



Work–life issues and participation in education and training: Support document

Natalie Skinner

CENTRE FOR WORK + LIFE,
UNIVERSITY OF SOUTH AUSTRALIA

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Participation in education and training

Current participation in education or training

Table S1 Participation in education and training by employees in low paid and higher paid occupations by work hours, age and parental status, AWALI 2009 (per cent in education or training)

	Occupational status					
	Low paid occupation			Higher paid occupation		
	% <i>All</i>	% <i>Men</i>	% <i>Women</i>	% <i>All</i>	% <i>Men</i>	% <i>Women</i>
All employees	25.3	21.3	28.7	23.2	21.2	26.2
Work hours						
Full-time	15.5	12.1	20.3	21.3	20.2	23.7
Part-time	38.1	44.1	35.5	30.9	31.2	30.6
Age						
18–24 years	59.0	51.5	65.0	52.5	55.6	45.9
25–44 years	17.1	15.4	18.8	22.4	19.5	26.0
45+ years	11.6	8.2	14.4	15.7	11.4	21.5
Parental status						
Resident child 17 years or younger	26.8	21.6	30.5	22.7	18.3	29.7
No resident children	24.2	21.1	27.0	23.6	23.6	23.3

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. **Estimate not provided as cell size < 5 persons. Weighted ('000) sample size and unweighted sample size (in parentheses): Low paid occupations N = 1108 (306); Higher paid occupations N = 956 (264).

Table S2 Participation in education and training by employees of lower, middle and higher personal income by work hours, age and parental status, AWALI 2009 (per cent in education or training)

	Personal income								
	<\$30 000			\$30 000–\$59 999			\$60 000+		
	% <i>All</i>	% <i>M</i>	% <i>F</i>	% <i>All</i>	% <i>M</i>	% <i>F</i>	% <i>All</i>	% <i>M</i>	% <i>F</i>
All employees	43.2	48.6	40.4	17.6	14.9	20.3	18.1	15.6	23.2
Work hours									
Full-time	38.7	41.4	35.9	16.7	14.9	19.2	17.4	15.0	23.1
Part-time	45.1	52.7	41.7	20.8	14.6*	23.0	26.7*	30.2*	23.8*
Age									
18–24 years	74.2	67.2	81.7	25.0	26.5*	22.8*	**	**	**
25–44 years	22.7	29.9*	21.5	19.7	15.4	24.5	18.8	17.0	22.2
45+ years	12.1	**	16.3	11.8	9.1*	14.4	16.4	12.2	26.0
Parental status									
Resident child 17 years or younger	45.5	57.7	41.7	17.9	12.7	23.2	15.2	13.1	20.7
No children	41.4	44.6	38.7	17.3	16.3	18.4	20.7	18.2	24.9

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. **Estimate not provided as cell size < 5 persons. Weighted ('000) sample size and unweighted sample size (in parentheses): income <\$30 000 N = 915 (253); income \$30 000–\$59 999 N = 498 (138); income \$60 000+ N = 499 (138).

Training provider and type of enrolment

Table S3 Provider of education and training by employee occupational status, AWALI 2009

Education & training provider	Occupational status					
	Low paid occupation			Higher paid occupation		
	% <i>All</i>	% <i>Men</i>	% <i>Women</i>	% <i>All</i>	% <i>Men</i>	% <i>Women</i>
University	48.0*	48.3*	47.9*	29.2*	21.7*	38.0*
VET & workplace	33.3*	31.4*	34.6*	47.0*	54.5*	38.0*
Private provider	13.7*	16.1*	12.2*	14.4*	16.1*	12.4*
Other	4.9	4.2	5.3	9.5	7.7	11.6

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): Low paid occupations N = 1108 (306); Higher paid occupations N = 956 (264).

Table S4 Provider of education and training by employee personal income, AWALI 2009

Education & training provider	<\$30 000			\$30 000–\$59 999			\$60 000+		
	% <i>All</i>	% <i>Men</i>	% <i>Women</i>	% <i>All</i>	% <i>Men</i>	% <i>Women</i>	% <i>All</i>	% <i>Men</i>	% <i>Women</i>
	University	56.5*	48.5	60.3	23.4*	18.3*	23.7	29.0*	25.5
VET & workplace	32.4*	9.7*	7.3*	50.4*	15.3*	24.1	37.7*	9.9*	18.1*
Private provider	8.3*	33.4	21.1	17.5*	39.2	22.0	22.5*	19.4	**
Other	2.8	8.4*	11.3	8.8	27.3	30.3	10.9	45.1	32.4

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. **Estimate not provided as sample size < 5 respondents. Weighted ('000) sample size and unweighted sample size (in parentheses): income <\$30 000 N = 915 (253); income \$30 000–\$59 999 N = 498 (138); income \$60 000+ N = 499 (138).

Table S5 Type of enrolment by occupational status, AWALI 2009

Qualification	Occupational status					
	Low paid occupation			Higher paid occupation		
	% <i>All</i>	% <i>Men</i>	% <i>Women</i>	% <i>All</i>	% <i>Men</i>	% <i>Women</i>
Bachelor degree or higher	47.9	47.4	48.2	29.5	19.9*	41.2
Diploma/associate degree	12.0*	9.5*	13.5*	14.7*	12.6*	17.3*
Certificate 3 or 4	24.0*	25.2*	23.3*	25.8	37.1	12.1*
Certificate 1, 2 or other	16.1	17.9	15.0	30.0	30.5	29.4

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): Low paid occupations N = 1108 (306); Higher paid occupations N = 956 (264).

Table S6 Type of enrolment by personal income, AWALI 2009

Qualification	<\$30 000			\$30 000–\$59 999			\$60 000+		
	% <i>All</i>	% <i>Men</i>	% <i>Women</i>	% <i>All</i>	% <i>Men</i>	% <i>Women</i>	% <i>All</i>	% <i>Men</i>	% <i>Women</i>
	Bachelor degree or higher	55.6	48.5	60.3	21.4*	18.3*	23.7	31.6	25.5
Diploma/associate degree	8.3*	9.7*	7.3*	20.3*	15.3*	24.1	13.2*	9.9*	18.1*
Certificate 3 or 4	26.0*	33.4	21.1	29.4*	39.2	22.0	15.2*	19.4	**
Certificate 1, 2 or other	10.1*	8.4*	11.3	29.0*	27.3	30.3	40.0	45.1	32.4

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. **Estimate not provided as sample size < 5 respondents. Weighted ('000) sample size and unweighted sample size (in parentheses): income <\$30 000 N = 915 (253); income \$30 000–\$59 999 N = 498 (137); income \$60 000+ N = 499 (138).

Reason for participating in education or training

Table S7 Employees' reason for participation by occupational status, AWALI 2009

Reason for participation	Occupational status					
	Low paid occupation			Higher paid occupation		
	% <i>All</i>	% <i>Men</i>	% <i>Women</i>	% <i>All</i>	% <i>Men</i>	% <i>Women</i>
Develop existing/start new business	5.1	7.0*	3.8*	4.9*	8.2*	**
Career, job, promotion	40.1	45.3	36.9	21.7	15.6	29.1
Job requirement	17.7	12.9	20.8	24.7	28.4	20.2
Develop skills for current job	14.4	11.8*	16.1	28.1	25.2	31.7
Improve general skills, education or confidence	13.1	12.5	13.4	15.9	17.0	14.6
To get into another course of study	7.2	8.2*	6.6*	**	**	**
Other reason	2.4*	**	**	3.0*	4.2	**

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. **Estimate not provided as cell size < 5 persons. Weighted ('000) sample size and unweighted sample size (in parentheses): Low paid occupations N = 1108 (306); Higher paid occupations N = 956 (264).

Table S8 Employees' reason for participation by personal income, AWALI 2009

Reason for participation	<\$30 000	\$30 000–\$59 999	\$60 000+
	%	%	%
Develop existing/start new business	3.4*	5.7*	4.1*
Career, job, promotion	40.7	36.7	14.3
Job requirement	17.5	15.8	33.0
Develop skills for current job	11.7	26.6	29.9
Improve general skills, education or confidence	16.0	10.1*	15.7
To get into another course of study	7.9	**	**
Other reason	2.7*	**	**

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. **Estimate not provided as cell size < 5 persons. Weighted ('000) sample size and unweighted sample size (in parentheses): income <\$30 000 N = 915 (253); income \$30 000–\$59 999 N = 498 (137); income \$60 000+ N = 499 (138).

Participation in education and training and work–life interaction

Explanation of analyses associated with Table 8 in the main report

ANOVA analyses were used to compare mean scores on the work–life index according to participation in education and training (yes, no), occupation (low paid occupation, higher paid occupation) and gender. Work–life index scores were analysed in their original form, and adjusted for work hours. Work hours were entered as a covariate in the ANOVA analyses. Adjusted scores represent an estimate of the work–life index score if all respondents worked the same number of hours. SPSS uses the average score on the covariate (work hours) to estimate the adjusted score.

This adjustment is important, as work hours were longer on average for men ($M = 41.6$) compared to women ($M = 31.8$), employees in higher paid occupations ($M = 41.4$) compared to low paid occupations ($M = 32.9$), and for those not participating in education and training ($M = 38.5$) compared to those who were participating ($M = 32.6$). Therefore, the unique effect of participation in education and training on work–life interaction, independent of the effect of work hours, can be observed with index scores adjusted for work hours.

Adjusting for the effects of work hours, there was a statistically significant difference in work–life index scores between those participating or not participating in education and training ($F(1, 2394) = 16.97, p < .001$). Further, the effect of participation on work–life interaction differed for employees in low paid compared to higher paid occupations ($F(1, 2394) = 22.55, p < .001$), and for men and women in these occupational groups ($F(1, 2394) = 4.48, p < .05$).

For employees overall, those participating in education or training had worse work–life interaction (i.e., a higher index score) compared to those who were not participating. This effect was only apparent with the index scores adjusted for differences in work hours.

When the two occupational groups are considered separately, this pattern was only evident for those in low paid occupations, and was more apparent with the index scores adjusted for work hours. There was very little difference in the index scores of employees in higher paid occupations who were participating in education or training or not. This pattern was also evident when we considered personal income. Controlling for work hours, low income workers (< \$30 000) participating in education and training had a higher index score (49.0) compared to their counterparts who were not participating (38.6). Indeed, low income participants had the highest work–life conflict compared to employees in all other income groups whether they were participants or not (Table S9 below). Furthermore, participation was not associated with a significant difference in work–life index scores for those in the higher income brackets.

Table S9 Work-life index scores by gender and personal income, AWALI 2009

Work-life index	<\$30 000		\$30 000–\$59 999		\$60 000+	
	Participating	Not participating	Participating	Not participating	Participating	Not participating
All						
Unadjusted	41.4	33.6	44.0	42.2	48.8	48.8
Adjusted	49.0	38.8	43.2	41.7	44.9	45.7
Men						
Unadjusted	39.5	28.8	41.3	39.8	47.0	47.5
Adjusted	46.2	34.0	39.0	37.7	42.2	42.5
Women						
Unadjusted	42.6	35.7	46.2	45.1	51.6	52.2
Adjusted	51.8	43.5	47.4	45.7	47.7	48.9

Notes: Weighted ('000) sample size and unweighted sample size (in parentheses): income <\$30 000 N = 2120 (585); income \$30 000–\$59 999 N = 2816 (797); income \$60 000+ N = 2756 (818).

Future participation in education or training

Who is likely to participate in education or training in the next 12 months?

Table S10 Likelihood of future participation in education and training by employees in low paid occupations by work hours, age and parental status, AWALI 2009

	All		Men		Women	
	Not likely	Quite/very likely	Not likely	Quite/very likely	Not likely	Quite/very likely
	%	%	%	%	%	%
All	54.4	26.4	52.4	28.7	56.3	24.3
Work hours						
Full-time	53.3	28.0	53.4	28.5	53.1	27.3
Part-time	57.6	23.8	51.6	30.1	60.0	21.4
Age						
18–24 years	28.8	47.2	17.9*	49.6	41.0	44.5
25–44 years	52.1	25.9	48.6	32.2	55.4	20.1
45+ years	65.0	20.3	68.9	17.4	61.6	22.9
Parental status						
Resident child 17 years or younger	48.2	28.0	40.2	35.6	54.9	21.7
No resident children	59.2	25.2	60.9	23.8	57.6	26.5

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): All N = 3244 (895); Men N = 1564 (432); women N = 1681 (463).

Table S11 Likelihood of future participation in education and training by employees in higher paid occupations by work hours, age and parental status, AWALI 2009

	All		Men		Women	
	Not likely	Quite/very likely	Not likely	Quite/very likely	Not likely	Quite/very likely
	%	%	%	%	%	%
All	48.1	31.8	48.6	32.1	47.4	31.4
Work hours						
Full-time	47.5	31.8	48.0	32.7	46.3	29.9
Part-time	50.5	32.2	52.9	26.3	49.6	34.3
Age						
18–24 years	33.0	54.0	33.8	58.4	31.5	45.9
25–44 years	45.2	33.2	43.7	35.1	47.4	30.2
45+ years	55.1	26.0	58.2	23.1	49.9	31.0
Parental status						
Resident child 17 years or younger	48.0	33.0	46.8	33.0	50.1	33.0
No resident children	48.2	30.9	50.2	31.3	45.3	30.2

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): All N = 3141 (867); Men N = 1926 (532); women N = 1217 (335).

Table S12 Likelihood of future participation in education and training by employees in lower, middle and higher income groups by gender, work hours, education, age and parental status, AWALI 2009

	<\$30 000		\$30 000–\$59 999		\$60 000+	
	Not likely	Quite/very likely	Not likely	Quite/very likely	Not likely	Quite/very likely
	%	%	%	%	%	%
All	52.9	28.4	51.4	28.0	49.7	32.2
Men	40.2	35.9	53.5	27.0	49.7	33.1
Women	58.9	24.8	49.2	29.1	49.7	29.9
Work hours						
Full-time	46.6	29.7	51.5	27.8	48.5	33.4
Part-time	55.7	28.1	50.5	29.6	66.4	14.6
Age						
18–24 years	18.5*	52.5	36.1	48.5	32.0	49.9
25–44 years	57.3	20.7	46.8	29.6	45.8	35.2
45+ years	66.1	23.5	62.3	19.3	56.7	26.5
Parental status						
Resident child 17 years or younger	49.5	29.7	50.7	25.6	45.5	36.2
No resident children	55.8	27.3	51.9	29.6	53.7	28.3

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): income <\$30 000 N = 1196 (330); income \$30 000–\$59 999 N = 2328 (643); income \$60 000+ N = 2274 (629).

Level of future education or training

Table S13 Anticipated future level of qualification reported by employees by occupational status, AWALI 2009

Qualification	Occupational status					
	Low paid occupation			Higher paid occupation		
	%	%	%	%	%	%
	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>All</i>	<i>Men</i>	<i>Women</i>
University	12.6	9.1*	16.1	21.7	18.7	26.4
VET	37.4	38.7	36.1	24.8	27.9	20.1
Other	50.0	52.2	47.8	53.4	53.4	53.6

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): Low paid occupations N = 1456 (402); Higher paid occupations N = 1615 (446).

Table S14 Anticipated future level of qualification reported by employees by personal income, AWALI 2009

Qualification	Personal income								
	<\$30 000			\$30 000–\$59 999			\$60 000+		
	%	%	%	%	%	%	%	%	%
	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>All</i>	<i>Men</i>	<i>Women</i>
University	15.2	10.2*	18.6	14.7	11.5	17.8	21.9	19.0	28.9
VET	47.2	63.4	36.2	35.4	39.5	31.4	19.4	21.0	15.5
Other	37.6	26.5	45.2	49.9	49.0	50.8	58.7	60.0	55.5

Notes: Weighted ('000) sample size and unweighted sample size (in parentheses): income <\$30 000 N = 556 (153); income \$30 000–\$59 999 N = 1118 (308); income \$60 000+ N = 1128 (311).

Reason for future education or training

Table S15 Employees' reason for future education or training by occupational status, AWALI 2009

Reason for participation	Occupational status					
	Low paid occupation			Higher paid occupation		
	%	%	%	%	%	%
	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>All</i>	<i>Men</i>	<i>Women</i>
Employment-related	80.7	85.9	75.4	83.4	83.6	83.0
Further study, personal or other	19.3	14.1	24.6	16.6	16.4	17.0

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): Low paid occupations N = 1478 (409); Higher paid occupations N = 1625 (449).

Table S16 Employees' reason for future education or training by personal income, AWALI 2009

Reason for participation	Personal income								
	<\$30 000			\$30 000–\$59 999			\$60 000+		
	%	%	%	%	%	%	%	%	%
	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>All</i>	<i>Men</i>	<i>Women</i>
Employment-related	81.0	83.4	79.3	80.9	85.5	76.4	85.5	85.7	84.9
Further study, personal or other	19.0*	16.6*	20.7	19.1*	14.5	23.6	14.5*	14.3	15.1

Notes: Weighted ('000) sample size and unweighted sample size (in parentheses): income <\$30 000 N = 562 (154); income \$30 000–\$59 999 N = 1127 (310); income \$60 000+ N = 1144 (316).

Perceptions of education and training

Table S17 Perceptions of education and training by employees not currently undertaking education or training by occupational status, AWALI 2009 (per cent agree)

	Occupational status					
	Low paid occupation			Higher paid occupation		
	% <i>All</i>	% <i>Men</i>	% <i>Women</i>	% <i>All</i>	% <i>Men</i>	% <i>Women</i>
Employer provide support	59.3	62.5	56.4	64.7	68.2	59.2
Training provide rewards (eg promotion, interesting work)	61.0	60.3	61.7	55.1	56.4	53.0
Education & training not fit in with family & other life commitments	54.6	55.6	53.7	55.1	51.4	61.2
Don't have enough time to do education or training	63.8	59.6	67.5	72.4	67.1	81.2
Education & training create financial problems	50.1	47.8	52.1	53.9	52.7	55.9
Not interested in education or training	52.6	57.8	48.1	42.2	42.5	41.7
Difficulties arranging transport	16.7	15.9	17.4	11.4	10.9	12.1

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): Low paid occupations N = 1773 (490); Higher paid occupations N = 1514 (419).

Table S18 Perceptions of education and training by employees not currently undertaking education or training by personal income, AWALI 2009 (per cent agree)

	Personal income								
	<\$30 000			\$30 000–\$59 999			\$60 000+		
	% <i>All</i>	% <i>Men</i>	% <i>Women</i>	% <i>All</i>	% <i>Men</i>	% <i>Women</i>	% <i>All</i>	% <i>Men</i>	% <i>Women</i>
Employer provide support	49.3	47.1	49.9	62.6	63.6	61.3	69.0	69.9	66.8
Training provide rewards (eg promotion, interesting work)	58.5	40.5	64.1	62.0	62.2	61.7	55.1	57.8	48.7
Education & training not fit in with family & other life commitments	47.6	54.1	45.5	55.0	48.7	62.4	59.4	55.8	68.0
Don't have enough time to do education or training	58.7	39.4	64.5	68.1	62.5	74.8	73.2	68.6	84.4
Education & training create financial problems	50.2	52.2	49.5	55.7	50.7	61.7	49.9	49.2	51.5
Not interested in education or training	50.9	65.3	46.1	47.1	47.9	46.3	46.4	48.6	41.3
Difficulties arranging transport	19.6*	21.0	19.2	15.3*	15.2	15.4	12.0*	11.5	13.2

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): income <\$30 000 N = 631 (174); income \$30 000–\$59 999 N = 1201 (331); income \$60 000+ N = 1131 (313).

Concerns and supports for future education and training

Concerns about future education or training

The costs category contains concerns related to the cost of education or training itself (e.g. course fees), loss of income, childcare costs, transport costs, or general costs not otherwise specified. The time category contains concerns related to finding the time to work and study, finding time to study and meet family responsibilities, lack of time for social/personal life, length of time to complete a course, or time concerns in general. The personal category contains concerns related to a lack of interest or confidence. Access/opportunity concerns relate to a lack of access to study locations or suitable courses, or the perception of a lack of employment or career opportunities as a result of education or training. Column totals may add up to more than 100% as some participants identified more than one main concern in their response.

Table S19 Main concern about education and training reported by employees currently undertaking education or training, AWALI 2009

Concern	All	Men	Women	18–24 years	25–44 years	45 years & older	Child	No child
	%	%	%	%	%	%	%	%
Costs	34.0*	30.3*	37.2*	38.4*	35.0*	22.8*	34.2*	33.9*
Time	30.6*	27.5*	33.3*	18.9*	42.8*	30.8*	37.3*	24.9*
Personal	9.0*	8.6*	9.4*	9.5*	4.4*	17.5*	7.1*	10.7*
Access/opportunity	9.5*	10.6*	8.5*	9.8*	9.5*	8.8*	7.6*	11.1*
No concerns	10.7*	11.6*	9.9*	13.0*	8.2*	10.7*	8.2*	12.8*
Other concerns	7.0*	8.8*	5.5*	7.9	4.7	9.7*	4.6*	9.1*

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): All N = 2065 (570); Men N = 949 (262); Women N = 1116 (308); 18–24 years N = 852 (235); 25–44 years N = 812 (224); 45 years and older N = 401 (111); Child N = 951 (263); No child N = 1114 (308).

Table S20 Main concern about education and training reported by employees currently undertaking education or training by occupational status, AWALI 2009

Concern	Occupational status					
	Low paid occupation			Higher paid occupation		
	% <i>All</i>	% <i>Men</i>	% <i>Women</i>	% <i>All</i>	% <i>Men</i>	% <i>Women</i>
Costs	36.8	33.4*	38.9	30.9*	27.8*	34.5*
Time	25.8	25.0	26.3	36.2*	29.5*	44.2*
Personal	10.4	9.8	10.8	7.5	7.6	7.3
Access/opportunity	10.3	12.1	9.1	8.6	9.4	7.6
No concerns	8.0	7.2	8.6	13.7	15.2	12.0
Other concerns	6.7	8.3	5.7	7.5	9.3	5.3

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): Low paid occupations N = 1108 (306); Higher paid occupations N = 956 (264).

Table S21 Main concern reported about education and training by employees currently undertaking education or training by personal income, AWALI 2009

Concern	Personal income		
	<\$30 000	\$30 000–\$59 999	\$60 000+
	%	%	%
Costs	38.9*	37.3*	27.0*
Time	21.4*	29.6*	45.3
Personal	9.0*	7.7*	9.2*
Access/opportunity	10.8*	10.3*	6.8*
No concerns	10.2*	11.8*	9.7*
Other concerns	6.5*	7.4*	7.3*

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): income <\$30 000 N = 915 (253); income \$30 000–\$59 999 N = 498 (138); income \$60 000+ N = 499 (138).

Table S22 Main concern about education and training reported by employees not currently undertaking education or training, AWALI 2009

Concern	All	Men	Women	18–24 years	25–44 years	45 years & older	Child	No child
	%	%	%	%	%	%	%	%
Costs	25.5	23.1*	28.4*	38.8	30.1*	16.5*	27.1*	24.3*
Time	35.8	33.7	38.2*	32.3	43.4*	27.0	43.4*	29.5
Personal	15.2	16.5	13.6	3.6*	7.6*	27.7	9.1*	20.2*
Access/opportunity	5.4*	5.6*	5.2*	6.7*	4.8*	5.9*	4.3*	6.4*
No concerns	8.7*	9.1*	8.1*	8.5*	8.4*	9.1*	8.1*	9.1*
Other concerns	7.1*	8.7*	5.2*	9.3	5.8*	8.1*	7.1*	7.1*

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. All N = 3127 (906); Men N = 1677 (499); Women N = 1450 (407); 18–24 years N = 188 (35); 25–44 years N = 1487 (365); 45 years and older N = 1452 (506); Child N = 1320 (348); No child N = 1807 (558).

Table S23 Main concern about education and training reported by employees not currently undertaking education or training by occupational status, AWALI 2009

Concern	Occupational status					
	Low paid occupation			Higher paid occupation		
	%	%	%	%	%	%
	<i>All</i>	<i>Men</i>	<i>Women</i>	<i>All</i>	<i>Men</i>	<i>Women</i>
Costs	23.1	21.0*	25.1	28.0	24.8*	33.1*
Time	29.6	26.5*	32.4	42.2	39.6	46.2*
Personal	17.9	20.4*	15.6	12.4*	13.4	10.8
Access/opportunity	6.1	5.5*	6.7	4.7*	5.7*	3.1*
No concerns	8.7	8.9*	8.6	8.6*	9.4*	7.4*
Other concerns	7.9	9.4	6.6	6.2	8.1	3.2

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): Low paid occupations N = 1773 (490); Higher paid occupations N = 1514 (419).

Table S24 Main concern reported about education and training by employees not currently undertaking education or training by personal income, AWALI 2009

Concern	Personal income		
	<\$30 000	\$30 000–\$59 999	\$60 000+
	%	%	%
Costs	27.2	26.3*	24.0
Time	27.9	32.2*	44.2
Personal	16.2*	15.0*	12.4*
Access/opportunity	7.7*	5.3*	4.6*
No concerns	6.9*	8.8*	9.9*
Other concerns	6.6*	8.6*	6.5*

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): income <\$30 000 N = 631 (174); income \$30 000–\$59 999 N = 1201 (331); income \$60 000+ N = 1131 (313).

Supports for future education or training

Column totals may add up to more than 100% as some participants identified more than one main support in their response.

Table S25 Main support for education and training reported by employees currently undertaking education or training, AWALI 2009

Concern	All	Men	Women	18–24 years	25–44 years	45 years & older	Child	No child
	%	%	%	%	%	%	%	%
Assistance with funding/costs	42.9	32.8*	51.5	46.2	42.4*	37.0	47.3*	39.1*
More time off work/to complete study	19.5*	20.8*	18.3*	6.4*	31.0*	23.9*	18.5*	20.3*
Improved accessibility (location, online options, flexible scheduling)	7.7*	11.2*	4.8*	8.0*	7.7*	7.3*	9.7*	6.1*
No supports/no intention to train	22.9*	26.8*	19.6	27.9*	17.5*	23.4*	19.4*	26.0*
Other supports	12.3*	12.3*	12.3*	14.0*	7.8*	17.7*	11.3*	13.2*

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): All N = 2065 (570); Men N = 949 (262); Women N = 1116 (308); 18–24 years N = 852 (235); 25–44 years N = 812 (224); 45 years and older N = 401 (111); Child N = 951 (263); No child N = 1114 (308).

Table S26 Main support for education and training reported by employees currently undertaking education or training by occupational status, AWALI 2009

Support	Occupational status					
	Low paid occupation			Higher paid occupation		
	% All	% Men	% Women	% All	% Men	% Women
Assistance with funding/ costs	45.3	35.3*	51.6	40.1	30.7*	51.2
More time off work/to complete study	13.3*	13.0*	13.6	26.6*	27.2*	25.7*
Improved accessibility (location, online options, flexible scheduling)	7.1	9.4*	5.7	8.5*	12.7*	**
No supports/no intention to train	28.5	35.9*	23.8	16.5*	19.4*	13.1*
Other supports	11.3	10.6*	11.7	13.5*	13.7*	13.3*

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): Low paid occupations N = 1108 (306); Higher paid occupations N = 956 (264).

Table S27 Main support for education and training by employees currently undertaking education or training by personal income, AWALI 2009

Support	Personal income		
	<\$30 000 %	\$30 000–\$59 999 %	\$60 000+ %
Assistance with funding/ costs	50.5	41.6*	44.0*
More time off work/to complete study	7.1*	20.8*	38.5
Improved accessibility (location, online options, flexible scheduling)	6.7*	11.0*	5.7*
No supports/no intention to train	27.1*	18.2*	20.0*
Other supports	12.6*	14.8*	6.9*

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): income <\$30 000 N = 915 (253); income \$30 000–\$59 999 N = 498 (138); income \$60 000+ N = 499 (138).

Table S28 Main support for education and training reported by employees not currently undertaking education or training, AWALI 2009

Support	All	Men	Women	18–24 years	25–44 years	45 years & older	Child	No child
	%	%	%	%	%	%	%	%
Assistance with funding/ costs	39.2	33.6	45.9	44.1	45.8	29.6	44.3	35.1
More time off work/to complete study	21.5	23.7	18.9*	8.7*	25.9*	19.2	24.1*	19.4
Improved accessibility (location, online options, flexible scheduling)	6.1*	6.2*	6.2*	6.8*	6.8*	5.2*	7.2*	5.4*
No supports/no intention to train	28.2	30.0	26.1*	29.0	21.8*	36.1	22.9*	32.6
Other supports	13.2*	14.3*	12.0*	15.7*	9.7*	17.1	10.5*	15.5*

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. All N = 3127 (906); Men N = 1677 (499); Women N = 1450 (407); 18–24 years N = 188 (35); 25–44 years N = 1487 (365); 45 years and older N = 1452 (506); Child N = 1320 (348); No child N = 1807 (558).

Table S29 Main support for education and training reported by employees not currently undertaking education or training by occupational status, AWALI 2009

Support	Occupational status					
	Low paid occupation			Higher paid occupation		
	% <i>All</i>	% <i>Men</i>	% <i>Women</i>	% <i>All</i>	% <i>Men</i>	% <i>Women</i>
Assistance with funding/ costs	35.6	29.2	41.6	42.8	37.2	51.8
More time off work/to complete study	15.4	17.1*	13.7	27.9	29.0	26.0*
Improved accessibility (location, online options, flexible scheduling)	5.6	4.7*	6.4	6.8*	7.3*	6.0*
No supports/no intention to train	35.0	39.4	30.8	21.2	22.3	19.6*
Other supports	14.8	14.2*	15.3	11.7*	14.3*	7.4*

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): Low paid occupations N = 1773 (490); Higher paid occupations N = 1514 (419).

Table S30 Main support for education and training by employees not currently undertaking education or training by personal income, AWALI 2009

Support	Personal income		
	<\$30 000 %	\$30 000–\$59 999 %	\$60 000+ %
Assistance with funding/ costs	39.6	38.8*	39.1
More time off work/to complete study	8.8*	18.6*	32.3
Improved accessibility (location, online options, flexible scheduling)	8.2*	6.0*	5.9*
No supports/no intention to train	37.0	27.6*	21.8
Other supports	12.9*	16.2*	11.5*

Notes: *Estimate not reliable as RSE > 25% and should be used with caution. Weighted ('000) sample size and unweighted sample size (in parentheses): income <\$30 000 N = 631 (174); income \$30 000–\$59 999 N = 1201 (331); income \$60 000+ N = 1131 (313).

Predicting likelihood of future participation – a multivariate analysis

Two sets of tables are provided for each analysis. The first table presents a summary of the OLS regression analysis, and the second table provides the R^2 and R^2 change statistics for each step of the analysis. The R^2 statistic indicates the amount of variance or change in an outcome variable accounted for by the predictors. For example, an R^2 value of .25 indicates that 25% of the variance (or change) on an outcome measure is accounted for by the predictors.

Dummy coding was used for some of the predictor variables. The reference categories were:

- ◆ Gender: men
- ◆ Age: those aged 45 years or older
- ◆ Educational status: highest qualification secondary school
- ◆ Parenting responsibilities: no parenting responsibilities
- ◆ Relationship status: not partnered
- ◆ Personal income: income \$60 000+
- ◆ Occupational status: higher paid occupation
- ◆ Work hours preference: no change.

Likelihood of future participation

Table S31 OLS regression analysis of future likelihood of participation in education and training for all employees not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. error	Beta		
1	(Constant)	1.671	.095		17.539	.000
	Gender (female) (male = 0)	.037	.063	.016	.587	.557
	Age 18–24yrs(45yrs+ = 0)	.736	.126	.157	5.824	.000
	Age 25–44yrs (45yrs+ = 0)	.136	.065	.058	2.082	.038
	Highest level of Education: VET (high school education = 0)	.212	.074	.087	2.855	.004
	Highest level of education: University (high school education = 0)	.341	.081	.139	4.215	.000
	Children (no children = 0)	.162	.066	.068	2.462	.014
	Relationship status (0 = not partnered)	-.106	.067	-.043	-1.572	.116
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.102	.092	-.034	-1.107	.269
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.071	.071	-.030	-1.000	.317
	2	(Constant)	1.394	.166		8.398
Gender (female) (male = 0)		.077	.065	.032	1.182	.237
Age 18–24yrs(45yrs+ = 0)		.697	.127	.149	5.482	.000
Age 25–44yrs (45yrs+ = 0)		.117	.065	.050	1.790	.074
Highest level of Education: VET (high school education = 0)		.180	.075	.075	2.393	.017
Highest level of education: University (high school education = 0)		.294	.087	.119	3.384	.001
Children (no children = 0)		.168	.066	.071	2.560	.011
Relationship status (not partnered = 0)		-.099	.067	-.040	-1.468	.142
Personal income: < \$ 30 000 (\$60 000+ = 0)		.034	.111	.012	.310	.756
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)		-.001	.075	-.001	-.020	.984
Occupational status (higher paid = 0)		-.117	.069	-.050	-1.685	.092
Work hours		.006	.003	.075	2.193	.028
Hours fit with preferences: prefer more hours (hours match = 0)		.223	.097	.063	2.289	.022
Hours fit with preferences: prefer fewer hours (hours match = 0)		.069	.069	.028	.989	.323
3		(Constant)	1.358	.168		8.096
	Gender (female) (male = 0)	.060	.066	.026	.915	.360
	Age 18–24yrs(45yrs+ = 0)	.682	.128	.146	5.346	.000
	Age 25–44yrs (45yrs+ = 0)	.112	.066	.047	1.709	.088
	Highest level of Education: VET (high school education = 0)	.179	.075	.074	2.371	.018
	Highest level of education: University (high school education = 0)	.286	.087	.116	3.276	.001
	Children (no children = 0)	.155	.066	.065	2.332	.020
	Relationship status (not partnered = 0)	-.099	.067	-.040	-1.474	.141
	Personal income: < \$ 30 000 (\$60 000+ = 0)	.044	.111	.015	.392	.695

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. error	Beta		
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.004	.076	.002	.056	.955
Occupational status (higher paid = 0)	-.111	.070	-.047	-1.593	.111
Work hours	.005	.003	.063	1.781	.075
Hours fit with preferences: prefer more hours (hours match = 0)	.212	.098	.060	2.166	.030
Hours fit with preferences: prefer fewer hours (hours match = 0)	.048	.071	.020	.681	.496
Work–life index	.002	.002	.042	1.477	.140

Notes: Weighted ('000) sample size N = 5577; unweighted sample size N = 1541.

Table S32 Summary of OLS regression analysis of future likelihood of participation in education and training for all employees not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.219	.048	.042	1.14900	.048	8.570	9	1535	.000
2	.237	.056	.048	1.14532	.009	3.468	4	1531	.008
3	.240	.058	.049	1.14488	.001	2.181	1	1530	.140

Table S33 OLS regression analysis of future likelihood of participation in education and training for employees in low paid occupations not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.655	.131		12.679	.000
	Gender (female) (male = 0)	.034	.087	.015	.396	.692
	Age 18–24yrs(45yrs+ = 0)	.906	.149	.233	6.062	.000
	Age 25–44yrs (45yrs+ = 0)	.148	.093	.064	1.584	.114
	Highest level of Education: VET (high school education = 0)	.216	.087	.094	2.477	.013
	Highest level of education: University (high school education = 0)	.182	.125	.057	1.459	.145
	Children (no children = 0)	.238	.092	.103	2.593	.010
	Relationship status (0 = not partnered)	-.068	.089	-.029	-.761	.447
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.191	.127	-.077	-1.507	.132
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.183	.111	-.081	-1.642	.101
2	(Constant)	1.414	.210		6.727	.000
	Gender (female) (male = 0)	.049	.089	.022	.549	.583
	Age 18–24yrs(45yrs+ = 0)	.861	.150	.221	5.728	.000
	Age 25–44yrs (45yrs+ = 0)	.134	.093	.058	1.431	.153
	Highest level of Education: VET (high school education = 0)	.208	.087	.091	2.397	.017

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
3	Highest level of education: University (high school education = 0)	.184	.124	.058	1.480	.139
	Children (no children = 0)	.238	.091	.103	2.603	.009
	Relationship status (0 = not partnered)	-.057	.089	-.024	-.640	.523
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.142	.145	-.058	-.985	.325
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.169	.113	-.075	-1.496	.135
	Work hours	.004	.004	.047	.987	.324
	Hours fit with preferences: prefer more hours (hours match = 0)	.275	.115	.093	2.391	.017
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.146	.102	.058	1.429	.153
	(Constant)	1.392	.213		6.547	.000
	Gender (female) (male = 0)	.038	.091	.017	.424	.672
	Age 18–24yrs(45yrs+ = 0)	.851	.151	.219	5.627	.000
	Age 25–44yrs (45yrs+ = 0)	.131	.093	.057	1.406	.160
	Highest level of Education: VET (high school education = 0)	.209	.087	.091	2.403	.017
	Highest level of education: University (high school education = 0)	.178	.125	.056	1.431	.153
	Children (no children = 0)	.227	.093	.099	2.447	.015
	Relationship status (0 = not partnered)	-.060	.089	-.026	-.679	.498
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.134	.145	-.054	-.924	.356
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.165	.113	-.073	-1.455	.146
	Work hours	.003	.004	.041	.832	.406
	Hours fit with preferences: prefer more hours (hours match = 0)	.269	.116	.090	2.323	.020
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.134	.103	.053	1.292	.197
Work–life index	.001	.002	.027	.693	.489	

Notes: Weighted ('000) sample size N = 2812; unweighted sample size N = 777.

Table S34 Summary of OLS regression analysis of future likelihood of participation in education and training for employees in low paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.281	.079	.068	1.09320	.079	7.047	9	740	.000
2	.298	.089	.074	1.08948	.010	2.684	3	737	.046
3	.299	.089	.073	1.08987	.001	.480	1	736	.489

Table S35 OLS regression analysis of future likelihood of participation in education and training for employees in higher paid occupations not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.780	.160		11.147	.000
	Gender (female) (male = 0)	.058	.093	.023	.620	.535
	Age 18–24yrs(45yrs+ = 0)	.431	.225	.072	1.914	.056
	Age 25–44yrs (45yrs+ = 0)	.112	.092	.046	1.216	.224
	Highest level of Education: VET (high school education = 0)	.132	.145	.052	.910	.363
	Highest level of education: University (high school education = 0)	.302	.141	.125	2.135	.033
	Children (no children = 0)	.105	.096	.043	1.093	.275
	Relationship status (0 = not partnered)	-.146	.102	-.055	-1.428	.154
	Personal income: < \$ 30 000 (0 = \$60 000+)	.040	.161	.009	.247	.805
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.061	.100	.023	.611	.541
	2	(Constant)	1.280	.261		4.902
Gender (female) (male = 0)		.101	.095	.040	1.060	.290
Age 18–24yrs(45yrs+ = 0)		.352	.228	.059	1.542	.124
Age 25–44yrs (45yrs+ = 0)		.080	.093	.033	.862	.389
Highest level of Education: VET (high school education = 0)		.145	.145	.057	1.005	.315
Highest level of education: University (high school education = 0)		.339	.142	.140	2.378	.018
Children (no children = 0)		.114	.096	.047	1.188	.235
Relationship status (0 = not partnered)		-.143	.102	-.055	-1.406	.160
Personal income: < \$ 30 000 (0 = \$60 000+)		.237	.190	.057	1.251	.211
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)		.140	.105	.053	1.326	.185
Work hours		.010	.004	.107	2.283	.023
Hours fit with preferences: prefer more hours (hours match = 0)	.101	.174	.023	.582	.561	
Hours fit with preferences: prefer fewer hours (hours match = 0)	.011	.096	.005	.115	.908	
3	(Constant)	1.248	.262		4.757	.000
	Gender (female) (male = 0)	.081	.097	.032	.838	.403
	Age 18–24yrs(45yrs+ = 0)	.336	.228	.056	1.471	.142
	Age 25–44yrs (45yrs+ = 0)	.074	.093	.031	.795	.427
	Highest level of Education: VET (high school education = 0)	.136	.145	.054	.943	.346
	Highest level of education: University (high school education = 0)	.322	.143	.134	2.255	.024
	Children (no children = 0)	.099	.096	.041	1.031	.303
	Relationship status (0 = not partnered)	-.136	.102	-.052	-1.336	.182
	Personal income: < \$ 30 000 (0 = \$60 000+)	.242	.190	.058	1.276	.202
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.144	.106	.055	1.367	.172
	Work hours	.008	.005	.090	1.835	.067

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Hours fit with preferences: prefer more hours (hours match = 0)	.087	.174	.020	.499	.618
Hours fit with preferences: prefer fewer hours (hours match = 0)	-.016	.098	-.007	-.161	.872
Work-life index	.003	.002	.050	1.229	.219

Notes: Weighted ('000) sample size N = 2764; unweighted sample size N = 763.

Table S36 Summary of OLS regression analysis of future likelihood of participation in education and training for employees in higher paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.148	.022	.011	1.19763	.022	1.963	9	785	.041
2	.172	.029	.015	1.19536	.007	1.994	3	782	.113
3	.177	.031	.015	1.19497	.002	1.511	1	781	.219

Table S37 OLS regression analysis of future likelihood of participation in education and training for employee men not currently undertaking education or training, AWALI 2009

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	1.565	.126		12.452	.000
	Age 18–24yrs(45yrs+ = 0)	.958	.167	.218	5.751	.000
	Age 25–44yrs (45yrs+ = 0)	.261	.086	.111	3.032	.003
	Highest level of Education: VET (high school education = 0)	.179	.097	.075	1.849	.065
	Highest level of education: University (high school education = 0)	.216	.106	.087	2.040	.042
	Children (no children = 0)	.244	.087	.103	2.795	.005
	Relationship status (0 = not partnered)	-.009	.097	-.003	-.093	.926
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.075	.144	-.020	-.521	.602
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.119	.089	-.049	-1.345	.179
	2	(Constant)	1.366	.213		6.413
Age 18–24yrs(45yrs+ = 0)		.938	.168	.213	5.600	.000
Age 25–44yrs (45yrs+ = 0)		.246	.087	.104	2.828	.005
Highest level of Education: VET (high school education = 0)		.154	.100	.064	1.538	.124
Highest level of education: University (high school education = 0)		.187	.114	.075	1.635	.102
Children (no children = 0)		.227	.088	.096	2.587	.010
Relationship status (0 = not partnered)		.001	.097	.000	.012	.991
Personal income: < \$ 30 000 (0 = \$60 000+)		-.011	.164	-.003	-.068	.946
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)		-.072	.093	-.030	-.773	.440

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
3	Occupational status (higher paid = 0)	-.086	.089	-.036	-.961	.337
	Work hours	.004	.004	.049	1.190	.234
	Hours fit with preferences: prefer more hours (hours match = 0)	.220	.138	.060	1.589	.112
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.075	.089	.031	.842	.400
	(Constant)	1.311	.216		6.066	.000
	Age 18–24yrs(45yrs+ = 0)	.926	.168	.210	5.524	.000
	Age 25–44yrs (45yrs+ = 0)	.235	.087	.100	2.696	.007
	Highest level of Education: VET (high school education = 0)	.147	.100	.062	1.475	.141
	Highest level of education: University (high school education = 0)	.174	.115	.070	1.521	.129
	Children (no children = 0)	.220	.088	.093	2.506	.012
	Relationship status (0 = not partnered)	.005	.097	.002	.052	.959
	Personal income: < \$ 30 000 (0 = \$60 000+)	.001	.164	.000	.007	.995
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.062	.093	-.026	-.667	.505
	Occupational status (higher paid = 0)	-.078	.089	-.033	-.869	.385
	Work hours	.003	.004	.035	.821	.412
	Hours fit with preferences: prefer more hours (hours match = 0)	.207	.138	.056	1.492	.136
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.046	.091	.019	.507	.612
	Work–life index	.003	.002	.055	1.457	.146

Notes: Weighted ('000) sample size N = 3100; unweighted sample size N = 856.

Table S38 Summary of OLS regression analysis of future likelihood of participation in education and training for employee men not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj.R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.269	.073	.064	1.13061	.073	8.397	8	858	.000
2	.280	.079	.066	1.12959	.006	1.386	4	854	.237
3	.284	.081	.067	1.12885	.002	2.122	1	853	.146

Table S39 OLS regression analysis of future likelihood of participation in education and training for employee women not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.69	.150		11.285	.000
	Age 18–24yrs(45yrs+ = 0)	.38	.202	.076	1.924	.055
	Age 25–44yrs (45yrs+ = 0)	.00	.102	.003	.071	.943
	Highest level of Education: VET (high school education = 0)	.23	.115	.096	2.071	.039
	Highest level of education: University (high school education = 0)	.55	.126	.225	4.364	.000
	Children (no children = 0)	.01	.103	.005	.107	.915
	Relationship status (0 = not partnered)	-.16	.095	-.069	-1.759	.079
	Personal income: < \$ 30 000 (0 = \$60 000+)	.03	.135	.015	.290	.772
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.06	.122	.028	.541	.589
	2	(Constant)	1.46	.254		5.762
Age 18–24yrs(45yrs+ = 0)		.35	.205	.069	1.726	.085
Age 25–44yrs (45yrs+ = 0)		-.01	.102	-.004	-.101	.920
Highest level of Education: VET (high school education = 0)		.20	.116	.084	1.783	.075
Highest level of education: University (high school education = 0)		.47	.136	.195	3.495	.001
Children (no children = 0)		.05	.104	.021	.478	.633
Relationship status (0 = not partnered)		-.16	.095	-.069	-1.746	.081
Personal income: < \$ 30 000 (0 = \$60 000+)		.20	.167	.079	1.225	.221
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)		.14	.129	.063	1.156	.248
Occupational status (higher paid = 0)		-.14	.111	-.062	-1.340	.181
Work hours		.00	.005	.070	1.268	.205
Hours fit with preferences: prefer more hours (hours match = 0)		.19	.139	.057	1.368	.172
Hours fit with preferences: prefer fewer hours (hours match = 0)		.09	.112	.037	.807	.420
3		(Constant)	1.41	.258		5.492
	Age 18–24yrs(45yrs+ = 0)	.327	.206	.064	1.583	.114
	Age 25–44yrs (45yrs+ = 0)	-.009	.102	-.004	-.084	.933
	Highest level of Education: VET (high school education = 0)	.212	.116	.086	1.823	.069
	Highest level of education: University (high school education = 0)	.470	.136	.192	3.451	.001
	Children (no children = 0)	.020	.108	.008	.180	.857
	Relationship status (0 = not partnered)	-.171	.095	-.071	-1.795	.073
	Personal income: < \$ 30 000 (0 = \$60 000+)	.215	.167	.083	1.286	.199
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.154	.129	.065	1.194	.233
	Occupational status (higher paid = 0)	-.141	.111	-.059	-1.268	.205
Work hours	.005	.005	.053	.935	.350	

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Hours fit with preferences: prefer more hours (hours match = 0)	.174	.140	.052	1.239	.216
Hours fit with preferences: prefer fewer hours (hours match = 0)	.073	.113	.030	.647	.518
Work-life index	.003	.002	.046	1.037	.300

Notes: Weighted ('000) sample size N =2477; unweighted sample size N = 684.

Table S40 Summary of OLS regression analysis of future likelihood of participation in education and training for employee women not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.210	.044	.033	1.16232	.044	3.865	8	669	.000
2	.230	.053	.036	1.16048	.009	1.531	4	665	.192
3	.233	.054	.036	1.16042	.002	1.075	1	664	.300

Table S41 OLS regression analysis of future likelihood of participation in education and training for employee men in low paid occupations not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.494	.170		8.780	.000
	Age 18–24yrs(45yrs+ = 0)	1.163	.209	.320	5.569	.000
	Age 25–44yrs (45yrs+ = 0)	.269	.132	.114	2.030	.043
	Highest level of Education: VET (high school education = 0)	.180	.121	.077	1.481	.140
	Highest level of education: University (high school education = 0)	.010	.177	.003	.057	.954
	Children (no children = 0)	.435	.132	.184	3.294	.001
	Relationship status (0 = not partnered)	.020	.137	.008	.143	.886
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.212	.177	-.071	-1.194	.233
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.198	.130	-.086	-1.519	.130
2	(Constant)	1.346	.236		5.696	.000
	Age 18–24yrs(45yrs+ = 0)	1.123	.214	.309	5.259	.000
	Age 25–44yrs (45yrs+ = 0)	.248	.133	.105	1.865	.063
	Highest level of Education: VET (high school education = 0)	.190	.122	.081	1.548	.123
	Highest level of education: University (high school education = 0)	.019	.179	.006	.107	.915

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
3	Children (no children = 0)	.424	.133	.179	3.191	.002
	Relationship status (0 = not partnered)	.045	.139	.018	.321	.749
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.202	.203	-.068	-.993	.321
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.192	.131	-.084	-1.465	.144
	Work hours	.057	.172	.021	.332	.740
	Hours fit with preferences: prefer more hours (hours match = 0)	.273	.171	.089	1.591	.112
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.184	.138	.071	1.330	.184
	(Constant)	1.242	.247		5.034	.000
	Age 18–24yrs(45yrs+ = 0)	1.107	.214	.305	5.180	.000
	Age 25–44yrs (45yrs+ = 0)	.239	.133	.101	1.791	.074
	Highest level of Education: VET (high school education = 0)	.180	.122	.077	1.468	.143
	Highest level of education: University (high school education = 0)	-.013	.180	-.004	-.072	.943
	Children (no children = 0)	.404	.133	.170	3.028	.003
	Relationship status (0 = not partnered)	.043	.139	.017	.308	.758
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.177	.204	-.060	-.871	.384
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.175	.131	-.076	-1.330	.185
	Work hours	.027	.173	.010	.158	.875
	Hours fit with preferences: prefer more hours (hours match = 0)	.260	.171	.085	1.519	.130
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.137	.142	.053	.966	.335
	Work–life index	.004	.003	.076	1.419	.157

Notes: Weighted ('000) sample size N = 1385; unweighted sample size N = 364.

Table S42 Summary of OLS regression analysis of future likelihood of participation in education and training for employee men in low paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.394	.155	.136	1.06880	.155	8.157	8	355	.000
2	.406	.164	.138	1.06751	.009	1.285	3	352	.279
3	.411	.169	.141	1.06598	.005	2.014	1	351	.157

Table S43 OLS regression analysis of future likelihood of participation in education and training for employee women in low paid occupations not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.655	.235		7.041	.000
	Age 18–24yrs(45yrs+ = 0)	.578	.222	.137	2.600	.010
	Age 25–44yrs (45yrs+ = 0)	.064	.132	.028	.485	.628
	Highest level of Education: VET (high school education = 0)	.247	.124	.109	1.989	.047
	Highest level of education: University (high school education = 0)	.432	.178	.142	2.422	.016
	Children (no children = 0)	-.002	.130	.000	-.012	.990
	Relationship status (0 = not partnered)	-.123	.118	-.054	-1.038	.300
	Personal income: < \$ 30 000 (0 = \$60 000+)	.024	.222	.011	.109	.914
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.009	.217	-.004	-.041	.967
	2	(Constant)	1.526	.267		5.713
Age 18–24yrs(45yrs+ = 0)		.546	.226	.129	2.415	.016
Age 25–44yrs (45yrs+ = 0)		.053	.133	.023	.399	.690
Highest level of Education: VET (high school education = 0)		.234	.125	.104	1.874	.062
Highest level of education: University (high school education = 0)		.421	.179	.139	2.354	.019
Children (no children = 0)		.014	.132	.006	.104	.918
Relationship status (0 = not partnered)		-.124	.119	-.055	-1.039	.299
Personal income: < \$ 30 000 (0 = \$60 000+)		.068	.242	.030	.280	.780
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)		-.005	.218	-.002	-.025	.980
Work hours		.062	.152	.028	.406	.685
Hours fit with preferences: prefer more hours (hours match = 0)		.223	.159	.078	1.402	.162
Hours fit with preferences: prefer fewer hours (hours match = 0)		.166	.144	.067	1.156	.249
3		(Constant)	1.494	.284		5.264
	Age 18–24yrs(45yrs+ = 0)	.535	.229	.127	2.341	.020
	Age 25–44yrs (45yrs+ = 0)	.053	.133	.023	.399	.690
	Highest level of Education: VET (high school education = 0)	.237	.125	.105	1.891	.059
	Highest level of education: University (high school education = 0)	.423	.179	.139	2.360	.019
	Children (no children = 0)	.001	.137	.001	.009	.993
	Relationship status (0 = not partnered)	-.129	.120	-.057	-1.069	.286
	Personal income: < \$ 30 000 (0 = \$60 000+)	.079	.244	.035	.323	.747

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.001	.219	.000	.004	.997
Work hours	.053	.154	.024	.343	.732
Hours fit with preferences: prefer more hours (hours match = 0)	.217	.161	.075	1.348	.178
Hours fit with preferences: prefer fewer hours (hours match = 0)	.158	.146	.064	1.087	.278
Work–life index	.001	.003	.019	.341	.733

Notes: Weighted ('000) sample size N = 1428; unweighted sample size N = 386.

Table S44 Summary of OLS regression analysis of future likelihood of participation in education and training for employee women in low paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.209	.044	.023	1.10348	.044	2.155	8	377	.030
2	.227	.052	.024	1.10333	.008	1.034	3	374	.377
3	.228	.052	.021	1.10463	.000	.117	1	373	.733

Table S45 OLS regression analysis of future likelihood of participation in education and training for employee men in higher paid occupations not currently undertaking education or training, AWALI 2009

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	1.660	.197	8.433	.000	
	Age 18–24yrs(45yrs+ = 0)	.629	.269	.116	2.343	.020
	Age 25–44yrs (45yrs+ = 0)	.244	.114	.104	2.150	.032
	Highest level of Education: VET (high school education = 0)	.116	.168	.048	.693	.488
	Highest level of education: University (high school education = 0)	.223	.168	.094	1.328	.185
	Children (no children = 0)	.106	.117	.045	.904	.366
	Relationship status (0 = not partnered)	-.010	.136	-.004	-.074	.941
	Personal income: < \$ 30 000 (0 = \$60 000+)	.232	.258	.044	.900	.368
2	(Constant)	1.469	.284	5.177	.000	
	Age 18–24yrs(45yrs+ = 0)	.597	.274	.110	2.183	.029
	Age 25–44yrs (45yrs+ = 0)	.226	.116	.096	1.953	.051
	Highest level of Education: VET (high school education = 0)	.108	.169	.045	.638	.524

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
3	Highest level of education: University (high school education = 0)	.227	.169	.096	1.342	.180
	Children (no children = 0)	.094	.118	.040	.795	.427
	Relationship status (0 = not partnered)	-.012	.137	-.004	-.087	.931
	Personal income: < \$ 30 000 (0 = \$60 000+)	.345	.305	.066	1.133	.258
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.017	.130	.006	.132	.895
	Work hours	.182	.220	.045	.830	.407
	Hours fit with preferences: prefer more hours (hours match = 0)	.049	.234	.011	.211	.833
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.053	.112	.022	.470	.638
	(Constant)	1.373	.300		4.583	.000
	Age 18–24yrs(45yrs+ = 0)	.581	.274	.107	2.120	.035
	Age 25–44yrs (45yrs+ = 0)	.211	.117	.089	1.807	.071
	Highest level of Education: VET (high school education = 0)	.106	.169	.044	.630	.529
	Highest level of education: University (high school education = 0)	.226	.169	.096	1.336	.182
	Children (no children = 0)	.088	.118	.037	.749	.454
	Relationship status (0 = not partnered)	-.005	.137	-.002	-.033	.973
	Personal income: < \$ 30 000 (0 = \$60 000+)	.369	.306	.071	1.208	.228
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.033	.131	.013	.254	.799
	Work hours	.168	.220	.042	.763	.446
	Hours fit with preferences: prefer more hours (hours match = 0)	.041	.234	.009	.174	.862
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.018	.118	.008	.156	.876
Work–life index	.003	.003	.049	.995	.320	

Notes: Weighted ('000) sample size N = 1715; unweighted sample size N = 503.

Table S46 Summary of OLS regression analysis of future likelihood of participation in education and training for employee men in higher paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.174	.030	.015	1.16965	.030	1.932	8	494	.053
2	.180	.032	.011	1.17202	.002	.336	3	491	.799
3	.185	.034	.011	1.17203	.002	.991	1	490	.320

Table S47 OLS regression analysis of future likelihood of participation in education and training for employee women in higher paid occupations not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.867	.284		6.582	.000
	Age 18–24yrs(45yrs+ = 0)	-.078	.438	-.011	-.179	.858
	Age 25–44yrs (45yrs+ = 0)	-.075	.160	-.030	-.471	.638
	Highest level of Education: VET (high school education = 0)	.135	.281	.048	.482	.630
	Highest level of education: University (high school education = 0)	.469	.263	.180	1.784	.076
	Children (no children = 0)	.070	.172	.028	.408	.684
	Relationship status (0 = not partnered)	-.251	.159	-.098	-1.576	.116
	Personal income: < \$ 30 000 (0 = \$60 000+)	.032	.223	.009	.144	.886
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.212	.168	.081	1.261	.208
	2	(Constant)	1.821	.363		5.021
Age 18–24yrs(45yrs+ = 0)		-.077	.443	-.011	-.173	.863
Age 25–44yrs (45yrs+ = 0)		-.076	.161	-.030	-.472	.637
Highest level of Education: VET (high school education = 0)		.145	.284	.051	.509	.611
Highest level of education: University (high school education = 0)		.473	.266	.182	1.782	.076
Children (no children = 0)		.070	.177	.027	.395	.693
Relationship status (0 = not partnered)		-.258	.162	-.101	-1.593	.112
Personal income: < \$ 30 000 (0 = \$60 000+)		.054	.270	.016	.200	.842
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)		.221	.179	.085	1.238	.217
Work hours		-.020	.220	-.007	-.090	.929
Hours fit with preferences: prefer more hours (hours match = 0)	.043	.277	.010	.156	.876	
Hours fit with preferences: prefer fewer hours (hours match = 0)	.108	.173	.043	.624	.533	
3	(Constant)	1.621	.385		4.212	.000
	Age 18–24yrs(45yrs+ = 0)	-.188	.448	-.026	-.420	.675
	Age 25–44yrs (45yrs+ = 0)	-.072	.160	-.029	-.447	.656
	Highest level of Education: VET (high school education = 0)	.119	.284	.042	.421	.674
	Highest level of education: University (high school education = 0)	.417	.267	.160	1.560	.120
	Children (no children = 0)	.009	.181	.004	.050	.960
	Relationship status (0 = not partnered)	-.246	.162	-.096	-1.521	.129
	Personal income: < \$ 30 000 (0 = \$60 000+)	.107	.271	.031	.394	.694

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.238	.179	.091	1.332	.184
Work hours	-.050	.220	-.019	-.225	.822
Hours fit with preferences: prefer more hours (hours match = 0)	.033	.276	.008	.118	.906
Hours fit with preferences: prefer fewer hours (hours match = 0)	.033	.179	.013	.186	.853
Work–life index	.006	.004	.103	1.523	.129

Notes: Weighted ('000) sample size N = 1049; unweighted sample size N = 292.

Table S48 Summary of OLS regression analysis of future likelihood of participation in education and training for employee women in higher paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.180	.032	.005	1.24331	.032	1.178	8	283	.312
2	.184	.034	-.004	1.24902	.001	.140	3	280	.936
3	.204	.042	.000	1.24609	.008	2.320	1	279	.129

Barriers to future participation

Work–life fit barriers

Table S49 OLS regression analysis of perception that education and training would not fit with family and life commitments for all employees not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.478	.116		21.388	.000
	Gender (female) (male = 0)	.166	.081	.075	2.049	.041
	Age 18–24yrs(45yrs+ = 0)	-.152	.203	-.026	-.750	.454
	Age 25–44yrs (45yrs+ = 0)	-.033	.086	-.015	-.379	.705
	Highest level of Education: VET (high school education = 0)	-.218	.092	-.095	-2.378	.018
	Highest level of education: University (high school education = 0)	-.071	.102	-.030	-.693	.489
	Children (no children = 0)	.520	.087	.231	5.978	.000
	Relationship status (0 = not partnered)	.102	.087	.042	1.174	.241
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.242	.114	-.089	-2.120	.034
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.005	.091	-.002	-.056	.956
	2	(Constant)	2.503	.206		12.132
Gender (female) (male = 0)		.145	.083	.065	1.739	.082
Age 18–24yrs(45yrs+ = 0)		-.126	.206	-.022	-.614	.540
Age 25–44yrs (45yrs+ = 0)		-.035	.087	-.015	-.399	.690
Highest level of Education: VET (high school education = 0)		-.198	.093	-.087	-2.126	.034
Highest level of education: University (high school education = 0)		-.036	.109	-.015	-.332	.740
Children (no children = 0)		.523	.087	.232	5.988	.000
Relationship status (not partnered = 0)		.098	.087	.041	1.128	.260
Personal income: < \$ 30 000 (\$60 000+ = 0)		-.295	.139	-.109	-2.122	.034
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)		-.041	.097	-.018	-.429	.668
Occupational status (higher paid = 0)		.108	.089	.049	1.210	.227
Work hours		-.002	.004	-.030	-.626	.531
Hours fit with preferences: prefer more hours (hours match = 0)		-.024	.129	-.007	-.184	.854
Hours fit with preferences: prefer fewer hours (hours match = 0)		.070	.092	.030	.765	.444
3		(Constant)	2.437	.208		11.700
	Gender (female) (male = 0)	.108	.085	.048	1.265	.206
	Age 18–24yrs(45yrs+ = 0)	-.171	.207	-.030	-.828	.408
	Age 25–44yrs (45yrs+ = 0)	-.044	.087	-.020	-.507	.612
	Highest level of Education: VET (high school education = 0)	-.203	.093	-.089	-2.175	.030
	Highest level of education: University (high school education = 0)	-.047	.109	-.020	-.427	.669
	Children (no children = 0)	.497	.088	.221	5.646	.000

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
	Relationship status (not partnered = 0)	.100	.087	.041	1.147	.252
	Personal income: < \$ 30 000 (\$60 000+ = 0)	-.258	.140	-.095	-1.845	.065
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.018	.097	-.008	-.187	.852
	Occupational status (higher paid = 0)	.114	.089	.052	1.280	.201
	Work hours	-.004	.004	-.056	-1.136	.256
	Hours fit with preferences: prefer more hours (hours match = 0)	-.040	.129	-.012	-.306	.759
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.032	.093	.014	.344	.731
	Work–life index	.004	.002	.085	2.109	.035

Notes: Weighted ('000) sample size N = 2825; unweighted sample size N = 813.

Table S50 Summary of OLS regression analysis of perception that education and training would not fit with family and life commitments for all employees not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.272	.074	.064	1.06632	.074	7.147	9	803	.000
2	.277	.077	.062	1.06759	.002	.523	4	799	.719
3	.286	.082	.066	1.06530	.005	4.449	1	798	.035

Table S51 OLS regression analysis of perception that education and training would not fit with family and life commitments for employees in low paid occupations not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.488	.161		15.421	.000
	Gender (female) (male = 0)	.159	.113	.073	1.408	.160
	Age 18–24yrs(45yrs+ = 0)	-.178	.265	-.033	-.673	.502
	Age 25–44yrs (45yrs+ = 0)	.055	.121	.025	.456	.649
	Highest level of Education: VET (high school education = 0)	-.216	.113	-.096	-1.918	.056
	Highest level of education: University (high school education = 0)	-.227	.161	-.073	-1.415	.158
	Children (no children = 0)	.326	.124	.144	2.636	.009
	Relationship status (0 = not partnered)	.196	.115	.085	1.709	.088
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.276	.163	-.117	-1.689	.092
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.066	.143	.030	.460	.646
	2	(Constant)	2.621	.260		10.091
Gender (female) (male = 0)		.111	.117	.051	.950	.342
Age 18–24yrs(45yrs+ = 0)		-.176	.268	-.032	-.656	.512
Age 25–44yrs (45yrs+ = 0)		.030	.123	.013	.243	.808

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
3	Highest level of Education: VET (high school education = 0)	-.218	.112	-.097	-1.938	.053
	Highest level of education: University (high school education = 0)	-.239	.161	-.077	-1.484	.139
	Children (no children = 0)	.342	.124	.151	2.758	.006
	Relationship status (0 = not partnered)	.190	.115	.082	1.647	.100
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.313	.182	-.133	-1.713	.087
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.048	.144	.022	.332	.740
	Work hours	-.004	.005	-.058	-.929	.354
	Hours fit with preferences: prefer more hours (hours match = 0)	.096	.159	.031	.605	.546
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.225	.134	.090	1.672	.095
	(Constant)	2.510	.264		9.508	.000
	Gender (female) (male = 0)	.058	.120	.027	.487	.627
	Age 18–24yrs(45yrs+ = 0)	-.246	.269	-.045	-.915	.361
	Age 25–44yrs (45yrs+ = 0)	.022	.122	.010	.183	.855
	Highest level of Education: VET (high school education = 0)	-.219	.112	-.098	-1.952	.052
	Highest level of education: University (high school education = 0)	-.256	.161	-.082	-1.594	.112
	Children (no children = 0)	.300	.125	.133	2.405	.017
	Relationship status (0 = not partnered)	.174	.115	.075	1.514	.131
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.233	.186	-.099	-1.254	.210
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.094	.145	.043	.646	.518
	Work hours	-.006	.005	-.084	-1.311	.191
Hours fit with preferences: prefer more hours (hours match = 0)	.073	.158	.024	.462	.644	
Hours fit with preferences: prefer fewer hours (hours match = 0)	.164	.137	.066	1.199	.231	
Work–life index	.006	.003	.115	2.087	.038	

Notes: Weighted ('000) sample size N = 1517; unweighted sample size N =430.

Table S52 Summary of OLS regression analysis of perception that education and training would not fit with family and life commitments for employees in low paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.252	.064	.044	1.06393	.064	3.177	9	420	.001
2	.266	.071	.044	1.06367	.007	1.068	3	417	.362
3	.284	.080	.052	1.05942	.010	4.355	1	416	.038

Table S53 OLS regression analysis of perception that education and training would not fit with family and life commitments for employees in higher paid occupations not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.333	.189		12.352	.000
	Gender (female) (male = 0)	.184	.119	.079	1.543	.124
	Age 18–24yrs(45yrs+ = 0)	-.106	.317	-.017	-.335	.738
	Age 25–44yrs (45yrs+ = 0)	-.125	.124	-.056	-1.015	.311
	Highest level of Education: VET (high school education = 0)	-.036	.172	-.015	-.209	.834
	Highest level of education: University (high school education = 0)	.179	.168	.080	1.067	.286
	Children (no children = 0)	.729	.125	.323	5.838	.000
	Relationship status (0 = not partnered)	-.040	.133	-.016	-.297	.767
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.193	.197	-.052	-.981	.327
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.140	.128	-.057	-1.100	.272
	2	(Constant)	2.318	.325		7.137
Gender (female) (male = 0)		.184	.122	.079	1.509	.132
Age 18–24yrs(45yrs+ = 0)		-.097	.324	-.016	-.300	.764
Age 25–44yrs (45yrs+ = 0)		-.128	.126	-.057	-1.016	.310
Highest level of Education: VET (high school education = 0)		-.012	.173	-.005	-.068	.946
Highest level of education: University (high school education = 0)		.193	.170	.086	1.136	.257
Children (no children = 0)		.716	.126	.317	5.689	.000
Relationship status (0 = not partnered)		-.032	.134	-.013	-.241	.810
Personal income: < \$ 30 000 (0 = \$60 000+)		-.064	.242	-.017	-.264	.792
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)		-.115	.136	-.047	-.847	.397
Work hours		.001	.006	.011	.160	.873
Hours fit with preferences: prefer more hours (hours match = 0)		-.322	.227	-.080	-1.423	.155
Hours fit with preferences: prefer fewer hours (hours match = 0)		-.068	.128	-.030	-.531	.596
3		(Constant)	2.303	.326		7.070
	Gender (female) (male = 0)	.166	.125	.071	1.326	.186
	Age 18–24yrs(45yrs+ = 0)	-.109	.325	-.018	-.334	.738
	Age 25–44yrs (45yrs+ = 0)	-.132	.126	-.059	-1.046	.296
	Highest level of Education: VET (high school education = 0)	-.017	.173	-.007	-.098	.922
	Highest level of education: University (high school education = 0)	.185	.170	.083	1.086	.278
	Children (no children = 0)	.704	.127	.312	5.541	.000
	Relationship status (0 = not partnered)	-.024	.135	-.009	-.176	.861
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.065	.242	-.017	-.270	.787
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.110	.136	-.045	-.804	.422

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Work hours	.000	.006	-.007	-.089	.929
Hours fit with preferences: prefer more hours (hours match = 0)	-.325	.227	-.081	-1.434	.152
Hours fit with preferences: prefer fewer hours (hours match = 0)	-.083	.130	-.037	-.638	.524
Work-life index	.002	.003	.041	.700	.484

Notes: Weighted ('000) sample size N = 1298; unweighted sample size N = 383.

Table S54 Summary of OLS regression analysis of perception that education and training would not fit with family and life commitments for employees in higher paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.343	.117	.096	1.06382	.117	5.512	9	373	.000
2	.350	.123	.094	1.06497	.005	.733	3	370	.533
3	.352	.124	.093	1.06570	.001	.491	1	369	.484

Table S55 OLS regression analysis of perception that education and training would not fit with family and life commitments for employee men not currently undertaking education or training, AWALI 2009

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	2.464	.156		15.838	.000
	Age 18–24yrs(45yrs+ = 0)	-.009	.281	-.002	-.031	.975
	Age 25–44yrs (45yrs+ = 0)	.029	.116	.013	.247	.805
	Highest level of Education: VET (high school education = 0)	-.245	.122	-.110	-2.013	.045
	Highest level of education: University (high school education = 0)	-.077	.135	-.033	-.576	.565
	Children (no children = 0)	.367	.119	.164	3.097	.002
	Relationship status (0 = not partnered)	.152	.124	.062	1.225	.221
	Personal income: < \$ 30 000 (0 = \$60 000+)	.001	.180	.000	.005	.996
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.025	.113	-.011	-.217	.828
2	(Constant)	2.358	.275		8.566	.000
	Age 18–24yrs(45yrs+ = 0)	.024	.284	.004	.085	.932
	Age 25–44yrs (45yrs+ = 0)	.004	.118	.002	.033	.973
	Highest level of Education: VET (high school education = 0)	-.230	.126	-.103	-1.828	.068
	Highest level of education: University (high school education = 0)	-.050	.144	-.022	-.350	.727

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
	Children (no children = 0)	.379	.120	.169	3.159	.002
	Relationship status (0 = not partnered)	.147	.125	.060	1.177	.240
	Personal income: < \$ 30 000 (0 = \$60 000+)	.026	.210	.007	.125	.901
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.032	.120	-.014	-.263	.793
	Occupational status (higher paid = 0)	.108	.116	.050	.936	.350
	Work hours	.000	.005	.001	.017	.986
	Hours fit with preferences: prefer more hours (hours match = 0)	-.034	.198	-.009	-.172	.864
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.131	.119	.058	1.097	.273
3	(Constant)	2.284	.281		8.123	.000
	Age 18–24yrs(45yrs+ = 0)	.006	.284	.001	.022	.983
	Age 25–44yrs (45yrs+ = 0)	-.008	.119	-.003	-.065	.949
	Highest level of Education: VET (high school education = 0)	-.239	.126	-.107	-1.898	.058
	Highest level of education: University (high school education = 0)	-.061	.144	-.026	-.425	.671
	Children (no children = 0)	.371	.120	.165	3.082	.002
	Relationship status (0 = not partnered)	.155	.125	.063	1.241	.215
	Personal income: < \$ 30 000 (0 = \$60 000+)	.067	.212	.019	.315	.753
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.007	.121	-.003	-.057	.955
	Occupational status (higher paid = 0)	.114	.116	.052	.985	.325
	Work hours	-.001	.005	-.015	-.255	.799
	Hours fit with preferences: prefer more hours (hours match = 0)	-.046	.198	-.012	-.230	.818
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.102	.122	.045	.837	.403
	Work–life index	.003	.003	.069	1.268	.205

Notes: Weighted ('000) sample size N = 1548; unweighted sample size N = 461.

Table S56 Summary of OLS regression analysis of perception that education and training would not fit with family and life commitments for employee men not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.215	.046	.029	1.06724	.046	2.728	8	449	.006
2	.225	.051	.025	1.06956	.004	.514	4	445	.725
3	.233	.054	.026	1.06883	.003	1.608	1	444	.205

Table S57 OLS regression analysis of perception that education and training would not fit with family and life commitments for employee women not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.707	.184		14.751	.000
	Age 18–24yrs(45yrs+ = 0)	-.280	.297	-.049	-.942	.347
	Age 25–44yrs (45yrs+ = 0)	-.098	.133	-.044	-.742	.459
	Highest level of Education: VET (high school education = 0)	-.215	.139	-.092	-1.549	.122
	Highest level of education: University (high school education = 0)	-.119	.159	-.049	-.752	.453
	Children (no children = 0)	.746	.132	.329	5.651	.000
	Relationship status (0 = not partnered)	.097	.123	.041	.786	.432
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.467	.167	-.198	-2.805	.005
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.079	.156	-.034	-.505	.614
2	(Constant)	2.764	.306		9.024	.000
	Age 18–24yrs(45yrs+ = 0)	-.265	.304	-.046	-.872	.384
	Age 25–44yrs (45yrs+ = 0)	-.094	.134	-.041	-.701	.484
	Highest level of Education: VET (high school education = 0)	-.202	.142	-.086	-1.421	.156
	Highest level of education: University (high school education = 0)	-.072	.171	-.030	-.422	.674
	Children (no children = 0)	.728	.136	.331	5.367	.000
	Relationship status (0 = not partnered)	.108	.126	.046	.860	.390
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.564	.208	-.239	-2.719	.007
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.135	.169	-.059	-.800	.424
	Occupational status (higher paid = 0)	.114	.145	.050	.786	.432
	Work hours	-.002	.006	-.030	-.409	.683
	Hours fit with preferences: prefer more hours (hours match = 0)	-.039	.177	-.012	-.221	.825
	Hours fit with preferences: prefer fewer hours (hours match = 0)	-.035	.146	-.015	-.238	.812
3	(Constant)	2.680	.310		8.651	.000
	Age 18–24yrs(45yrs+ = 0)	-.345	.307	-.060	-1.124	.262
	Age 25–44yrs (45yrs+ = 0)	-.094	.133	-.042	-.709	.479
	Highest level of Education: VET (high school education = 0)	-.196	.142	-.083	-1.382	.168
	Highest level of education: University (high school education = 0)	-.077	.171	-.032	-.450	.653
	Children (no children = 0)	.668	.140	.294	4.763	.000
	Relationship status (0 = not partnered)	.100	.126	.042	.795	.427

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Personal income: < \$ 30 000 (0 = \$60 000+)	-.534	.208	-.226	-2.569	.011
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.117	.169	-.051	-.693	.489
Occupational status (higher paid = 0)	.125	.145	.054	.860	.390
Work hours	-.006	.006	-.069	-.906	.366
Hours fit with preferences: prefer more hours (hours match = 0)	-.064	.177	-.020	-.361	.719
Hours fit with preferences: prefer fewer hours (hours match = 0)	-.078	.148	-.033	-.525	.600
Work–life index	.005	.003	.102	1.642	.102

Notes: Weighted ('000) sample size N = 1277; unweighted sample size N = 352.

Table S58 Summary of OLS regression analysis of perception that education and training would not fit with family and life commitments for employee women not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.353	.125	.105	1.06273	.125	6.168	8	346	.000
2	.357	.127	.097	1.06736	.003	.250	4	342	.909
3	.366	.134	.111	1.06473	.007	2.695	1	341	.102

Table S59 OLS regression analysis of future likelihood of perception that education and training would not fit with family and life commitments for employee men in low paid occupations not currently undertaking education or training, AWALI 2009

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	2.689	.208	12.931	.000	
	Age 18–24yrs(45yrs+ = 0)	.091	.429	.015	.212	.833
	Age 25–44yrs (45yrs+ = 0)	.085	.175	.038	.486	.627
	Highest level of Education: VET (high school education = 0)	-.234	.161	-.107	-1.453	.148
	Highest level of education: University (high school education = 0)	-.373	.219	-.127	-1.701	.091
	Children (no children = 0)	.026	.187	.011	.140	.889
	Relationship status (0 = not partnered)	.190	.174	.081	1.090	.277
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.205	.229	-.072	-.897	.371
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.154	.165	-.073	-.931	.353
2	(Constant)	2.619	.344	7.610	.000	
	Age 18–24yrs(45yrs+ = 0)	.115	.438	.020	.263	.793

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
	Age 25–44yrs (45yrs+ = 0)	.038	.179	.017	.210	.834
	Highest level of Education: VET (high school education = 0)	-.228	.165	-.104	-1.383	.168
	Highest level of education: University (high school education = 0)	-.365	.224	-.124	-1.629	.105
	Children (no children = 0)	.034	.190	.015	.179	.858
	Relationship status (0 = not partnered)	.221	.177	.094	1.249	.213
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.182	.248	-.064	-.735	.463
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.151	.168	-.072	-.900	.369
	Work hours	.000	.007	-.006	-.075	.940
	Hours fit with preferences: prefer more hours (hours match = 0)	.093	.253	.028	.366	.715
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.255	.195	.103	1.309	.192
3	(Constant)	2.313	.356		6.506	.000
	Age 18–24yrs(45yrs+ = 0)	.092	.431	.016	.214	.831
	Age 25–44yrs (45yrs+ = 0)	.033	.176	.015	.187	.852
	Highest level of Education: VET (high school education = 0)	-.255	.163	-.117	-1.570	.118
	Highest level of education: University (high school education = 0)	-.420	.221	-.143	-1.898	.059
	Children (no children = 0)	-.029	.189	-.013	-.153	.878
	Relationship status (0 = not partnered)	.232	.174	.099	1.333	.184
	Personal income: < \$ 30 000 (0 = \$60 000+)	.002	.252	.001	.009	.993
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.057	.168	-.027	-.338	.736
	Work hours	-.003	.006	-.034	-.400	.689
	Hours fit with preferences: prefer more hours (hours match = 0)	.063	.249	.019	.253	.800
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.112	.198	.045	.566	.572
	Work–life index	.011	.004	.224	2.812	.005

Notes: Weighted ('000) sample size N = 725; unweighted sample size N = 212.

Table S60 Summary of OLS regression analysis of perception that education and training would not fit with family and life commitments for employee men in low paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.176	.031	-.007	1.05749	.031	.813	8	203	.592
2	.200	.040	-.013	1.06034	.009	.636	3	200	.592
3	.277	.077	.021	1.04249	.037	7.908	1	199	.005

Table S61 OLS regression analysis of future likelihood of perception that education and training would not fit with family and life commitments for employee women in low paid occupations not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.179	.310		7.032	.000
	Age 18–24yrs(45yrs+ = 0)	-.352	.334	-.069	-1.055	.293
	Age 25–44yrs (45yrs+ = 0)	.086	.170	.037	.504	.614
	Highest level of Education: VET (high school education = 0)	-.247	.156	-.108	-1.584	.115
	Highest level of education: University (high school education = 0)	-.092	.239	-.028	-.386	.700
	Children (no children = 0)	.559	.166	.248	3.373	.001
	Relationship status (0 = not partnered)	.250	.153	.108	1.634	.104
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.045	.297	-.020	-.152	.879
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.533	.293	.238	1.820	.070
	2	(Constant)	2.328	.424		5.489
Age 18–24yrs(45yrs+ = 0)		-.349	.339	-.068	-1.029	.305
Age 25–44yrs (45yrs+ = 0)		.072	.171	.031	.420	.675
Highest level of Education: VET (high school education = 0)		-.259	.159	-.114	-1.633	.104
Highest level of education: University (high school education = 0)		-.105	.241	-.032	-.436	.664
Children (no children = 0)		.554	.169	.245	3.282	.001
Relationship status (0 = not partnered)		.230	.155	.099	1.479	.141
Personal income: < \$ 30 000 (0 = \$60 000+)		-.098	.326	-.043	-.300	.765
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)		.516	.296	.231	1.742	.083
Work hours		-.005	.007	-.061	-.695	.488
Hours fit with preferences: prefer more hours (hours match = 0)	.067	.209	.022	.320	.749	
Hours fit with preferences: prefer fewer hours (hours match = 0)	.160	.188	.064	.849	.397	
(Constant)	2.314	.431		5.369	.000	

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
3	(Constant)	2.314	.431		5.369	.000
	Age 18–24yrs(45yrs+ = 0)	-.363	.347	-.071	-1.045	.297
	Age 25–44yrs (45yrs+ = 0)	.071	.172	.031	.411	.682
	Highest level of Education: VET (high school education = 0)	-.258	.159	-.113	-1.617	.107
	Highest level of education: University (high school education = 0)	-.105	.242	-.032	-.436	.664
	Children (no children = 0)	.546	.174	.242	3.140	.002
	Relationship status (0 = not partnered)	.226	.157	.097	1.434	.153
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.090	.330	-.040	-.272	.786
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.521	.298	.233	1.749	.082
	Work hours	-.005	.007	-.066	-.720	.472
	Hours fit with preferences: prefer more hours (hours match = 0)	.063	.211	.021	.297	.767
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.154	.191	.062	.807	.421
	Work–life index	.001	.004	.015	.197	.844

Notes: Weighted ('000) sample size N = 793; unweighted sample size N = 218.

Table S62 Summary of OLS regression analysis of future likelihood of perception that education and training would not fit with family and life commitments for employee women in low paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.387	.150	.117	1.05250	.150	4.609	8	209	.000
2	.392	.154	.109	1.05760	.004	.329	3	206	.805
3	.393	.154	.105	1.06008	.000	.039	1	205	.844

Table S63 OLS regression analysis of future likelihood of perception that education and training would not fit with family and life commitments for employee men in higher paid occupations not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.140	.245		8.722	.000
	Age 18–24yrs(45yrs+ = 0)	-.048	.375	-.008	-.127	.899
	Age 25–44yrs (45yrs+ = 0)	.021	.158	.009	.131	.896
	Highest level of Education: VET (high school education = 0)	-.096	.204	-.042	-.469	.640
	Highest level of education: University (high school education = 0)	.184	.205	.083	.899	.370
	Children (no children = 0)	.597	.156	.267	3.836	.000
	Relationship status (0 = not partnered)	.130	.179	.051	.726	.468
	Personal income: < \$ 30 000 (0 = \$60 000+)	.118	.328	.024	.358	.720
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.088	.165	.036	.532	.595
	2	(Constant)	1.959	.423		4.628
Age 18–24yrs(45yrs+ = 0)		-.056	.378	-.010	-.149	.882
Age 25–44yrs (45yrs+ = 0)		-.018	.162	-.008	-.111	.912
Highest level of Education: VET (high school education = 0)		-.055	.208	-.024	-.264	.792
Highest level of education: University (high school education = 0)		.209	.208	.094	1.009	.314
Children (no children = 0)		.617	.157	.276	3.928	.000
Relationship status (0 = not partnered)		.097	.182	.038	.532	.595
Personal income: < \$ 30 000 (0 = \$60 000+)		.528	.428	.107	1.234	.218
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)		.143	.175	.058	.817	.415
Work hours		.004	.008	.040	.475	.635
Hours fit with preferences: prefer more hours (hours match = 0)		-.458	.351	-.105	-1.304	.194
Hours fit with preferences: prefer fewer hours (hours match = 0)		.039	.154	.017	.252	.801
3		(Constant)	1.988	.425		4.679
	Age 18–24yrs(45yrs+ = 0)	-.033	.379	-.006	-.088	.930
	Age 25–44yrs (45yrs+ = 0)	-.003	.163	-.001	-.016	.987
	Highest level of Education: VET (high school education = 0)	-.048	.209	-.021	-.228	.820
	Highest level of education: University (high school education = 0)	.220	.208	.099	1.057	.292
	Children (no children = 0)	.620	.157	.278	3.945	.000
	Relationship status (0 = not partnered)	.089	.182	.035	.487	.627
	Personal income: < \$ 30 000 (0 = \$60 000+)	.539	.428	.109	1.260	.209

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.127	.176	.052	.721	.472
Work hours	.006	.008	.064	.723	.470
Hours fit with preferences: prefer more hours (hours match = 0)	-.455	.351	-.104	-1.294	.197
Hours fit with preferences: prefer fewer hours (hours match = 0)	.058	.156	.026	.371	.711
Work–life index	-.003	.004	-.062	-.855	.394

Notes: Weighted ('000) sample size N = 808; unweighted sample size N = 246.

Table S64 Summary of OLS regression analysis of future likelihood of perception that education and training would not fit with family and life commitments for employee men in higher paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.314	.099	.068	1.07134	.099	3.251	8	237	.002
2	.329	.108	.066	1.07249	.010	.831	3	234	.478
3	.333	.111	.065	1.07311	.003	.730	1	233	.394

Table S65 OLS regression analysis of future likelihood of perception that education and training would not fit with family and life commitments for employee women in higher paid occupations not currently undertaking education or training, AWALI 2009

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	2.700	.313	8.632	.000	
	Age 18–24yrs(45yrs+ = 0)	-.081	.629	-.011	-.129	.898
	Age 25–44yrs (45yrs+ = 0)	-.357	.208	-.158	-1.716	.089
	Highest level of Education: VET (high school education = 0)	.052	.318	.021	.162	.871
	Highest level of education: University (high school education = 0)	.220	.296	.096	.743	.459
	Children (no children = 0)	1.066	.215	.466	4.951	.000
	Relationship status (0 = not partnered)	-.152	.207	-.061	-.737	.463
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.491	.258	-.168	-1.903	.059
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.536	.208	-.218	-2.570	.011
2	(Constant)	2.662	.519	5.124	.000	
	Age 18–24yrs(45yrs+ = 0)	-.144	.675	-.019	-.213	.831
	Age 25–44yrs (45yrs+ = 0)	-.349	.211	-.155	-1.652	.101

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
3	Highest level of Education: VET (high school education = 0)	.051	.323	.020	.158	.874
	Highest level of education: University (high school education = 0)	.214	.301	.093	.709	.480
	Children (no children = 0)	1.040	.228	.455	4.570	.000
	Relationship status (0 = not partnered)	-.090	.213	-.036	-.423	.673
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.462	.315	-.158	-1.466	.145
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.526	.222	-.214	-2.371	.019
	Work hours	.004	.010	.054	.432	.667
	Hours fit with preferences: prefer more hours (hours match = 0)	-.162	.327	-.045	-.494	.622
	Hours fit with preferences: prefer fewer hours (hours match = 0)	-.331	.233	-.145	-1.420	.158
	(Constant)	2.547	.513		4.960	.000
	Age 18–24yrs(45yrs+ = 0)	-.219	.665	-.028	-.329	.742
	Age 25–44yrs (45yrs+ = 0)	-.306	.209	-.136	-1.466	.145
	Highest level of Education: VET (high school education = 0)	.017	.318	.007	.055	.956
	Highest level of education: University (high school education = 0)	.153	.298	.067	.515	.608
	Children (no children = 0)	.854	.238	.374	3.584	.000
	Relationship status (0 = not partnered)	-.016	.212	-.007	-.077	.939
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.450	.310	-.154	-1.452	.149
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.528	.218	-.215	-2.422	.017
	Work hours	-.005	.011	-.064	-.478	.633
	Hours fit with preferences: prefer more hours (hours match = 0)	-.212	.323	-.059	-.657	.512
	Hours fit with preferences: prefer fewer hours (hours match = 0)	-.432	.234	-.189	-1.851	.067
Work–life index	.012	.005	.230	2.280	.024	

Notes: Weighted ('000) sample size N = 489; unweighted sample size N = 137.

Table S66 Summary of OLS regression analysis of future likelihood of perception that education and training would not fit with family and life commitments for employee women in higher paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.448	.200	.150	1.04281	.200	4.008	8	128	.000
2	.463	.214	.145	1.04606	.014	.735	3	125	.533
3	.496	.246	.173	1.02893	.032	5.198	1	124	.024

Time constraints

Table S67 OLS regression analysis of perception of insufficient time for education and training for all employees not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
		B	Std. Error	Beta			
1	(Constant)	2.676	.114		23.479	.000	
	Gender (female) (male = 0)	.386	.080	.174	4.834	.000	
	Age 18–24yrs(45yrs+ = 0)	.429	.200	.075	2.149	.032	
	Age 25–44yrs (45yrs+ = 0)	.284	.085	.127	3.352	.001	
	Highest level of Education: VET (high school education = 0)	.072	.090	.032	.806	.420	
	Highest level of education: University (high school education = 0)	-.088	.100	-.037	-.880	.379	
	Children (no children = 0)	.356	.085	.158	4.165	.000	
	Relationship status (0 = not partnered)	-.011	.085	-.005	-.132	.895	
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.501	.113	-.184	-4.428	.000	
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.198	.089	-.088	-2.224	.026	
	2	(Constant)	2.053	.202		10.149	.000
Gender (female) (male = 0)		.436	.081	.197	5.359	.000	
Age 18–24yrs(45yrs+ = 0)		.393	.199	.069	1.976	.049	
Age 25–44yrs (45yrs+ = 0)		.237	.084	.106	2.816	.005	
Highest level of Education: VET (high school education = 0)		.061	.090	.027	.678	.498	
Highest level of education: University (high school education = 0)		-.075	.106	-.032	-.707	.480	
Children (no children = 0)		.371	.085	.165	4.384	.000	
Relationship status (not partnered = 0)		-.008	.085	-.003	-.091	.927	
Personal income: < \$ 30 000 (\$60 000+ = 0)		-.176	.136	-.065	-1.300	.194	
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)		-.089	.094	-.040	-.949	.343	
Occupational status (higher paid = 0)		-.036	.086	-.016	-.421	.674	
Work hours		.012	.004	.159	3.434	.001	
Hours fit with preferences: prefer more hours (hours match = 0)		.026	.126	.008	.209	.834	
Hours fit with preferences: prefer fewer hours (hours match = 0)		.156	.088	.068	1.771	.077	
3		(Constant)	1.855	.200		9.260	.000
		Gender (female) (male = 0)	.333	.081	.150	4.093	.000
	Age 18–24yrs(45yrs+ = 0)	.272	.196	.047	1.389	.165	
	Age 25–44yrs (45yrs+ = 0)	.209	.082	.094	2.537	.011	
	Highest level of Education: VET (high school education = 0)	.049	.088	.021	.549	.583	
	Highest level of education: University (high school education = 0)	-.099	.104	-.042	-.959	.338	
	Children (no children = 0)	.298	.084	.133	3.565	.000	
	Relationship status (not partnered = 0)	.000	.083	.000	.006	.995	

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Personal income: < \$ 30 000 (\$60 000+ = 0)	-.069	.134	-.025	-.517	.605
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.018	.092	-.008	-.200	.842
Occupational status (higher paid = 0)	-.021	.084	-.009	-.245	.807
Work hours	.007	.004	.091	1.964	.050
Hours fit with preferences: prefer more hours (hours match = 0)	-.016	.123	-.005	-.131	.896
Hours fit with preferences: prefer fewer hours (hours match = 0)	.047	.088	.021	.535	.592
Work–life index	.012	.002	.236	6.153	.000

Notes: Weighted ('000) sample size N = 2825; unweighted sample size N = 813.

Table S68 Summary of OLS regression analysis of perception of insufficient time for education and training for all employees not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.321	.103	.093	1.04649	.103	10.250	9	803	.000
2	.360	.129	.115	1.03355	.026	6.057	4	799	.000
3	.411	.169	.154	1.01050	.039	37.859	1	798	.000

Table S69 OLS regression analysis of perception of insufficient time for education and training for employees in low paid occupations not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.673	.166		16.089	.000
	Gender (female) (male = 0)	.326	.116	.144	2.814	.005
	Age 18–24yrs(45yrs+ = 0)	.517	.271	.092	1.912	.057
	Age 25–44yrs (45yrs+ = 0)	.275	.124	.118	2.219	.027
	Highest level of Education: VET (high school education = 0)	-.005	.115	-.002	-.044	.965
	Highest level of education: University (high school education = 0)	-.278	.164	-.086	-1.700	.090
	Children (no children = 0)	.401	.126	.170	3.171	.002
	Relationship status (0 = not partnered)	.004	.118	.002	.031	.975
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.444	.169	-.180	-2.629	.009
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.151	.146	-.067	-1.033	.302
	2	(Constant)	2.020	.264		7.648
Gender (female) (male = 0)		.357	.119	.158	3.000	.003
Age 18–24yrs(45yrs+ = 0)		.500	.270	.089	1.851	.065
Age 25–44yrs (45yrs+ = 0)		.233	.123	.099	1.887	.060
Highest level of Education: VET (high school education = 0)		-.002	.114	-.001	-.014	.989
Highest level of education: University (high school education = 0)		-.251	.162	-.078	-1.552	.121
Children (no children = 0)		.419	.125	.178	3.346	.001
Relationship status (0 = not partnered)		.025	.117	.010	.212	.832
Personal income: < \$ 30 000 (0 = \$60 000+)		-.182	.185	-.074	-.983	.326
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)		-.102	.145	-.045	-.705	.481
Work hours		.013	.005	.162	2.671	.008
Hours fit with preferences: prefer more hours (hours match = 0)		.175	.161	.054	1.087	.278
Hours fit with preferences: prefer fewer hours (hours match = 0)		.239	.134	.094	1.788	.074
3		(Constant)	1.749	.262		6.675
	Gender (female) (male = 0)	.226	.118	.100	1.914	.056
	Age 18–24yrs(45yrs+ = 0)	.336	.264	.060	1.270	.205
	Age 25–44yrs (45yrs+ = 0)	.216	.120	.092	1.801	.072
	Highest level of Education: VET (high school education = 0)	-.003	.110	-.001	-.029	.977
	Highest level of education: University (high school education = 0)	-.291	.157	-.091	-1.850	.065
	Children (no children = 0)	.317	.123	.135	2.578	.010
	Relationship status (0 = not partnered)	-.005	.114	-.002	-.048	.962
	Personal income: < \$ 30 000 (0 = \$60 000+)	.009	.184	.004	.051	.959
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.011	.142	.005	.079	.937

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Work hours	.008	.005	.104	1.741	.082
Hours fit with preferences: prefer more hours (hours match = 0)	.123	.157	.038	.783	.434
Hours fit with preferences: prefer fewer hours (hours match = 0)	.102	.132	.040	.770	.442
Work-life index	.014	.003	.263	5.085	.000

Notes: Weighted ('000) sample size N = 1517; unweighted sample size N =430.

Table S70 Summary of OLS regression analysis of perception of insufficient time for education and training for employees in low paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.312	.097	.078	1.08685	.097	5.022	9	419	.000
2	.360	.130	.104	1.07116	.032	5.122	3	416	.002
3	.425	.181	.155	1.04052	.051	25.856	1	415	.000

Table S71 OLS regression analysis of perception of insufficient time for education and training for employees in higher paid occupations not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.571	.179		14.392	.000
	sex dummy 1= female	.441	.113	.200	3.911	.000
	age dummy 18–24yrs	.299	.301	.051	.992	.322
	age dummy 25–44yrs	.270	.117	.128	2.313	.021
	educ dummy VET	.253	.163	.115	1.560	.120
	educ dummy Uni	.090	.159	.043	.567	.571
	children no / yes	.334	.118	.157	2.830	.005
	Relationship status	-.046	.126	-.019	-.365	.715
	personal income dummy under \$30	-.498	.186	-.141	-2.673	.008
	personal income dummy \$39–\$59	-.194	.121	-.083	-1.598	.111
	2	(Constant)	1.950	.309		6.315
sex dummy 1= female		.502	.115	.227	4.366	.000
age dummy 18–24yrs		.232	.300	.040	.771	.441
age dummy 25–44yrs		.201	.118	.095	1.709	.088
educ dummy VET		.282	.161	.128	1.748	.081
educ dummy Uni		.153	.159	.073	.966	.335
children no / yes		.353	.117	.165	3.005	.003
Relationship status		-.071	.125	-.030	-.571	.568
personal income dummy under \$30		-.060	.226	-.017	-.265	.791
personal income dummy \$39–\$59		-.056	.128	-.024	-.436	.663
QB1.HOURS SPENT PER WEEK IN PAID WORK INCLUDING OVERTIME		.012	.006	.151	2.163	.031
hrmatch DUMMY work more		-.309	.212	-.081	-1.462	.145
hrmatch DUMMY work less		.092	.119	.044	.774	.439
3	(Constant)	1.862	.305		6.096	.000
	sex dummy 1= female	.418	.116	.189	3.608	.000
	age dummy 18–24yrs	.173	.297	.030	.583	.560
	age dummy 25–44yrs	.178	.116	.084	1.534	.126
	educ dummy VET	.258	.159	.117	1.621	.106
	educ dummy Uni	.123	.157	.058	.783	.434
	children no / yes	.298	.117	.140	2.558	.011
	Relationship status	-.030	.124	-.013	-.243	.808
	personal income dummy under \$30	-.058	.223	-.016	-.260	.795
	personal income dummy \$39–\$59	-.023	.126	-.010	-.180	.858
	QB1.HOURS SPENT PER WEEK IN PAID WORK INCLUDING OVERTIME	.006	.006	.073	1.007	.315
	hrmatch DUMMY work more	-.323	.209	-.084	-1.547	.123
	hrmatch DUMMY work less	.015	.120	.007	.125	.901

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Index 1-100 standardised	.010	.003	.196	3.475	.001

Notes: Weighted ('000) sample size N = 1298; unweighted sample size N = 383.

Table S72 Summary of OLS regression analysis of perception of insufficient time for education and training for employees in higher paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.337	.114	.092	1.00712	.114	5.330	9	374	.000
2	.379	.143	.116	.99412	.030	4.282	3	371	.005
3	.413	.170	.141	.97960	.027	12.078	1	370	.001

Table S73 OLS regression analysis of perception of insufficient time for education and training for employee men not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.794	.152		18.387	.000
	Age 18–24yrs(45yrs+ = 0)	.655	.275	.113	2.379	.018
	Age 25–44yrs (45yrs+ = 0)	.415	.113	.184	3.655	.000
	Highest level of Education: VET (high school education = 0)	.069	.119	.031	.579	.563
	Highest level of education: University (high school education = 0)	-.233	.132	-.098	-1.764	.078
	Children (no children = 0)	.221	.116	.097	1.899	.058
	Relationship status (0 = not partnered)	-.077	.122	-.031	-.631	.528
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.651	.180	-.176	-3.621	.000
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.242	.111	-.108	-2.187	.029
2	(Constant)	2.127	.267		7.964	.000
	Age 18–24yrs(45yrs+ = 0)	.685	.273	.118	2.514	.012
	Age 25–44yrs (45yrs+ = 0)	.322	.113	.143	2.840	.005
	Highest level of Education: VET (high school education = 0)	.035	.121	.016	.292	.770
	Highest level of education: University (high school education = 0)	-.217	.139	-.091	-1.564	.118
	Children (no children = 0)	.200	.115	.088	1.737	.083
	Relationship status (0 = not partnered)	-.063	.120	-.025	-.524	.600
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.304	.205	-.082	-1.487	.138

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
3	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.138	.115	-.061	-1.199	.231
	Occupational status (higher paid = 0)	.024	.111	.011	.216	.829
	Work hours	.012	.005	.143	2.572	.010
	Hours fit with preferences: prefer more hours (hours match = 0)	-.037	.192	-.010	-.193	.847
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.290	.113	.128	2.566	.011
	(Constant)	1.869	.268		6.982	.000
	Age 18–24yrs(45yrs+ = 0)	.624	.267	.107	2.335	.020
	Age 25–44yrs (45yrs+ = 0)	.278	.111	.123	2.496	.013
	Highest level of Education: VET (high school education = 0)	.004	.118	.002	.034	.973
	Highest level of education: University (high school education = 0)	-.251	.136	-.106	-1.846	.066
	Children (no children = 0)	.169	.113	.074	1.497	.135
	Relationship status (0 = not partnered)	-.031	.117	-.013	-.266	.790
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.168	.203	-.046	-.830	.407
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.050	.114	-.022	-.435	.664
	Occupational status (higher paid = 0)	.043	.108	.019	.392	.695
	Work hours	.008	.005	.092	1.661	.097
	Hours fit with preferences: prefer more hours (hours match = 0)	-.075	.188	-.019	-.396	.692
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.192	.113	.085	1.698	.090
	Work–life index	.012	.003	.227	4.504	.000

Notes: Weighted ('000) sample size N = 1548; unweighted sample size N = 461.

Table S74 Summary of OLS regression analysis of perception of perception of insufficient time for education and training for employee men not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.322	.104	.088	1.04711	.104	6.526	8	452	.000
2	.380	.144	.122	1.02750	.041	5.353	4	448	.000
3	.426	.182	.158	1.00608	.037	20.284	1	447	.000

Table S75 OLS regression analysis of perception of insufficient time for education and training for employee women not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.945	.182		16.178	.000
	Age 18–24yrs(45yrs+ = 0)	.196	.291	.036	.674	.501
	Age 25–44yrs (45yrs+ = 0)	.057	.130	.026	.438	.662
	Highest level of Education: VET (high school education = 0)	.063	.137	.028	.461	.645
	Highest level of education: University (high school education = 0)	.097	.156	.042	.619	.537
	Children (no children = 0)	.533	.130	.244	4.113	.000
	Relationship status (0 = not partnered)	.091	.122	.040	.751	.453
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.430	.164	-.189	-2.617	.009
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.186	.154	-.085	-1.208	.228
2	(Constant)	2.336	.301		7.756	.000
	Age 18–24yrs(45yrs+ = 0)	.124	.293	.022	.422	.673
	Age 25–44yrs (45yrs+ = 0)	.050	.129	.023	.384	.701
	Highest level of Education: VET (high school education = 0)	.072	.138	.032	.519	.604
	Highest level of education: University (high school education = 0)	.089	.166	.038	.537	.592
	Children (no children = 0)	.601	.132	.275	4.566	.000
	Relationship status (0 = not partnered)	.089	.123	.039	.723	.470
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.111	.204	-.049	-.545	.586
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.063	.166	-.028	-.378	.706
	Occupational status (higher paid = 0)	-.094	.140	-.043	-.675	.500
	Work hours	.015	.006	.197	2.689	.008
	Hours fit with preferences: prefer more hours (hours match = 0)	.077	.172	.025	.450	.653
	Hours fit with preferences: prefer fewer hours (hours match = 0)	-.039	.142	-.017	-.275	.784
3	(Constant)	2.124	.299		7.093	.000
	Age 18–24yrs(45yrs+ = 0)	-.060	.290	-.011	-.207	.836
	Age 25–44yrs (45yrs+ = 0)	.049	.127	.023	.387	.699
	Highest level of Education: VET (high school education = 0)	.086	.135	.038	.635	.526
	Highest level of education: University (high school education = 0)	.084	.163	.036	.514	.608
	Children (no children = 0)	.459	.133	.210	3.441	.001
	Relationship status (0 = not partnered)	.072	.120	.032	.600	.549
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.034	.200	-.015	-.170	.865

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.014	.162	-.006	-.087	.930
Occupational status (higher paid = 0)	-.071	.137	-.032	-.521	.603
Work hours	.008	.006	.108	1.432	.153
Hours fit with preferences: prefer more hours (hours match = 0)	.021	.168	.007	.125	.901
Hours fit with preferences: prefer fewer hours (hours match = 0)	-.147	.142	-.065	-1.037	.301
Work–life index	.012	.003	.247	4.010	.000

Notes: Weighted ('000) sample size N =1277; unweighted sample size N = 352.

Table S76 Summary of OLS regression analysis of perception of perception of insufficient time for education and training for employee women not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.309	.096	.075	1.03962	.096	4.532	8	343	.000
2	.343	.118	.087	1.03273	.022	2.149	4	339	.075
3	.398	.158	.126	1.01050	.040	16.079	1	338	.000

Table S77 OLS regression analysis of future likelihood of perception that education and training would not fit with family and life commitments for employee men in low paid occupations not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.049	.207		14.693	.000
	Age 18–24yrs(45yrs+ = 0)	1.044	.430	.165	2.426	.016
	Age 25–44yrs (45yrs+ = 0)	.593	.174	.249	3.403	.001
	Highest level of Education: VET (high school education = 0)	-.067	.161	-.029	-.417	.677
	Highest level of education: University (high school education = 0)	-.638	.219	-.203	-2.917	.004
	Children (no children = 0)	.134	.187	.054	.719	.473
	Relationship status (0 = not partnered)	-.344	.174	-.137	-1.975	.050
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.604	.235	-.192	-2.575	.011
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.286	.165	-.127	-1.739	.083
2	(Constant)	2.442	.342		7.133	.000
	Age 18–24yrs(45yrs+ = 0)	1.094	.433	.173	2.527	.012
	Age 25–44yrs (45yrs+ = 0)	.514	.175	.216	2.935	.004

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
3	Highest level of Education: VET (high school education = 0)	-.060	.163	-.026	-.369	.713
	Highest level of education: University (high school education = 0)	-.585	.220	-.186	-2.651	.009
	Children (no children = 0)	.081	.188	.033	.431	.667
	Relationship status (0 = not partnered)	-.271	.174	-.108	-1.556	.121
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.426	.249	-.135	-1.714	.088
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.242	.164	-.108	-1.476	.142
	Work hours	.011	.006	.137	1.772	.078
	Hours fit with preferences: prefer more hours (hours match = 0)	.150	.254	.042	.590	.556
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.279	.186	.107	1.499	.135
	(Constant)	1.994	.345		5.775	.000
	Age 18–24yrs(45yrs+ = 0)	1.074	.416	.170	2.581	.011
	Age 25–44yrs (45yrs+ = 0)	.503	.168	.211	2.991	.003
	Highest level of Education: VET (high school education = 0)	-.102	.156	-.044	-.651	.516
	Highest level of education: University (high school education = 0)	-.666	.213	-.212	-3.133	.002
	Children (no children = 0)	-.014	.182	-.006	-.079	.937
	Relationship status (0 = not partnered)	-.240	.168	-.096	-1.434	.153
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.166	.247	-.053	-.673	.501
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.102	.161	-.045	-.634	.527
	Work hours	.008	.006	.100	1.334	.184
	Hours fit with preferences: prefer more hours (hours match = 0)	.104	.244	.029	.427	.670
Hours fit with preferences: prefer fewer hours (hours match = 0)	.094	.184	.036	.510	.611	
Work–life index	.016	.004	.298	4.235	.000	

Notes: Weighted ('000) sample size N = 725; unweighted sample size N = 212.

Table S78 Summary of OLS regression analysis of perception that education and training would not fit with family and life commitments for employee men in low paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.392a	.154	.120	1.05750	.154	4.627	8	204	.000
2	.431b	.186	.142	1.04473	.032	2.672	3	201	.049
3	.503c	.253	.208	1.00332	.067	17.934	1	200	.000

Table S79 OLS regression analysis of future likelihood of perception that education and training would not fit with family and life commitments for employee women in low paid occupations not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.598	.324		8.010	.000
	Age 18–24yrs(45yrs+ = 0)	.147	.339	.029	.433	.666
	Age 25–44yrs (45yrs+ = 0)	-.088	.173	-.038	-.507	.613
	Highest level of Education: VET (high school education = 0)	.022	.160	.009	.135	.893
	Highest level of education: University (high school education = 0)	.074	.243	.023	.306	.760
	Children (no children = 0)	.633	.169	.280	3.743	.000
	Relationship status (0 = not partnered)	.382	.157	.164	2.430	.016
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.279	.307	-.124	-.907	.366
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.045	.304	.020	.147	.883
2	(Constant)	1.797	.434		4.136	.000
	Age 18–24yrs(45yrs+ = 0)	.117	.339	.023	.346	.730
	Age 25–44yrs (45yrs+ = 0)	-.074	.172	-.033	-.433	.665
	Highest level of Education: VET (high school education = 0)	.035	.160	.015	.220	.826
	Highest level of education: University (high school education = 0)	.070	.241	.022	.289	.773
	Children (no children = 0)	.705	.169	.312	4.162	.000
	Relationship status (0 = not partnered)	.382	.157	.164	2.434	.016
	Personal income: < \$ 30 000 (0 = \$60 000+)	.075	.333	.033	.225	.822
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.129	.302	.057	.425	.671
	Work hours	.018	.007	.217	2.468	.014
	Hours fit with preferences: prefer more hours (hours match = 0)	.105	.209	.035	.500	.618
Hours fit with preferences: prefer fewer hours (hours match = 0)	.072	.188	.029	.384	.701	
3	(Constant)	1.585	.433		3.658	.000
	Age 18–24yrs(45yrs+ = 0)	-.074	.340	-.015	-.219	.827
	Age 25–44yrs (45yrs+ = 0)	-.090	.169	-.039	-.532	.595
	Highest level of Education: VET (high school education = 0)	.060	.158	.026	.379	.705
	Highest level of education: University (high school education = 0)	.068	.237	.021	.286	.776
	Children (no children = 0)	.589	.171	.260	3.439	.001
	Relationship status (0 = not partnered)	.322	.155	.138	2.074	.039
	Personal income: < \$ 30 000 (0 = \$60 000+)	.197	.330	.088	.597	.551

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.208	.298	.093	.697	.487
Work hours	.012	.007	.144	1.599	.111
Hours fit with preferences: prefer more hours (hours match = 0)	.044	.207	.015	.214	.831
Hours fit with preferences: prefer fewer hours (hours match = 0)	-.009	.187	-.004	-.051	.960
Work–life index	.011	.004	.219	2.877	.004

Notes: Weighted ('000) sample size N = 793; unweighted sample size N = 218.

Table S80 Summary of OLS regression analysis of future likelihood of perception that education and training would not fit with family and life commitments for employee women in low paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.353	.125	.091	1.06846	.125	3.688	8	207	.000
2	.396	.157	.111	1.05644	.032	2.579	3	204	.055
3	.436	.190	.142	1.03809	.033	8.275	1	203	.004

Table S81 OLS regression analysis of future likelihood of perception that education and training would not fit with family and life commitments for employee men in higher paid occupations not currently undertaking education or training, AWALI 2009

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	2.403	.234		10.281	.000
	Age 18–24yrs(45yrs+ = 0)	.380	.358	.070	1.063	.289
	Age 25–44yrs (45yrs+ = 0)	.287	.150	.133	1.913	.057
	Highest level of Education: VET (high school education = 0)	.340	.195	.156	1.744	.082
	Highest level of education: University (high school education = 0)	.097	.196	.045	.497	.620
	Children (no children = 0)	.266	.148	.124	1.797	.074
	Relationship status (0 = not partnered)	.154	.171	.062	.902	.368
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.790	.313	-.166	-2.528	.012
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.141	.158	-.060	-.893	.373
2	(Constant)	1.634	.398		4.106	.000
	Age 18–24yrs(45yrs+ = 0)	.343	.351	.063	.974	.331
	Age 25–44yrs (45yrs+ = 0)	.168	.150	.078	1.115	.266

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
3	Highest level of Education: VET (high school education = 0)	.364	.194	.167	1.879	.062
	Highest level of education: University (high school education = 0)	.157	.193	.073	.813	.417
	Children (no children = 0)	.299	.145	.139	2.054	.041
	Relationship status (0 = not partnered)	.086	.169	.035	.511	.610
	Personal income: < \$ 30 000 (0 = \$60 000+)	.063	.398	.013	.159	.874
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.022	.163	.009	.135	.892
	Work hours	.015	.007	.165	2.042	.042
	Hours fit with preferences: prefer more hours (hours match = 0)	-.563	.327	-.134	-1.721	.087
	Hours fit with preferences: prefer fewer hours (hours match = 0)	.215	.142	.101	1.516	.131
	(Constant)	1.539	.395		3.899	.000
	Age 18–24yrs(45yrs+ = 0)	.271	.348	.050	.778	.438
	Age 25–44yrs (45yrs+ = 0)	.117	.150	.054	.784	.434
	Highest level of Education: VET (high school education = 0)	.344	.191	.158	1.798	.074
	Highest level of education: University (high school education = 0)	.133	.191	.062	.695	.488
	Children (no children = 0)	.289	.144	.135	2.012	.045
	Relationship status (0 = not partnered)	.111	.167	.045	.668	.505
	Personal income: < \$ 30 000 (0 = \$60 000+)	.038	.393	.008	.096	.924
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	.076	.162	.032	.468	.640
	Work hours	.009	.008	.099	1.185	.237
	Hours fit with preferences: prefer more hours (hours match = 0)	-.574	.323	-.136	-1.776	.077
Hours fit with preferences: prefer fewer hours (hours match = 0)	.155	.142	.073	1.089	.277	
Work–life index	.009	.004	.182	2.643	.009	

Notes: Weighted ('000) sample size N = 808; unweighted sample size N = 246.

Table S82 Summary of OLS regression analysis of future likelihood of perception that education and training would not fit with family and life commitments for employee men in higher paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.331	.110	.080	1.02232	.110	3.686	8	239	.000
2	.404	.163	.124	.99748	.053	5.017	3	236	.002
3	.433	.187	.146	.98507	.024	6.984	1	235	.009

Table S83 OLS regression analysis of future likelihood of perception that education and training would not fit with family and life commitments for employee women in higher paid occupations not currently undertaking education or training, AWALI 2009

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.278	.292		11.235	.000
	Age 18–24yrs(45yrs+ = 0)	.378	.597	.056	.634	.527
	Age 25–44yrs (45yrs+ = 0)	.276	.195	.138	1.420	.158
	Highest level of Education: VET (high school education = 0)	.004	.300	.002	.015	.988
	Highest level of education: University (high school education = 0)	.077	.277	.038	.277	.782
	Children (no children = 0)	.438	.201	.217	2.176	.031
	Relationship status (0 = not partnered)	-.402	.194	-.184	-2.075	.040
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.346	.241	-.135	-1.438	.153
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.234	.196	-.108	-1.193	.235
2	(Constant)	2.826	.490		5.768	.000
	Age 18–24yrs(45yrs+ = 0)	.261	.617	.038	.423	.673
	Age 25–44yrs (45yrs+ = 0)	.243	.198	.122	1.225	.223
	Highest level of Education: VET (high school education = 0)	.052	.305	.023	.170	.865
	Highest level of education: University (high school education = 0)	.132	.283	.065	.467	.641
	Children (no children = 0)	.493	.213	.244	2.308	.023
	Relationship status (0 = not partnered)	-.405	.200	-.185	-2.028	.045
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.171	.296	-.067	-.580	.563
	Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.152	.212	-.070	-.718	.474
	Work hours	.011	.010	.154	1.162	.247
	Hours fit with preferences: prefer more hours (hours match = 0)	.038	.306	.012	.125	.900
	Hours fit with preferences: prefer fewer hours (hours match = 0)	-.125	.222	-.062	-.563	.574
3	(Constant)	2.679	.483		5.547	.000
	Age 18–24yrs(45yrs+ = 0)	.167	.605	.025	.277	.782
	Age 25–44yrs (45yrs+ = 0)	.285	.195	.143	1.465	.145
	Highest level of Education: VET (high school education = 0)	.013	.299	.006	.045	.964
	Highest level of education: University (high school education = 0)	.075	.278	.037	.271	.787
	Children (no children = 0)	.302	.222	.150	1.361	.176
	Relationship status (0 = not partnered)	-.327	.198	-.149	-1.654	.101
	Personal income: < \$ 30 000 (0 = \$60 000+)	-.149	.289	-.058	-.514	.608

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Personal income: \$39 000–\$59 000 (\$60 000+ = 0)	-.149	.207	-.069	-.721	.472
Work hours	.002	.010	.029	.210	.834
Hours fit with preferences: prefer more hours (hours match = 0)	-.013	.300	-.004	-.045	.964
Hours fit with preferences: prefer fewer hours (hours match = 0)	-.249	.223	-.123	-1.116	.267
Work–life index	.012	.005	.270	2.554	.012

Notes: Weighted ('000) sample size N = 489; unweighted sample size N = 137.

Table S84 Summary of OLS regression analysis of future likelihood of perception that education and training would not fit with family and life commitments for employee women in higher paid occupations not currently undertaking education or training, AWALI 2009

Model	R	R Square	Adj. R Square	Std. Error	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F change
1	.331	.110	.054	.97274	.110	1.958	8	127	.057
2	.346	.119	.041	.97907	.010	.455	3	124	.715
3	.405	.164	.082	.95797	.044	6.521	1	123	.012