

1. Thinking about the scholastically acquired knowledge of your workforce (as distinct from that gained experientially), to what extent do you feel that this has contributed to the following aspects of your organisation's well-being:

(please rate by circling the appropriate value)

	not at all			a great deal
profitability	1	2	3	4
competitiveness	1	2	3	4
sustainability	1	2	3	4
improvements to products/production	1	2	3	4

2. In relation to how the technical knowledge of your workforce was acquired, please rate the extent to which you feel each source has been beneficial to your organisation overall:

(please circle the appropriate value)

	no benefit			highly beneficial
Externally acquired (e.g. through formal college/university courses)	1	2	3	4
Internally acquired (e.g. through in-company training)	1	2	3	4
Other sources* (e.g. experiential learning)	1	2	3	4

**please give details*

3.(a) With regard to the *external* education and training system for the industry currently provided by universities, training bodies, etc, are there any aspects that you would like to see changed?

No (if 'no', please go to question 4)

Yes (if 'yes', please refer to section (b) below)

(b) (i) Please give course title [viz. BTEC National/Higher National Certificate/Diploma; NVQ 1–4; degree course (e.g. BSc Colour Chemistry); professional body qualification (e.g. ASDC)]

(ii) Please indicate in what way and for what reason you would wish changes to be made to any of the following aspects.

▪ course content

▪ mode of delivery (e.g. full-time, part-time, sandwich, distance-learning, workplace-based)

▪ method of assessment (e.g. by examination, course work, oral presentation)

▪ any other aspects

4. In relation to what the present education and training system provides, please rate what degree of importance you personally would place on the following outcomes:

(please circle the appropriate value)

	low importance			high importance
▪ contributing to the prosperity of the company	1	2	3	4
▪ developing employees' verbal and written communication skills	1	2	3	4
▪ providing greater awareness of company rules, administration procedures, etc	1	2	3	4
▪ creating an opportunity for personal development	1	2	3	4
▪ fostering an entrepreneurial spirit	1	2	3	4
▪ contributing to job satisfaction	1	2	3	4
▪ imparting interpersonal skills	1	2	3	4
▪ fostering the 'right' attitude to work, including such requirements as the need for good time-keeping	1	2	3	4
▪ developing a commitment to self-improvement	1	2	3	4
▪ enhancing employee self-esteem	1	2	3	4

5. (a) Has your organisation ever offered NVQs?

No *(if 'no', please go to question 6)*

Yes *(if 'yes', please refer to section (b) below)*

(b) In what areas and levels are/have these been offered?

Subjects:

Levels:

6. Thinking about your own organisation, for the following set of statements, please indicate (✓) how strongly you agree or disagree with the sentiments expressed:

	S t r o n g l y	D i s a g r e e	D i s a g r e e	A g r e e	S t r o n g l y	D o n o t k n o w
▪ NVQ assessments are better indicators of an individual's usefulness to the company than are written examinations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ An employee with a high level of technical knowledge can easily adapt that knowledge to practical situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ Sound scholastic knowledge is essential for research and development work to be meaningful.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ Practical experience is of more value than scholastic knowledge.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ All employees, irrespective of their paper qualifications, should obtain a relevant NVQ to demonstrate that they can actually do the job for which they were engaged.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ Good practitioners are generally more valuable on the shop-floor rather than in the boardroom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ The demonstration of competence in performing a task also implies a command of the underpinning knowledge and understanding required to perform it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ University graduates are better suited to research and development rather than day-to-day production activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ All employees, irrespective of their prior experience, should obtain a relevant NVQ to demonstrate that they can actually do the job for which they were engaged.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ Good research is essential to the development and long-term survival of the company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ Individuals that are not academically inclined are usually unsuitable for senior managerial roles.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ Technical knowledge can easily be acquired by actually doing the job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ An employee that has gained an appropriate NVQ within another company is more valuable than one that has only undertaken informal in-house training within his/her present company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Thank you for your time and patience in completing this questionnaire