

A POST-FORDIST DILEMMA: PRECARIOUS WORK AND EMPLOYER-SPONSORED TRAINING IN NEW ZEALAND

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Changing employment patterns—in particular, the growing trend toward more precarious and insecure work—have significant implications for training and skills development. For instance, if employers concentrate their training efforts and expenditures on their core workers, an increasing share of the workforce will receive little, if any, employer-sponsored training. In conjunction with typically being poorly paid and working irregular schedules and/or inadequate hours, this implies that contingent to the extent to which vulnerable segments of society find themselves disproportionately amongst those in precarious employment, the trend towards less employer-sponsored training likely exacerbates longstanding inequalities across demographic groups.

Using data from the March 2008 and December 2012 Surveys of Working Life (SoWL), this study reveals differences in opportunities for employer-supported training across various demographic groups of New Zealand workers. It provides a better understanding of the factors associated with New Zealand employers' investment in training and the types of employees who receive that training. It also sheds light on problems associated with continued reliance on employer-funded training as a means of skill development in an era of greater precariousness and job insecurity.