It should be noted that the efficient administration and return of surveys was affected by the remote locations of respondents, and on the transient employment of students – many had left their place of employment between their graduation and the survey implementation.

Table 1: Surveys Administered and Returned by Country

Survey Country	No. of Surveys Administered	No. of Completed Returns	Percentage Returns
Fiji	93	32	34%
Kiribati	4	4	100%
PNG	71	58	82%
Samoa	34	11	32%
Solomon Islands	70	46	66%
Tonga	10	8	80%
Tuvalu	1	0	0%
Vanuatu	22	18	82%
Total:	305	177	58%

3. General Employer Information

3.1 Primary Operations

Employers were asked to select the primary type of work undertaken by their organisations from a provided list of industrial classifications. Table 2 below summarises the responses received for survey.

Table 2: Primary Operation Type

Primary Industry	Freq	%
Agriculture, Fisheries & Forestry	5	3%
Business Services	6	3%
Construction	23	13%
Education & Training	43	24%
Electricity, Gas & Water Supply	11	6%
Finance & Banking	2	1%
Government & Civil Service	6	3%
Health Services	8	5%
Manufacturing	8	5%
Mining & Quarrying	7	4%
Other	17	10%
Retail & Wholesale	6	3%
Tourism & Hospitality	34	19%
Transport & Communications	1	1%
Total:	177	100%

The highest percentage of employers responding to the survey were from the Education and Training sectors (24%), followed by Tourism & Hospitality (19%) and Construction (13%).

3.2 Organisation Type

The table below summarises the type of organisation; private, public or NGO/Not for Profit, represented by the employers of the APTC graduates for this survey.

Table 3: Type of Organisation

Organization Type	Freq	%
NGO/Not for Profit	22	12%
Private Sector	116	66%
Public Sector	39	22%
Total:	177	100%

The majority of the employers (66%) were from the private sector; 22% from the Public Sector and 12% were from an NGO/Not for Profit organisation.

3.3 Number of Employees Employed by an Employer

Table 4 summarises the number of employees employed by an employer.

Table 4: Number of employees in the organisation

Number of Employee	Freq	%
1 -10	49	28%
11-50	45	25%
51-100	38	21%
101-500	19	11%
501 – 1000	13	7%
Over 1000	13	7%
Total:	177	100%

Most of the organizations surveyed employed between 1-10 people (28%), followed by those between 11-50 people (25%).

3.4 APTC Graduates Currently Employed

A summary of the *APTC Graduates currently employed by Employer* is presented in Table 5 below:

Table 5: Number of APTC graduates employed by Employer

Number of Employee	Freq	%
1- 5	135	76%
5-10	10	6%
10-15	11	6%
15-20	3	2%
More than 20	3	2%
None	15	8%
Total:	177	100%

4. Employer Assessment of Graduates

4.1 Technical Development

Employers were asked to provide their assessment of the technical development of their employees as a result of undergoing training with APTC. Employers were given a scale: **Strongly Agree**, **Agree**, **Disagree** and **Strongly Disagree**, and asked to choose the option that best described their experience with the APTC graduates in the workplace since the completion of their training. The summary of the responses received for each statement and the respective graphical representations are provided below.

4.1.1 Graduates demonstrate the ability to perform to the expectations of your workplace

Response	Count	%
Strongly Agree	58	34%
Agree	113	65%
Disagree	2	1%
Strongly Disagree	0	0%
Total:	173	100%

4.1.2 Graduates are able to use relevant skills and technology in workplace tasks

Response	Count	%
Strongly Agree	62	36%
Agree	107	62%
Disagree	3	2%
Strongly Disagree	0	0%
Total:	172	100%

4.1.3 Graduates demonstrate a working knowledge of the industry

Response	Count	%
Strongly Agree	58	34%
Agree	112	65%
Disagree	2	1%
Strongly Disagree	0	0%
Total:	172	100%

4.1.4 Graduates are fluent in relevant technical vocabulary

Response	Count	%
Strongly Agree	59	34%
Agree	110	64%
Disagree	4	2%
Strongly Disagree	0	0%
Total:	173	100%

4.1.5 Graduates work effectively with minimal supervision

Response	Count	%
Strongly Agree	65	38%
Agree	103	60%
Disagree	5	3%
Strongly Disagree	0	0%
Total:	173	100%

4.1.6 Graduates are able to take on increased responsibility

Response	Count	%
Strongly Agree	69	40%
Agree	96	55%
Disagree	8	5%
Strongly Disagree	0	0%
Total:	173	100%

4.1.7 Graduates are able to solve common work related problems

Response	Count	%
Strongly Agree	61	35%
Agree	107	62%
Disagree	5	3%
Strongly Disagree	0	0%
Total:	173	100%

4.1.8 Graduates communicate effectively with supervisor, co-workers and clients/customers

Response	Count	%
Strongly Agree	61	35%
Agree	109	63%
Disagree	3	2%
Strongly Disagree	0	0%
Total:	173	100%

Technical Development Results:

✓ For every statement on 'Technical Development' over 95% of employers strongly agreed or agreed that APTC training had a positive impact on the technical development of their employees.

4.2 Personal and Professional Development

Employers were asked to provide their assessments on the personal and professional development of their employees as a result of undergoing training with APTC. They were asked to choose from a given Scale; Strongly Agreed, Agree, No Difference, Disagree and Strongly Disagree, for the option that best described the change in their employee's attitude and work ethic since graduating from APTC. The summary of the responses received for each statement and the respective graphical representations are provided below.

4.2.1 Graduates are motivated and show initiative

Response	Count	%
Strongly Agree	55	32%
Agree	95	55%
No Difference	21	12%
Disagree	1	1%
Strongly Disagree	0	0%
Total:	172	100%

4.2.2 Graduates display an appropriate attitude and aptitude to work, are reliable and professional

Response	Count	%
Strongly Agree	55	32%
Agree	94	55%
No Difference	23	13%
Disagree	0	0%
Strongly Disagree	0	0%
Total:	172	100%

Personal and Professional Development Results:

✓ For every statement on 'Personal & Professional Development', an average of 87% of employers strongly agreed or agreed that APTC training had a positive impact on the technical development of their employees.

4.3 Satisfaction

4.3.1 Overall Satisfaction with APTC Training Program

Employers were asked to report their 'Overall Satisfaction' with the APTC course that their employees attended. They were asked from a given scale: *Very Satisfied, Satisfied, Dissatisfied and Very Dissatisfied*; the results are displayed below.

Response	Count	%
Very Satisfied	71	41%
Satisfied	99	57%
Dissatisfied	3	2%
Very Dissatisfied	0	0%
Total:	173	100%

Overall Employer Satisfaction:

✓ 98% of the employers reported that they were either 'satisfied' or 'very satisfied' with the APTC course that their employee had undertaken.

4.3.2 APTC graduates have shared their new skills with other workers in their company

Response	Count	%
Yes	153	89%
No	19	11%
Total:	172	100%

89% of the employers reported that they felt that their APTC graduate employees had helped other workers improve their work standards and/or productivity.

4.3.3 Have the APTC graduates been promoted or given greater responsibilities?

Employers were asked if they had promoted or given greater responsibilities to their employees after successfully completing their APTC course. Their responses are summarised below.

Response	Count	%
Yes	116	67%
No	57	33%
Total:	173	100%

67% of the employers reported that they had either promoted or given greater responsibilities to their employees once they had graduated from an APTC course and returned to work.

4.3.4 Impact on overall productivity or business performance

Employers were asked to assess whether the APTC graduates had any impact on the productivity or overall performance of the business and to rate the impact. Their responses are summarised below.

Response	Count	%
Positive Impact	150	86%
Negative Impact	2	1%
No Impact	22	13%
Total:	174	100%

86% of the employers reported that APTC graduates had a positive impact on productivity and/or business performance.

4.3.5 Would the employer employ another APTC graduate or work placement student?

Employers were asked if they would employ another APTC graduate or work placement student. The results are summarized below.

Response	Count	%
Yes	164	95%
No	9	5%
Total:	173	100%

95% of the employers reported that they would employ another APTC graduate or work placement student.

4.3.6 Would the employer recommend APTC courses to other people or businesses?

Response	Count	%
Yes	170	99%
No	1	1%
Total:	171	100%

99% of the employers reported that they would recommend APTC courses to other people and businesses.

4.3.7 Would the employer be interested in supporting other employees to attend APTC courses?

Response	Count	%
Yes	134	79%
No	36	21%
Total:	170	100%

79% of the employers reported that they would consider supporting other employees to attend training at APTC. See Annex 1 for full free text explanations for employers' responses.

4.3.8 Details of other courses required by employer

Employers were asked to provide details of other courses they would like APTC to provide for their workforce. The list provided by the employers is summarized below.

- Finance
- Communications
- Training of Trainers
- Leadership
- Training and Assessment
- Human Resources and Management
- Child and Adolescent Psychiatry
- Management of Aggressive Clients
- Motivational Interviews
- Self Defense
- Management of Suicidal Clients
- Forensic Nursing
- Any computer based training, Microsoft Office packages, Safety training courses, supervisory courses.
- Automotive, Youth Work, Plumbing, Electrical, Carpentry
- Basics in Plumbing and Electrical
- Building structure training
- Metal fabrication, Fitter machining
- Coaching and Mentoring, Training of Trainers, Training and Assessment and Project Management
- Community /Youth work course, Administrative courses, Business, Hospitality / Tourism,
- Community Services, Community Development, Youth Work
- Computer training & English training
- Diploma/Degree in ECE
- Cookery, hospitality, tourism, patisserie
- Counselling training specifically for violence against women and girls to be offered in-country to enable our employees to do part-time
- Diploma courses, Leadership trainings, IT trainings
- Diploma in Leadership & Management
- Diploma Leadership & Management
- Diploma studies in Cookery
- Health, Safety, Security and Environmental (HSSE), petroleum industrial training's and customer services
- In-service and refresher courses on different topics, e.g. Communication, NCDs, Infection control, Palliative care etc.
- Leadership management, education support and ECE
- Soft skills in excel and work would also be great
- Literacy and proposal writing
- Management and Leadership
- Work plan preparation
- Engine Transmission, Differential and Converters
- Youth and community services.

4.4 Labour Market Information

4.4.1 Does Organization currently have any job vacancies?

Employers were asked if they have any job vacancies with their company. The results are summarised below.

Response	Count	%
Yes	41	24%
No	132	76%
Total:	173	100%

4.4.2 Details of job vacancies by Employer

Employers were asked to provide details of jobs that is available within their company. The list provided by the employers is summarized below.

- Accountant
- Accounts Clerk
- Administrator
- Assistant Finance & Business Support Manager
- Barman
- Bulk/Pack Drivers
- Care givers
- Carpenter
- Catering tutor
- Chef
- Chef De Partie
- Childminder
- Commercial Cookery
- Cooks
- Counter sales Officer
- Diesel Engine Fitter
- Diesel Mechanic
- Education Professionals
- Electrician
- Engineer
- F & B Attendant
- Finance Officer
- Fitter Machinist
- Front Office Coordinator
- Gate Checkers
- Guest Service Agent
- horticulture tutor
- Kitchen Hands
- Labor
- Managers
- Marketing & Sales
- Mechanic
- Mechanic Diesel
- Office/Residence Cleaner
- Operator
- Plumber
- Principle Trainer
- Project coordinators
- Project Officers
- Pump Fitters
- RAC
- Receptionist
- Sales Person - Paints Automotive
- sales person – Spare parts Automotive
- Sports Officer
- Steward (Kitchen)
- Trainer
- Trainer - Agriculture
- Training officers
- Wall & Floor Tiling
- Welder/Boiler Makers
- Yard Cleaner
- Youth & Community Services

4.4.3 Do Employers anticipate that the organization will experience job vacancies over the next 12 months?

Employers were asked if they would anticipate that the organization will experience job vacancies over the next 12 months. The results are summarised below.

Response	Count	%
Yes	70	42%
No	98	58%
Total:	168	100%

4.4.4 Details of job vacancies by Employer over the next 12 months

Employers were asked to provide details of jobs that would be available over the next 12 months. The list provided by the employers is summarized below.

- Accountant
- Administrator
- Associate
- Auditor
- Carpenter, Mechanic
- Chef
- Cleaner
- Communication manager
- Community Educator Assistant
- Construction foreman
- Counsellors
- Diesel Engine Fitter
- Draftsman
- Driver
- Early Childhood teacher
- ECE Educator
- ECE Teacher
- Electrician
- Engineer
- Engineer
- F&B Attendants
- Fabrication/Welding
- Fabricators
- Finance Officer Assistant/Officers
- Fitting & Machining
- Food Handlers
- hospitality and tour guiding
- Housekeeping
- Kitchen Hand
- Labor
- Layers & Supervisors
- Legal Officer (Assistant)
- Light Vehicle
- Machinist
- Maintenance, electrician
- Managers & Trainers
- Mechanics
- Painting
- Plumbers
- Possibly a mechanic and an electrician.
- RAC
- Receptionist
- Risk and Compliance Officer
- Sales/Sales Agents or Provincial Team Leader
- Security Guard
- Statistical Report Profile Officer
- Teaching Staff
- Technician/Technical Officers
- Training Assistants/Officers
- Tutor/Trainer
- Vocational Training Assistant
- Waiter/Waitress
- Wall and floor tiling
- Water Fitter
- Welder
- Youth/Educator

4.4.5 How have the job vacancies in the organization come about?

Employers were asked how the job vacancies in the organization came about. The results are summarised below.

Response	Count	%
Experienced staff have or are about to retire	39	27%
Experienced staff have left	32	22%
Unable to attract new entrants to industry	1	1%
Additional staff required to meet business growth	47	33%
A change in skill requirement of staff needed	13	9%
Other	12	8%
Total:	144	100%

4.4.6 Do you employ people from other countries?

Employers were asked if they employ people from other countries. The results are summarised below.

Response	Count	%
Yes	75	44%
No	95	56%
Total:	170	100%

4.4.7 Details of countries where organizations employ people from

Employers were asked if they employ people from another country. The list provided by the employers is summarized below.

- Africa
- Asia
- Australia
- Canada
- China
- England
- International Volunteers
- Europe
- Fiji
- Hawaii
- Guam
- India
- Japan
- Taiwan
- Italy
- Korea
- Malaysia
- Netherlands
- New Zealand
- Thailand
- Philippines
- PNG
- Portugal
- Samoa
- South Africa
- Sri Lanka
- USA
- Vanuatu

4.4.8 Details of positions in the organization where people from other country employed in

Employers were asked if they employ people from another country, if they do which positions do they take up. The list provided by employers is summarized below.

- Administration
- Artist Director
- Assistant Manager
- Business Centre Manager
- Camp managers / Managers
- Carpenter
- CFO
- Chairman
- Chef
- Chief Finance & Engineering Manager
- Church Ministry
- Communication
- Coordinator/management
- Country Manager
- Dean
- Electrical Engineer
- Executive Chef
- F&B Director/Manager
- Finance and Admin Manager
- Financial Controller
- General Manager
- GM
- Head of Departments
- Head of Relationship Banking
- HODs
- ICT Volunteers
- Interns
- JICA Volunteer IT
- Key man
- Lecturers
- Maintenance
- Management Manager
- Mechanical Engineer
- Program Director
- Program Quality Manager
- programme coordinator
- Project / Camp Managers
- Project / Site Managers
- Project Managers
- Research
- Resort Manager
- Safety Specialist
- Senior Engineer
- Spa (Therapist)
- TA in Training
- Teacher
- Teaching Staff
- Technical Advisor -Gender
- Technical Personnel
- Technicians
- Trainer
- Voluntary work
- Volunteer ECE
- Welder

5. Conclusion

Overall, 98% of the employers were either satisfied or very satisfied with the APTC training provided to their employees, indicating a high acceptance of APTC's training programs within industries in the various PIF countries.

86% of the employers reported that APTC graduates had positive impact on productivity and/or business performance which indicates that APTC graduates are making significant contributions in their organisations towards improving overall business performance

79% of the employers reported that they would consider supporting other employees to attend training at APTC. 95% of the employers also reported that they would employ another APTC graduate or work placement student

Collectively, the survey results indicate that employers are very satisfied with the training being provided by APTC and that this training has led to significant positive impacts in business and employee performance.

ANNEX A – Free Text Comments

Impact on overall productivity or business performance

- 1. More jobs 2. work completed on time
- Able to implement the insights from APTC studies in the workplace, e.g. computer skills, writing rapport, statistical information and data collection with good disciplinary, planning and budgeting, customer services, community and social worker's services, hospitality and tour guiding.
- Actively participating & sharing of Knowledge
- After APTC training, graduate is self-employed as he has put into practice skills acquired during training
- Already know basics so once we do our internal training for them on operation and work ethics of the Centre, they are able to attend to their tasks and produce positive results
- Amazing work shown by APTC graduates.
- An exemplary qualities outlined. The institution has had a positive feedback from the public with our performance.
- APTC graduates are well disciplined and work to their best. They have shown great work.
- APTC graduates have had a great impact on the growth of the business with their performance.
- APTC Graduates have shown great from their knowledge and skills attained from training.
- APTC Student employed on demand, very good.
- As it takes time to adopt and practice new tactics
- As we are growing organization, we have had many graduate for different colleges. For APTC we have witnessed their capacity of work which has aided in the growth of our business.
- Because his good at what he does, very focused.
- Because of high performance, very effective
- Big turnout of enrolment
- Broaden the knowledge & understanding of some of the issues manager has been talking about to employee from a higher level
- Broaden the knowledge and understanding of some of the issues I have been talking about to them from a higher level.
- considering the course was over a 6-month period, I found no difference in the graduate - skill or performance wise. Also it was more of an inconvenience over the long period of time for the company with very little result.
- Contribution to organization, shared knowledge is more effective
- Currently most of our employers have been on redundant, this includes few APTC graduates.
- Currently, there are nil APTC Graduates. However, the previous employees did a great work and thus, with the Training provided by APTC, I am sure that they have excelled.
- Customer expectations are met.
- Customer Satisfaction
- Dedicated workers who have good qualities and are well disciplined.
- Disciplined - have good qualities that have contributed to the growth of the organization.
- Effective and Efficient Communication is a skill that is a big plus to APTC Graduates
- Effective delivery and facilitating of IPAM trainings with professionalism.
- Efficient in their work
- Efficient Professional
- Employee is only the security guard who is yet to find/secure a better job as trained.
- Experience surplus in enrolment
- Good communication skills More Proficient in compliance with company procedures
- Graduate staff is hard working and willing to learn. She devotes time and understanding each situation. She also shows good attitude to work
- Graduates have contributed to childhood development of students.
- Graduates have shown good qualities and thus have made a difference with the business performance.
- Graduates have shown qualities on their work attitude and thus, performance of the organization has been boasted.
- Graduates perform well in the work place from what have learn during training.
- Has brought the business to a higher level in tourism sector.
- Has increase demand for the services in Mobile Banking
- Has shown quality in work overall performance, great with a good attitude towards work. Productivity of the business is looking great.
- Have an outstanding performance - disciplined showing good qualities.
- Have great contribution especially on the leadership and management of the senior management team, have contributed in a lot of high level management discussion and have proven a wider range of capacity and capability.
- Have more customers than before
- Have more knowledge & exposure to bigger environment Confident
- Have shown great work-self-starters.
- Have stepped up and used their own initiative to solve problems
- have the necessary skills & knowledge. Can be relied upon to complete the task
- Have very good communication skills with customers.
- Having gained more experiences - skill & knowledge from APTC has helped me with running my business - Rocks Fast Food.
- High standard of performance.
- I find APTC graduates still need a lot of practical learning to do in the field especially when they first start. They tend to go back to old ways quickly and do not use their new knowledge and skills consistently. Their impact could be better.
- If given the opportunity to share their skills and knowledge, it would have an impact on the overall performance of the company.
- Employee did not perform to expectation, and frequently absent from work
- Improved and developed skills
- Knowledge acquired during training is very useful in the workplace
- Knowledge and skills gained by APTC Graduates have had an impact on the productivity and overall, the hotels operational services have a positive outcome.
- making impacts are gradual as doing so depends on implementing business priorities which vary for departments in which these staff work; and as well approving authorities.
- Managers more relied on them then before and as such the gap is being narrowed, freeing the management to concentrate on more strategic roles then the routine operations
- Many students are attracted to our programme and their results are improving
- More customers/clients
- More developed in the Carpentry field Works with no supervision
- More productive in work Increase in customer

- More skillful and put effort in update their lesson plans in apply new skills with their new students and also help other staff in delivery training
- Most have not being given the opportunity in their departments / sections to demonstrate the skills and knowledge attained from APTC Training.
- Not apply something that I accepted they do after graduating.
- Not much outstanding work
- One or two employees have shown great skills and knowledge in their work.
- Our APTC graduate is SIWIBA's Coordinator and she is our best employee, however, after attending the APTC 6 months or so training, her overall performance has gone into another height. She is helping staff working under her and we are very happy with such performance and we would like to also field in any other staff to do the same training. This would definitely boost our staff productivity and this would impact the way staff of SIWIBA deal with our members. We have another 4 young talented staff and we would very much wish they be given the same chance. We do not want to employ another APTC graduate but would like to upgrade our current staff.
- Overall performance is outstanding - graduates require minimum supervision and can handle work under pressure.
- Overall performance of company has improved having more skilled workers on board as such APTC graduates have shown great work.
- Overall performance of the business has gradually excelled having more up-skilled employees being employed.
- Overall productivity of the organization been running well as we have employed more up-skilled personnel, thus APTC graduates a few of them.
- Overall, APTC Graduates have shown an exemplary amount of work - confident and good qualities.
- Performance at work is professional and outcome of work is neat
- Positive Impact experienced & Qualified
- Previous employee had a good quality in his work however left due to APTC providing him with training. I am sure he has a better job.
- Previous employee was only employed as trainees.
- Productivity of the company has accelerated.
- Reliable, professional, honest, initiative, punctual and creative
- Respect students and trainers like they do to her.
- Satisfied that the training they received improved themselves and the company profile.
- School is run by APTC graduate, he has been promoted to principal. Training has fully equipped graduate
- Serves the customers well.
- Since completing training, have gained confidence and have more jobs
- Skilled and confident educators who have brought quality services to the school.
- Skills put into practice, able to transfer skills to other less privilege staff, take lead to display productivity.
- Supervisors see difference in cleanliness and hygiene in the kitchen
- Takes on more responsibility
- Tasks given were completed with minimum supervision.... they live the stay real behavior of IHG
- The Company has nil APTC Graduates
- The Graduate was able to contribute positively in discussion and actively in activities within the school and in her classroom.
- The officer was given the responsibility to teach a junior class (Year 4), but after undergoing the special training she had been to assigned to teach Year 8. The officer also conducted Professional Development with the staff on the Topic " "Learning Disabilities". She had been also assisting the teachers with the teaching of children with learning disabilities.
- The only APTC graduate went on leave and never resumed work in July 2017. As such he has been put off the system.
- The organization has a smaller section of its maintenance and thus, does minor services when required.
- The overall performance is great as we have more up-skilled personnel employed especially from APTC.
- The sales of food and beverages depends on high occupancy, when not much tourist the business did not generate much revenue. APTC graduates could not have or as much as they would want to and they could not do anything about it. It falls back to the government its airline factors.
- Their performances and standard of workmanship shows positive results.
- There nil APTC Graduates
- They are able to utilize the skills and knowledge they gained in their APTC course with their colleagues and with the students they area training
- They did not share what they had learnt in their training, they are just continuing with the work/tasks within their jurisdiction/their cadre.
- They do not communicate effectively with the supervisor (Person in charge of the academic performance)
- They do not share the knowledge incurred through training, otherwise they continue to perform duties as assigned to them or as per job Description
- They have demonstrated professionalism and care at the workplace, hence are responsible.
- They have learnt new skills and are able to use these skills in the workplace. Skills that are relevant to their position.
- They have shown in their work the knowledge and skills gained from the training at APTC and hence, have worked well with their colleagues.
- They provide great impact to the work place been promoted or given greater responsibilities.
- They upgrade their responsibilities and more creative and demonstrate well in the work place.
- They were not given the opportunity to share their skills after studies.
- This has added to her skill set knowledge which is welcomed and we hope to provide her with added responsibilities. MSP works with Youths, Girls however not to ageing home, Community but welcomes aged clients should they require medical attention services and products
- This is because the APTC graduate has helped the organization to achieve its goals
- Upgrade their skills and can work with customers and clients and more experience
- Very reliable Confident
- We are specialized in diesel fuel injection. We further train them.
- well-disciplined and perform best as expected.
- Well organize and cooperate
- Well perform and delivery of different skills and can communicate well with customers
- Well perform and introduce new skills inside the work place
- When APTC graduates start we find that they still need a lot of practical learning especially those who have come from other places. They need a lot of time to adjust and to be encouraged to use their new knowledge and skills. It's like another culture shock for them. For those who have been on our staff prior to going to APTC they are the ones who show more confidence and provide the positive impact in the work place.
- The survey questions are too rigid and does not allow for explanations in between.
- Willing to take up responsibilities and has positive outcome
- With How the world is Changing today, with Technology, it's good that APTC is adapting with change, as seen when my Employees graduate and come back to their normal working environment.
- Work output is more professional
- Work performance changed after training Feel confident
- Work performance has excelled; graduates have shared their skills/knowledge with fellow colleagues.
- Yet to see any impact shown and demonstrated after completion of training from APTC

Would the employer employ another APTC graduate or work placement student?

- *Already have skills in the business and need less supervision. Feedback to leadership is practiced.*
- *Although the company has less number of APTC graduates, they still have shown great work.*
- *Apart from being qualified, they prioritized safety.*
- *Apart from their qualification, they are well disciplined and have shown an exemplary work.*
- *APTC graduates are more experienced and can carry out different tasks and also can work after working hours*
- *APTC graduate is more collaborative and is a team player*
- *APTC Graduates are an asset to any company / organization.*
- *APTC Graduates are an asset to any company. With the knowledge gained from training with APTC has had a positive impact on these graduates and have shown it in their performance.*
- *APTC graduates are skilled*
- *APTC Graduates become more confident on their abilities to solve problems. They also take more responsibilities at work.*
- *APTC Graduates have a wider and broader understanding and knowledge to work.*
- *APTC graduates have the relevant skills and knowledge required by the organization*
- *APTC graduates work unsupervised*
- *As a growing business we have hired more competent and up-skilled personnel. Thus hiring/employing another APTC graduate is no issue.*
- *as they are well trained and well disciplined, employing them would only boost the business.*
- *As they have had a good impact in their teaching level and overall, have performed well.*
- *Attitude towards work is proficient See outside of country and have clear idea of the work industry in a broader level*
- *based on experience and knowledge impact*
- *Because I know they have certificates and also they have experience*
- *Because of the qualification and good qualities and attitude to work, I see no issue in employing APTC graduates.*
- *But it will depend on the level of their training as per curriculum*
- *Demonstrates an understanding of the work being done*
- *Educated persons are equipped on knowledge, understanding and good behavior. We appreciate most those who are trained to be rational and logical*
- *Efficient in the work*
- *Employing APTC graduates is beneficial to the company with their qualification, they are an asset.*
- *For any organization employee APTC graduate is a stepping stone to a successful outcome of business deliverance.*
- *For the benefit of the company, we could have more of this skilled personnel.*
- *For the benefit of the company, well trained and disciplined employees would be a great aid to the company's growth.*
- *From the learning and experience as well as the capacity we had from the graduates we have now.*
- *Good Qualifications*
- *Good with children Good Work Punctual*
- *Government does not consider them in payroll*
- *Graduates are more experienced and can work to the standard of a work place*
- *Graduates are well trained and more skillful in carrying out different tasks that require them to do*
- *Graduates have an exemplary knowledge and skills shown*
- *Graduates learn technical terms and workplace safety so they know what they are doing in the workplace*
- *Graduates of APTC are very vocal in fighting for their rights and rights of people they serve*
- *Have shown an exemplary knowledge and skills attained from training at APTC*
- *Having more up-skilled personnel employed has boosted the organizations services. Employing another APTC graduate is possible.*
- *Having more up-skilled personnel for the growth of our business.*
- *I believe the skills they have picked up from college is a good stepping stone.*
- *I have previously employed APTC graduates who were of good standard Ilaisa is probably the exception to that standard*
- *I need to employ graduate for commercial cookery.*
- *I personally prefer an APTC grad*
- *I see no problem in employing APTC Graduate as they have good qualities of an employee and with the qualification that they have gained, it will be beneficial to the organization.*
- *I would employ another due to the fact that they are well trained with the appropriate skills in detail regarding not only children but people with disabilities.*
- *I would employ another graduate due to the growth of business*
- *I would hire them they have the potential but they keep leaving when opportunity from Cruise ship or other hotels arise. To me to have an APTC graduate is to have long lasting employee.*
- *I would prefer to employ those who have worked in our Age Care facility prior to undergoing the APTC course for the reasons given above.*
- *If there is a vacant post, I would employ one as they went through all practical sessions during their time at APTC*
- *In employing a Trainer, Tutor or Training Assistant it is a requirement that they have an APTC qualification in their discipline*
- *It depends on the Government of the day*
- *It depends on whatever skills they have and what field they were supposed to work on.*
- *It is a recognized organization with its quality teaching tactics*
- *It will depend on the nursing industry; I don't have much say to that as I am not the employer.*
- *Maybe or maybe not depending if there is a vacancy for it because we have our recruitment process in place whereby all applicants sit for a test and interviewed. If applicants successfully passed their recruitment test and interview before their employment commences.*
- *Meet the requirement of our programs with specific skills*
- *Ministry of Education does the appointment.*
- *Modern ideas and techniques cooperative Ready to challenge any kind of situation*
- *More experienced their work*
- *More up-skilled personnel will only benefit the company.*
- *MSP welcomes upskilling of its skills from recognized education provider*
- *Not only because of the qualification they attain but the knowledge and skills which they show in their work.*
- *Not time consuming in adapting to workplace system.*
- *Only if the graduate is going to be valuable to the company - skill & performance wise.*
- *Only if the resort gets busy we need to look at employing another APTC Graduate*
- *Our company may need more up-skilled personnel for the growth of the company.*
- *Outcome of graduate work output*
- *Perform well than others from other institutes*
- *Productivity in company No supervision*
- *professional and skilled in their work*

- *Reliable Trustworthy*
- *Reliable, experienced in their role, willing to work and learn.*
- *Same as above.*
- *Satisfied with the training, yes I may have few colleagues abroad.*
- *Skilled and talented*
- *Skilled in teamwork & multitasking*
- *Skillful and trustworthy after training*
- *So that the company will be professional in the field of work*
- *Someone that finish from school*
- *The business needs people like those of APTC graduates with higher qualification/performance.*
- *They have a better skill set in relation to management and leadership skills than those that have not attended the training*
- *The qualification will be an aid to meeting organization demands and goals.*
- *The skills they have displayed have aided in getting the employees work harder.*
- *They absorb the task given and trainings that are provided for them...it is easy to teach them since they have a fair idea of what are tourism industry is all about.*
- *They are properly trained, certified and practical in their performance.*
- *They come with some basic knowledge and skills of age-care.*
- *They got potential that other teacher can learn from.*
- *They have displayed good qualities and work with minimum supervision.*
- *They have more skills and can solve common problems related with work issues*
- *they have the Knowledge & are Competent*
- *They have the qualification and potential to work*
- *they know what to do and know the laws of plumbing & Building sets*
- *They perform well in carrying out different task*
- *This would be based on company requirements and whether the individual has the right attitude towards work.*
- *To help my company*
- *To look after employees that are non APTC graduate*
- *To make provisions for inclusive education. A lot of students in the school currently have disability in either reading, speaking, writing or learning therefore to meet the expectations of these children we need to have teachers who are well qualified in this field.*
- *Trained and qualified to do tasks without supervision*
- *Trust that their training is of high level*
- *Understand standards in the organization and easy to communicate*
- *Very qualified*
- *Very skillful*
- *We are an Agricultural industry and I think we might have less interest in the areas of trade although hospitality may be required as we have tour guide sessions.*
- *We are engaging more up-skilled personnel to boost the business.*
- *We are looking to hire more qualified and skilled personnel to meet organizational requirements.*
- *We are looking to hiring more qualified graduates to meet organizational goals.*
- *We are looking to recruit more up-skilled personnel and hence a qualified APTC graduate will aid in meeting business goals.*
- *We have seen how good APTC graduates performance*
- *We needed persons who have already some knowledge in gender based violence so they are ready to undertake their responsibility without delay*
- *We would accept the diploma because a few only got diploma.*
- *We would employ another APTC grad, as they have good skills, have a certificate for their training and we know the level of training is to a high standard.*
- *We would prefer teachers from our school to train and return to teach at our institution.*
- *Well disciplined - have shown great qualities, thus they are an asset.*
- *Well prepared for technical work*
- *Well skilled for job*
- *We're looking for personnel with higher qualification and skills to boost the industry.*
- *Whilst we would love to have another APTC graduate, we already have 4 other young and well educated ladies whom we wish to see attend the same training. So for that reason we do not want to take another staff but to send one of our staff when the opportunity arises.*
- *Will have good knowledge towards field of work*
- *With more up-skilled employees, our business well effectively operates meeting business/organization goals.*
- *With the knowledge and skills attained, I believe we will have room for more up-skilled personnel.*
- *With the knowledge and skills gained from training at APTC, employing another graduate will aid in the performance of the company.*
- *With the Line of work, the V.M.F Engineers Platoon are currently undertaking even though I would say it's bad to not have time to mentor someone to get the skills we have, but it would be better to employ people who already have the skills of a Carpenter or an Electrician or a Plumber. And with the Course's APTC is running it falls in the description of the work we are doing.*
- *With the qualification and good qualities, I would want to employ more APTC graduates.*
- *With the qualification attained, I don't see any problem in employing.*
- *With the qualification, I see no problem in employing APTC graduates.*
- *With the skill I see there is no reason why our organization shouldn't employ an APTC Graduate.*
- *With the skills and knowledge displayed, I see no problem employing APTC graduates.*
- *With the skills and knowledge, employing another APTC graduate will only benefit the business.*
- *With the skills gained from APTC training, employing another graduate will only boost the business performance.*
- *With the training APTC provides, i believe APTC Graduates are well disciplined and will show a high level of work.*
- *Women in trade now days can outbound men.*
- *Work performance will be of good standard and professional*
- *Would like to employ APTC Graduates due; 1. knowledge and skills gained utilized 2. suitability and relevancy of training in relation to workplace application and environment*
- *Yes, because they are coming with good and new creative ideas*
- *Yes, I would and this would be based on our requirements and that person having the right attitude at work*
- *Yes, For Oxfam I think we will employ any APTC students as it a modern and practicality experiences that need in development organization.*

Would the employer recommend that other people or business employ APTC graduates?

- 1. skills and knowledge development applicable for workplace context 2. competencies & skills relevant to workplace environment
- According to Andrew he gave us a good background.
- Adapt easily and understand the systems and processes well
- Adds value to a company and knowledge sharing from training is important
- Aged care centers can employ them or private institutions for senior citizens.
- An APTC qualification is a sound guarantee that the graduate will have high levels of skills and knowledge in the relevant discipline/occupation
- An asset
- APTC Grads know all about Health & safety and know NZ & Australia standard work
- APTC Graduates are an asset to any organization.
- APTC Graduates are an asset to any organization.
- APTC Graduates are well disciplined and have performed very well and hence, they are assets.
- APTC Graduates level of training is high and they have worked effectively alongside supervisors and thus, they are assets to the business.
- APTC graduates possess professional skills
- APTC is able to bring out the best in good staff, they are able to raise the morale to another heights and have confidence in themselves and they also have new insights into the kind of jobs they do.
- APTC is an accredited training provider that produces high performing graduates
- APTC is filling a gap in vocational, technical education sector
- APTC provided courses that help many experience people which when attend APTC course it upgrade skills
- APTC provides sufficient and quality training and that I have at least 3 times have students doing placement in the Centre. I have been happy with their performance so I would not hesitate to recommend to other people/businesses
- As mentioned above, they are an asset to the organization.
- At any work industry APTC graduates are aware of every legal & ethical practices and OHS at work
- Based on our experience we are satisfied on the service that our staff provide to customers and management.
- Because an APTC Graduate is not only certified to work in Vanuatu but the Certificate is also known in Australia. And that is a Big thing is Businesses House's don't see the importance of that
- Because APTC provides training that was taught by Australian standard.
- Because of the qualification they have.
- Because of their experience and qualification
- Because the graduates will be able to work unsupervised
- Because they are skillfully trained in their trade
- Competent and trustworthy
- Confident in their work
- Depending on the curriculum, there should be no problem in their recruitment by other agencies.
- Depending on the nature of their business. Each business falls into an industry or category so if APTC provides training for that particular business category then yes would recommend APTC graduates
- Employing a graduate is an asset.
- Every organization needs more upskilling people/personnel
- Experience is within them, before they do Training with APTC
- First and someone from Institute.
- For a profitable business.
- For any organization employee APTC graduate is a stepping stone to a successful outcome of business deliverance.
- For the benefit of the company, yes I would recommend other businesses to employ APTC Graduates.
- For the benefit of the company, yes.
- For the business benefit, employing APTC graduate is recommended.
- For the business benefit.
- For the companies benefit.
- From the knowledge and skills gained with APTC, these graduates are a great value to any organization.
- Gender balance, equal rights, APTC trained men and women to become professionals.
- Good training offered
- Good training, capable of understanding the work involved.
- Graduate are able to meet the standard of a work place and more experiences
- Graduate are more experience and had high qualification that was recognize by the Australian government
- have the ability of performing skills from the training
- Have to prove individual to employer
- Having more up-skilled personnel employed has boosted the organizations services. Employing another APTC graduate is possible.
- High perspective of hygiene application in the workplace, show their great understanding of the collaborative in actions according to the dynamic of our work and services, and have implementing further knowledge in each field of services in place, like community service in the areas of training, presentation, artistic and crafts, service projects, setting smart goals for young people, and solving problems and team working experience. All these areas are elements to the development of the entire community.
- I believe certain company employers will benefit from Graduates (with the right attitude) who attended the APTC courses.
- I have a high expectation of an APTC graduate after a six-month course.
- I have previously employed APTC graduates who were of good standard llaisa is probably the exception to that standard
- I would but they have to prove themselves to their employer
- I would suggest but again they would keep on walking off.
- In the business environment students possess.
- Increased relevant Skills
- International Knowledge & they are very good
- It depends on what they graduated on and what field they were supposed to work on.
- It is because APTC graduate a more experience and have high qualification which can work to the standard of a working place that require them to do
- more informed on the job
- More up-skilled personnel will only benefit the company.
- performs well beyond expected and is willing to take on responsibilities
- Pick up a good person and doing what they want.
- Productive in their work
- Professional in their work
- Professional standard

- Qualification is a blend of theoretical savvy and practical skills and application is realistic and can be contextualized
- Qualified and punctual to work
- She is very cooperative and supportive.
- Skilled in their field of training
- so that they can also bring their businesses to a different level
- So that they can have a more confident employee that can accept responsibilities
- Some schools do not have graduates in the province
- The APTC graduates are better qualified thus more resourceful in terms of handling people with disabilities.
- The qualification will be an aid to meeting organization demands and goals.
- Their performances have great impact for any organization
- Their skills/knowledge can be productive to any organization.
- They are already up-skilled when taking the APTC programs and as such the employer do not have to spend more training and supervising.
- They are an asset - having up-skilled personnel will only boost the business performance meeting customer services requirements.
- They are an asset and boost the organization performance.
- They are an asset to the company.
- They are an asset to the organization
- They are fast and reliable
- They are well equipped with skills and knowledge and should be able to do well in the employment sector
- They can be relied and trusted to carry out duties as expected
- They do have good experience and good skills to carry out their jobs that they are entitle to.
- They earn what they've been awarded.
- They have developed their skills/profession in their field of work
- They have learnt what is expected of their work in their industry
- They have more potential and will be an asset to any organization.
- They have proved themselves capable after training
- They have qualification & Experience
- They have the experience.
- They know what to do
- They very professional and experience counts ...
- This is for proficiency in the workplace
- To allow the graduates to present their skills creativity and knowledge to expand the learning/develop abilities.
- To get good work output
- Trained and equipped with the skills to work as expected
- Trained and qualified to do tasks without supervision
- We are looking to hire more qualified and skilled personnel to meet organizational requirements.
- We would employe another APTC grad, as they have good skills, have a certificate for their training and we know the level of training is to a high standard.
- Well disciplined - have shown great qualities, thus they are an asset.
- Well educated and more experience and can work with customers to meet the standard of a workplace
- Well trained
- Well trained and able to deliver expected results
- With the knowledge and skills, I believe they make a good contribution to the organization.
- With the qualification APTC provides, other business will surely benefit from these upskilled personnel.
- with the qualification they gain, they could be an asset to the business.
- Work is professional after training
- Yes, because they are having good ideas and we can utilize it
- Yes, I would their capacity and potential is very high and have a great insight of experiences.

Would the employer be interested in supporting other employee/s to attend APTC courses?

- 1. advocate and promotions through IPAM training especially our current Learning and Development Prospectus
- Advertising my work at APTC.
- APTC Courses has a vast affection towards each workplace in the country. For example - Youth Work Course really effect the reality of our service towards the entire community, where all level of ages is involved, infants 0 - 4, children 5 - 10, junior youth 11 - 14, youth 15 - 30, and adults 30 - upward.
- Organizations in the Country currently recommends APTC graduates to apply at any given out vacancies. APTC graduates is their first choices of applicants.
- APTC gradates operate to the best of their knowledge that they have received from the training
- APTC graduates can benefit the company with its overall performance if given the opportunity.
- APTC is filling a gap in vocational, technical education sector
- APTC is focused on skills training which enable a person to be productive in the workplace
- APTC is recognized and skill sets done
- APTC offers an excellent course in caregiving and those privileged to undertake the course need to apply themselves.
- APTC provided courses that meet the standard of a work place and highly recognize by Australia government
- As an NGO we would have issues sponsoring employees.
- as long as they return.
- As they are smart/ reliable
- As we only a guest house, supporting employees would be an issue.
- At the end of the course, skills/knowledge are recognized with an Australian standard certificate.
- At the Moment I have four maybe five newly transferred Personnel that have just entered our Workshop. And all with bits of Knowledge about Carpentry, Electricity, or Plumbing. And if given a Chance for a Scholarship with the APTC I would Definitely try and send my employees to attend APTC Courses.
- Because it will help upgrade and enhance their skills.
- beneficial for the company
- Broaden Knowledge be more Learned
- Build up your experience and confidence in your work
- But we have a bad experience when completing the course employee resign, so it would be hard to actually support.
- Commercial Cookery.

- *Definitely. I believe that APTC offers the best caregiving course in Fiji. I am most grateful to APTC and the Australian Government for empowering our people /region. This is an enormous contribution to the Fiji / other Pacific Islands Economy and to grassroots communities. Vinaka APTC!*
- *Dependable & accuracy in work*
- *Depending on what is Offered and the relevance of the training to our Institutions.*
- *Due to financial issues.*
- *Due to more training required to meet the business growth, it is a requirement that our employees get training. However, financially this may delay the proposed training as planned.*
- *Financially no*
- *Financially no, supporting applications is not a problem.*
- *Financially that might be the issue.*
- *Financially that would be a problem.*
- *Financially this would be an issue*
- *Financially, I don't think we can fund employees.*
- *Financially, this may be an issue, however we support our employees and their wellbeing is important to us, our future.*
- *Financially, this may be an issue.*
- *Financially, this would be an issue except supporting their application for upskilling programs.*
- *For allowing scholarship, this is good because training an individual is very expensive.*
- *For broader experience & expertise*
- *For new knowledge & skills*
- *For the benefit of the company, yes supporting employees to attend training at APTC is rewarding.*
- *For the benefit of the company, yes.*
- *for the employees to understand latest Technology and working Knowledge to work in modern Industry*
- *From the performance of our current staff who have gone through training with APTC, supporting our employees for up-skilling will boost the business.*
- *Good training opportunity*
- *I encourage the professional development of all my staff. if there is a relevant APTC course available for them it will most likely be a high standard of skills and knowledge that they will acquire which will be of great benefit to them and to my organization.*
- *I have encouraged my staff because it has been difficult for them to get formal training through NTU - high competition. Thus training from APTC is basic but essential and have quality and important that it is accredited*
- *I have previously employed APTC graduates who were of good standard llaisa is probably the exception to that standard*
- *If courses relevant to our business were available, we would definitely like our employees to attend these courses.*
- *If opportunity arrives*
- *If opportunity arrives, yes will support employees to study as this will benefit the company in the long run.*
- *It an easy way for our organization to develop key skills for our staff*
- *It is not an issue supporting the employee however financially, this could be an issue.*
- *It will benefit the company in the long run and also the employee.*
- *Leadership and trainer*
- *Leadership training and practical assessment in workplace*
- *Learn new skills*
- *Looking at her performance, she is doing quite well.*
- *Not a problem supporting employees to study except financially, this may be an issue*
- *Our company cannot financially sponsor employees.*
- *Our last APTC graduate was funded by DFAT so we were lucky that our application was approved. We are hoping to do the same arrangement and any other financial arrangement.*
- *PNGMPHS supports all its employees through training and development as we believe in continued gain of upskilling in our industry a such, supporting our employees for further training will only benefit the organization.*
- *Qualified in working with children and activities given is relevant to the age group*
- *Reliable Efficient*
- *Skilled and well trained*
- *So that they can improve their knowledge base*
- *So that they have the same work ability as APTC graduates*
- *So that they know they work professionally*
- *So they are able to gain further education/skills for teaching/developing their career.*
- *so they can go & learn advance work! Australia & NZ standard*
- *South Pacific Oil Ltd had employed most unqualified staff and therefore my desire for them is to up-skill them.*
- *Supporting an application is not a problem except, financially it will be most likely a lot down.*
- *Supporting an application is not an issue, but financially it can be.*
- *TAE, Leadership & Management*
- *The college has sponsored few employees. If the college sees there's a need then, we will sponsor our employees.*
- *The could gain more Knowledge*
- *The knowledge and skills I developing countries like Fiji and other pacific islands, that is acquired skills from APTC will help the growth of the economy*
- *the staff employed already have the skills required for their position.*
- *The training APTC provide is great as shown by the graduates.*
- *They will return after training to the workplace with effective skills*
- *This may be an issue financially.*
- *To acquire more professional training in their field of work*
- *To be able to learn more of their responsibilities and prove themselves how good they are and be able to graduate from APTC for further future jobs.*
- *To broadened their skills*
- *To employ more APTC graduates*
- *To enable officers, enhance their knowledge and skills to efficiently deliver the services as expected of them.*
- *To enhance their knowledge in their field of work*
- *To gain more experience in their work*
- *To gain productive development trainings*
- *To gain skills in the field of employment*
- *To gain useful and productive trainings*
- *To have a sense of greater understanding of the disabled people and treat them with respect.*

- *To help business in Tonga*
- *To improve the college*
- *To learn skills that benefit the country*
- *To train professionally, as APTC is a very professional learning organization*
- *To upgrade skills and more creative by carrying out different task in the workplace*
- *To upgrade their skills and more creative in carrying out different tasks inside workplace*
- *To upgrade their skills and more professional*
- *To upgrade their skills and more professional in doing work related problems*
- *Training is Australian standard*
- *Upgrade their skills and also promote their workplace. By delivering training for tourism to other workers in the company*
- *Upskilling the employee will not only help the employee but the company as well in terms of its performance.*
- *We are planning to send another employee to APTC in the near future*
- *We believe that trainings and education will make our staff more knowledgeable which may help us achieve our company's mission and vision*
- *We do care for our employees and have all the morale support we can but financially an applicant may be difficult.*
- *We do need more skilled employees to help with the company's' growth.*
- *We do not have the fund to do that. We are self-sponsored, with no government grant.*
- *We have sponsored few of our employees and we are happy with the outcome. I see no problem why we cannot support our employees to undergo training.*
- *We may not financially sponsor our employees although our support for our employees is great.*
- *We need well trained employees with special skills*
- *We require more framed/up skilled people in our organization.*
- *Well, that will also depend on their motive, if this is a way forward for them to what they intend to do in future, I will not hesitate to assist.*
- *Would but prefer training but prefer if it could be provided internally as staff can work while attending training.*
- *Would there be any agricultural courses open, we could support our employees depending on the businesses financial status.*
- *Yes, for Leadership, Management or Banking Finance related courses as we are from the Banking & Finance Industry*
- *Yes, I have one of our employees attending your college at the moment.*
- *Yes, I would prefer this to be run internally as my staff can work while attending the courses.*
- *Yes, I would encourage all those who have not had any special training in Disabilities.*
- *Yes, I would full support employee to take up the courses.*