SAMPLE
BENCHMARK REPORT
LEARNING AND
DEVELOPMENT MODULE
PEOPLE MATTER SURVEY
2016

ORGANISATION

VPSC
Victorian Public Sector Commission

VICTORIA
State
Government

Introduction

This report provides comparative survey data for **learning and development** survey module.

The comparative results can highlight areas for improvement and action and can provide realistic targets for future performance. The data can also be used to communicate why actions are needed.

How to use the information in this report

1. You can discuss your results with your management team to identify strengths and any areas to investigate further or improve.

2. Prioritise one or two areas to respond to. It is important that employees see that their voice has been heard.

Important information

• Your comparator group in this report may be different to the one in the report for the core survey or other modules. See page 3 for the comparator group used in this report.

• All percentages are of all respondents, unless stated otherwise.

• The percentage agreement calculation is now:
Agreement % = Respondents that agree or strongly agree # / All respondents #

• All percentages have been rounded to whole numbers.

• The colours used to show your results reflect the nature of the question asked. For example, 'yes' can be red (if negative) or green (if positive). Therefore, it is important to check the scale descriptions provided.

• To protect anonymity, opinion question results for demographic groups such as gender, occupation etc. are not shown where there are fewer than 10 survey responses for the group.

Please contact people.matter@vpsc.vic.gov.au for further information or to provide feedback.

Contents

Comparator group

The survey modules are optional for certain public sector organisations. This means that the comparator groups for individual modules may be different than those for the core survey and for other modules.

The comparative data in this report is based on the survey results of the following organisations:

Organisation 1

Organisation 2

Organisation 3

Organisation 4

The composition of your comparator group may change from year to year, due to survey participation.

Response rate

Your results reflect the views and experiences of x of the employees invited to participate (a x% response rate).

The higher your response rate the more likely it is the results reflect the views and experiences of your workforce.

Satisfaction with L&D opportunities

Legend (Satisfaction): ■ Very dissatisfied ■ Dissatisfied ■ Neither satisfied nor dissatisfied ■ Satisfied ■ Very satisfied
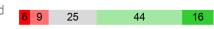
● You ▲ Group average ● Highest & lowest in group ▮ All org. average
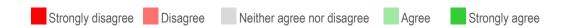
	Your results %	Satisfied %	All org. average %

Satisfaction

Overall, how satisfied are you with your own access to learning and development opportunities within your organisation

Your results: 6 | 9 | 25 | 44 | 16

Satisfied %: 46 — 52 (group avg) — 60 (You) — 65 | All org. average: 58

Legend (Agreement): ■ Strongly disagree ■ Disagree ■ Neither agree nor disagree ■ Agree ■ Strongly agree

● You ▲ Group average ● Highest & lowest in group ▮ All org. average

Positive agreement %

Opportunity
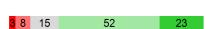
My organisation places a high priority on the learning and development of staff

Your results: 8 | 16 | 51 | 23

Positive agreement %: 54 — 64 (group avg) — 73 (You) — 77 | All org. average: 64

My manager encourages and supports my participation in learning and development opportunities

Your results: 4 | 6 | 16 | 50 | 25

Positive agreement %: 65 — 71 (group avg) — 75 (You) — 81 | All org. average: 73
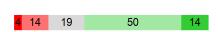
Working in the organisation provides me with the opportunity to maintain or increase my professional knowledge and skills

Your results: 3 | 8 | 15 | 52 | 23

Positive agreement %: 59 — 71 (group avg) — 75 (You) — 85 | All org. average: 68
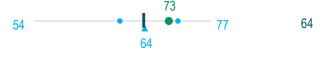
Induction

When people start in new jobs in the organisation, they are given enough guidance and training

Your results: 4 | 14 | 19 | 50 | 14

Positive agreement %: 28 — 45 (group avg) — 64 (You) — 64 | All org. average: 55

Satisfaction with L&D opportunities by demographic group

Overall, how satisfied are you with your own access to learning and development opportunities within your organisation?

● You   ▲ Group average   ● Highest & lowest in group   ▮ All org. average

Satisfied %

All respondents	46	60 / 52 / 65
Female	45	62 / 52 / 62
Male	49	58 / 65 / 80
Same sex attracted and bi-sexual	56	56 / 59 / 59
Aboriginal or Torres Strait Islander		
Respondents with a disability	21	65 / 21 / 65
Born overseas	54	62 / 67 / 80
15-34 years	52	63 / 57 / 63
35-54 years	44	58 / 52 / 65
55+ years	45	62 / 56 / 67

Results not shown where fewer than 10 responses received

Satisfied %

Manager	51	68 / 60 / 69
Not Manager	47	58 / 52 / 63
Casual/Sessional/Don't know	43	57 / 43 / 57
Fixed term	63	66 / 76 / 89
Ongoing and executive	46	59 / 51 / 63
Full-time	48	60 / 55 / 67
Part-time	48	60 / 53 / 60
Management, Corporate support	32	49 / 38 / 49
Support services	34	57 / 34 / 57
Treating and assisting patients - Nurses	55	66 / 59 / 66
Treating and assisting patients - Others	46	64 / 68 / 89

Implementation of L&D plans

■ No   ■ Not sure   ■ Yes
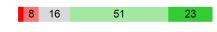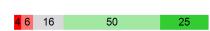
● You   ▲ Group average   ● Highest & lowest in group   ▮ All org. average

	Your results %	Yes %	All org. average %

L&D needs identified and agreed?

In the past 12 months, have your learning and development needs been identified and agreed with your supervisor

Your results: 26 | 7 | 67

Yes %: 54 — 67 / 65 — 83

All org. average %: 68

L&D needs addressed?

To date, have your learning and development needs been addressed in the agreed timeframe

Your results: 8 | 92

Yes % of respondents whose L&D needs have been identified and agreed

Yes %: 81 — 92 / 87 — 92

All org. average %: 88

Yes, fully

Your results: 57

Yes %: 26 — 57 / 47 — 57

All org. average %: 55

Yes, partially

Your results: 34

Yes %: 29 — 34 / 40 — 56

All org. average %: 33

Why L&D has not progressed within agreed timeframe

Yes % of respondents whose L&D has not been addressed

My supervisor hasn't had the time
20 — 25 / 41 — 100

I haven't had the time
27 — 27 / 32 — 35

There is no money in the budget
20 — 30 / 34 — 42

Appropriate learning and development opportunities have not occurred
38 — 51 / 49 — 60

Yes % of respondents whose L&D has not been addressed

I've changed work areas or jobs
5 — 7 / 5 — 7

Other things have taken priority
40 — 49 / 62 — 100

Other
10 — 18 / 26 — 40

Implementation of L&D plans by demographic group

In the past 12 months, have your learning and development needs been identified and agreed with your supervisor?

● You   ▲ Group average   ● Highest & lowest in group   ▮ All org. average

Yes %

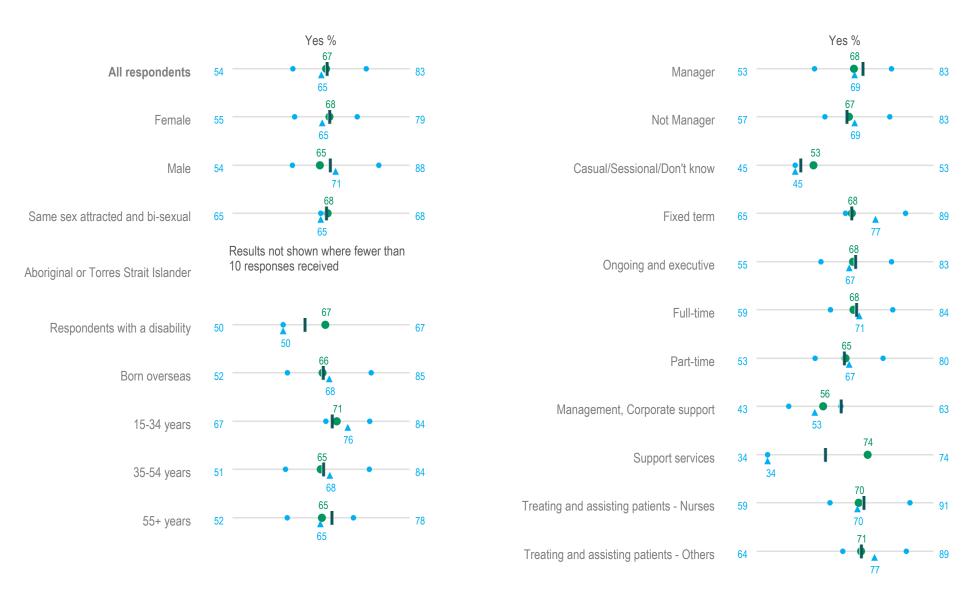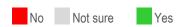|			
All respondents	54	67 / 65	83
Female	55	68 / 65	79
Male	54	65 / 71	88
Same sex attracted and bi-sexual	65	68 / 65	68
Aboriginal or Torres Strait Islander			

Results not shown where fewer than 10 responses received

Respondents with a disability	50	67 / 50	67
Born overseas	52	66 / 68	85
15-34 years	67	71 / 76	84
35-54 years	51	65 / 68	84
55+ years	52	65 / 65	78

Yes %

Manager	53	68 / 69	83
Not Manager	57	67 / 69	83
Casual/Sessional/Don't know	45	53 / 45	53
Fixed term	65	68 / 77	89
Ongoing and executive	55	68 / 67	83
Full-time	59	68 / 71	84
Part-time	53	65 / 67	80
Management, Corporate support	43	56 / 53	63
Support services	34	74	74
Treating and assisting patients - Nurses	59	70 / 70	91
Treating and assisting patients - Others	64	71 / 77	89

Implementation of skills development activities

No   **Not sure**   **Yes**

● You   ▲ Group average   ● Highest & lowest in group   ▮ All org. average

	Your results %	Yes %	All org. average %

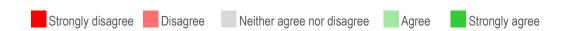### Incidence

In the past 12 months, have you undertaken any skills development activities? Examples could include attending a course, online learning, or mentoring/coaching
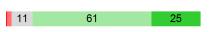
Your results: 21 | 78

Yes %: 62 — 78 (You) / 77 (Group average) — 88

All org. average %: 77

Strongly disagree   **Disagree**   **Neither agree nor disagree**   **Agree**   **Strongly agree**

● You   ▲ Group average   ● Highest & lowest in group   ▮ All org. average

Positive agreement % of those who have undertaken skills development activities in the past 12 months

Performance
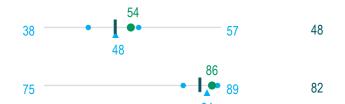
The skills development activities you have undertaken in the last 12 months have: Help you advance your career development

Your results: 12 | 31 | 36 | 18

Positive agreement %: 38 — 54 (You) / 48 (Group average) — 57

All org. average %: 48

The skills development activities you have undertaken in the last 12 months have: Helped you do your job better

Your results: 11 | 61 | 25

Positive agreement %: 75 — 86 (You) / 84 (Group average) / 89

All org. average %: 82

Incidence of skills development activities by demographic group

In the past 12 months, have you undertaken any skills development activities?

● You   ▲ Group average   ● Highest & lowest in group   ▌ All org. average

Yes %

All respondents	62	78 / 77 / 88
Female	64	79 / 77 / 89
Male	72	79 / 85 / 98
Same sex attracted and bi-sexual	68	82 / 68 / 82
Aboriginal or Torres Strait Islander		
Respondents with a disability	36	92 / 36 / 92
Born overseas	79	79 / 88 / 96
15-34 years	80	81 / 81 / 82
35-54 years	75	77 / 82 / 87
55+ years	65	78 / 77 / 89

Results not shown where fewer than 10 responses received

Yes %

Manager	82	83 / 87 / 90
Not Manager	73	77 / 81 / 87
Casual/Sessional/Don't know	60	82 / 60 / 82
Fixed term	75	80 / 82 / 89
Ongoing and executive	58	78 / 76 / 86
Full-time	75	77 / 81 / 90
Part-time	71	80 / 80 / 96
Management, Corporate support	44	59 / 47 / 59
Support services	44	68 / 44 / 68
Treating and assisting patients - Nurses	91	91 / 95 / 98
Treating and assisting patients - Others	79	84 / 88 / 97