

the condition of education 2003



INDICATOR 44

Employer Support for Adult Education

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Additional information about the survey data and supplementary notes can be found in the full report. For a copy of *The Condition of Education 2003*, visit the NCES web site (<http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2003067>) or contact ED PUBs at 1-877-4ED-PUBS.

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Financing for Adult Learning

Employer Support for Adult Education

Among employed adults ages 25–64 who participated in adult education in 2001, 87 percent received employer financial support for work-related education.

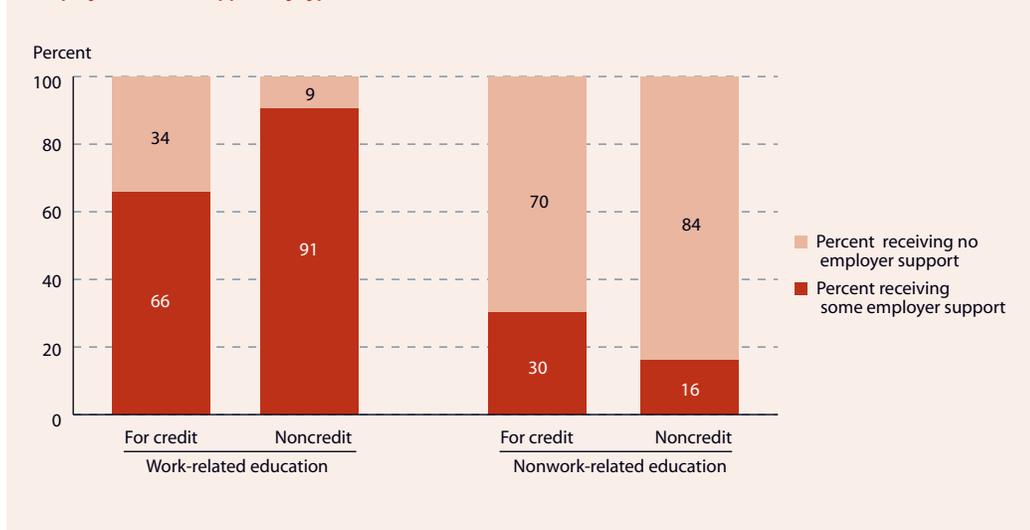
This indicator examines employer financial support for work-related educational activities. Such support includes payment or reimbursement for part or all expenses such as tuition, fees, books, and supplies as well as paid time off to participate in a learning activity.

In 2001, 75 percent of employed adults ages 25–64 who participated in adult education received employer financial support. Sixty-nine percent of participants reported that their employer required their participation (see supplemental table 44-1).

The receipt of financial support varied by the type of learning activity. A higher percentage of employed adults received support for work-related education (87 percent) than for nonwork-related education (18 percent). Also, employer support varied by whether the educational activities were taken for credit. Among employed adults ages 25–64 who took work-related education, 91 percent of those who participated in noncredit activities received employer financial support, while 66 percent of those who took education for credit did so.

Among the employed participants who enrolled in work-related education, 87 percent received employer financial support, 82 percent received employer assistance for tuition, and 74 percent received paid time off from work. The percentage of employed participants who received employer financial support for work-related education varied with certain occupational and demographic characteristics. Adults who had not completed high school were less likely to receive employer financial support than those who had attained higher levels of education. Similarly, adults working for the smallest firms (1–24 employees) were less likely to receive employer support than those employed in larger firms (25–499 or 500 or more employees). While no sex difference was found in reports of employer financial support, adults ages 25–34 were less likely to receive this support than those in all other age groups. A higher percentage of Whites received employer financial support than Hispanics, though no difference was found between Whites and Blacks in the percentages receiving employer financial support (see supplemental table 44-2).

EMPLOYER SUPPORT: Percentage of employed adults ages 25–64 participating in adult education according to receipt of employer financial support, by type of adult education: 2001



NOTE: Adult education activities include credit and noncredit coursework, adult basic education, English as a Second Language (ESL) courses, apprenticeship programs, formal courses, work-related courses, and nonwork-related or personal interest/development courses. Informal learning activities are excluded. SOURCE: U.S. Department of Education, NCES, Adult Education and Lifelong Learning Survey of the National Household Education Surveys Program (AELL–NHES:2001).

FOR MORE INFORMATION:

Supplemental Notes 1, 3
Supplemental tables 44–1, 44–2

Indicator 8

NCES 1999–181

NCES 2003–049



Employer Support for Adult Education

Table 44-1. Percentage of adults ages 25–64 who participated in adult education according to their employment status, educational requirements, and receipt of employer financial support, by type of adult education: 2001

Type of adult education	Percent who participated	Percent of adult education participants who were employed	Among employed adult education participants ¹				Percent of employed participants who received employer financial support ⁴
			Percent who had any continuing education requirement ²	Percent who had any license or certification requirement	Percent who had any employer requirement	Percent who had any type of employer or occupational requirement ³	
Any education	51.6	80.9	37.9	31.8	51.8	69.2	75.4
Work-related education	40.1	87.2	40.9	37.3	61.8	78.3	87.1
Education taken for credit ^{5, 6, 7}	8.6	84.2	44.7	38.8	37.6	82.5	65.9
College program	4.4	79.8	44.0	26.0	12.6	72.0	47.4
Vocational/technical program	1.3	74.3	45.4	56.8	33.0	78.1	68.0
Other, work-related education ⁸	3.4	91.6	48.1	46.3	64.1	80.4	84.1
Noncredit education ⁵	35.6	88.3	41.2	36.6	65.1	77.2	90.6
Adult basic education	0.4	56.8	‡	†	‡	‡	‡
Apprenticeship	0.9	†	†	†	†	†	†
Other, work-related education ⁸	35.0	88.4	41.5	37.1	66.1	78.2	92.0
Nonwork-related education	23.3	70.7	35.0	2.6	0.7!	36.0	17.8
Education taken for credit ^{5, 6}	3.7	78.3	36.6	14.8	3.7!	42.1	30.1
Noncredit education ^{5, 6}	20.9	70.1	34.6	‡	0.1!	34.6	16.0

†Not applicable.

!Interpret data with caution (estimates are unstable).

‡Reporting standards not met (too few cases).

¹Refers to education taken by the respondent. Persons were employed at the time they participated in at least one education activity.

²Respondent reported being in an occupation that has legal or professional requirements for continuing training or education.

³Education may have been required by the employer, or it may have been part of occupational or legal requirements such as continuing education or to obtain or maintain a state, industry, or company certificate or license.

⁴Employer financial support includes payment for books and supplies in addition to tuition and fees and paid time off from work.

⁵Includes English as a Second Language education.

⁶Includes Adult Basic Education.

⁷Includes apprenticeship programs for credit.

⁸Other* includes work or career-related education, seminars, training, or workshops, education related to personal interests or hobbies, first aid or CPR, religion, health, and so on.

SOURCE: U.S. Department of Education, NCES, Adult Education and Lifelong Learning Survey of the National Household Education Surveys Program (AELL–NHES:2001).

Employer Support for Adult Education

Table 44-2. Percentage distribution and percentage of adults ages 25–64 who participated in any work-related education according to their employment status and type of employer financial support received, by selected characteristics: 2001

Characteristic	Percentage distribution of participants who took work-related education	Among those who took work-related education, percent who were employed	Percent who took work-related education and were employed ¹		
			Received employer financial support ²	Employer paid at least part of tuition and/or fees	Employer paid time off from work
Total	100.0	87.2	87.1	81.5	73.8
Sex					
Male	47.7	87.3	87.3	82.0	73.9
Female	52.4	87.1	87.0	81.1	73.8
Age					
25–34	28.0	89.1	81.3	76.7	68.5
35–44	33.3	85.4	89.0	84.6	76.6
45–54	28.7	89.9	89.9	83.7	76.3
55–64	10.0	80.0	89.7	78.2	72.7
Race/ethnicity ³					
Black	8.6	88.4	87.7	81.9	76.0
White	76.9	88.2	88.8	83.3	75.7
Other ⁴	5.9	79.8	84.6	71.7	60.9
Hispanic ⁵	8.7	82.4	71.9	70.6	62.6
Education					
Less than high school	3.5	82.1	60.3	56.4	47.2
High school diploma or equivalent	42.9	87.3	87.4	82.3	72.7
Some college, including vocational/technical	8.9	92.5	86.8	78.8	74.7
Bachelor's degree or higher	44.7	86.5	89.0	83.2	76.7
Occupation ⁶					
Professional, technical, and related	33.4	91.1	87.7	79.6	71.8
Executive, administrative, and managerial	15.9	91.8	94.8	91.4	87.3
Sales	9.0	82.3	83.3	75.8	68.9
Administrative support	14.1	94.8	86.0	81.3	75.9
Precision production, craft, and repair	5.5	94.0	86.2	81.3	67.6
Machine operators, assemblers, and inspectors	4.4	90.2	89.4	85.9	78.8
Transportation and material moving	2.3	94.3	84.9	81.1	75.5
Handlers, equipment cleaners, helpers, and laborers	1.8!	82.6	76.4	73.6	65.4
Service	8.7	88.7	79.8	77.2	62.2
Miscellaneous	0.8!	‡	‡	‡	‡
Size of the firm (number of employees) ⁶					
1–24	19.0	67.7	76.2	70.7	58.2
25–499	26.6	96.1	86.9	80.1	71.1
500 or more	50.2	96.7	90.4	85.4	79.7

!Interpret data with caution (estimates are unstable).

‡Reporting standards not met (too few cases).

¹Refers to any work-related education taken by respondent.

²Employer support includes payment for books and supplies in addition to tuition and fees and paid time off from work.

³Black includes African American and Hispanic includes Latino. Race categories exclude Hispanic origin unless specified.

⁴See *supplemental note 1* for details on "Other" racial/ethnic category.

⁵Survey was administered in both English and Spanish.

⁶Detail may not sum to totals because the occupation and size of the firm are not available for 4.1 percent of adults ages 25–64 who took work-related education.

NOTE: Educational activities include both courses taken for credit and noncredit courses. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, NCES, Adult Education and Lifelong Learning Survey of the National Household Education Surveys Program (AELL–NHES:2001).

Employer Support for Adult Education

Table S44. Standard errors for the percentage of employed adults ages 25–64 participating in adult education according to receipt of employer financial support, by type of adult education: 2001

Type of adult education	Among those who took a course and were employed	
	Percent receiving no employer support	Percent receiving some employer support
Work-related education		
For credit	2.2	2.2
Noncredit	0.7	0.7
Nonwork-related education		
For credit	3.4	3.4
Noncredit	1.2	1.2

SOURCE: U.S. Department of Education, NCES, Adult Education and Lifelong Learning Survey of the National Household Education Surveys Program (AELL–NHES:2001).

Employer Support for Adult Education

Table S44-1. Standard errors for the percentage of adults ages 25–64 who participated in adult education according to their employment status, educational requirements, and receipt of employer financial support, by type of adult education: 2001

Type of adult education	Percent who participated	Percent of adult education participants who were employed	Among employed adult education participants				Percent of employed participants who received employer financial support
			Percent who had any continuing education requirement	Percent who had any license or certification requirement	Percent who had any employer requirement	Percent who had any type of employer or occupational requirement	
Any education	0.60	0.69	1.06	1.02	1.00	1.11	0.90
Work-related education	0.58	0.65	1.12	1.14	1.03	0.97	0.78
Education taken for credit	0.28	1.40	2.34	2.10	2.27	1.99	2.17
College program	0.21	1.88	3.54	3.08	2.03	3.56	2.94
Vocational/technical program	0.12	4.63	6.28	6.62	5.53	6.38	5.83
Other, work-related education	0.20	1.42	3.58	3.71	3.91	3.94	2.49
Noncredit education	0.59	0.69	1.14	1.24	1.03	1.01	0.72
Adult basic education	0.07	9.68	‡	†	‡	‡	‡
Apprenticeship	0.11	†	†	†	†	†	†
Other, work-related education	0.60	0.70	1.14	1.24	0.97	0.98	0.66
Nonwork-related education	0.60	1.10	1.35	0.43	0.30	1.38	1.20
Education taken for credit	0.25	2.54	3.46	2.20	1.64	3.53	3.36
Noncredit education	0.60	1.19	1.44	‡	0.05	1.45	1.20

†Not applicable.

‡Reporting standards not met (too few cases).

SOURCE: U.S. Department of Education, NCES, Adult Education and Lifelong Learning Survey of the National Household Education Surveys Program (AELL–NHES:2001).

Employer Support for Adult Education

Table S44-2. Standard errors for the percentage distribution and percentage of adults ages 25–64 who participated in any work-related education according to their employment status and type of employer financial support received, by selected characteristics: 2001

Characteristic	Percentage distribution of participants who took work-related education	Among those who took work-related education, percent who were employed	Percent who took work-related education and were employed		
			Received employer financial support	Employer paid at least part of tuition and/or fees	Employer paid time off from work
Total	†	0.65	0.78	1.03	1.02
Sex					
Male	0.79	1.09	1.41	1.81	1.74
Female	0.79	0.71	0.85	1.09	1.20
Age					
25–34	0.74	1.12	1.91	2.08	2.03
35–44	1.13	1.29	1.23	1.42	1.39
45–54	0.99	0.93	1.42	1.61	1.84
55–64	0.60	2.15	1.77	5.25	3.02
Race/ethnicity					
Black	0.53	1.41	2.26	2.59	2.73
White	0.85	0.70	0.79	0.98	1.00
Other	0.59	3.50	4.38	6.30	5.24
Hispanic	0.50	2.25	3.89	3.92	4.04
Education					
Less than high school	0.42	3.91	7.98	7.97	8.01
High school diploma or equivalent	0.73	1.00	1.24	1.54	1.62
Some college, including vocational/technical	0.50	1.56	3.35	3.64	3.47
Bachelor's degree or higher	0.80	0.98	0.96	1.24	1.27
Occupation					
Professional, technical, and related	0.96	0.89	1.17	1.88	1.51
Executive, administrative, and managerial	0.78	1.47	0.97	1.32	1.46
Sales	0.60	2.40	3.13	3.83	4.18
Administrative support	0.73	0.97	2.36	2.38	2.81
Precision production, craft, and repair	0.54	1.73	3.11	3.60	3.78
Machine operators, assemblers, and inspectors	0.41	3.79	3.23	3.90	3.66
Transportation and material moving	0.30	2.62	6.42	6.59	7.07
Handlers, equipment cleaners, helpers, and laborers	0.37	8.27	9.77	10.13	11.27
Service	0.59	2.03	3.76	3.71	3.78
Miscellaneous	0.20	‡	‡	‡	‡
Size of firm (number of employees)					
1–24	0.80	1.90	2.44	2.65	3.02
25–499	0.96	0.78	1.60	2.45	1.95
500 or more	1.00	0.56	0.98	1.22	1.28

†Not applicable.

‡Reporting standards not met (too few cases).

SOURCE: U.S. Department of Education, NCES, Adult Education and Lifelong Learning Survey of the National Household Education Surveys Program (AELL–NHES:2001).