Defense Acquisition University

# Graduate and Supervisor Survey Report -- Subgroup Analysis

Volume II
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# TABLE OF CONTENTS

PAGE

1.0 EXECUTIVE SUMMARY ..... 2

2.0 INTRODUCTION ..... 4

3.0 DEMOGRAPHIC COMPOSITION ..... 5

4.0 COMPARISON BY CAREER AREA ..... 6

5.0 COMPARISON BY COURSE LEVEL ..... 11

6.0 COMPARISON BY SERVICE AFFILIATION ..... 14

APPENDICES ..... 17

# 1.0 EXECUTIVE SUMMARY

Volume I of this report presents the results of all graduates and supervisors in an effort to explain the overall usefulness and impact of DAU courses. In Volume II, we have 'drilled down' into the data to assess how different subgroups of graduates responded to the survey questions. Graduates are grouped by Career Area, Course Level, and Service Affiliation.

In an effort to assess differences between these subgroups, indexes measuring the perceived Impact and Usefulness of DAU courses were calculated. These indexes are averages of the percentages of positive responses to items measuring those constructs. The items that form these indexes are listed below:

## Usefulness Index

- Question 3: Do you think the course you took at DAU was a useful course?
- Question 4: Was the content of the course new to you?
- Question 5: The DAU course I attended covered the subjects I need to perform in my current position (Agree/Disagree)
- Question 6: The DAU course I attended covered the subjects I envision will help me in future positions (Agree/Disagree)
- Question 7: The DAU course I attended was challenging (Agree/Disagree)

## Impact Index

- Question 9: Have you noticed an increase in confidence as a result of this training?
- Question 10: Does your supervisor seem to have more confidence in your abilities since you completed the DAU course?
- Question 11: Do you feel your organization has benefited from your attendance in the DAU course?
- Question 12: Have your responsibilities increased since attending the DAU course?
- Question 12a: In your opinion, did attending the course contribute to your selection for these increased responsibilities?

## *Comparison by Career Area*

Comparing graduate opinions by Career Area reveals that Program Management graduates are more satisfied with DAU courses than any other group in this category (Usefulness Index = 82.7%, Impact Index = 69.2%), while Technical Management graduates are the least satisfied (Usefulness Index = 73.0%, Impact Index = 50.1%). Technical Management graduates' Usefulness Index falls below the 75% threshold for a positive finding, as defined in Volume I of this report.

| | Usefulness Index | Impact Index | Respondents |
|---|---|---|---|
| Acquisition Management | 75.4% | 53.4% | 339 |
| Business Management | 77.4% | 57.1% | 27 |
| Contract Management | 78.8% | 64.6% | 565 |
| Program Management | 82.7% | 69.2% | 94 |
| Technical Management | 73.0% | 50.1% | 174 |

Caution should be exercised when considering the opinions of Business Management graduates due to the low number of respondents.

*Comparison by Course Level*

Differences of opinion by Course Level are much less pronounced than differences by Career Area, but we do find that 100 Level graduates are the most satisfied (Usefulness Index = 79.0%, Impact Index = 65.5%) and 200 Level graduates are the least satisfied (Usefulness Index = 76.5%, Impact Index = 56.9%).

| | Usefulness Index | Impact Index | Respondents |
|---|---|---|---|
| 100 Level | 79.0% | 65.5% | 307 |
| 200 Level | 76.5% | 56.9% | 615 |
| 300 Level | 77.1% | 59.0% | 277 |

Caution must be exercised when considering these findings, however, as differences between subgroups on individual items are often quite small (see Appendix B).

*Comparison by Service Area*

Comparison of graduate opinions by Service Area reveals that Army graduates are the most satisfied (Usefulness Index = 79.3%, Impact Index = 64.1%) in this category. Air Force graduates are the least satisfied with the usefulness of DAU courses (Usefulness Index = 73.2%), and Navy graduates are the least satisfied with the impact of DAU courses (Impact Index = 53.0%). Air Force graduates' Usefulness Index falls below the 75% threshold for a positive finding, as defined in Volume I of this report.

| | Usefulness Index | Impact Index | Respondents |
|---|---|---|---|
| Army | 79.3% | 64.1% | 268 |
| DoD | 77.1% | 56.1% | 74 |
| Air Force | 73.2% | 57.2% | 150 |
| Navy | 76.3% | 53.0% | 342 |

## Opportunities

This report presents noteworthy differences between the different subgroups of DAU graduates. Differences are considered noteworthy when the percentage of responses of two sub groups differs by more than 12%. Where these differences exist, further analysis is needed to determine the reasons for the differences and potential interventions that might address the discrepancies.

## 2.0 INTRODUCTION

Volume I of this report presents the results of all graduates and supervisors in an effort to explain the overall usefulness and impact of DAU courses. In Volume II, we have 'drilled down' into the data to assess how different subgroups of graduates responded to the survey questions. The subgroups involve sorting graduates by Career Area, Course Level, and Service Affiliation. These subgroup comparisons are presented at both the aggregate level and at the specific-survey item level.

### *Aggregate Level Comparisons*

By comparing different subgroups' aggregated opinions, it is possible to identify subgroups whose views are driving overall impressions of DAU courses. Subgroups are compared at the aggregated level by examining:

- The Usefulness Index
- The Impact Index

**Usefulness and Impact Indexes are the averaged percentages of positive responses to selected items*

### *Item Level Comparisons*

After these aggregate subgroup differences are identified, item comparisons reveal specific aspects of DAU courses that are contributing to the aggregate differences. Subgroups are compared at the item level by:

- The percentage of positive responses by graduates in those groups (All charts in this report display percentage of positive responses except where noted)

Noteworthy differences at the item level are reported in each subgroups' section of this report. Differences are considered noteworthy when the percentage of responses of two sub groups differs by more than 12%. Complete results for the subgroups on all 14 comparable items are provided in Appendices A, B, and C of this report.

## 3.0 DEMOGRAPHIC COMPOSITION

The number of respondents in each subgroup was calculated to determine its size relative to the total survey sample. Tables 1, 2, & 3 below report the number of respondents in each subgroup. It is worth noting that the larger the number of respondents in the subgroup (when compared to the actual population of that group), the greater the confidence that can be placed on the accuracy of the results presented. For this reason, the Business Management subgroup results can not be presented with as much confidence as the other Career Areas.

**Tables 1, 2, & 3**

| Career Area | Number of Respondents |
|---|---|
| Acquisition Management | 339 |
| Business Management | 27 |
| Contract Management | 565 |
| Program Management | 94 |
| Technical Management | 174 |

| Course Level | Number of Respondents |
|---|---|
| 100 Level | 307 |
| 200 Level | 615 |
| 300 Level | 277 |

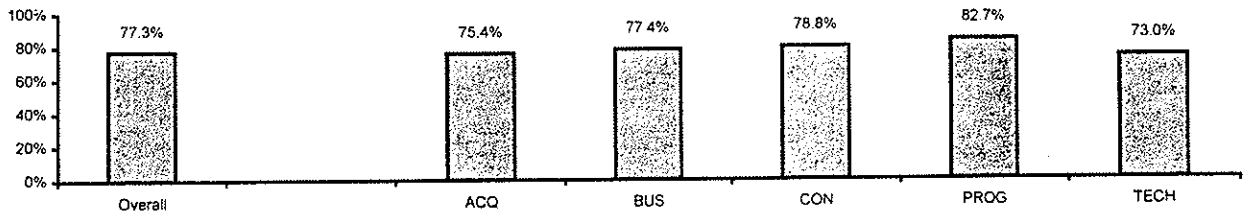
| Service Affiliation | Number of Respondents |
|---|---|
| Army | 268 |
| DoD | 74 |
| Air Force | 150 |
| Navy | 342 |

## 4.0 COMPARISON BY CAREER AREA

### *Aggregate Comparisons*

Aggregate results can be compared using a Usefulness Index and an Impact Index. The Usefulness Index is the average of the positive responses to items 3, 4, 5, 6 and 7 on the Graduate Survey. Chart 1 below compares Usefulness Indices of the Career Area subgroups. While Usefulness Indices for all subgroups are relatively close to the overall graduate average of 77.3%, we do find that Program Management graduates view DAU courses as more useful than other graduates. This finding is particularly important because Program Management graduates include a large percentage of graduates from the spring course, PMT 302, which is a capstone course in the curriculum. It is also worth noting that the Technical Management subgroup's Usefulness Index falls slightly below the 75% threshold for a positive finding as defined in Volume I of this report.

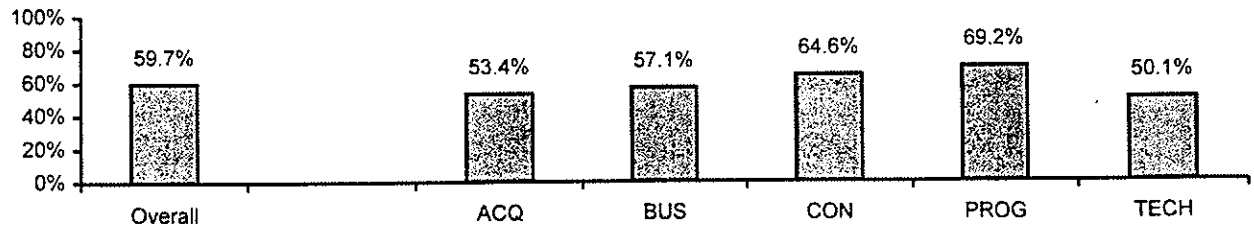
**Chart 1**




- Question 3: Do you think the course you took at DAU was a useful course?
- Question 4: Was the content of the course new to you?
- Question 5: The DAU course I attended covered the subjects I need to perform in my current position (Agree/Disagree)
- Question 6: The DAU course I attended covered the subjects I envision will help me in future positions (Agree/Disagree)
- Question 7: The DAU course I attended was challenging (Agree/Disagree)

The Impact Index is the average of the percentages of positive responses to items 9, 10, 11, 12, and 12a on the Graduate Survey. Chart 2 below reports the Impact Index for Career Area subgroups. Program Management graduates rate the impact of DAU courses higher than any other subgroup (69.2%) and Technical Management graduates rate the impact of DAU courses lower than any other subgroup (50.1%).

**Chart 2**



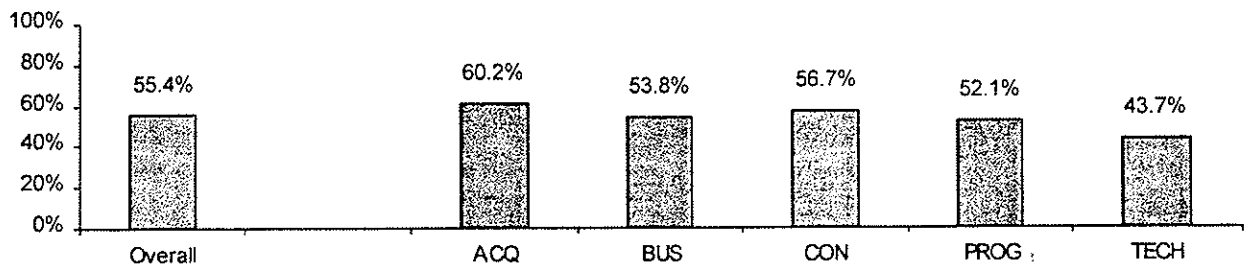

- Question 9: Have you noticed an increase in confidence as a result of this training?
- Question 10: Does your supervisor seem to have more confidence in your abilities since you completed the DAU course?
- Question 11: Do you feel your organization has benefitted from your attendance in the DAU course?
- Question 12: Have your responsibilities increased since attending the DAU course?
- Question 12a: In your opinion, did attending the course contribute to your selection for these increased responsibilities?

## *Item-Level Comparisons*

### Question 4: Was the content of the course new to you?

As Chart 3 indicates, overall, 55.4% of graduates state that the content of the course was new. Graduates of Acquisition Management courses (60.2%) and graduates of Contract Management courses (56.7%) are much more likely to report that the course content was new to them, than graduates of Technical Management courses (43.7%). As the overall Usefulness Indices on the previous page indicate, graduates of Technical Management courses also had the lowest overall ratings for the usefulness of DAU courses. These two findings together suggest there may need to be a review of Technical Management curriculum to ensure that those courses add the greatest value to graduates' skill mixes.

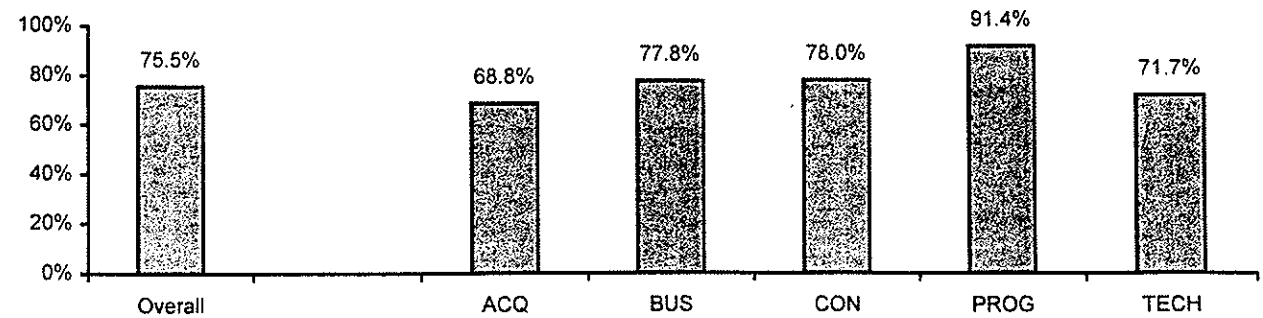
**Chart 3**




### Question 5: The DAU course I attended covered the subjects I need to perform in my current assignments

As depicted in Chart 4, while a majority of all graduates (75.5%) report that DAU course information is applicable to their current job, a far greater percentage of graduates who completed Program Management courses (91.4%) consider the course useful in their current position than graduates from the other Career Areas.

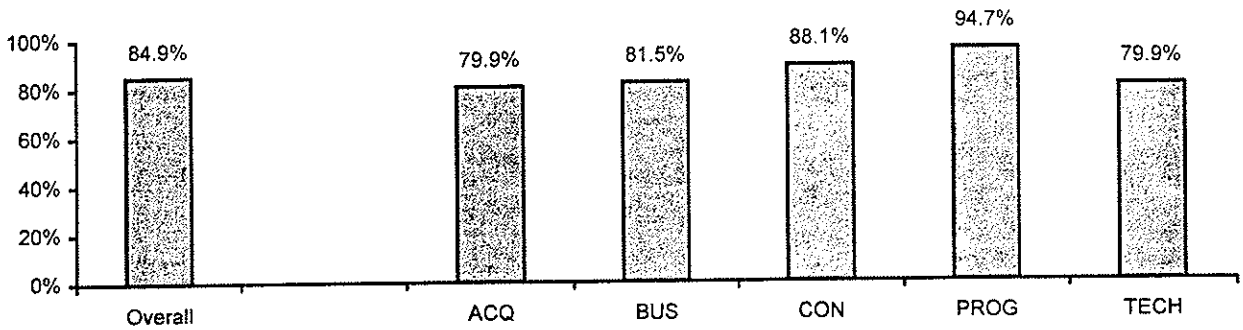
**Chart 4**



**Question 6: The DAU course I attended covered the subjects I envision will help me in future positions**

Program Management graduates are the most likely to report that the subject matter learned at DAU courses would be beneficial in future positions (94.7%). Acquisition Management (79.9%) and Technical Management (79.9%) graduates are much less likely to acknowledge this relevance.

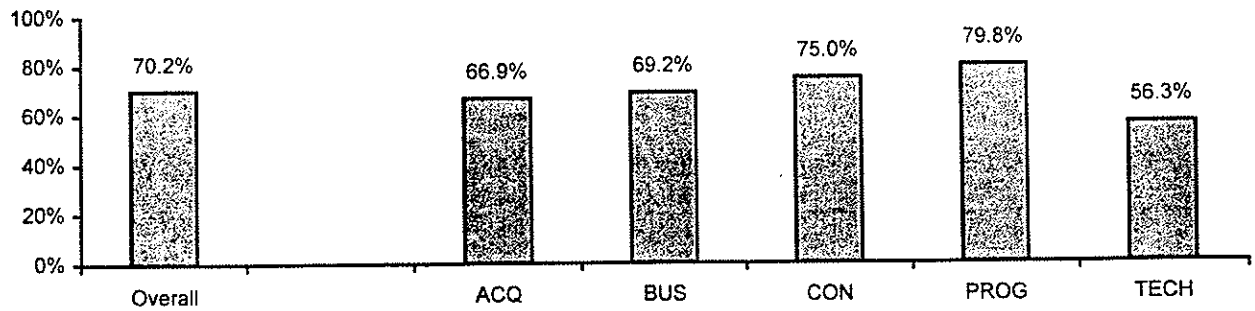
**Chart 5**




**Question 9: Have you noticed an increase in confidence as a result of this training?**

Program Management course graduates report an increased level of confidence as a result of DAU training more often (79.8%) than graduates from other career areas, and considerably more often than Technical Management graduates (56.3%) and Acquisition Management graduates (66.9%). This suggests that either certain courses lead graduates to feel more comfortable applying their skills learned at DAU to their current position or that some courses do not present as much new knowledge or skills.

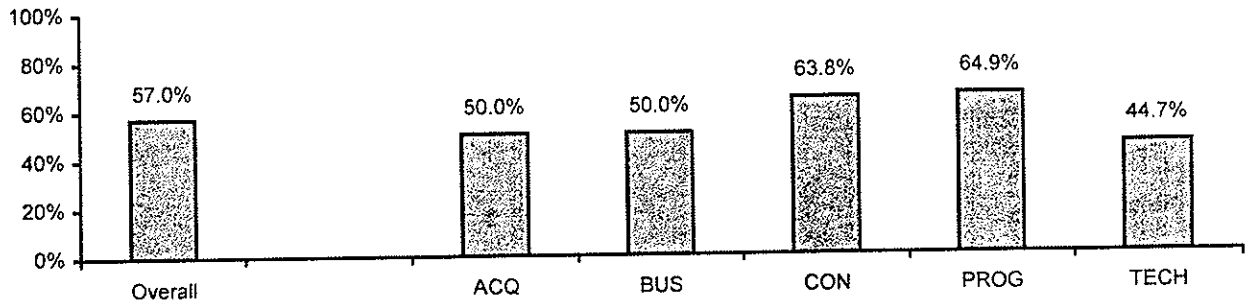
**Chart 6**



**Question 10: Does your supervisor seem to have more confidence in your abilities since you completed the DAU course?**

Similar differences also exist when comparing perceived increases in levels of confidence of supervisors. Chart 7 shows that Contract Management graduates (63.8%) and Program Management graduates (64.9%) perceive increases in supervisor confidence at a much greater percentage than that of the other graduates. Once again, this finding is particularly important because Program Management graduates include a large percentage of graduates from the capstone course PMT 302.

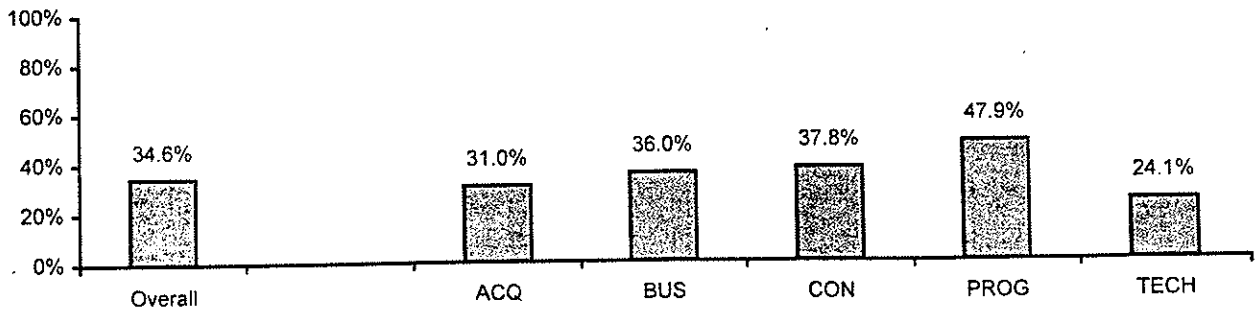
**Chart 7**




**Question 12: Have your responsibilities increased since attending the DAU course?**

While one of three (34.6%) of graduates report that their responsibilities have increased since attending DAU courses, there is a large disparity between the percentages of Program Management graduates who report increased responsibilities (47.9%) and the percentage of Acquisition Management (31%) and Technical Management (24.1%) graduates who report an increase. This discrepancy is to be expected since Acquisition Management courses are general overview courses and Program Management courses are more specific courses designed for senior managers who can apply their coursework directly to their job.

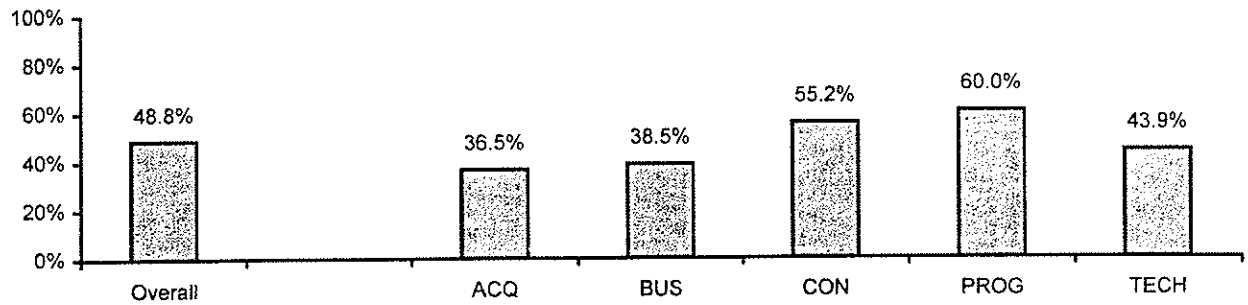
**Chart 8**



**Question 12a: If yes: In your opinion, did attending the course contribute to your selection for these increases responsibilities?**

The differences in percentages of graduates who report increased responsibilities is even more interesting when we consider that Program Management (60%) and Contract Management (55.2%) graduates credit the DAU course as contributing to that increase much more often than the other three groups.

**Chart 9**

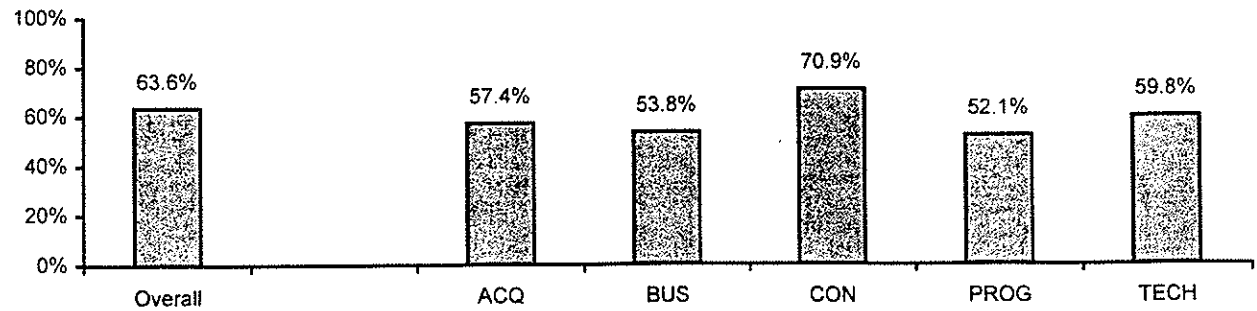



**Question 15: Did you have difficulties arranging to attend the DAU course?**

It is interesting to note that while Program Management course graduates report the highest overall levels of satisfaction, the percentage of Program Management graduates who report that they did not have trouble scheduling DAU courses (52.1%) is less than the percentage of graduates from other Career Areas. Contract Management respondents indicate the least difficulty in arranging course attendance (70.9%).

*(This item is 'reverse worded' to where No is a positive response and Yes is a negative response. The chart below displays the percentage of No responses by Career Areas. )*

**Chart 10**

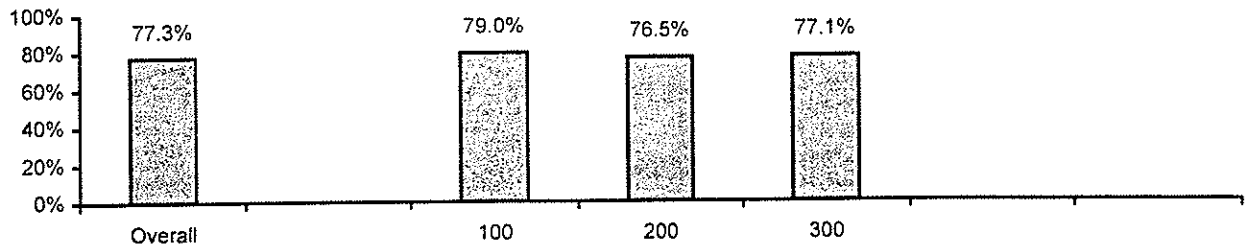


## 5.0 COMPARISON BY COURSE LEVEL

### *Aggregate Comparisons*

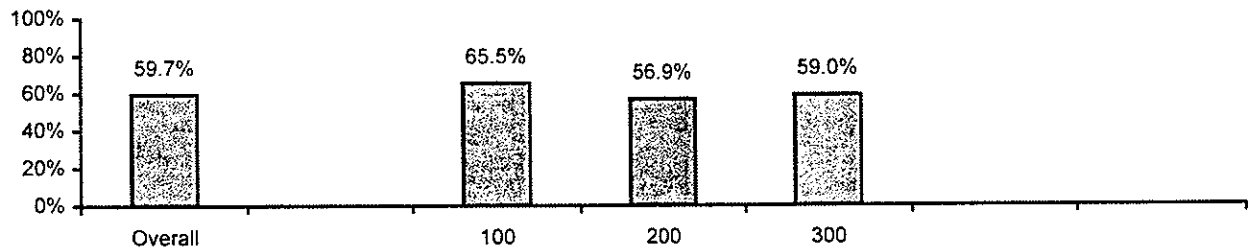
Examination of the Usefulness Indices (Chart 10) and the Impact Indices (Chart 11) reveals that differences of opinion between these subgroups are quite small. Additionally, no subgroups' Usefulness or Impact Index fell below the thresholds for positive findings as defined in Volume I of this report.

**Chart 10**




- Question 3: Do you think the course you took at DAU was a useful course?
- Question 4: Was the content of the course new to you?
- Question 5: The DAU course I attended covered the subjects I need to perform in my current position (Agree/Disagree)
- Question 6: The DAU course I attended covered the subjects I envision will help me in future positions (Agree/Disagree)
- Question 7: The DAU course I attended was challenging (Agree/Disagree)

**Chart 11**



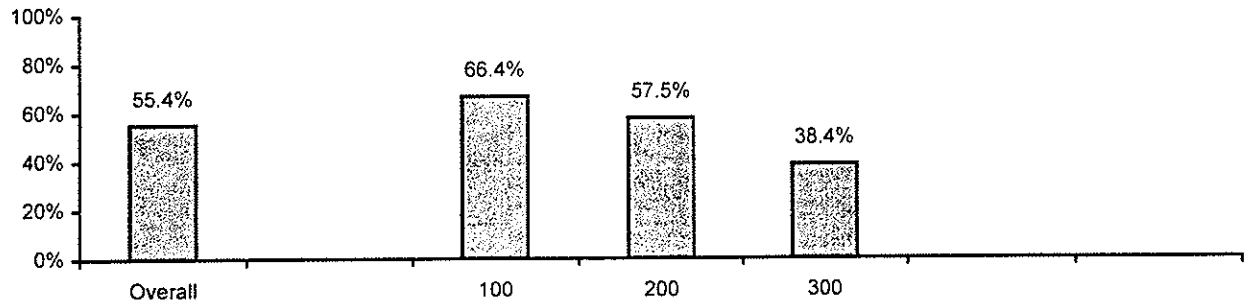

- Question 9: Have you noticed an increase in confidence as a result of this training?
- Question 10: Does your supervisor seem to have more confidence in your abilities since you completed the DAU course?
- Question 11: Do you feel your organization has benefitted from your attendance in the DAU course?
- Question 12: Have your responsibilities increased since attending the DAU course?
- Question 12a: In your opinion, did attending the course contribute to your selection for these increased responsibilities?

*Item-Level Comparisons*

**Question 4: Was the content of the course new to you**

A much larger proportion of graduates who completed 100 level courses (66.4%) report that the course content was new to them than the percentage of graduates who completed 300 level courses (38.4%). This finding is expected given that lower level courses are likely to be attended by graduates with less experience on the job.

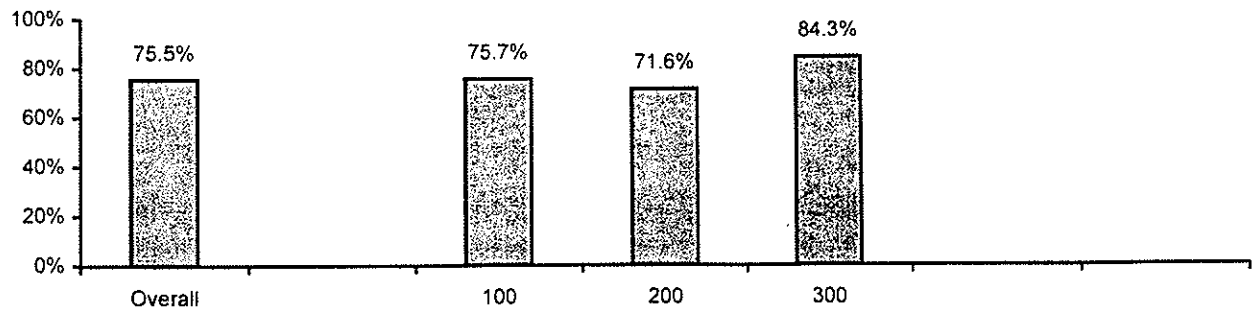
**Chart 12**




**Question 5: The DAU course I attended covered the subjects I need to perform in my current assignment**

While fewer 300 level course graduates report that course content was new to them, this group does report that DAU course information is applicable to their current job more often (84.3%) than graduates who had completed lower level courses.

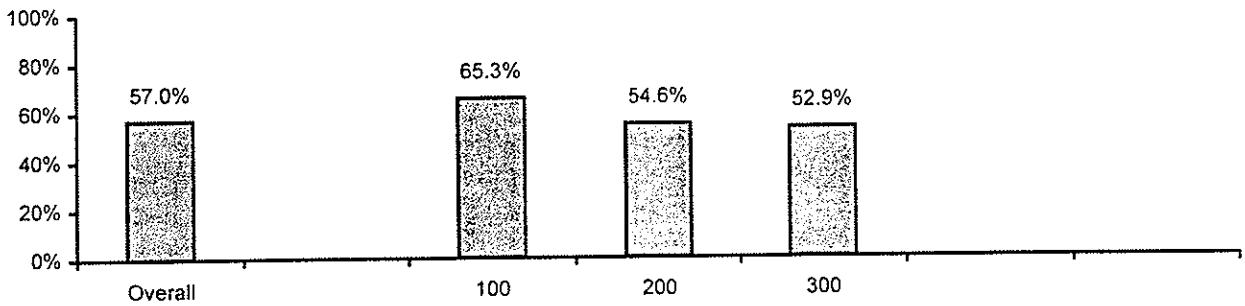
**Chart 13**



**Question 10: Does your supervisor seem to have more confidence in your abilities since you completed the DAU course?**

As shown in Chart 14, graduates who completed 100 level courses report that their supervisors seemed to display increased confidence in them more often than graduates of higher level courses. This difference is likely due to the fact that graduates of higher level courses are more senior and probably have a different relationship with their supervisors where confidence is already assumed.

**Chart 14**

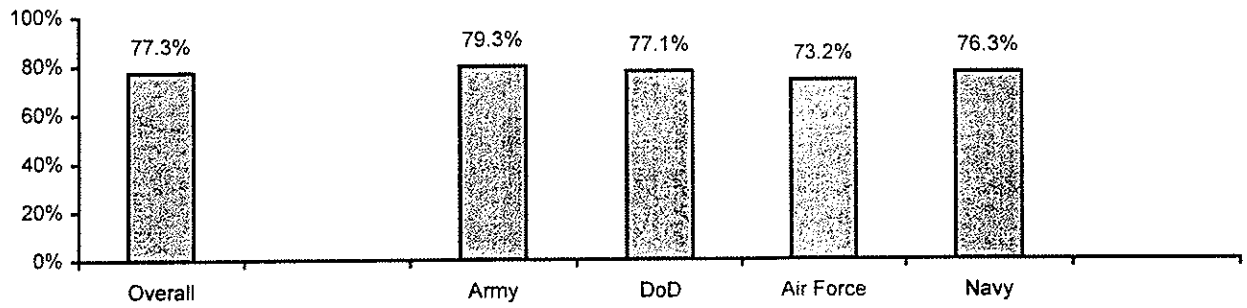


## 6.0 COMPARISON BY SERVICE AFFILIATION

### *Aggregate Comparisons*

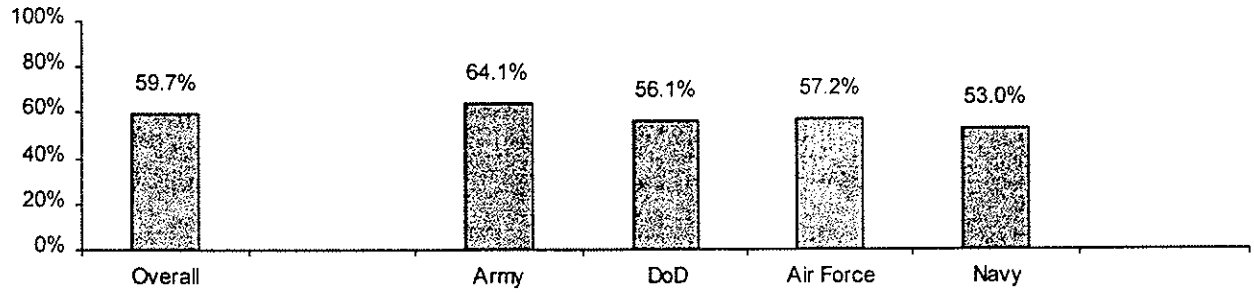
As shown in Chart 15 below, the Usefulness Index for the Air Force subgroup falls slightly below the 75% threshold for a positive finding, as defined in Volume I of this report. The Impact Index (Chart 16) shows that all the subgroups are above the 50% threshold that was established for impact.

**Chart 15**




- Question 3: Do you think the course you took at DAU was a useful course?
- Question 4: Was the content of the course new to you?
- Question 5: The DAU course I attended covered the subjects I need to perform in my current position (Agree/Disagree)
- Question 6: The DAU course I attended covered the subjects I envision will help me in future positions (Agree/Disagree)
- Question 7: The DAU course I attended was challenging (Agree/Disagree)

**Chart 16**



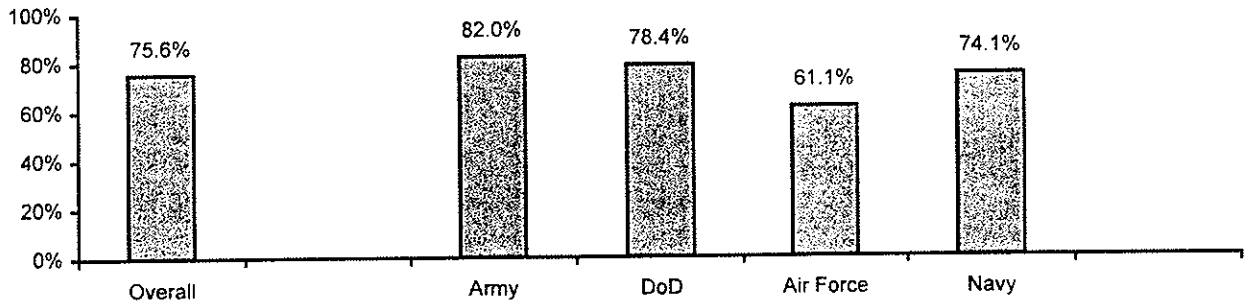

- Question 9: Have you noticed an increase in confidence as a result of this training?
- Question 10: Does your supervisor seem to have more confidence in your abilities since you completed the DAU course?
- Question 11: Do you feel your organization has benefitted from your attendance in the DAU course?
- Question 12: Have your responsibilities increased since attending the DAU course?
- Question 12a: In your opinion, did attending the course contribute to your selection for these increased responsibilities?

## Item-Level Comparisons

### Question 7: The DAU course I attended was challenging

While a majority of all respondents report that their DAU course was challenging (75.6%), a large discrepancy exists between the percentage of Army graduates (82.0%) and the percentage of Air Force graduates (61.1%) who found their course work challenging.

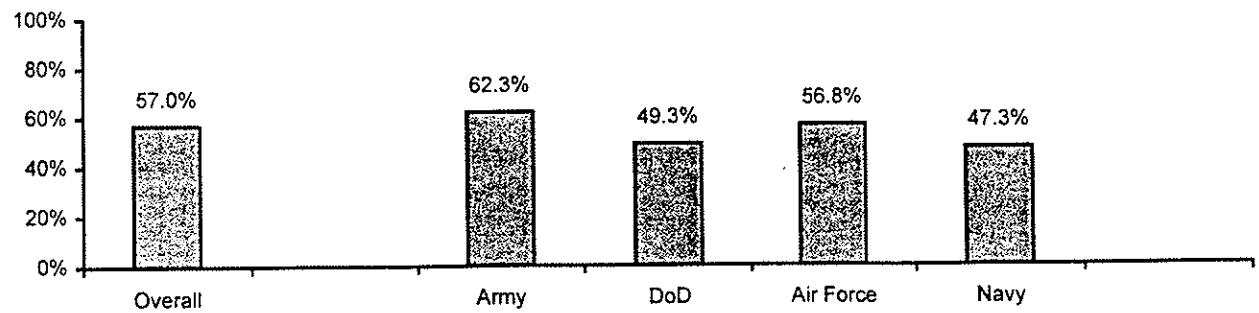
**Chart 17**




### Question 10: Does your supervisor seem to have more confidence in your abilities since you completed the DAU course?

While increases in self confidence did not vary greatly across Service Areas (see Appendix C – Question 9), a large disparity does exist between the percentage of Army graduates who report that their supervisors seem more confident in them since DAU training (62.3%), and the percentage DoD and Navy graduates who provided positive responses to the same item (49.3% and 47.3% respectively).

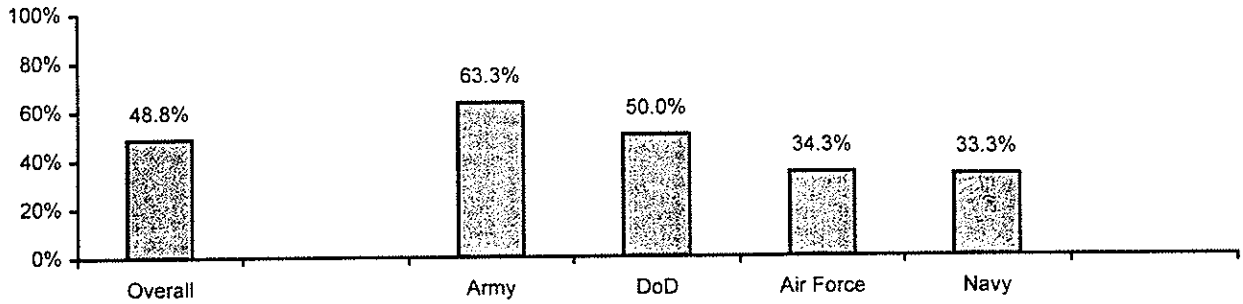
**Chart 18**



**Question 12a: If yes: In your opinion, did attending the course contribute to your selection for these increased responsibilities?**

The percentage of graduates in each Service Area who state that their responsibilities had increased since attending DAU training did not vary greatly from the overall graduate average of 34.6% (see Appendix C—Question 12). However, as Chart 19 indicates, the percentage of Army graduates who report that a change in responsibility had been the result of DAU training (63.3%) is notably higher than the other service areas.

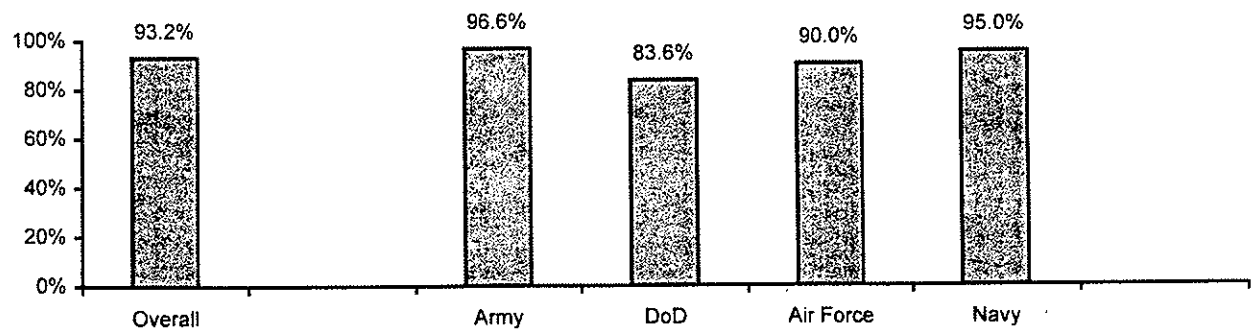
**Chart 19**




**Question 14: Would you recommend this course to a colleague?**

Almost all (93.2%) DAU course graduates report that they would be willing to recommend the course they attended to a colleague. DoD graduates, however, are less willing to recommend courses to colleagues (83.6%) than graduates from other service areas.

**Chart 20**




Graduates were offered the opportunity to explain why he or she would not recommend DAU courses. Reasons offered by DoD graduates include:

- *A lot of the material is too technical.*
- *This course was extremely difficult and stressful due to the amount of material.*
- *I would not recommend this course, only because I did not think it is a requirement.*

# APPENDICES A, B, & C
## Subgroup Analysis Tables

# Appendix A
## Subgroup Comparison By Career Area

| Item | Resp. | Overall | | Acquisition | | Business | | Contract | | Program | | Technical | | Sig. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | N | % Pos | N | % Pos | N | % Pos | N | % Pos | N | % Pos | N | % Pos | |
| 2. Do you feel you were adequately prepared for the course? | Y/N | 1191 | 91.5% | 338 | 86.4% | 27 | 96.3% | 559 | 94.1% | 94 | 97.9% | 173 | 89.0% | |
| 3. Do you think the course you took at DAU was a useful course? | Y/N | 1195 | 94.9% | 338 | 93.2% | 26 | 96.3% | 562 | 95.0% | 94 | 98.9% | 174 | 95.4% | |
| 4. Was the content of the course new to you? | Y/N | 1192 | 55.4% | 337 | 60.2% | 26 | 53.8% | 561 | 56.7% | 94 | 52.1% | 174 | 43.7% | * |
| 5. The course I attended covered subjects I need for my current assignment. | SA/SD | 1190 | 75.5% | 337 | 68.8% | 27 | 77.8% | 560 | 78.0% | 93 | 91.4% | 173 | 71.7% | * |
| 6. The course I attend covered subjects that will help me in future positions. | SA/SD | 1195 | 84.9% | 339 | 79.9% | 27 | 81.5% | 561 | 88.1% | 94 | 94.7% | 174 | 79.9% | * |
| 7. The DAU course I attended was challenging. | SA/SD | 1195 | 75.6% | 339 | 74.9% | 27 | 77.8% | 561 | 76.1% | 94 | 76.6% | 174 | 74.1% | |
| 9. Have you noticed an increase in confidence as a result of this training? | Y/N | 1191 | 70.2% | 338 | 66.9% | 26 | 69.2% | 559 | 75.0% | 94 | 79.8% | 174 | 56.3% | * |
| 10. Does your supervisor seem more confident in you since the course? | Y/N | 1178 | 57.0% | 332 | 50.0% | 26 | 50.0% | 556 | 63.8% | 94 | 64.9% | 170 | 44.7% | * |
| 11. Do you feel your organization benefited from you attending the course? | Y/N | 1186 | 87.7% | 335 | 82.7% | 24 | 91.7% | 559 | 91.4% | 94 | 93.6% | 174 | 81.6% | |
| 12. Have your responsibilities increased since attending the DAU course? | Y/N | 1190 | 34.6% | 336 | 31.0% | 25 | 36.0% | 561 | 37.8% | 94 | 47.9% | 174 | 24.1% | * |
| 12a. If yes, did attending the course contribute to the increase? | Y/N | 473 | 48.8% | 126 | 36.5% | 13 | 38.5% | 232 | 55.2% | 45 | 60.0% | 57 | 43.9% | * |
| 13. Would you attend another DAU course? | Y/N | 1194 | 96.8% | 338 | 95.6% | 26 | 100% | 562 | 97.5% | 94 | 98.9% | 174 | 95.4% | |
| 14. Would you recommend this course to a colleague? | Y/N | 1188 | 93.2% | 336 | 92.0% | 26 | 92.3% | 559 | 93.2% | 94 | 96.8% | 173 | 93.6% | |
| 15. Did you have difficulties arranging to attend the DAU course? | N/Y | 1190 | 63.6% | 336 | 57.4% | 26 | 53.8% | 560 | 70.9% | 94 | 52.1% | 174 | 59.8% | * |
| Usefulness Index | | | 77.3% | | 75.4% | | 77.4% | | 78.8% | | 82.7% | | 73.0% | |
| Impact Index | | | 59.7% | | 53.4% | | 57.1% | | 64.6% | | 69.2% | | 50.1% | |

* Indicates difference of interest between subgroups (+/- 12%).

When necessary item wording has been modified to fit available space.

Y/N Respondents could answer Yes or No.

SA/SD Respondents could answer Strongly Agree, Tend to Agree, Neutral, Tend to Disagree, or Strongly Disagree.

N/Y Respondents could answer Yes or No, but No was the more positive response.

## Appendix B
## Subgroup Comparison By Course Level

| | | Overall | | 100 | | 200 | | 300 | | |
|---|---|---|---|---|---|---|---|---|---|---|
| Item | Resp. | N | % Pos | N | % Pos | N | % Pos | N | % Pos | Sig. |
| 2. Do you feel you were adequately prepared for the course? | Y/N | 1191 | 91.5% | 307 | 90.6% | 609 | 90.3% | 275 | 95.3% | |
| 3. Do you think the course you took at DAU was a useful course? | Y/N | 1195 | 94.9% | 307 | 97.4% | 612 | 92.8% | 276 | 96.7% | |
| 4. Was the content of the course new to you? | Y/N | 1192 | 55.4% | 307 | 66.4% | 609 | 57.5% | 276 | 38.4% | * |
| 5. The course I attended covered subjects I need for my current assignment. | SA/SD | 1190 | 75.5% | 304 | 75.7% | 612 | 71.6% | 274 | 84.3% | * |
| 6. The course I attend covered subjects that will help me in future positions. | SA/SD | 1195 | 84.9% | 306 | 84.3% | 613 | 83.2% | 276 | 89.5% | |
| 7. The DAU course I attended was challenging. | SA/SD | 1195 | 75.6% | 307 | 71.3% | 613 | 77.2% | 275 | 76.7% | |
| 9. Have you noticed an increase in confidence as a result of this training? | Y/N | 1191 | 70.2% | 305 | 78.0% | 610 | 67.5% | 276 | 67.4% | * |
| 10. Does your supervisor seem more confident in you since the course? | Y/N | 1178 | 57.0% | 303 | 65.3% | 601 | 54.6% | 274 | 52.9% | * |
| 11. Do you feel your organization benefited from you attending the course? | Y/N | 1186 | 87.7% | 303 | 90.4% | 606 | 85.5% | 277 | 89.5% | |
| 12. Have your responsibilities increased since attending the DAU course? | Y/N | 1190 | 34.6% | 304 | 41.1% | 610 | 31.8% | 276 | 33.7% | |
| 12a. If yes, did attending the course contribute to the increase? | Y/N | 473 | 48.8% | 140 | 52.9% | 232 | 45.3% | 101 | 51.5% | |
| 13. Would you attend another DAU course? | Y/N | 1194 | 96.8% | 307 | 98.4% | 611 | 95.7% | 276 | 97.5% | |
| 14. Would you recommend this course to a colleague? | Y/N | 1188 | 93.2% | 307 | 95.4% | 606 | 91.3% | 275 | 94.9% | |
| 15. Did you have difficulties arranging to attend the DAU course? | N/Y | 1190 | 63.6% | 305 | 63.9% | 608 | 64.1% | 277 | 62.1% | |
| Usefulness Index | | | 77.3% | | 79.0% | | 76.5% | | 77.1% | |
| Impact Index | | | 59.7% | | 65.5% | | 56.9% | | 59.0% | |

* Indicates difference of interest between subgroups (+/- 12%).

When necessary item wording has been modified to fit available space.

Y/N Respondents could answer Yes or No.

SA/SD Respondents could answer Strongly Agree, Tend to Agree, Neutral, Tend to Disagree, or Strongly Disagree.

N/Y Respondents could answer Yes or No, but No was the more positive response.

# Appendix C
## Subgroup Comparison By Service Area

| | | Overall | | Army | | DoD | | Air Force | | Navy | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Item | Resp. | N | % Pos | N | % Pos | N | % Pos | N | % Pos | N | % Pos | Sig. |
| 2. Do you feel you were adequately prepared for the course? | Y/N | 1191 | 91.5% | 266 | 88.7% | 74 | 94.6% | 149 | 91.3% | 339 | 90.9% | |
| 3. Do you think the course you took at DAU was a useful course? | Y/N | 1195 | 94.9% | 268 | 97.8% | 74 | 91.9% | 149 | 92.6% | 340 | 95.3% | |
| 4. Was the content of the course new to you? | Y/N | 1192 | 55.4% | 268 | 51.1% | 73 | 53.4% | 149 | 57.0% | 339 | 56.0% | |
| 5. The course I attended covered subjects I need for my current assignment. | SA/SD | 1190 | 75.5% | 266 | 77.8% | 73 | 76.7% | 149 | 70.5% | 339 | 73.7% | |
| 6. The course I attend covered subjects that will help me in future positions. | SA/SD | 1195 | 84.9% | 268 | 87.7% | 74 | 85.1% | 149 | 84.6% | 339 | 82.3% | |
| 7. The DAU course I attended was challenging. | SA/SD | 1195 | 75.6% | 267 | 82.0% | 74 | 78.4% | 149 | 61.1% | 340 | 74.1% | * |
| 9. Have you noticed an increase in confidence as a result of this training? | Y/N | 1191 | 70.2% | 268 | 72.0% | 72 | 66.7% | 148 | 72.3% | 339 | 67.3% | |
| 10. Does your supervisor seem more confident in you since the course? | Y/N | 1178 | 57.0% | 265 | 62.3% | 73 | 49.3% | 146 | 56.8% | 334 | 47.3% | * |
| 11. Do you feel your organization benefited from you attending the course? | Y/N | 1186 | 87.7% | 267 | 89.9% | 72 | 84.7% | 148 | 83.1% | 336 | 88.1% | |
| 12. Have your responsibilities increased since attending the DAU course? | Y/N | 1190 | 34.6% | 268 | 33.2% | 71 | 29.6% | 150 | 39.3% | 337 | 29.1% | |
| 12a. If yes, did attending the course contribute to the increase? | Y/N | 473 | 48.8% | 109 | 63.3% | 24 | 50.0% | 67 | 34.3% | 117 | 33.3% | * |
| 13. Would you attend another DAU course? | Y/N | 1194 | 96.8% | 268 | 97.8% | 72 | 94.4% | 150 | 96.7% | 340 | 97.4% | |
| 14. Would you recommend this course to a colleague? | Y/N | 1188 | 93.2% | 264 | 96.6% | 73 | 83.6% | 150 | 90.0% | 339 | 95.0% | * |
| 15. Did you have difficulties arranging to attend the DAU course? | N/Y | 1190 | 63.6% | 267 | 70.0% | 72 | 62.5% | 148 | 65.5% | 340 | 60.3% | |
| Usefulness Index | | | 77.3% | | 79.3% | | 77.1% | | 73.2% | | 76.3% | |
| Impact Index | | | 59.7% | | 64.1% | | 56.1% | | 57.2% | | 53.0% | |

* Indicates difference of interest between subgroups (+/- 12%).

When necessary, item wording has been modified to fit available space.

Y/N Respondents could answer Yes or No.

SA/SD Respondents could answer Strongly Agree, Tend to Agree, Neutral, Tend to Disagree, or Strongly Disagree.

N/Y Respondents could answer Yes or No, but No was the more positive response.