

VET teachers' motivations survey questions 2023

1. Are you currently working as a VET teacher/trainer in a Registered Training Organisation (including TAFE)? (Note: Those employed by schools as a VET in Schools teacher are not eligible).
 - Yes (Please proceed)
 - No (Unfortunately the questions in this survey do not apply to you. Thank you for your interest).

About you and your work as a VET teacher.

2. How long have you worked as a VET teacher/trainer?
 - 0-4 years
 - 5-9 years
 - 10-19 years
 - 20-29 years
 - 30+ years
3. What is your age?
 - 20-29
 - 30-39
 - 40-49
 - 50-59
 - 60+
4. With which gender do you identify?
 - Female
 - Male
 - Non binary
 - Prefer not to say
5. Are you of Aboriginal and/or Torres Strait Islander origin or descent?
 - Yes
 - No
6. In which country were you born?
 - Australia
 - Other (Please specify) (*Qualitative question*)
7. If you answered 'Other', how long have you lived in Australia?
 - 0-4 years
 - 5-9 years
 - 10+ years
 - Not applicable
8. Do you usually speak a language other than English at home?
 - No, English only.
 - Yes, another language

9. Do you identify as having a disability? *(This may include physical and/or psychological/psychosocial conditions which may be diagnosed or undiagnosed).*
- Yes
 - No
 - Prefer not to say
10. When you entered VET teaching what was your highest qualification in VET teaching?
- Diploma of VET
 - Cert IV IN Training and Assessment
 - Skill set from Cert IV
 - A higher level qualification in adult and/or Vocational Education
11. When you entered VET teaching what was your highest completed qualification in any other industry or discipline area?
- Certificate III
 - Certificate IV
 - Diploma/Advanced Diploma
 - VET sector (Training Package)
 - Higher Education Associate Degree/ Bachelor's Degree
 - Higher Education Grad Cert/Grad Dip
 - Masters by coursework or research
 - Doctorate (PhD, EdD etc)
12. Are you currently either studying a VET teacher-education course at a university, or have recently completed one?
- Yes
 - No
13. Please tick the industry/discipline area into which the qualification you teach fit best.
- Agriculture and Animals
 - Arts, Media and Culture
 - Business, Financial Services and IT
 - Community Services
 - Construction and Property (inc. Electrical)
 - Foundation Skills, English Language and General Studies
 - Health and Fitness
 - Manufacturing and Automotive
 - TAE
 - Transport, Infrastructure, Safety and Resources
 - Wholesale, Retail, Tourism, Hospitality and Personal Service
14. What generally is the age of your students?
- Most are less than 20 years old
 - Most are 21-39 years old
 - Most are 40+ years old
 - The students are generally of a mixed age group

15. In which State/Territory is your main work as a teacher/trainer?

- Victoria
- Australian Capital Territory
- New South Wales
- Tasmania
- Queensland
- Northern Territory
- Western Australia
- South Australia
- Overseas

16. Is that work in a metro/rural-regional/remote area?

- Metropolitan
- Rural/Regional
- Remote area

17. Are you employed as a VET teacher:

- Full-time?
- Part-time?
- Casual?

18. Approximately how many students are there in the training provider for which you work?

- Up to 99 students
- 100-499 students
- 500-999 students
- 1000+ students
- Not sure

19. What type of training provider do you work for?

- TAFE
- Enterprise RTO
- Other Registered Training Organisation (RTO) e.g. private provider.
- Secondary school (*Unfortunately the questions in this survey do not apply to you. Thank you for your interest*)

20. As far as you know, does your RTO find it hard to fill VET teacher vacancies in your industry area?

- Yes
- No

Please comment if you wish. (*Qualitative question*)

21. As far as you know, does your RTO find it hard to fill VET teacher vacancies in other industry areas?

- Yes
- No

If 'Yes', please state which industry area(s). (*Qualitative question*)

About your industry/discipline background

22. What was the main job you were doing immediately before commencing your work in VET as a teacher/trainer? *(Qualitative question)*

23. What level was that job?

- Employee (non-professional)
- Employee (professional)
- Supervisor
- Manager
- Small business owner

Other (please specify). *(Qualitative question)*

24. How do you currently identify?

- As a VET teacher/trainer
- As your prior occupation (e.g. nurse, social worker, plumber)
- Both equally

Please add any comments that you wish. *(Qualitative question)*

25. Do you have a concurrent position outside of the VET workforce at this time? (e.g. carpenter, clerical assistant, small business owner)

- Yes
- No

26. If you answered 'Yes' to Question 25, is this position in the industry/discipline area in which you teach/train?

- Yes
- No
- Not applicable

27. If you answered 'Yes' to Question 25, which do you consider to be your primary role?

- VET teaching/training role
- Position outside of VET workforce
- Both equally
- Not applicable

Moving into VET teaching

28. What was your route for becoming a VET teacher?

- Directly into full-time work as a VET teacher
- Initially into part-time work as a VET teacher
- Initially into casual work as a VET teacher

29. How long before you started teaching had you thought about VET teaching as a career?

Please provide one answer on each line.

	1-2 years prior to beginning VET teaching	3-4 years prior to beginning VET teaching	5-6 years prior to beginning VET teaching	7-10 years prior to beginning VET teaching	11+ years prior to beginning VET teaching
I had vague thoughts about teaching in VET					
I had serious thoughts about teaching in VET					

Please add any comments that you wish. (*Qualitative question*)

30. Please say whether each of the following factors was a consideration in your decision to become a VET teacher (full-time, part-time or casual).

	Yes	To some extent	No
Better employment conditions in VET teaching			
More security in employment in VET teaching			
Getting 'off the tools'/away from stress/away from physical challenges of the previous job			
Giving back to the industry/society by developing next generation			
Thought I would enjoy teaching			
Better work/life balance			

31. Please make a note about anything in particular that prompted you to enter VET teaching. (*Qualitative question*)

32. How did the remuneration for VET teaching compare with the remuneration you received before entering VET teaching? (You may consider either annual salary or hourly rate as appropriate).

- Much less than I was previously paid
- Somewhat less than I was previously paid
- About the same as I was previously paid
- Somewhat more than I was previously paid
- Much more than I was previously paid

33. Did others tell you VET teaching was not a good career choice?

- Yes
- No

Please comment if you wish. (*Qualitative question*)

34. How happy are you with your decision to become a VET teacher?

- Very happy
- Quite happy
- Not happy

35. Was the experience of VET teaching what you expected?

- Better than I expected
- About the same as I expected
- Worse than I expected

Please add any comments that you wish. *(Qualitative question)*

36. How well did the Cert IV TAE prepare you as a VET teacher, overall?

- Very well
- Quite well
- Not well

37. How well did the Cert IV TAE prepare you in the following areas?

	Very well	Quite well	Not well
Classroom management			
Session planning			
Teaching delivery			
Diverse learners			

38. Please make any comments about any improvements which could be made to the Cert IV TAE. *(Qualitative question)*

39. In your opinion, which of these factors may be a barrier for people who work in industry wishing to become VET teachers?

	Yes, a barrier	To some extent	No, not a barrier
Lack of full time jobs			
Prospect of lower pay			
Having to achieve a Cert IV qualification			
Lack of digital skills			
Apprehension of entering a new field			
Not knowing how to find out about VET teaching jobs			
Negative experiences as a VET learner			

Please add any others if you wish. *(Qualitative question)*

Staying in VET teaching.

40. How much do you value various aspects of VET teaching? Please provide one answer on each line.

	Highly valued	Somewhat valued	Not valued
Commitment to the industry/profession			
Enjoy engaging with learners			
My own lifelong learning as a teacher and member of the industry/profession			
Being a role model to learners			
Making a difference to learners' lives and careers			
Using my skills, knowledge and experience			
Seeing learners develop and become proficient			

41. How important to you are the following aspects of your employment conditions, as a VET teacher? Please provide one answer on each line.

	Highly valued	Somewhat valued	Not valued
Holiday periods			
Hours of work			
Opportunities to be part of a team			
Access to professional development to improve my teaching			
The pay			
Opportunities for promotion			
Opportunities to work on interesting initiatives			

42. How likely are you to look for a job outside VET teaching in the next three years?

- Very likely
- Likely
- Neither likely or unluckily
- Unlikely
- Very unlikely

Please add any comments that you wish. (*Qualitative question*)

43. If likely or very likely, would this be in the industry from which you came, or another?

- In the industry in which I was previously employed, prior to VET teaching.
- A different industry.
- Not applicable.

Please add any comments that you wish. (*Qualitative question*)

44. In general, what factors do you think may contribute to people leaving VET teaching? Please provide one answer on each line.

	A highly contributing factor	Could be a contributing factor	Not a contributing factor
Dissatisfaction with management			
Workload too high			
Ongoing change / insecurity within the sector			
Seeking a new challenge			
Restructuring or mergers			
Wanting more flexibility in hours worked			
Learner behaviour			
Seeking promotion or career development			
Poor workplace culture			
Seeking a higher salary			
Too much time spent teaching lower level qualifications/learners			
Wanting less responsibility			
Too much time spent on compliance work			

Please comment if you wish. *(Qualitative question)*

45. In general, how do you think VET teaching is valued by society?

- Highly valued
- Somewhat valued
- Not valued

Please add any comments that you wish. *(Qualitative question)*

46. What do you think would make more people become VET teachers? *(Qualitative question)*

47. What would make more people stay in VET teaching? *(Qualitative question)*

Thank you for completing the survey.

Note: No questions were compulsory.

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