

Table 1**Courses and time taking the course in last 12 months**

		All respondents
Valid count		1001
Studied in last 12 months:	Any type of program	54.7% (548)
	Work-related program	41.9% (419)
	Company required course or training	26.7% (267)
When did you take the work-related program?	During office hour or could enjoy a compensatory day off	31.7% (133)
	Out of office hour or used leisure time	52.0% (218)
	Both	16.2% (68)
When did you take the company required course or training?	During office hour or could enjoy a compensatory day off	47.2% (126)
	Out of office hour or used leisure time	36.7% (98)
	Both	16.1% (43)

Table 2**Intention of respondents to pursue continuing education in the coming 2 years and reason for not pursuing**

	All respondents
Valid count	1001
Will not or may not pursue continuing education in the coming 2 years	47.8% (478)
Reason for not pursuing:	
Work is too busy	39.3% (188)
Age reason	15.5% (74)
Course is not suitable	11.9% (57)
Cannot support financially	11.5% (55)
Quality issue	5.4% (26)
Family reason	4.6% (22)
Company does not support	3.3% (16)
Lack of personal motivation	2.5% (12)
Time issue (non-work related)	1.0% (5)

Remarks:

“Work is too busy” refers to unstable working hours, frequent overtime, or time conflict with course schedule because of work.

“Age reason” refers to not having the motivation due to near the retirement age or having a senior age.

“Course is not suitable” refers to not having suitable course, cannot find course that is of interest, or afraid that the course is boring.

“Cannot support financially” refers to any financial reason for not having the intention to further study.

“Quality issue” refers to being unclear or worried about the quality of the course, teaching staff or course provider, or worried about the recognition after studying the course.

“Family reason” refers to the lack of support from family, or need to take care of family.

“Company does not support” refers to lacking the support from company or supervisor.

“Lack of personal motivation” refers to worries about own abilities, afraid of exams and assignments, being lazy or lack of perseverance.

“Time issue (non-work related)” refers to any time conflicts or too busy due to reasons not related to work.

Table 3**Intention of respondents to use CEF when pursuing continuing education and reason for not using CEF**

	All respondents
Valid count	1001
Pursue continuing education in the coming 2 years	52.2% (523)
Among the above, do not intend to or may not use CEF	53.7% (281)
Reason for not using CEF:	
Already reached limit	27.8% (78)
Course is not suitable	18.5% (52)
Application procedure is too complicated	11.4% (32)
Reserve for the needs	9.3% (26)
Can support myself financially	5.0% (14)
Too busy	4.0% (1)
Don't know	29.2% (82)

Remarks:

“Already reached limit” refers to reaching the CEF limit of \$10,000, feeling the subsidized amount is too little, or the subsidy is insufficient to cover tuition fee.

“Course is not suitable” refers to the courses of interest are not included in CEF scheme.

“Application procedure is too complicated” refers to the complicated or troublesome application procedure, or unclear about how to apply or how to use CEF.

“Reserve for the needs” refers to feeling ones’ age being too senior, or want to reserve it for the needs.

“Can support myself financially” refers to being able to support myself financially, having support from company, or do not need government subsidies.

“Too busy” refers to being too busy or do not have time.