

WP2 | Eduwork.Net Survey

Italy Report

EduWork.Net

“Networking of VET providers for improving quality of work based learning at local and transnational level”

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#6

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Pagina 2: 1. Partner details

D1 Italy

1.1 - Where is located your organisation?

D2

1.2 - Please, specify how many VET centers have been involved in the survey

18

D3

1.3 - Please, specify how many respondents have been involved in the survey

809

Pagina 3: 2. SECTION I: EDUCATION AND WORK-BASED LEARNING

D4

2.1 - What type of work-based learning did you participate in during your studies?

Apprenticeship	126
Internship	584
Work placement in another country	94
Other	5

D5

2.2 - At which study level were you during your work-based learning?

Apprentice	88
Upper-secondary vocational education and training	643
Post-secondary vocational education and training	56
Other (please indicate)	22

D6

2.3 - Was the work-based learning a mandatory part of your curriculum?

Yes	699
No	110

D7

2.4 - What was the duration of work-based learning?

less than a month	23
between 1-3 months	408
between 4-6 months	148
more than 7 months	230

D8

2.5 - Your host organisation is/was:

a VET school/institute	126
a company	507
a mix between VET school/institute and company	150
Other (please indicate)	26

D9

2.6 a) My study programme properly prepared me for the work-based learning in the company

Strongly disagree	16
Disagree	40
Agree	457
Strongly agree	277
I do not know	19

D10

2.6 b) During the work-based learning, I had the opportunity to practice skills that I acquired in my studies

Strongly disagree	22
Disagree	60
Agree	431
Strongly agree	280
I do not know	16

D11

2.6 c) Work-based learning complemented my studies

Strongly disagree	19
Disagree	56
Agree	425
Strongly agree	267
I do not know	42

D12

2.7 - Did you gain knowledge, skills or competences or professional experience during your work-based learning that you would not have gained in your studies? *Provide a summary of all given answers

The majority of the participants answered positively and only a small minority answered no.

Soft skills appear to be the ones most developed during the WBL experiences; in particular, there is wide reference to relational skills, the ability to communicate and welcome customers in an appropriate way, the possibility to develop more self-confidence and the ability to work in a team.

Many also report having gained technical experience: using specific machines or programmes, applying different techniques for shampooing and styling, and developing competence and speed in working in the kitchen.

D13

2.8 a) Technical skills

Very important	469
Somewhat important	292
Slightly important	35
Not at all important	4
I do not know	9

D14

2.8 b) Learning to learn - ability to motivate myself to learn new stuff

Very important	445
Somewhat important	314
Slightly important	35
Not at all important	10
I do not know	5

D15

2.8 c) Learning to learn - ability to take responsibility for own learning

Very important	446
Somewhat important	325
Slightly important	21
Not at all important	8
I do not know	9

D16

2.8 d) Learning to learn - ability to interpret and communicate information

Very important	418
Somewhat important	334
Slightly important	37
Not at all important	9
I do not know	11

D17

2.8 e) Learning to learn - ability to invest time and effort in learning new skills

Very important	440
Somewhat important	318
Slightly important	33
Not at all important	8
I do not know	10

D18

2.8 f)Communication - ability to explain work instructions to colleagues

Very important	356
Somewhat important	347
Slightly important	74
Not at all important	16
I do not know	16

D19

2.8 g)Communication - ability to use the specific terminology of the work environment

Very important	408
Somewhat important	344
Slightly important	34
Not at all important	10
I do not know	13

D20

2.8 h)Communication - ability to articulate your own work-related ideas, thoughts, opinions and feelings

Very important	371
Somewhat important	359
Slightly important	54
Not at all important	13
I do not know	12

D21

2.8 i)Communication - ability to work and communicate in multicultural environments

Very important	370
Somewhat important	338
Slightly important	69
Not at all important	15
I do not know	17

D22

2.8 j) Team-work - ability to respect thoughts and opinions of team-members

Very important	485
Somewhat important	278
Slightly important	27
Not at all important	9
I do not know	10

D23

2.8 k) Team-work - ability to work towards group consensus in decision-making

Very important	415
Somewhat important	326
Slightly important	39
Not at all important	16
I do not know	13

D24

2.8 l) Team-work - ability to accept feedback

Very important	442
Somewhat important	315
Slightly important	30
Not at all important	9
I do not know	13

D25

2.8 m) Team-work - ability to value other person's contribution

Very important	401
Somewhat important	340
Slightly important	43
Not at all important	11
I do not know	14

D26

2.8 n) Team-work - ability to share information openly

Very important	426
Somewhat important	319
Slightly important	42
Not at all important	8
I do not know	14

D27

2.8 o) Problem solving - ability to develop practical solutions

Very important	418
Somewhat important	339
Slightly important	36
Not at all important	3
I do not know	13

D28

2.8 p) Problem solving - ability to identify problems

Very important	445
Somewhat important	306
Slightly important	41
Not at all important	7
I do not know	10

D29

2.8 q) Problem solving - ability to plan and manage resources to solve the problem

Very important	434
Somewhat important	323
Slightly important	35
Not at all important	7
I do not know	10

D30

2.8 r) Creativity and innovation / entrepreneurial behaviour - ability to identify and seize opportunities

Very important	427
Somewhat important	305
Slightly important	50
Not at all important	10
I do not know	17

D31

2.8 s) Creativity and innovation / entrepreneurial behaviour - ability to translate ideas into action

Very important	385
Somewhat important	345
Slightly important	52
Not at all important	10
I do not know	17

D32

2.8 t) Creativity and innovation / entrepreneurial behaviour - ability to assess pros and cons of starting new businesses

Very important	344
Somewhat important	347
Slightly important	77
Not at all important	20
I do not know	21

D33

2.8 u) Self-management and career management - ability to recognize career opportunities within own and other cultural communities

Very important	404
Somewhat important	346
Slightly important	32
Not at all important	15
I do not know	12

D34

2.8 v)Self-management and career management -ability to set and prioritize your goals

Very important	417
Somewhat important	326
Slightly important	40
Not at all important	12
I do not know	14

D35

2.8 w)Self-management and career management - ability to cope with problems and manage stress

Very important	450
Somewhat important	295
Slightly important	34
Not at all important	15
I do not know	15

D36

2.8 x)Self-management and career management - ability to make decisions

Very important	444
Somewhat important	307
Slightly important	36
Not at all important	8
I do not know	14

D37

2.8 y)Self-management and career management - ability to show discipline and responsibility

Very important	533
Somewhat important	230
Slightly important	27
Not at all important	6
I do not know	13

D38

2.9 - Did you have a Learning Agreement with defined learning outcomes drawn up before your work-based learning?

Yes	561
No	248

D39

2.10 - If yes, was your Learning Agreement changed during your work-based learning?

Yes	440
No	121

D40

2.11 - If yes, why was the Learning Agreement changed?

I extended my work-based learning period	50
The hosting organisation required some changes	39
Other (please indicate)	32

D41

2.12 - Have been recognized the learning outcomes from your work-based learning experience (applicable only for work placement in another country)?

Yes	58
No	751

D42

If yes, how the learning outcome have been recognized?

ECVET credits	24
Europass	28
Other (please indicate)	6

D43

2.13 - What would you add to the study programme that would result in your better preparation for the apprenticeship and for employment? How could the study programme better prepare you for the apprenticeship and for employment?

*Provide a summary of all given answers

Most of the interviewees believe that there is nothing to add to the curriculum. However, many (about 100 in Lazio) believe that more practice and more hours of laboratory and WBL are needed. Some answers show an interest in the opportunity to have simulated work experiences in which to develop relational skills with the client. Finally, a greater attention to the study of foreign languages is requested.

D44

2.14 - Were there any negative elements that hindered the successful implementation of the work-based learning?

colleagues were not willing to cooperate	80
the tasks assigned to me were irrelevant to my studies	134
no tasks were assigned to me	64
there was not adequate guidance and mentoring for the delivery of the assigned tasks	76
No	234
other- please specify	114

D45

2.15 - Were there any negative elements that hindered the successful implementation of the work-based learning? Which skills that you acquired during the apprenticeship period were the most important in terms of employability? During your apprenticeship what were the most important skills gained in terms of current or future employment? *Provide a summary of all given answers

The youngsters answered mainly professional skills. Particular importance was also given to interpersonal skills (with clients and colleagues), teamwork, communication skills, determination and self-confidence, work organisation and time management, problem solving and working independently. Relationships were definitely the competence mentioned by almost all of them.

D46

2.16 - In terms of quality, how would you evaluate the work-based period?

Very good	361
Good	337
Medium	78
Poor	26
I do not know	7

D47

2.17 - Overall, how satisfied are you with the work-based learning?

Very satisfied	345
satisfied	400
dissatisfied	38
very dissatisfied	16
I do not know	10

D48

2.18 - How helpful was the work-based learning for your career path?

Very helpful	443
helpful	316
not helpful	22
not at all helpful	10
I do not know	13

D49

2.19 - What suggestions would you give to the companies to make the work-based learning experience more effective?

*Provide a summary of all given answers

Against half of the respondents who believe they have nothing to suggest to the host company (because the experience was positive or because they have no ideas about it) there are some frequent proposals: greater understanding and respect for the interns welcome; greater involvement and communication with the interns; better preparation of the internship, identification of appropriate tasks; greater verification of the company by the CFP, presence of a school tutor; economic incentive. The need for more structured feedback also emerged from the students.

Pagina 4: 3. SECTION II: EMPLOYMENT STATUS

D50

3.1 - Are you currently employed or have you been employed after your studies?

Yes	173
No	636

D51

3.2 -Please tick your main employment status:

Permanent Full-time Employed (30 hours per week or more)	27
Permanent Part-time Employed (less than 30 hours per week)	30
Temporary Full-time Employed (30 hours per week or more)	39
Temporary Part-time Employed (less than 30 hours per week)	31
Self Employed	14

D52

3.3 - Is the job related to your study?

yes, it is exactly what I studied	102
it is partly related to what I studied	51
no, it is in a different area	20

D53

3.4 -What difficulties did you experience when looking for a job?

takes too long to find a job	38
employers are not interested in my area of specialization	12
gender preferences among employers	10
age preferences among employers	18
cultural/religious discriminations	3
lack of work experience	35
limited employment opportunities in my field	17
other, please specify	52

D54

3.5 -Approximately how many months passed between the time you completed your study and your first paid job?

I already had a job during my study	90
A month or less	24
2-6 months	33
7-12 months	9
more than 12 months	6

D55

3.6 -Please indicate the sector of your job

Private sector: industry	7
Private sector: services	60
Private sector: other	22
Research and Technology organisation	6
Government and other public sector	1
Medical and health care (including veterinary)	1
Education	10
Private non-profit sector	1
Other (please specify)	50

D56

3.7 -Which of the following competences are most important in your job? *Report for each option the number of associated answers

Technical skills	103
Learning to learn - ability to motivate myself to learn new stuff	82
Learning to learn - ability to take responsibility for own learning	76
Learning to learn - ability to interpret and communicate information	43
Learning to learn - ability to invest time and effort in learning new skills	58
Communication - ability to explain work instructions to colleagues	39
Communication - ability to speak of work performance in a work environment language	36
Communication - ability to articulate your own work-related ideas, thoughts, opinions and feelings	46
Communication - ability to work and communicate in multicultural environments	20
Team-work - ability to respect thoughts and opinions of team-members	54
Team-work - ability to work towards group consensus in decision-making	23
Team-work - ability to accept feedback on improvements	46
Team-work - ability to value other person's contribution	25
Team-work - ability to share information openly	35
Problem solving - ability to develop practical solutions	31
Problem solving - ability to identify problems	39
Problem solving - ability to plan and manage resources to solve the problem	42
Creativity and innovation / entrepreneurial behaviour - ability to identify and seize opportunities	29
Creativity and innovation / entrepreneurial behaviour - ability to translate ideas into action	37
Creativity and innovation / entrepreneurial behaviour - ability to use critical thinking in creative processes	24
Creativity and innovation / entrepreneurial behaviour - ability to assess pros and cons of starting new businesses	25
Self-management and career management - ability to recognize career opportunities within own and other cultural communities	27

Self-management and career management - ability to set and prioritize your goals	43
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D57

3.8 a)Salary

Very satisfied	39
Satisfied	62
Unsatisfied	44
Very unsatisfied	6
I do not know	22

D58

3.8 b)Benefits

Very satisfied	35
Satisfied	108
Unsatisfied	12
Very unsatisfied	3
I do not know	15

D59

3.8 c)Insurance

Very satisfied	47
Satisfied	90
Unsatisfied	17
Very unsatisfied	2
I do not know	17

D60

3.8 d)Relevance to my studies

Very satisfied	55
Satisfied	82
Unsatisfied	20
Very unsatisfied	7
I do not know	9

D61

3.8 e)Autonomy

Very satisfied	72
Satisfied	78
Unsatisfied	13
Very unsatisfied	1
I do not know	9

D62

3.8 f)Personal fulfilment

Very satisfied	77
Satisfied	73
Unsatisfied	12
Very unsatisfied	3
I do not know	8

D63

3.8 g)Work conditions

Very satisfied	63
Satisfied	89
Unsatisfied	9
Very unsatisfied	4

D64

3.8 h)Career prospect

Very satisfied	56
Satisfied	83
Unsatisfied	22
Very unsatisfied	3
I do not know	9

D65

3.8 i) Social impact

Very satisfied	70
Satisfied	76
Unsatisfied	16
Very unsatisfied	1
I do not know	10

D66

3.9 -What subject/s helped you in your work? Can you give an example on how these subjects helped you in your work?
*Provide a summary of all given answers

Specific vocational subjects (beauty, PC hardware and software, electronics); psychology and communication

D67

3.10 -In your daily work, do you feel that you miss some skills that could be developed during your studies? What subjects/topics or co-curricular activities would you suggest to improve the curriculum of the program you finished? In your day-to-day work activities are there skills needed in the workplace that could be developed during your studies? Now that you have experienced applying your skills and competence to the workplace, how could the curriculum of the programme be improved to reflect what is needed in the workplace?*Provide a summary of all given answers

Almost all the answers show that there are no suggestions to improve the curriculum and that any gaps should be developed through practice and work.

D68

3.11 a) My study programme properly prepared me for my job

Strongly disagree	10
Disagree	10
Agree	86
Strongly agree	63
I do not know	4

D69

3.11 b) If I could restart my career, I would select the same study programme again

Strongly disagree	11
Disagree	19
Agree	63
Strongly agree	67
I do not know	13

D70

3.11 c) The transition to my first job after study programme was easy

Strongly disagree	7
Disagree	8
Agree	89
Strongly agree	58
I do not know	11

Pagina 5: 4. SECTION III. DEMOGRAPHICS

D71

4.1 - Country

ITALIA

D72

4.2 - City

various cities, depending on the CFP location

D73

4.3 - Year of birth

1996	2
1998	11
1999	8
2000	23
2001	64
2002	215
2003	257
2004	208
2005	15

D74

4.4 - Gender

Male	346
Female	443
Other	20

D75

4.5 - In which year did you start your studies?

2010	107
2011	4
2012	6
2013	2
2014	15
2015	20
2016	81
2017	233
2018	243
2019	43
2020	14

D76

4.6 - In which year did you graduate (if you are a graduate)?

Not graduated - still in school	430
2011	2
2013	3
2014	1
2015	2
2016	10
2017	13
2018	19
2019	25
2020	300

D77

4.7 - What was your field of study? *Provide a list of all given answers

Wellness operator, Restaurant operator, Sales services operator, Business services operator, Electronic operator, Administrative secretary operator, Food processing operator

Pagina 6: 5. Additional Notes

D78

5.1 - Report here any additional questions in your local version of the survey or any further comment regarding the survey's structure

We have 821 total answers with 809 completing the whole questionnaire. In question 3.8 g it was not possible to include 8 participants who answered with: I don't know

In the question asking the year of birth of the participants the following answers are missing 1 participant from 1993, 3 from 1995

Pagina 7: 6. Eduwork.Net Survey Evaluation

D79

Yes

6.1 - In order to permanently adopt the Eduwork.Net questionnaire as a tool for monitoring WBL experiences, do you think you should tailor it to the needs of your organisation or network?

D80

6.2 - Motivate your answer

Some of the questions are still difficult for the students to understand and they need to be followed and guided through the answers. The tool can be useful but it is too long and cumbersome. There should be fewer, easier questions and possibly more closed questions.

However, the majority of VET tutors in the Lazio region expressed satisfaction with the tool and do not believe that it needs to be adapted, as it is already adapted to the needs and structure of their own and effective for monitoring the WBL experience.

D81

6.3 - Provide an evaluation of the survey tool, from a technical point of view.

It was easy to review the answers

Agree

It was easy to create and edit the questionnaire

Strongly agree

The questionnaire did not work correctly, there were technical problems

Disagree

Pagina 8: 7. Final Summary

D82

7.1 - Report an overall summary of all questionnaires highlighting strengths and weaknesses, suggestions and recommendations for improving the WBL experience in relation to students, trainers and companies.

The tool is necessary to improve the quality of work and it would also be useful to have it filled in by host companies. Having feedback from companies is fundamental for the design of courses and to be able to better plan the skills to be developed at school in order to create a greater synergy between school and company. This would help to bridge the frequent gaps that are created between labour demand and supply and the demand for specific figures, which are increasingly lacking in some sectors.

The questionnaire is evaluated as a valid and useful tool but it should be simplified in order to have a greater statistical value (it is possible that many final questions were answered hastily and inaccurately). Moreover, it would be useful to use a terminology more suitable for the users of CFP.

As for the contents reported by the young people, the questionnaire showed that the WBL experience allows the development and strengthening of professional techniques and transversal skills, such as effective communication and relationship management. The experience as a whole was evaluated positively, and the majority of respondents considered the curriculum to be sufficiently adequate to prepare for the apprenticeship.

However, the need for more workshop and practical hours is stressed, as well as the need for access to simulated work experience, where people can train their technical and transversal skills in a protected context managed by trainers.

Finally, it should be noted that there are differences between trainees and apprentices, who struggled more with school/work time management.