Participation of SMEs as host partners in education and training programmes in Europe

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Lifelong Learning Programme

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Report on the participation of SMEs as host partners in education and training programmes in Europe in WELCOME&CO project regions

WELCOME&CO

Working on Enhancing Liaison and Cooperation in Mobility in Europe. Companies at the front

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1. Introduction

The purpose of this report is to disclose the results of the survey of SMEs in each region[1] of the WELCOME & CO project, identifying:

- Their opinions and experiences, if any, in developing talent through the "**Vocational and Educational Training" (VET) in Europe programmes**.
- The barriers they encounter to participating as host partners, hosting students and/or graduates from other regions for work experience, which in European programmes is defined as "professional mobility".

The survey is one of the opening activities of the WELCOME & CO project[2], a project funded by the European Commission through the Leonardo da Vinci Lifelong Learning Programme, within the framework of the multilateral projects for Transfer of Innovation (TOI)[3].

The main objective of the project is to **promote the active participation of SMEs** as host organisations in professional mobility initiatives, while helping to ensure that sending organisations that cannot currently participate because they have insufficient resources (e.g. schools, colleges, private training centres, etc.) find support in the project. The two catalysts of the project will be the know-how of SMEs, and sharing and systematising the methodologies of the sending organisations that have extensive experience in professional mobility.

The **specific objectives** of WELCOME & CO are:

- To identify needs of SMEs in relation to their participation as host organisations in professional mobility experiences, in each of the project partner regions.
- To lay the foundations to provide sending organisations with limited access and/or resources with a database of SMEs interested in participating as host organisations in professional mobility programmes.
- To gather innovative experiences and good practices regarding the active participation of SMEs as host partners in professional mobility initiatives.
- To create a network of stakeholders participating in Mobility in Vocational and Educational Training, centring on the participation of SMEs as host partners..

The main partners in the project, which is coordinated by the Chamber of Commerce, Industry and Shipping of Cantabria (www.camaracantabria.com), are the Veneto Regional Union of Chambers of Commerce (Unione Regionale delle Camere di Commercio I.A.A. del Veneto - Eurosportello del Veneto) in Italy (www.eurosportelloveneto.it) and the University of Primorska, (Centre for Cooperation with Economy UP SRC) in Slovenia (www.upr.si). In addition, Cornwall College in the United Kingdom (www.cornwall.ac.uk) and Berlink ETN GmbH in Germany (www.berlink.eu) contribute with their educational and business focuses, respectively. Cantabrian Government's Ministry of Education, Culture and Sport (www.cantabria.es/web/consejeria-de-educacion) and its Integrated Centre No. 1 (www.cifp.es) offer their help and support through their experience as educational institutions.

2. Methodology

2.1. The questionnaire

The methodology proposed in order to meet the objectives set out in the previous section is a participative methodology in which SMEs in each of the regions answer a questionnaire compiled for this purpose and made available online and in hard copy to improve access in all five participating regions (Berlin, Cantabria, Cornwall, Littoral[4] and Veneto.

1 Berlin (Germany), Cantabria (Spain), Cornwall (United Kingdom), Littoral (Slovenia) and Veneto (Italy)

2 Improving ties and cooperation for mobility in Europe: Businesses as drivers": Acronym for "Working on Enhancing Liaison and Cooperation in Mobility in Europe: Companies at the front

3 WELCOME & CO works on the national priority of "Mobility strategy transfer in Europe for vocational training: Support for quality placements, support for finding host partners, maintenances of cooperation structures with the participation of specific intermediary bodies".

4. The Republic of Slovenia has a different division of regions, depending on usage. The main division is at geographic and statistical level. The geographical region that has been taken into account in the WELCOME & CO project in general and in this report in particular is called "Primorska" (or in other words, the Littoral region), while the statistical region is called "Obalno-Kraška" (that is, the region Coastal-Karst); therefore this is the one referred to in the fact sheet for the Slovenian region, in section 3.2.

Map. Participating regions

The questionnaire agreed upon and approved by all the partners is made up of just under thirty questions categorised into thematic sections, with general questions regarding the company itself (size, industry, markets in which it operates, etc.) and other specific questions relating to awareness, participation, evaluation and certain aspects of the programme and its participants. A final section of the questionnaire deals with matters relating to future projects that would enable mobility in other EU countries, so that this quantitative tool can help us learn what the respondent SMEs' preferences are in respect of future participants. Topics such as their level of education, training and professional specialisation, or their skills and competencies, are analysed at this point in the questionnaire.

The efforts of the participating organisations were required, after considerable coordination work, in order to design a questionnaire that was unified in terms of criteria, terminology, etc. It was ultimately ensured that the questions were simple and direct, while the answers were clear and concise. In this regard there are two types of response available to those polled: single and multiple answers.

- The questions with single answers are those that only accept one response, because all the potential answers are mutually exclusive. For instance: *the size of a company's permanent workforce only allows one response: if there are 25 employees, in the questionnaire only the third option provided may be selected: 11 to 50 employees. It is not possible to choose any other answers*. In the case of questions with single answers, the percentage sum of their results must be 100: they total 100% of the cases counted.
- The questions with multiple answers are those which, as the name suggests, accept several answers simultaneously. In this case the possible answers are not mutually exclusive, but can complement each other. For instance: *when asking the respondent SMEs to prioritise the skills and competencies a participant must have, they can mark several, such as initiative, organisation, communication, teamwork, etc. The SMEs polled do not want just one skill, but several, so they are asked questions with several valid answers.* In this case all the options chosen by the respondent are counted. It is not just one answer that is valid (and therefore invalidates the other answers, like in the single-answer question); rather, several options are possible.
- They are therefore analysed not on the basis of 100% of the answers, but in terms of the mentions made, which can be any figure: they do not have to add up to 100%, they could total 148%. The reading that is then applied in this case is that each response option is worth 100, so in the example provided above the answers could be read in the following way: 82% of answers mention the importance of teamwork, 66% mention initiative and 45% mention organisational skills.

The fact that SMEs are the main stakeholders in this programme is justified by their presence and representation in the European Union, much greater than large corporations. In the regions participating in this project, SMEs are more numerous and employ more people than large corporations.

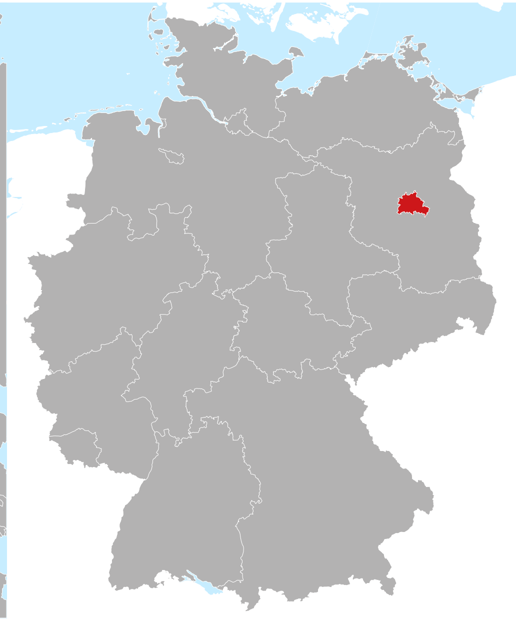
As part of this report fact sheets were compiled for each project region in order to provide a "snapshot" of each area and, more specifically, of the presence and general characteristics of their small and medium-sized enterprises. The data was not collected by us; rather, it comes from sources available in each region, submitted by each partner.

The fact sheets complied are detailed in section 2.2. below.

2.2. Fact sheets for each region

2.2.1. Germany

2.2.2. Region: Berlin



COUNTRY: GERMANY	
AREA (km2)	357,521 km^2
TOTAL POPULATION	80,523,700 inhabitants *Source: Statistisches Bundesamt* *www.destatis.de*
MAIN PRODUCTIVE SECTORS AND THEIR CHARACTERISTICS	Infrastructure, science and technology. *Source: Statistisches Bundesamt*
NATURAL RESOURCES	Lignite, anthracite, timber, peat, iron ore and hydropower. *The World Factbook – published in 2013 by the Central Intelligence Agency (US)*
POLITICAL SYSTEM	Federal Republic.
YEAR OF ACCESSION TO THE EU	1952.
OFFICIAL LANGUAGE/S	German
PER CAPITA INCOME	40,901 €. Reference: World Bank Database. Updated 2012
OFFICIAL CURRENCY	Euro

REGION: BERLIN	
AREA (km2)	891,85 Km^2 *Berlin.de – The Official City Website*
TOTAL POPULATION	3.375.222 habitants. *Source: Gemeinden in Deutschland nach Bevölkerung am 31.12.2011 auf Grundlage des Zensus 2011.* *Statistisches Bundesamt (Destatis), May 2013.*
POPULATION DENSITY	3.703 hab/Km^2.
PRODUCTIVE SECTORS	Industrial production in Berlin is very limited. It has therefore been paired with agriculture and fisheries in the latest economic reports. In fact, it only equates to 13.7 % of the total economic output. This percentage does not include the construction industry, which accounts for 3.7 %. *Source: The economic figures for Berlin - 2013 Edition. Department of Trade.* *http://www.ihk-berlin.de*
	The construction sector thrived from 1989 and currently represents 3.7 % of the local economy. *Source: The economic figures for Berlin - 2013 Edition. Department of Trade.* *http://www.ihk-berlin.de*
	Services: Berlin's economy is based on the service sector, primarily in the creative industry. Of these, small businesses, transport services, information, communication and tourism account for 20.7% of the total. Finance, insurance, business services and real estate constitute 31.2%. Education, health and property management represent 30.8 %. *Source: The economic figures for Berlin - 2013 Edition. Department of Trade.* *http://www.ihk-berlin.de*
ANNUAL GDP (IN BILLIONS OF EUROS)	103.6 billion euros
PER CAPITA INCOME	29.445 €. *Source: Berliner Wirtschaft in Zahlen - August 2013* *An Institut für Handelskammer publication.* *http://www.ihk-berlin.de*

REGION: BERLIN	
NUMBER AND DISTRIBUTION OF SMEs	According to the business registry, in Berlin there are 164,500 registered businesses, of which 99.7 % are small and medium-sized enterprises. Of these 75 % are SMEs with up to 25 employees. Most of them are much smaller, with just 2 to 5 employees. *Source: Senate Department for Economics, Technology and Research. Record updated in May 2013.*
LEGAL FORMS	• "Einzelunternehmen": Sole trader • e.G. (eingetragene Genossenschaft): Cooperative • e.V. (eingetragener Verein): Non-profit • Registered business associations (Personengesellschaften) • GbR (Gesellschaft bürgerlichen Rechts): No minimum capital, limited liability partners, non-commercial activities or small businesses only. • PartG (Partnerschaftsgesellschaft): Professional association (service) • Registered business associations (Personengesellschaften) - OHG (offene Handelsgesellschaft): General partnership, minimum capital, limited liability partners. - KG (Kommanditgesellschaft): ≈ Limited liability company • GmbH & Co. KG and GmbH & Co. KGaA: a special type of limited partnership in which the general partner is a GmbH. GmbH & Co. KGaA is a variant with shares. • AG & Co. KG and AG & Co. KGaA: a special type of limited partnership in which the general partner is a Aktiengesellschaft. AG & Co. KGaA is a variant with shares. • Companies (Kapitalgesellschaften) • KGaA (Kommanditgesellschaft auf Aktien): listed company (USA) • GmbH (Gesellschaft mit beschränkter Haftung): limited company (Ltd) (UK), limited liability company (LLC) (USA). Minimum capital € 25,000. If under the trading name "Unternehmergesellschaft (haftungsbeschränkt)", its minimum capital is € 1 (times the number of shares). • AG (Aktiengesellschaft): public limited company (plc) (UK), public corporation (USA). Minimum capital € 50,000. *Reference: Steuerberatung Richter Study - Berlin.*
NUMBER OF SMEs PER 100 INHABITANTS	5 for every 10 inhabitants

REGION: BERLIN	
EVOLUTION OF THE BUSINESS SECTOR	Berlin has recently directed its economy towards specific industries, such as the creative industry, research, marketing companies, etc. Since the fall of the Berlin Wall, tourism has grown exponentially, driving the region's economy to its current levels.
KEY AREAS FOR THE PROMOTION OF SMEs	Internationalisation of business, media, employment fairs, student fairs, direct marketing, etc.

2.2.3. Spain

2.2.4. Region: Cantabria

COUNTRY: SPAIN	
AREA (km2)	505.935 Km^2. *Source. INE (National Statistics Institute) - Territory - Population, surface area and density. Year 2012.*
TOTAL POPULATION	47.265.321 inhabitants. *Source. INE (National Statistics Institute) - Population - Municipal Register of Inhabitants. Year 2012.*
MAIN PRODUCTIVE SECTORS AND THEIR CHARACTERISTICS	Services - 48.2%. Commerce - 24.2 %. Construction - 14.5%. Industry - 6.7%. Transport - 6.4%. Annual output totals 1,063,355 (million euros. Year 2011). Its total number of companies is 3,199,617. 6.4 for every 100 inhabitants. *Source. INE (National Statistics Institute) - Central Business Directory. Year 2012.*

COUNTRY: SPAIN	
NATURAL RESOURCES	The most important natural resource is the land, since around a third of the territory is farmable. It also has significant mineral resources including coal, small oil deposits and deposits of natural gas, iron, uranium, mercury, pyrites, fluorine, gypsum, zinc, tungsten, copper and potassium. *Source. Complutense University of Madrid. Faculty of Biology. Revista Electrónica de Medioambiente ('Electronic Environmental Journal') 2008.*
POLITICAL SYSTEM	Parliamentary monarchy. *Source. Ministry of the Interior. Spanish Government. Documentation and publications.*
YEAR OF ACCESSION TO THE EU	1986. *Source. Ministry of the Interior. Spanish Government. Documentation and publications.*
OFFICIAL LANGUAGE/S	Spanish. *Source. Ministry of the Interior. Spanish Government. Documentation and publications.*
PER CAPITA INCOME	22.291 Euros. *Source. INE (National Statistics Institute) - Society - Standard of living, quality of life and living conditions. Year 2012.*
OFFICIAL CURRENCY	Euro. *Source. Ministry of the Interior. Spanish Government. Documentation and publications.*

REGION: CANTABRIA	
AREA (km²)	5.321 km². *Source. SME statistics. Ministry of Industry, Energy and Tourism. Directorate-General of Industry and Small and Medium-Sized Enterprises. March 2013.*
TOTAL POPULATION	593,861 inhab. *Source. SME statistics. Ministry of Industry, Energy and Tourism. Directorate-General of Industry and Small and Medium-Sized Enterprises. March 2013.*
POPULATION DENSITY	111,6 inhab. /Km². *Source. SME statistics. Ministry of Industry, Energy and Tourism. Directorate-General of Industry and Small and Medium-Sized Enterprises. March 20133.*
PRODUCTIVE SECTORS	Agriculture: 1.8%. Industry: 5.4%. Construction: 16.4%. Services: 48.3% Commerce: 22.8%. Transport: 6.6%. *Source. SME statistics. Ministry of Industry, Energy and Tourism. Directorate-General of Industry and Small and Medium-Sized Enterprises. March 2013.*
ANNUAL GDP (IN BILLIONS OF EUROS)	13,116 billion euros. *Source. SME statistics. Ministry of Industry, Energy and Tourism. Directorate-General of Industry and Small and Medium-Sized Enterprises. March 2013.*
PER CAPITA INCOME:	21,692 euros. *Source. ICANE (Cantabrian Statistics Institute) - Society - Standard of living, quality of life and living conditions. Year 2012.*
NUMBER OF SMEs	38,137 companies. *Source. INE (National Statistics Institute) - Central Business Directory. Year 2012.*
THE PERCENTAGE THAT THE REGION REPRESENTS IN TERMS OF THE TOTAL NUMBER OF BUSINESSES IN THE COUNTRY	1.19% of the total number of companies in the country. *Source. Calculation based on the number of regional and national SMEs.*

REGION: CANTABRIA	
LEGAL FORMS:	Sole traders - 58.90%. SA (plc) - 2.37%. SL (Ltd) - 26.8%. Comunidad de Bienes (Co-ownership) - Sociedad Cooperativa (Cooperative) – *Source. SME statistics. Ministry of Industry, Energy and Tourism. Directorate-General of Industry and Small and Medium-Sized Enterprises. March 2013.*
NUMBER OF SMEs PER 100 INHABITANTS	6.4 enterprises for every 100 inhabitants. *Source. Calculation based on the number of regional SMEs and the total population.*
EVOLUTION OF THE BUSINESS SECTOR	754 companies, all SMEs. By sector, the construction industry is experiencing the greatest relative decline (-5.05%) and absolute decline (333 fewer companies), followed by the service sector with 182 fewer companies and industry with a variation of -2.87%. *Source. SME statistics. Ministry of Industry, Energy and Tourism. Directorate-General of Industry and Small and Medium-Sized Enterprises. March 2013.*
KEY AREAS FOR THE PROMOTION OF SMEs	Tourism, internationalisation of businesses and development of RD&I

2.2.5. Italiy

2.2.6. Region: Veneto

COUNTRY: ITALY	
AREA (Km²)	301,338 Km^2 *(Source: Istat)*
TOTAL POPULATION	59,433,744 inhabitants. *(31 Dec 2012 Source: Istat)*
MAIN PRODUCTIVE SECTORS AND THEIR CHARACTERISTICS	The secondary or industrial sector has been the driving force of Italian development and a cornerstone of its economy. • Agriculture: 4.2%. • Industry: 30.7%. • Services: 65.1%. The country can be split into two areas: the north is more industrialised and developed, dominated by private enterprises and where the country's main financial centre, Milan, is located. The south on the other hand is the country's agricultural region par excellence. Tourism, machine production, iron and steel, chemical products, food processing, textiles, motor vehicles, clothing, footwear and ceramics are other productive sectors. *(Source: Infocamere-Movimprese, 2012)*

COUNTRY: ITALY	
NATURAL RESOURCES	Cereals, pulses, industrial plants, vegetables and flowers. Fruit-growing, olives and grapes. It also has deposits of natural gas, oil, lignite, sulphur and pyrite, zinc, mercury, manganese and bauxite. Italy is rich in various types of building stone, it possesses high-quality marble and high-value fish in its territorial waters.
POLITICAL SYSTEM	Parliamentary republic.
YEAR OF ACCESSION TO THE EU	1952.
OFFICIAL LANGUAGE/S	Italian.
PER CAPITA INCOME	24.700 euros.
OFFICIAL CURRENCY	Euro.

REGION: VENETO	
AREA (km2)	18,400 Km^2. *(Source: Istat) (31 Dec 2012 Source: Istat)*
TOTAL POPULATION	4,800,000 inhab. *(31 Dec 2012 Source: Istat)*
POPULATION DENSITY	267,55 Inhabitants/Km^2.

	REGION: VENETO
PRODUCTIVE SECTORS	Agriculture and fisheries: Agriculture: 76,000 companies. The main high-quality products include wine.
	Industry: Industrial development has made it possible to transform the region. The coast is home to refineries and shipyards. Noale, in the province of Venice, is the headquarters of the motorcycle manufacturer Aprilia. Italy's largest thermoelectric plant is in Porto Tolle, in the province of Rovigo. The fashion industry is very strong: Benetton, Geox and Diesel are Venetian labels. Luxottica is the world's largest sunglasses manufacturer. Timber and furniture: 9,000 companies. Optics: over 800 companies. Mechanical industry: 25,000 companies, 260,000 employees working in it. *(Source: Infocamere-Movimprese, 2012)*
	Construction: 71,405 companies
	Services: The main sector is the fashion industry: 10,000 companies: textiles, clothing, leather and footwear. It is, in turn, the principal export sector. Tourism is considered the most important sector, contributing 17.3 % of added value along with commerce.
ANNUAL GDP (IN BILLIONS OF EUROS)	133 billion euros.
PER CAPITA INCOME:	28.500 euros.
NUMBER AND DISTRIBUTION OF SMEs	Agriculture: 10% of Italy's total. 20% of Italy's high-quality wine production. Timber and furniture: 30% of Italy's total, 20% of national exports. Optics: 85% of Italy's total, 70% of this output allocated for export.

REGION: VENETO	
THE PERCENTAGE THAT THE REGION REPRESENTS IN TERMS OF THE TOTAL NUMBER OF BUSINESSES IN THE COUNTRY	Agriculture: 10% of Italy's total. 20% of Italy's high-quality wine production. Timber and furniture: 30% of Italy's total, 20% of national exports. Optics: 85% of Italy's total, 70% of this output allocated for export.
LEGAL FORMS	Sole trader Company ("SP") Corporation ("CC") Other formats ("AF") (cooperatives - in general, and in particular: limited liability cooperatives (the most common type); Consortium; Consortium with external activity; Limited liability consortium; Joint venture or limited liability; companies incorporated under the laws of another State.
NUMBER OF SMEs PER 100 INHABITANTS	10 enterprises for every 100 inhabitants.
EVOLUTION OF THE BUSINESS SECTOR	Having once been a very poor region, Veneto has become one of the country's richest regions. Veneto's production system has evolved into a successful industrial model based on small businesses. The "north-east model" became famous and made Veneto Italy's third industrial region in terms of the number of employees in the manufacturing industry. The opening of the international markets has helped to expand on exports historically aimed at the EU. 60% of exports go to Asia, a market showing clear growth (Japan, Hong Kong, South Korea, China and Taiwan are the main destinations).
KEY AREAS FOR THE PROMOTION OF SMEs	Internationalisation: new markets in Russia, Central and Eastern Europe and South America. Connected via land, sea (Port of Venice) and air (Venice and Verona airports). R&D. Artisan industry and trade. Agriculture. Tourism, especially Italian and European.

2.2.7. Slovenia

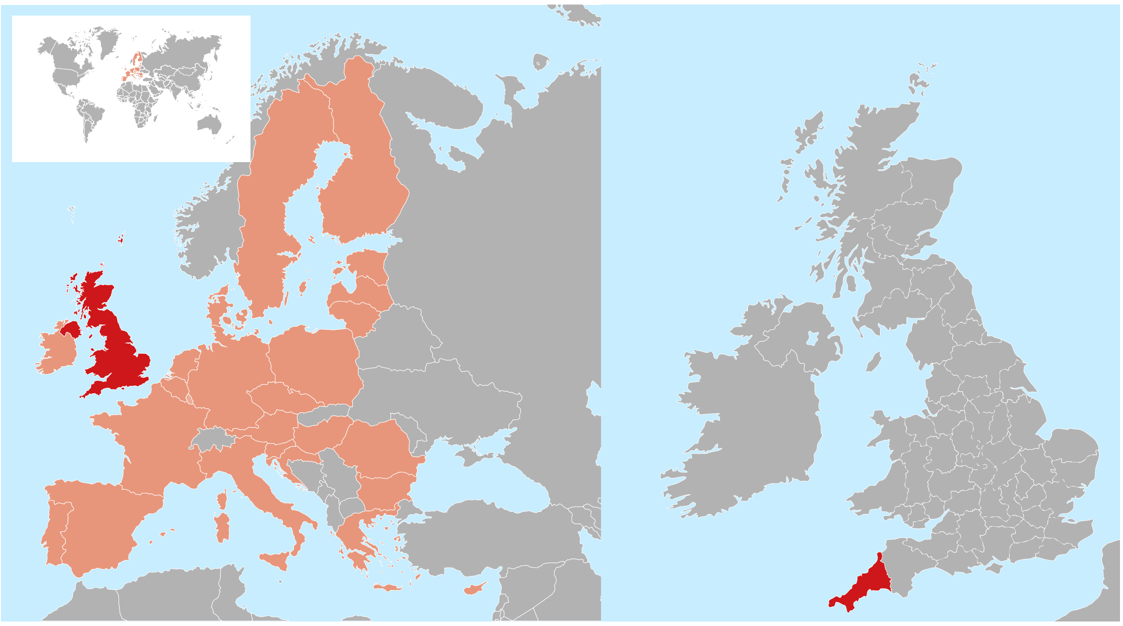
2.2.8. Region Coastal-Karst

COUNTRY: SLOVENIA	
AREA (Km²)	20.273 Km².
TOTAL POPULATION	2.059.114 inhab.
MAIN PRODUCTIVE SECTORS AND THEIR CHARACTERISTICS	Metallurgy and aluminium products, ferrous, lead and zinc smelting. Electronics (including military electronics), trucks, automobiles, electrical equipment, timber products, textiles, chemicals products and machinery/tools.
NATURAL RESOURCES	Forests, coal, lignite, lead, zinc and natural building materials. Hydropower.
POLITICAL SYSTEM	Parliamentary republic.
YEAR OF ACCESSION TO THE EU	2004.
OFFICIAL LANGUAGE/S	Slovenian, as well as Italian and Hungarian in small areas.
PER CAPITA INCOME	22.062,5 euros.
OFFICIAL CURRENCY	Euro.

REGION: COASTAL-KARST	
ÁREA (Km^2):	1.044 Km^2.
TOTAL POPULATION	111.055 inhab.
POPULATION DENSITY	106,4 inhab./Km^2.
PRODUCTIVE SECTORS	Agriculture and fisheries: 2.2%.
	Industry: 35%.
	Construction: /
	Services: 62.8%.
ANNUAL GDP (IN BILLIONS OF EUROS)	35,318.6 billion euros.
PER CAPITA INCOME	22.062,5 euros.
NUMBER AND DISTRIBUTION OF SMEs	161,292 enterprises, representing 99.8% of all businesses in Slovenia. Most correspond to the service sector (50.64%), followed by commerce (16.33%), construction (12.93%) and production/manufacturing (10.9%).
THE PERCENTAGE THAT THE REGION REPRESENTS IN TERMS OF THE TOTAL NUMBER OF BUSINESSES IN THE COUNTRY	6,9%
LEGAL FORMS	S.P.: Private enterprise. D.o.o.: Limited liability company. D. y. o.: Unlimited liability company. D.d.: Public limited company.
NUMBER OF SMEs PER 100 INHABITANTS	7.8 enterprises for every 100 inhabitants.
EVOLUTION OF THE BUSINESS SECTOR	All sectors have been affected by the recession, but especially construction, which has shrunk significantly. The service sector and commerce remain the principal productive sectors.
KEY AREAS FOR THE PROMOTION OF SMEs	Internationalisation and innovation.

Source: Statistical Office of the Republic of Slovenia (www.stat.si)

2.2.9.United Kingdom **2.2.10. Cornwall**



COUNTRY: UNITED KINGDOM	
AREA (Km^2):	248.531,52 Km^2.
TOTAL POPULATION	63.182.178 inhab.
MAIN PRODUCTIVE SECTORS AND THEIR CHARACTERISTICS	Construction - 6.7%. Financial services - 9.4%. Business services - 7.1%. Education - 6.5%. Retail - 5.2%. Transport, storage and distribution - 10.9%. Real Estate - 7.1%. Health and Welfare - 7.8%. *(BIS, Industrial Strategy: UK sector analysis, September 2012).*
NATURAL RESOURCES	Geological resources: coal, oil, natural gas, limestone, chalk, gypsum, silica, rock salt, china clay, iron ore, tin, silver, gold, lead. Agriculture: arable land, wheat and barley. Sheep farming. Great potential for generating electricity from wave and tidal energy.
POLITICAL SYSTEM	Parliamentary monarchy.
YEAR OF ACCESSION TO THE EU	1973.

COUNTRY: UNITED KINGDOM	
OFFICIAL LANGUAGE/S	English.
PER CAPITA INCOME	38.250 euros.
OFFICIAL CURRENCY	Pound sterling.

REGION: CORNWALL	
ÁREA (Km^2):	3.563 Km^2.
TOTAL POPULATION	532.300 inhab.
POPULATION DENSITY	149 inhab./Km^2.

REGION: CORNWALL

PRODUCTIVE SECTORS

Agriculture and fisheries:
Represents 16 % of the jobs in the region.

Agriculture, forestry and fishing account for 3% (7,351) of jobs in Cornwall, compared to 0.8% in the rest of England. (Source: ONS, 2011 Census - Table KS605EW).

It is estimated that agriculture is responsible for around three times more jobs in the region than it is in the rest of the United Kingdom.
(Source: Centre for Rural Policy Research (UOE), A Review of Cornwall's Agri-Food Industry, December 2011).

28% of employment in Cornwall is generated in rural areas. (Source: Cornwall Council, State of the Economy, December 2012).

The value of regional agriculture is estimated at 293,6 m in 2010, 44% of which comes from milk production.
(Source: Centre for Rural Policy Research (UOE), A Review of Cornwall's Agri-Food Industry, December 2011).

80% of the total surface area of Cornwall is arable.
(Source: Defra Survey, June 2008, Agriculture and Horticulture - England, 2009).

From 2012 to 2013 agricultural production increased by 1.4% in the United Kingdom.

(Source: Cornwall Council, Economy Monthly Monitoring Update (EMMU), October 2013).

Industry:

Industry accounts for 5% of jobs in the region (Nomis December 2013).

Construction:

Construction accounts for 9% (21,957) of jobs in Cornwall.
(Source: ONS, 2011 Census - Table KS605EW).

Of Cornwall's total GVA in 2010 (7.3bn), construction was one of the main sectors.

It represents 8.4% (€ 615 million) of the GVA. (Source: Cornwall Council, Economy Monthly Monitoring Update, October 2013).

Services:

Accounts for 68% of jobs in Cornwall (Nomis, December 2013).

It has a lower percentage of people with professional and technical occupations such as "administrative and clerical" and "professional occupations" than the average in England and Wales.
(Source: Cornwall Council, Headline Census figures, February 2013).

In 2012 there were reported to be 1,435 business administration/support service organisations operating in Cornwall.
(Source: ONS, Inter-Departmental Business Register (IDBR), March 2012).

The region has a lower percentage of people employed in the Financial Information and Communication Sector than the average in England (Cornwall = 3.2%, England = 8.5%).
(Source: ONS, 2011 Census - Table KS605EW).

REGION: CORNWALL	
ANNUAL GDP (IN BILLIONS OF EUROS)	Less than 70% of the EU average in 2009.
PER CAPITA INCOME	72% of the EU average in 2009.
NUMBER AND DISTRIBUTION OF SMEs	Cornwall contains a broad spectrum of companies. From those with no salaried employees to larger units that employ 250 or more workers. Estimates vary, but there are around 60,000 companies in the region. Although Cornwall is considered a region with a majority of small enterprises, this is not the case when it is compared to the United Kingdom average. Overall Cornwall is characterised by a smaller number of large companies employing a smaller proportion of workers than the United Kingdom average. There is a high percentage of self-employed workers. The ratios indicate that one in five workers in this region is self-employed, while in the United Kingdom as a whole the figure is one in eight. (Cornwall Council, 2012, Presentation of Cornwall - Smart Specialization Peer Review). *Estimated 25,540 VAT and/or PAYE-registered companies in 2012. (ONS UK Business, 2012).*
THE PERCENTAGE THAT THE REGION REPRESENTS IN TERMS OF THE TOTAL NUMBER OF BUSINESSES IN THE COUNTRY	4.9 million companies in the UK (Federation of Small Business, 2013). Cornwall has 0.1% of the UK's businesses.

REGION: CORNWALL	
LEGAL FORMS	Unincorporated legal forms: • Individual entrepreneur. • Unincorporated association. • Company. • Limited company. Incorporated legal forms: • Limited Liability Company. • Community Interest Company. • Charity Organisation. • Industrial and Provident Society. • Cooperative. • Community Benefit Society. • Financial Mutuals.
NUMBER OF SMEs PER 100 INHABITANTS	4.8 enterprises for every 100 inhabitants.
EVOLUTION OF THE BUSINESS SECTOR	Historically, tin mining was important in the Cornish economy. Traditionally, fishing (especially sardines) and agriculture (particularly dairy products and vegetables), were the other important sectors of the region's economy. The railway contributed to the growth of tourism in the twentieth century, however, Cornwall's economy slumped following the decline of the mining and fishing industries. The Cornish economy now relies to a large extent on the tourist industry, which accounts for around a quarter of its economy. Taking the figures for VAT-registered companies, all but 60 of them are SMEs. There are many small businesses below the VAT threshold, but there is no way of knowing exactly how many smaller businesses there are throughout the region. Businesses range from the bedrock industries you would expect to see in Cornwall, such as food and tourism, as well as those with mining heritage. Cornwall also has vibrant groups of more modern industries including knowledge-based businesses as well as those in marine renewables. (Cornwall Chamber of Commerce, 2012)

REGION: CORNWALL	
KEY AREAS FOR THE PROMOTION OF SMEs	Some of the initiatives to promote entrepreneurship in the region: • RD&I and SMEs. • Internationalisation of SMEs. • Support programmes for FEOER companies, such as: • Act now - super-fast broadband. • Business collaboration networks. • Investment in Growth Businesses. • Coaching for high growth. • Finance for Growth. • Innovation Centres. • Academy for Innovation and Research.

2.3. Statistical exploitation and analysis of results

The statistical exploitation and subsequent analysis conducted once all the information submitted by the participating regions was collected is set out according to the thematic sections already established in the questionnaire. Under each question analysed, the results are presented differentiating between general results and those categorised by region. Each question therefore has a first graph with the percentages obtained from the general analysis and a second graph showing the results obtained in the question by region. Furthermore, prior to this an explanation of these graphs is provided in order to facilitate comprehension of the most significant results.

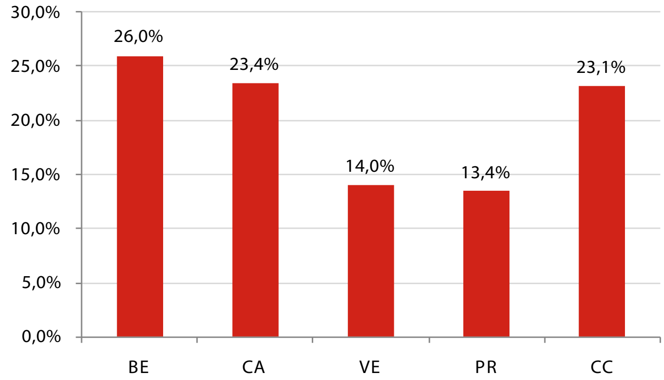
In the graphs presented in this document, abbreviations have been used to represent the regions as follows:

Abbreviations used in the graphs	Regions
BE	Berlin[5]
CA	Cantabria
VE	Veneto
PR	Littoral[6]
CC	Cornwall

3. Level of participation/sample of SMEs

The total number of SMEs that completed the survey is 350, with the largest numbers located in Berlin (91), Cantabria (82) and Cornwall (81). The number of respondent SMEs in Veneto and the Slovenian Littoral is smaller, with the two totalling 96 (49 and 47, respectively).

Graph 1. Participation (By region)



Base: All the respondents. Single answer.

4. Interest of SMEs in receiving information

4.1. On mobility programmes

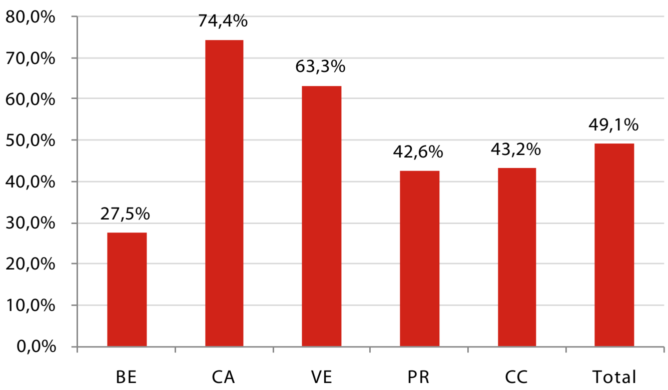
This point aims to establish whether there is any interest among SMEs responding to the questionnaire in receiving information on the international professional mobility work experience programme in Europe. The results obtained are very even, with 50.9% of respondent SMEs not interested in receiving this information and 49.1% that do want to receive information via email.

The region that shows the most interest is Cantabria (almost 75.0% of respondent SMEs), while in the Berlink catchment area 27.5% showed an interest. The Italian region showed intermediate percentages, twenty percentage points higher than the Slovenian Littoral area and Cornwall in the UK.

5. The enterprises surveyed by Berlin are all from the city of Berlin.

6. Primorska' in Slovenian.

Graph 2. Would you like to receive information on potential international work experience placements from higher education institutions in other European countries? (By region)



Base: All the respondents. Single answer (yes).

4.2. On the results of the survey conducted in the programme

The ultimate aim of the poll carried out in these five regions is twofold: First, to detect the obstacles that SMEs can come up against when it comes to hosting students and graduates from other European regions for work experience, and second, to discover more about the opinions and experiences relating to programmes of this kind among both SMEs and participants.

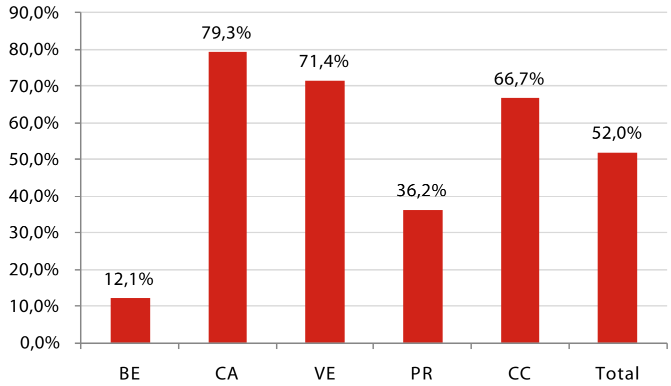
From this analysis it will be possible to draw conclusions and make decisions in relation to it, while the data obtained will provide an overview of the needs of SMEs.

With the final results, a good practice guide will be compiled, which could be of interest to all the SMEs in each region, whether they participate actively in the professional mobility programmes or not. Regardless of which of these two groups the SME belongs to, there is the option to receive information on the impact of the survey, as 52.0 % of the respondent SMEs requested, a figure very close to the 48.0% that are not interested in receiving this information.

By region, it is worth noting that in places like Cantabria, Veneto and Cornwall the interest shown is high (over two thirds of the respondent SMEs), while in the Slovenian region, and particularly in the Berlin area, the interest is very low.

In the German area, where just 12.1% of SMEs consulted want to receive information, it may be that they already collaborate with mobility programmes and therefore consider themselves to be sufficiently informed on this kind of action .

Graph 3. Do you want us to keep you informed on the impact of this survey by email? (By region)



Base: All the respondents. Single answer.

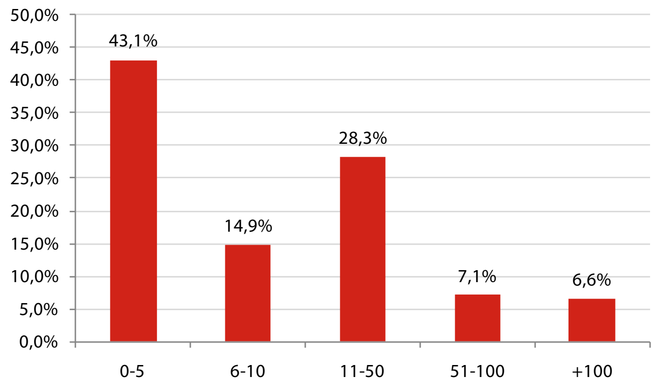
5. Characteristics of the SMEs that answered the survey

5.1. Size

Most of the SMEs that responded to the survey have workforces of fewer than 50 employees. These account for over 85.0% of the total, with a particular predominance of micro-SMEs, which represent 43.1% of the total and are located primarily in Berlin and Cornwall.

By contrast, SMEs with more than 50 employees account for just 13.7% of all the SMEs that responded to the survey, and their role is minor in the regions as a whole.

Graph 4. Size of your company (number of employees) (General)

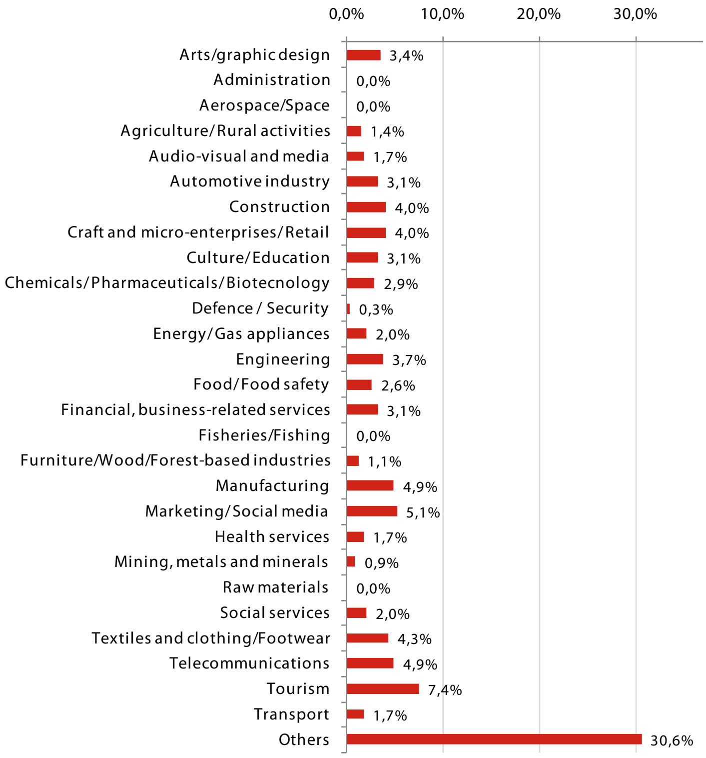


Base: All the respondents. Single answer.

5.2. Industries

The industries that the respondent SMEs operate in are varied, though there appears to be a higher presence associated with the service and industrial sectors, and within these, finance, consultancy, sales, electronics, engineering and technology, among others.

Graph 5. Your company's primary industry (General)



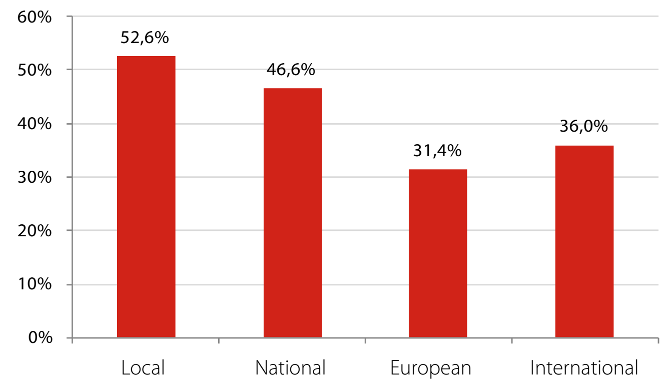
Base: All the respondents. Single answer.

5.3. Markets in which the respondent SMEs operate

In terms of the space in which the respondent SMEs operate, the local market appears to stand slightly above the rest. Together all the cases have percentage values between 31.4 % in the European market and 52.6% in the local market.

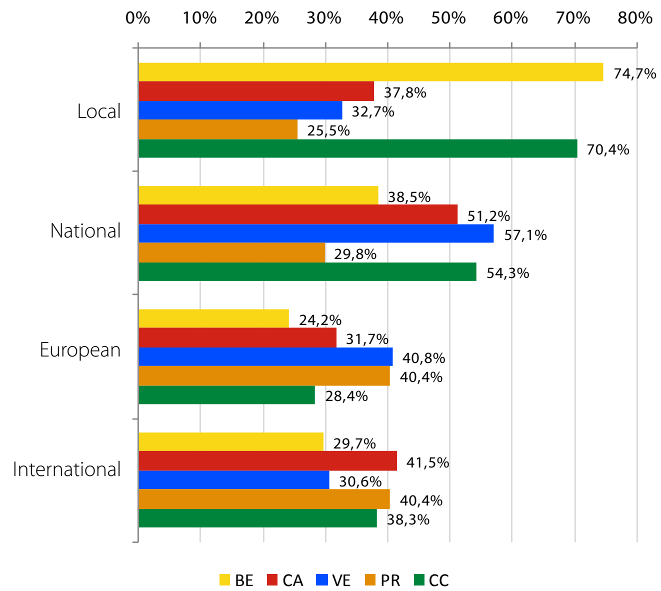
These figures reveal an interesting fact, because as this graph shows, the international market accounts for almost five percentage points more than the European market, which is the least common market among the respondent SMEs, which in almost half of the responses submitted opt for the local and domestic markets.

Graph 6. In what markets do you operate? (General)



Base: All the respondents. Multiple answers.

Graph 7. In what markets do you operate? (By region)



Base: All the respondents. Multiple answers.

6. The SMEs' awareness of professional mobility programmes

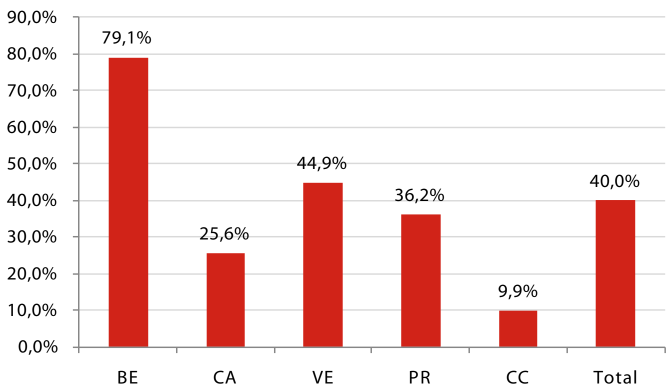
Four in ten SMEs responding to the survey know of the existence of this kind of programme, which means that 60.0% of them are unaware of their existence.

As for the SMEs that answered affirmatively, there are significant differences depending on the region in which the respondent SME is located. While 80.0% of respondents know about these programmes in Berlin, in Cornwall the figure is below 10.0%.

The cases of Berlin and Cornwall represent the extremes, and their figures are very different to those of other intermediary regions like the Italian and Slovenian participants (44.9% and 36.2% respectively) and in Cantabria, where a quarter of the SMEs participating in the survey know about international professional mobility work experience programmes.

The figure reached in the Berlin area, much higher than those recorded in the rest of the regions, is due to the fact that, as mentioned above, the respondent companies in this region mostly have experience with international participants , hence their good awareness of professional mobility programmes.

Graph 8. Do you know of any international professional mobility work experience programmes in Europe? (By region)



Base: All the respondents. Single answer (yes).

6.1. How they learned of the existence of professional mobility programmes

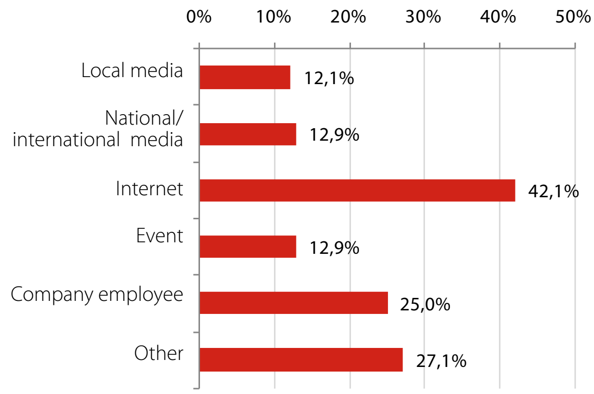
The Internet, according to the data collected in the survey, is the most common channel through which the SMEs found out about these programmes. 42.1% of the answers submitted mention the use of the Web, a figure that is 17.1 percentage points higher than the figure for receiving the information through a colleague (25.0%) and much higher than other channels of information such as the media or events, both of which account for under 13.0%.

In this question it is worth noting that 27.1% of respondent SMEs indicate that they learned about the existence of professional mobility programmes through other channels. There were those who were informed by people around them (colleagues in the same workplace, friends), where word of mouth traditionally works to good effect. There is also a group of SMEs that found out about professional mobility programmes through national and specific organisations in each region, such as Berlink (an organisation responsible for student mobility projects and managing Leonardo and Erasmus grants in Germany), and in Italy, with the Eurosportello Veneto.

By region, in Cornwall the national/international media and Internet are the main ways that the SMEs learned of the existence of professional mobility programmes, a similar trend to the one recorded among the respondent SMEs in the regions of Veneto (Italy) and the Slovenian Littoral, where they also use local media.

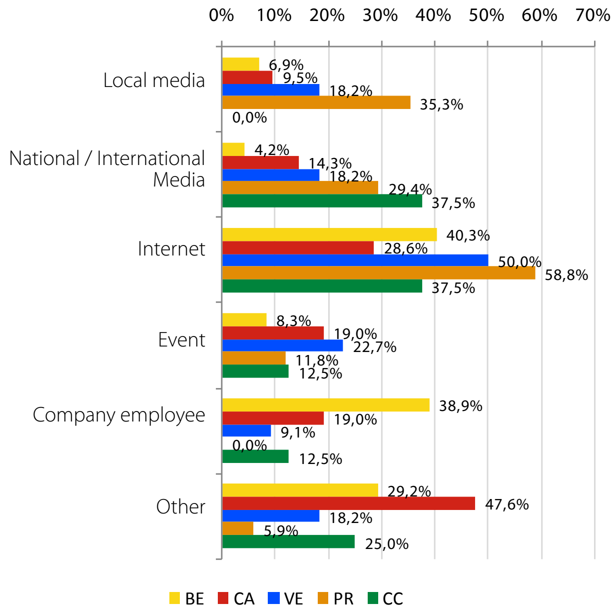
In general it can be concluded that there is no single way to find out about professional mobility programmes; rather, it varies depending on the region being analysed.

Graph 9. If yes, please indicate how you learned of it (General)



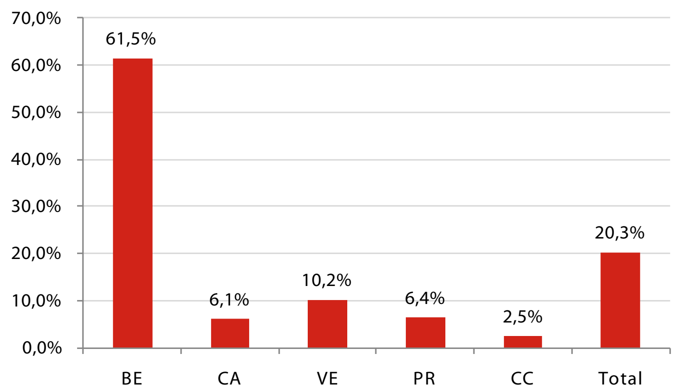
Base: Those that know of any international professional mobility work experience programmes in Europe. Multiple answers.

Graph 10. If yes, please indicate how you learned of it (By region)



Base: Those that know of any international professional mobility work experience programmes in Europe. Multiple answers.

Graph 11. Are you currently participating in an international work experience programme, hosting people from other European countries to do work experience in your company? (By region)



Base: All the respondents. Single answer.

7. SME participation as host partners in professional mobility

In respect of participation in an international work experience programme, a notable percentage difference was recorded among the SMEs that responded to the survey. In the case of the Berlin area, the data presented in the following graph shows that the rate of SMEs responding to the survey that have participated in international programmes exceeds 60%, while in the rest of the regions this figure barely reaches 10%.

Overall, two in ten SMEs responding to the survey have participated in an international work experience project.

In the case of the respondent companies in Veneto, 10% of them have taken part in a vocational and educational training programme in Europe . This 10% accounts for 5 companies, too low to be able to establish criteria and properly understand the situation of mobility programmes in this region.

7.1. Reasons for not participating as host partners in professional mobility programmes

Among the group of SMEs that are not involved in international work experience programmes, there are various reasons for this that will be analysed below.

The reasons relate to administrative, organisational and infrastructure issues, or a lack of time or information. Overall it is evident than none of the reasons predominate; rather, there is an even proportional distribution in which insufficient time to monitor the work experience (36.2%) and a lack of information on the programmes (30.4%) are by a small margin the most common reasons. In the rest of the cases the responses range between 11.6% indicating insufficient benefits and 26.1% believing that participation involves additional paperwork and administration. This data reveals two points of interest: first the importance of increasing efforts to raise awareness of the existence and benefits of programmes of this kind, and second, the need to simplify administrative procedures to increase participation of interested SMEs by unburdening them of this work.

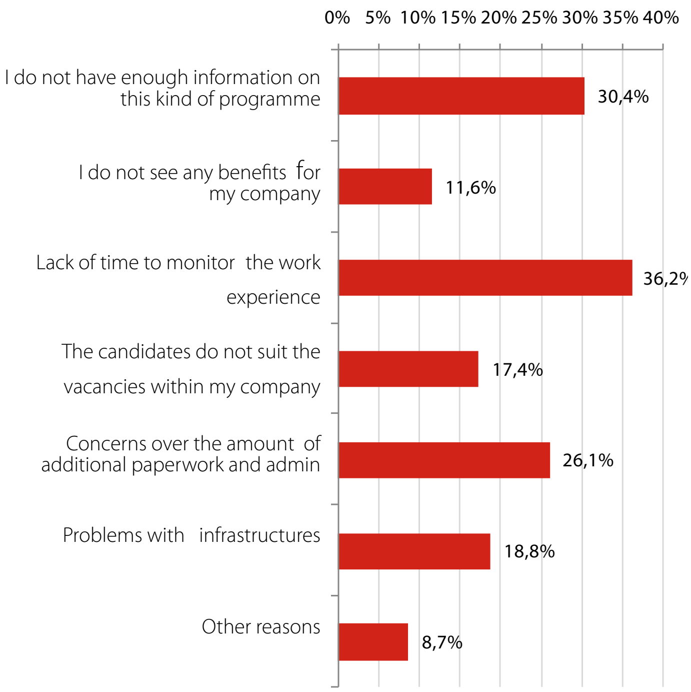
A minority of other reasons for not participating were mentioned. These include difficulties caused by language barriers or simply that it had never been considered in the respondent SME.

The evenness observed so far in the general analysis is repeated in the corresponding regional analysis, with Berlin being the only exception, its main reason being a lack of time to monitor the work experience (68.8% of the answers submitted).

In the case of the German region, the importance attached to the monitoring and attention required by the participants means that SMEs that believe they will not be able to pay adequate attention decide not to participate. This stance is typical of regions accustomed to dual training in which studies are combined with work experience in SMEs, so they often have students doing work experience who require attention and monitoring. In Veneto the reasons given by SMEs for not wanting to participate in the professional mobility programmes were as follows:

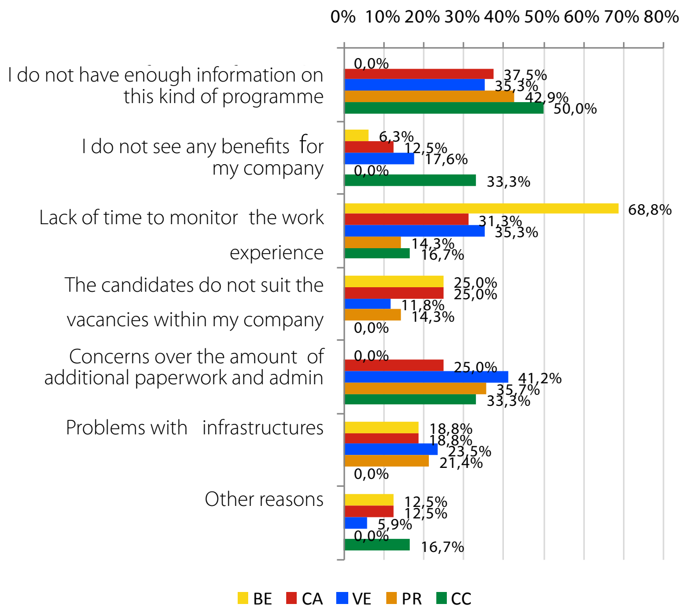
- Concerns about administrative procedures.
- Lack of time to monitor participants.
- Lack of information about the usefulness of professional mobility programmes.

Graph 12. If no, please indicate the main reasons for this (General)



Base: Those that have never participated in international work experience programmes. Multiple answers.

Graph 13. If no, please indicate the main reasons for this (By region)



Base: Those that have never participated in international work experience programmes. Multiple answers.

7.2. Type of sending institution

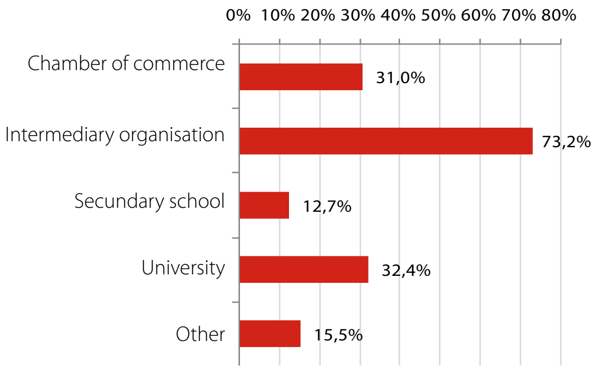
At this point the analysis focuses on cases in which the respondent SMEs state that they are currently participating in an international work experience programme. The aim is to examine aspects that are of interest, and the first of these is to learn what type of institution they are collaborating with in the programme.

In this regard the respondent SMEs mention intermediary organisations as the most common sending institutions, followed some way behind in percentage terms by universities and chambers of commerce.

By region there are significant differences: while in Berlin the role of intermediary organisations predominates, in Cantabria and Veneto this option only accounts for 20.0% of responses. In the Spanish region there is a presence of secondary schools, while Cornwall in there is a presence of universities as sending institutions.

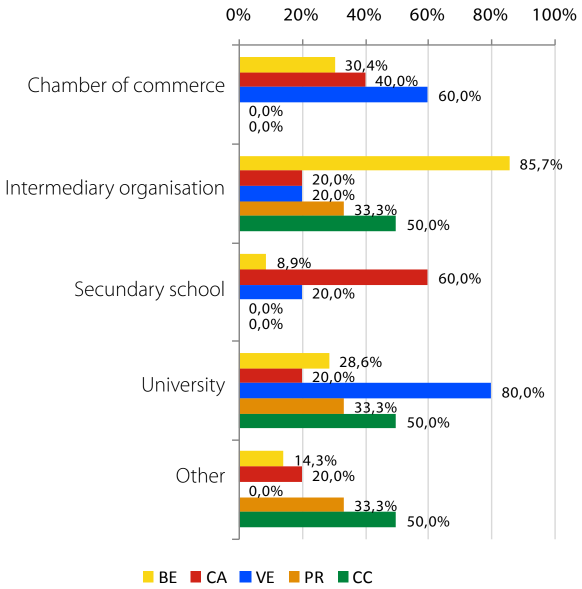
Two distinct blocks can therefore be observed: The Mediterranean block, made up of the Spanish, Italian and Slovenian region, and the Atlantic block, with Cornwall and Berlin.

Graph 14. What type of institution do you collaborate with in this kind of international work experience programme? (General)



Base: Those that are participating in international work experience programmes. Multiple answers.

Graph 15. What type of institution do you collaborate with in this kind of international work experience programme? (By region)



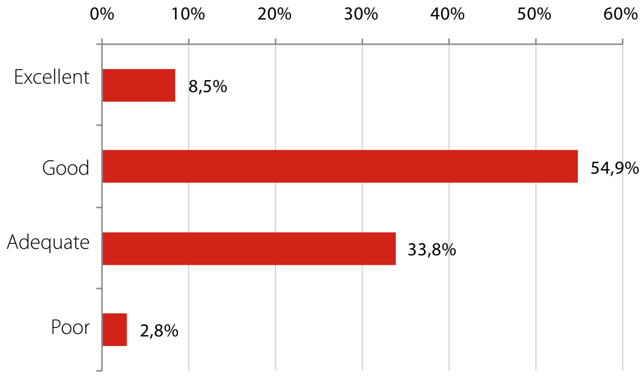
Base: Those that are participating in international work experience programmes. Multiple answers.

7.3. Rating the initial contact with sending organisations

Overall the evaluation of the initial contact made with the sending organisations was mostly positive. Over half of the respondent SMEs rate this initial contact as good and 8.5 % score it as excellent.

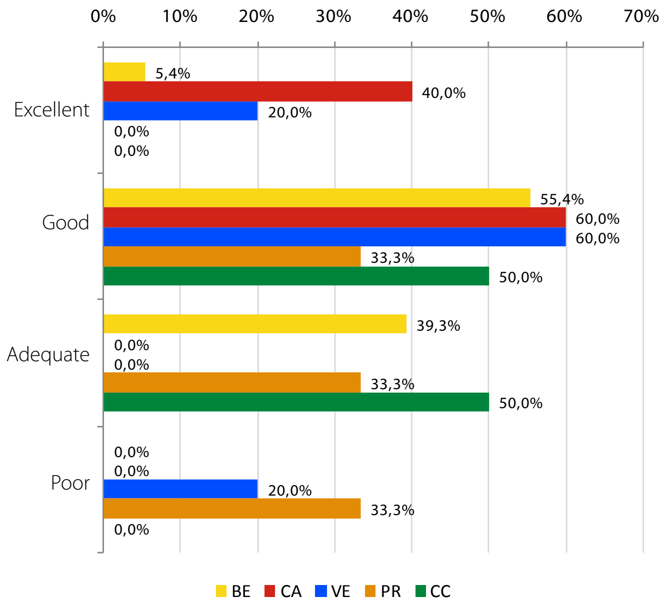
Among the less positive ratings there are differences between a group with a residual representation (2.8 % giving a negative rating) and another more numerous group in which one in every three respondents rates the action as adequate. Slovenia is where the least positive ratings were, while in Cantabria opinions were more favourable.

Graph 16. How would you rate your initial contact for collaboration in this kind of international work experience programme? (General)



Base: Those that are participating in international work experience programmes. Single answer.

Graph 17. How would you rate your initial contact for collaboration in this kind of international work experience programme? (By region)



Base: Those that are participating in international work experience programmes. Single answer.

7.4. Participant profile

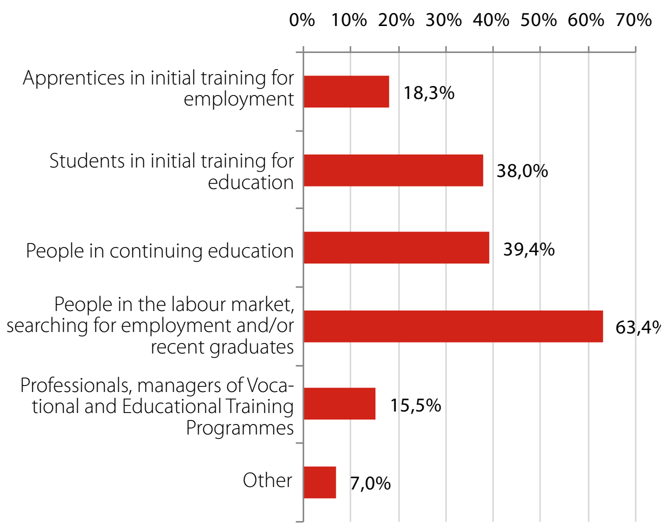
Professional mobility programmes in Europe involve various kinds of participant depending on the type of programme planned. Participants could be anyone from apprentices and students in their initial stage of training to professionals and managers with experience in vocational and educational training programmes.

In the survey the largest group indicated by the SMEs consists of recent graduates and people who are an active part of the labour market or searching for employment. These are the people involved in PLM (People in the Labour Market) actions, aimed at recent graduates and accounting for 63.4% of the answers submitted in this survey. Students both at the initial stage of training and in continuing education were the second largest group.

The smallest groups in this survey were students on vocational programmes and educational programme managers. The responses chosen in both cases fall below 20.0% (18.3% and 15.5% respectively), and in the case of apprentices they are located in the Berlin and Cantabria areas, while in the case of professionals they are mostly in Veneto.

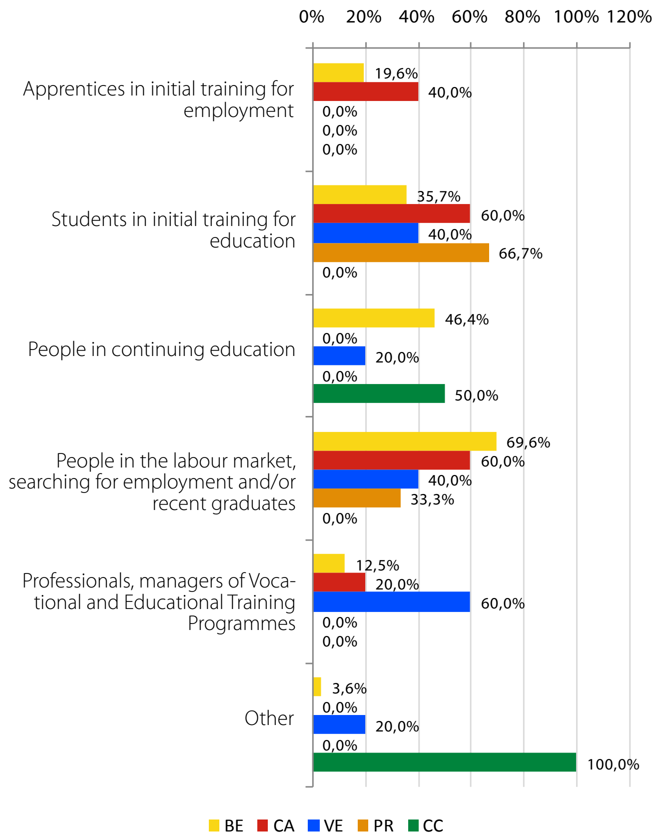
In the rest of the cases the geographical distribution of the profiles is fairly even, with the exception of the British region, where it is stated that all the participants in the work experience programmes belong to another undefined profile.

Graph 18. What are the profile/s of the participants that your company has hosted in international work experience programmes? (General)



Base: Those that are participating in international work experience programmes. Multiple answers.

Graph 19. What are the profile/s of the participants that your company has hosted in international work experience programmes? (By region)



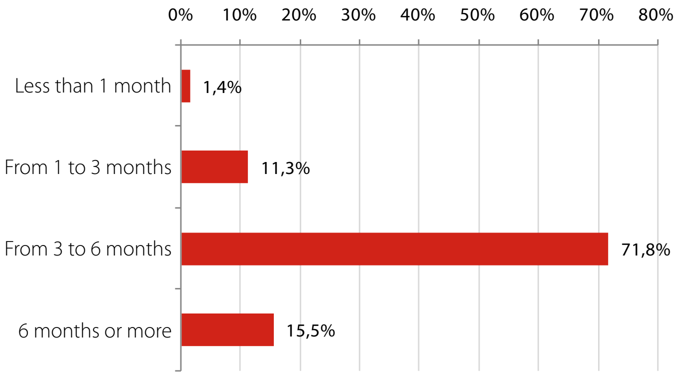
Base: Those that are participating in international work experience programmes. Multiple answers.

7.5. Optimum duration of the mobility programme according to SMEs

In respect of the duration considered most suitable for successful implementation of the work experience, in 71.8% of survey responses the view is that it should last for 3 to 6 months. For 15.5%, the work experience period should be more than 6 months, while 11.3% believe the optimum duration is 1 to 3 months.

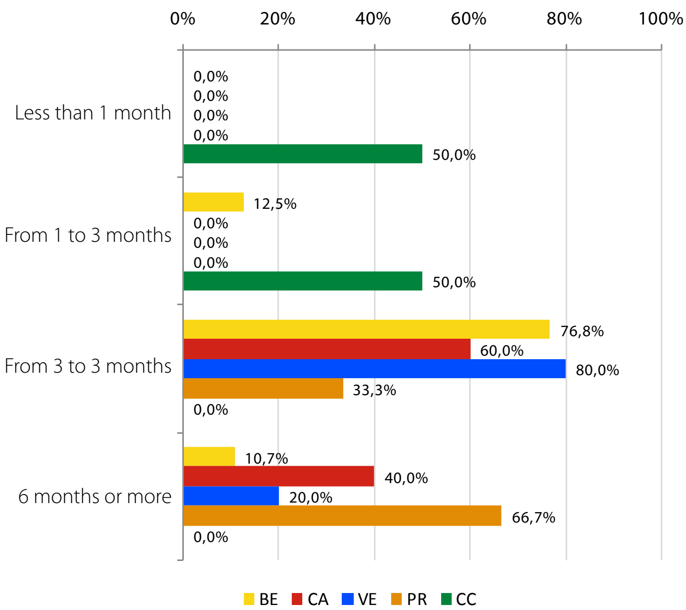
Just one in a hundred respondents believes that the work experiences should last less than a month. It is the English region that has the most positive attitude towards short placements (100% less than 3 months), while the Slovenian respondents opt for programmes with a longer duration.

Graph 20. What should the duration of international work experience be to make it a successful experience? (General)



Base: Those that are participating in international work experience programmes.
Single answer.

Graph 21. What should the duration of international work experience be to make it a successful experience? (By region)



Base: Those that are participating in international work experience programmes.
Single answer.

7.6. Rating the signing of the training agreement

The survey aimed to learn how the SMEs rated the process of signing the training agreement.

The training agreement and the quality commitment document[7], along with the training contract and letter of acceptance, make up the documentation that sets out the rights, duties and responsibilities of each party (BENEFICIARY, PARTNERS AND PARTICIPANT) in organising and implementing a professional mobility grant under the Leonardo da Vinci programme (PLM/IVT).[8]

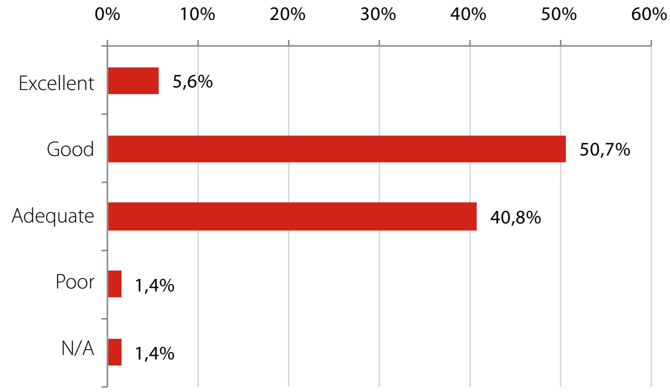
The training agreement contains information relating to the participant, the host organisation and the trainee's detailed work plan, as well as the quality commitment. It is signed by the three parties: sending organisation, participant and host partner. In the event that there is an intermediary organisation, they will also sign the document.

The process of signing the training agreement is rated as positive by 56.3% of respondent SMEs, mentioning simple explanations and fast administrative processing as positives. Furthermore, 40.8% rate the process as "sufficient" and just 1.4% rate it as "poor". Regions like Cantabria and the Berlin area generally give more positive ratings, while the only negative response came from Veneto.

7. QUALITY COMMITMENT FOR LEONARDO DA VINCI MOBILITY TRAINING PLACEMENTS: See details of their content on pages 46 and 17 of the "Manual de Gestión para beneficiarios de Proyectos de Movilidad, Convocatoria 2013" (the Management Manual for beneficiaries of the Mobility Project, 2013 Call): http://www.oapee.es/dctm/weboapee/pap/leonardo-da-vinci/proyectos-de-movilidad/convocatoria/2013/gestion-proyectos/manual-gestion-2013-v1.1.pdf?documentId=0901e72b817339a1

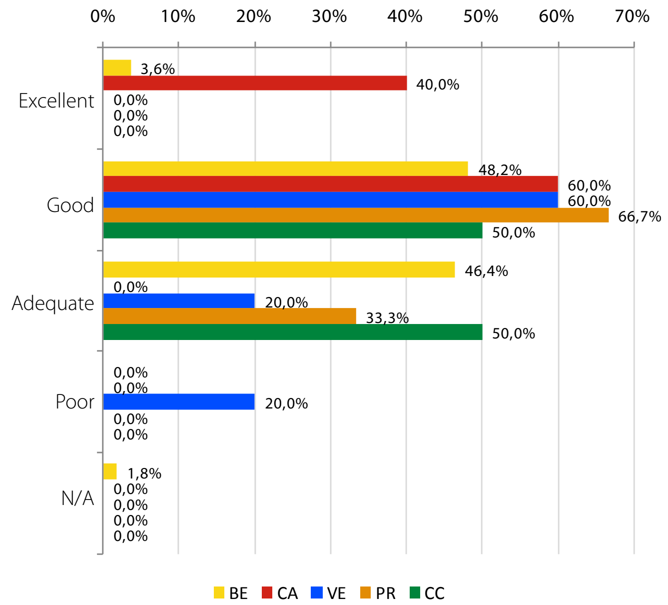
8. As indicated in the "Manual de Gestión para beneficiarios de Proyectos de Movilidad, Convocatoria 2013" (the Management Manual for beneficiaries of the Mobility Project 2013 Call): 1 Document between the beneficiary and participant: participant contract. Before beginning the overseas placement, it is essential that the beneficiary signs a contract with the participant defining the main rights and obligations of the two parties (amount of financial support, placement duration, OAPEE web page that specifies the precise maximum Leonardo funding for accommodation, subsistence and travel (if applicable), payment methods, submission of reports and documentation). 2 Document between beneficiary, participant, host partner and intermediary partner, if there is one: Training Agreement (PLM/IVT) and Quality Commitment, and Work Plan and General Terms and Conditions (VETPRO). In all cases the contract will be accompanied by a Training Agreement and Quality Commitment (IVT, PLM) or a Work Plan and General Terms and Conditions (VETPRO), established between the sending institution and host partners according to the participant's training requirements. If the sending institution is different to the beneficiary, a Training Agreement / Work Plan must also be signed. The participant contract templates, as well as the training agreement (IVT/PLM) and work plan (VETPRO) templates can be downloaded from the website: http://www.oapee.es/oapee/inicio/pap/leonardo-da-vinci/proyectos-de-movilidad/gestion-proyectos/gestion2013.html

Graph 22. How was your experience of signing the collaborative agreement? (General)



Base: Those that are participating in international work experience programmes. Single answer.

Graph 23. How was your experience of signing the collaborative agreement? (By region)



Base: Those that are participating in international work experience programmes. Single answer.

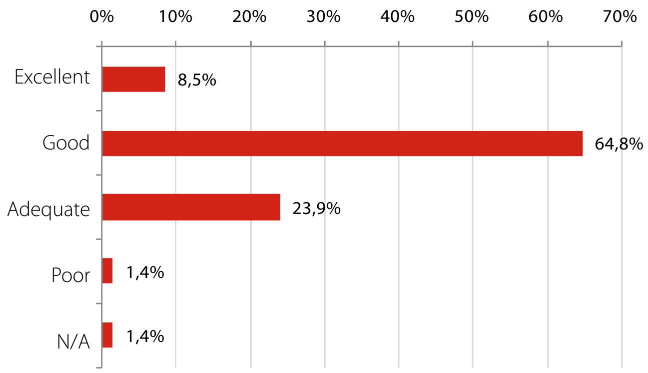
7.7. Opinion on the training agreement

Another indicator in which the experience of the respondent SMEs was assessed relates to the clarity and content of the training agreement. While the previous point covered the process of signing the agreement, this section focuses on opinions relating to the training agreement itself.

Almost three quarters of the ratings were positive (73.3%), while at the other end of the scale just 1.4 % indicate negative aspects. 23.9 % show intermediate opinions (all the respondent SMEs in Cornwall).

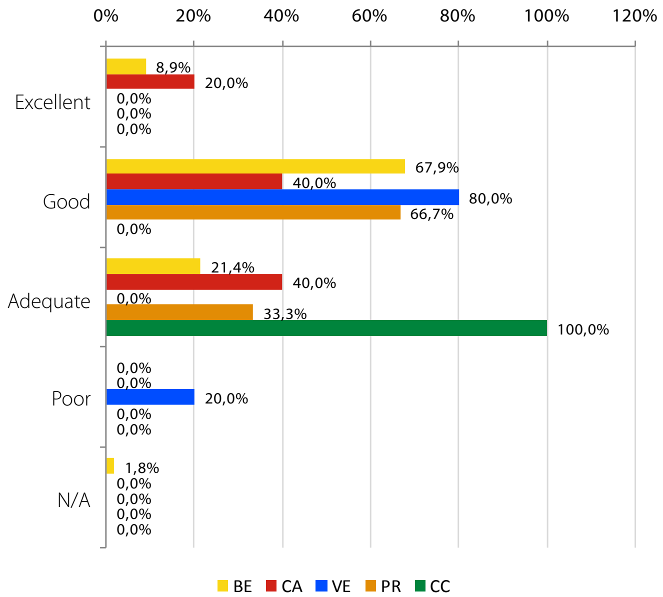
Like in the previous point, the Cantabria and Berlin regions generally give more positive ratings, indicating that the agreement signed was clear and understandable, while, again like in the previous point, the only negative score comes from Italy.

Graph 24. How was your experience with the Training Agreement? For example, whether it was clear and complete (Global)



Base: Those that are participating in international work experience programmes. Single answer.

Graph 25. How was your experience with the Training Agreement? For example, whether it was clear and complete (By region)



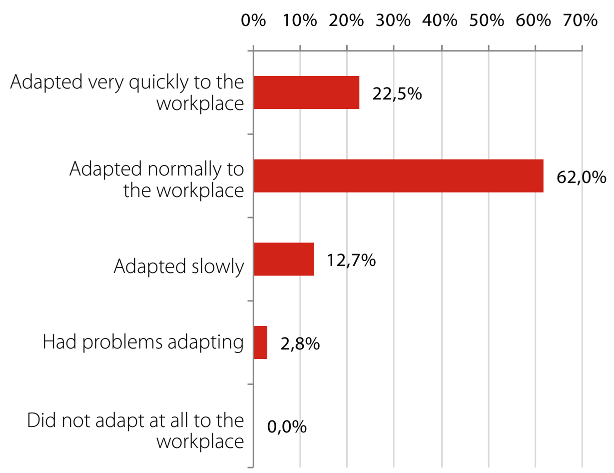
Base: Those that are participating in international work experience programmes.
Single answer.

7.8. Opinion on the trainee's adaptation to the workplace

In this section we want to know what the SMEs think about the difficulties experienced by the trainee.

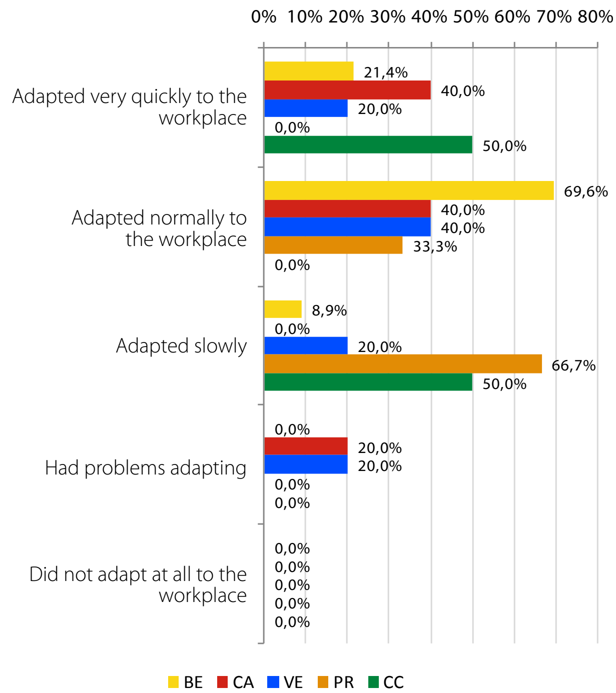
The majority indicated good adaptation, with 62.0% of responses along these lines. In fact, none of the respondent SMEs indicated that there was no adaptation to the position, and only in Cantabria and Veneto did they mention some minor issues.

Graph 26. How did the trainee adapt to the workplace? (General)



Base: Those that are participating in international work experience programmes.
Single answer.

Graph 27. How did the trainee adapt to the workplace? (By region)



Base: Those that are participating in international work experience programmes.
Single answer.

7.9. Challenges encountered in the implementation of programmes

In most cases no problems were detected (52.1% of opinions).

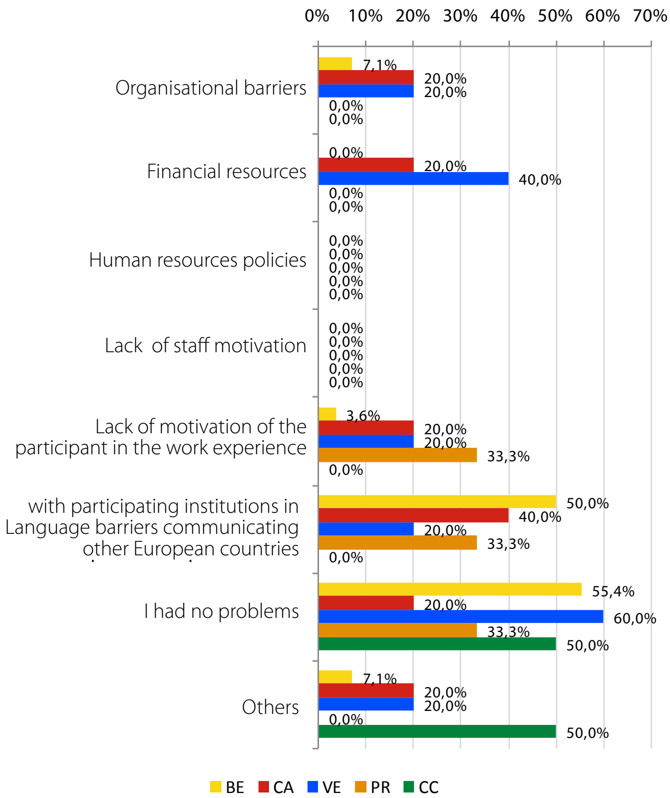
Among the SMEs that did indicate some difficulty, the language barrier was the issue mentioned in 45.1% of cases, with Berlin the region where this problem was most frequently detected. In this region they indicate that some participants, though they spoke English, the working language in many cases, they had no knowledge of German.

Human resources policies are not mentioned as a factor that hampered good implementation of the participants' work experience. Another positive aspect that should be noted is the high percentage of participants indicating that no problems were detected in the implementation of the programmes.

Graph 28. Please indicate whether any of these problems were encountered in your company when hosting international work experience participants. (General)

Base: Those that are participating in international work experience programmes.
Multiple answers.

Graph 29. Please indicate whether any of these problems were encountered in your company when hosting international work experience participants. (By region)



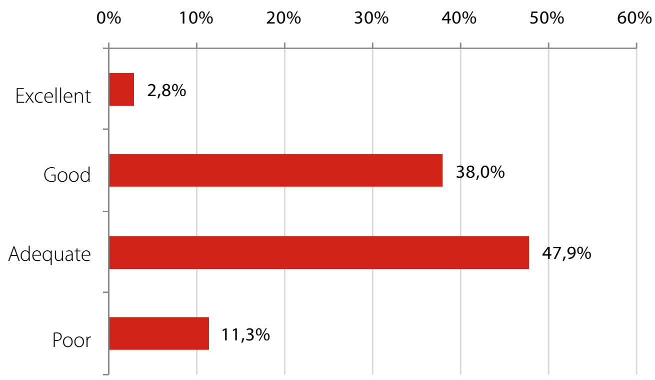
Base: Those that are participating in international work experience programmes.
Multiple answers.

7.10. Involvement of the sending institution during the international work experience

The involvement of the sending institution during the international work experience is given intermediate ratings by the respondent SMEs, with few extremes. Just 2.8% rated the involvement as excellent, while 11.3% described it as poor. In contrast, 38.0% give this indicator a rating of 'good' and the remaining 47.9% rated it as adequate.

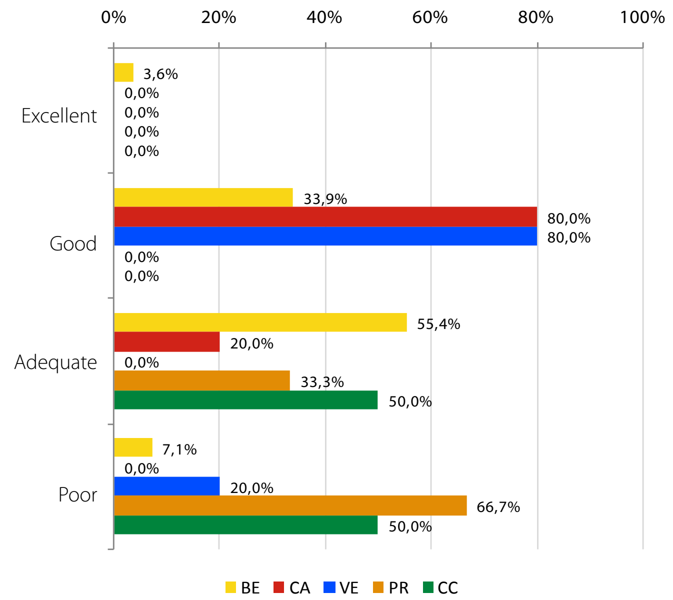
Cornwall and the Slovenian Littoral gave the lowest scores, while in Veneto and Cantabria the ratings were better. The respondent German SMEs indicated that there was hardly any involvement from the sending institution during the work experience.

Graph 30. Please rate the involvement of the higher education institution during the international work experience (General)



Base: Those that are participating in international work experience programmes.
Single answer.

Graph 31. Please rate the involvement of the higher education institution during the international work experience (By region)



Base: Those that are participating in international work experience programmes. Single answer.

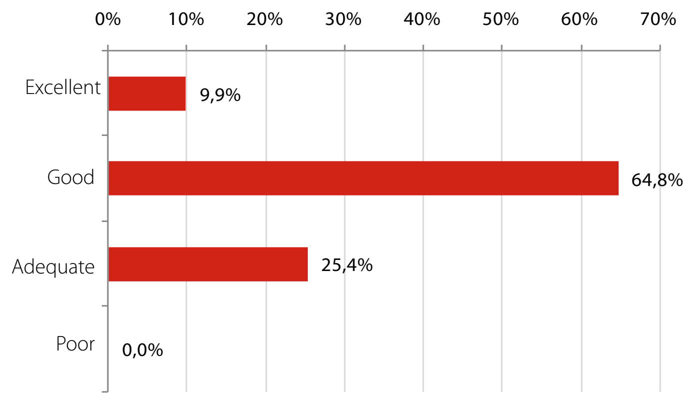
7.11. Overall rating

The set of indicators measured so far reveals the overall opinion and rating of the international programmes.

Question 14 asks the respondent SMEs to rate their experience of working with participants from other regions. In 64.8% of cases the rating is good, and in one in ten it is excellent. None describe their experience as poor; one in four SMEs responding to the survey rated it as "adequate".

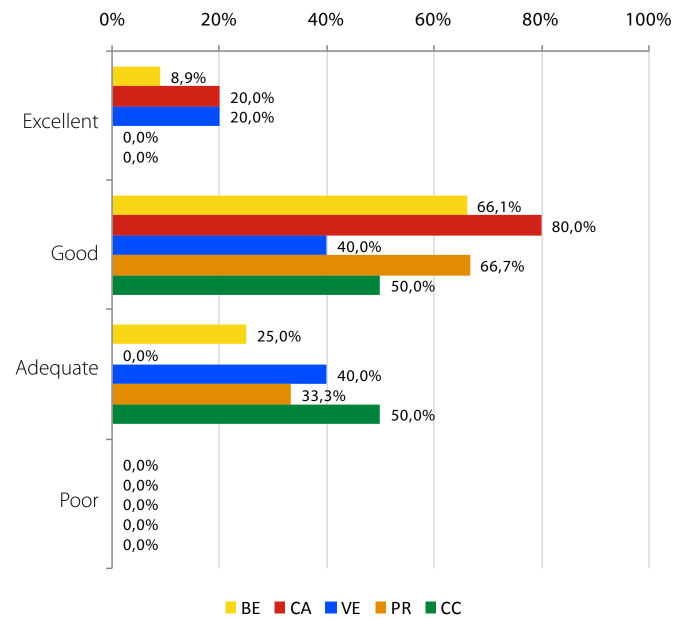
The respondent Cantabrian employers gave the best rating to this kind of international programme, while the Cornish ones, though not giving negative ratings, scored the experience the lowest.

Graph 32. How would you describe your overall experience as an employer? (General)



Base: Those that are participating in international work experience programmes. Single answer.

Graph 33. How would you describe your overall experience as an employer? (By region)



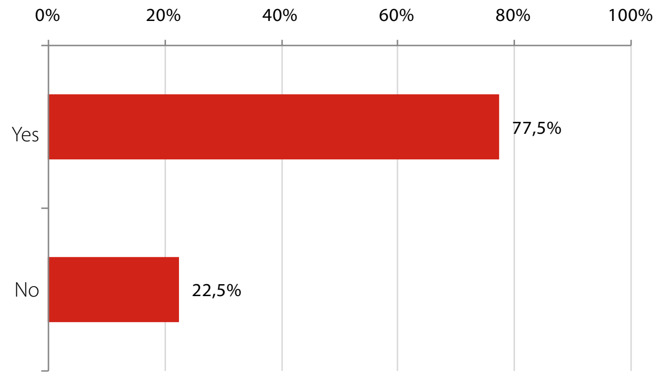
Base: Those that are participating in international work experience programmes. Single answer.

7.12. Certification of the professional mobility experience

In this section we wanted to examine whether respondent SMEs issued some kind of accreditation of the participants' work placement.

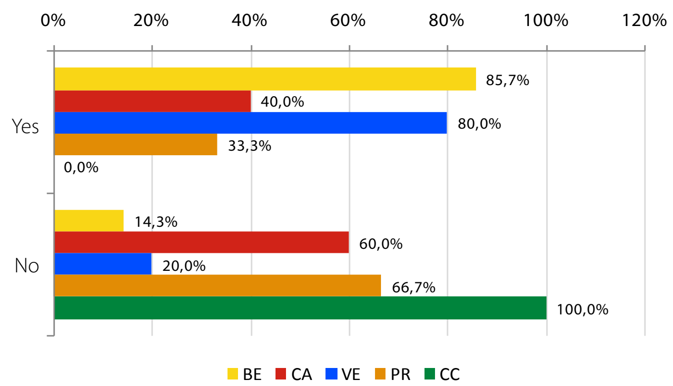
According to the respondent SMEs, over three quarters of the participants they hosted received some kind of certification. This 77.5% mostly did their work experience in the city of Berlin and the region of Veneto, where most of the participants received a certificate. In the case of the SMEs in Cornwall responding to the survey, no participants received certification, while most of the respondent SMEs in the Slovenian Littoral and Cantabria did not issue certificates.

Graph 34. Did you provide the international work experience participant with some kind certification for the placement? (General)



Base: Those that are participating in international work experience programmes. Single answer.

Graph 35. Did you provide the international work experience participant with some kind certification for the placement? (By region)



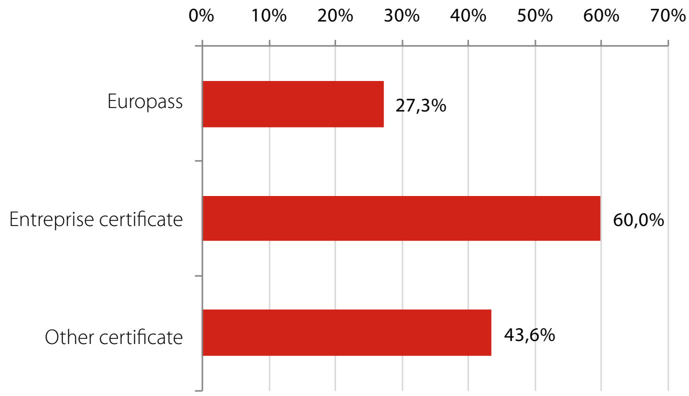
Base: Those that are participating in international work experience programmes. Single answer.

Type of certification issued

60.0% issued a company certificate. Just 27.3% produced a Europass Mobility document. 43.6% of respondent SMEs indicate that they issued the participant with "another type of certificate".

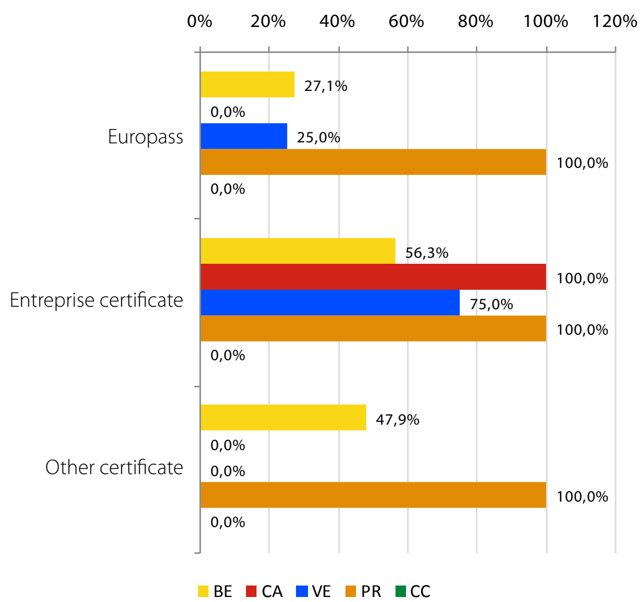
The fact that the Europass Mobility document (created specifically to formally record apprenticeship or training periods completed by participants in countries other than their own) was used less frequently than other certificates issued by the SMEs themselves or the sending organisations brings into question the SMEs' awareness of the Europass. This issue is addressed in the next point.

Graph 36. Type of certificate provided to the participant in international work experience (General)



Base: Those that provided the participant with some kind of certification. Multiple answers.

Graph 37. Type of certificate provided to the participant in international work experience (By region)



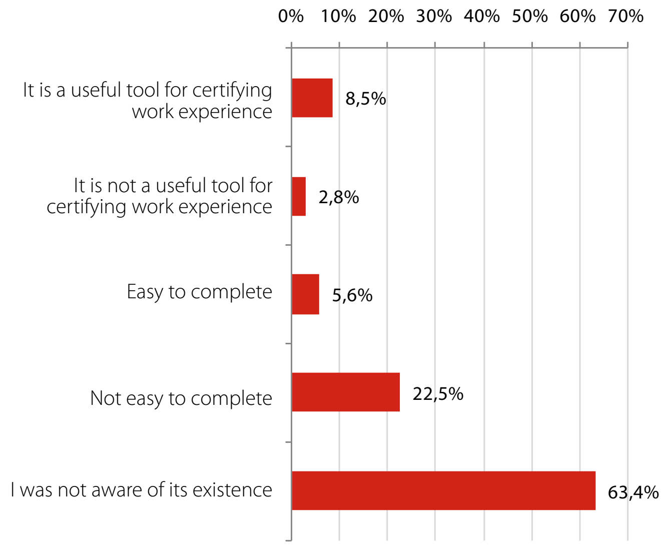
Base: Those that provided the participant with some kind of certification. Multiple answers.

7.13. Europass Mobility document

Two points emerge from the specific analysis of the Europass Mobility document: first, that it was only used by respondent SMEs in Slovenia, Italy and Germany, and second, that despite this there is a broad lack of awareness of its existence.

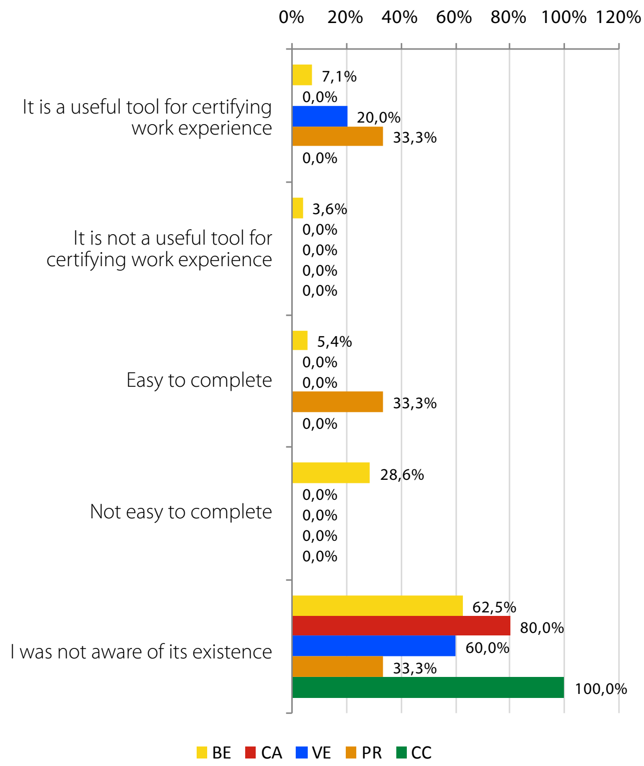
In fact, 63.4% of opinions expressed on this Europass Mobility document refer to a lack of awareness that it exists. Regarding its use, 22.5% of responses describe the document as a tool that is difficult to complete. The rest of the ratings (easy: 8.5% and difficult: 2.8%) represent insignificant percentage values and are very different to those recorded in relation to issues already mentioned such as awareness and completion of the document.

Graph 38. If applicable, please tell us what you think about the Europass Mobility certificate (General)



Base: Those that are participating in international work experience programmes. Single answer.

Graph 39. If applicable, please tell us what you think about the Europass Mobility certificate (By region)



Base: Those that are participating in international work experience programmes. Single answer.

8. Impact of the international work experience

8.1. For the participant

We wanted to find out what the respondent SMEs think about the impact of experiences like this on the company, as well as their benefits for the participants.

First and foremost, for the respondent SMEs the value of work experience resides in the fact that it gives the participant a clear idea of the profession and industry. 78.9% of replies are along these lines.

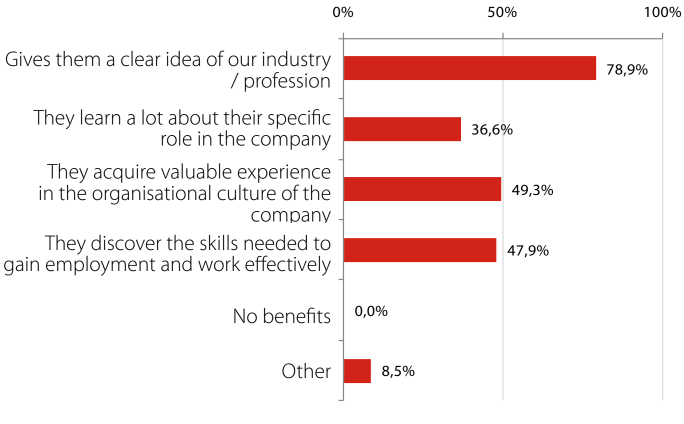
Other replies focus on the company itself. 49.3% of the opinions given refer to how work experience of this kind contributes to nurturing an organisational culture among participants in relation to the company, and to learning the specific roles associated with each position and employee.

And finally, in relation to the professional development of the participant, 47.9% of responses state that in the international work experience the participants discover what skills are required to enter the profession and work effectively.

In no case was the international work experience considered useless and without benefit for the participant, since non-work-related aspects such as the possibility of learning about another culture or learning/improving skills in a second language are also considered significant.

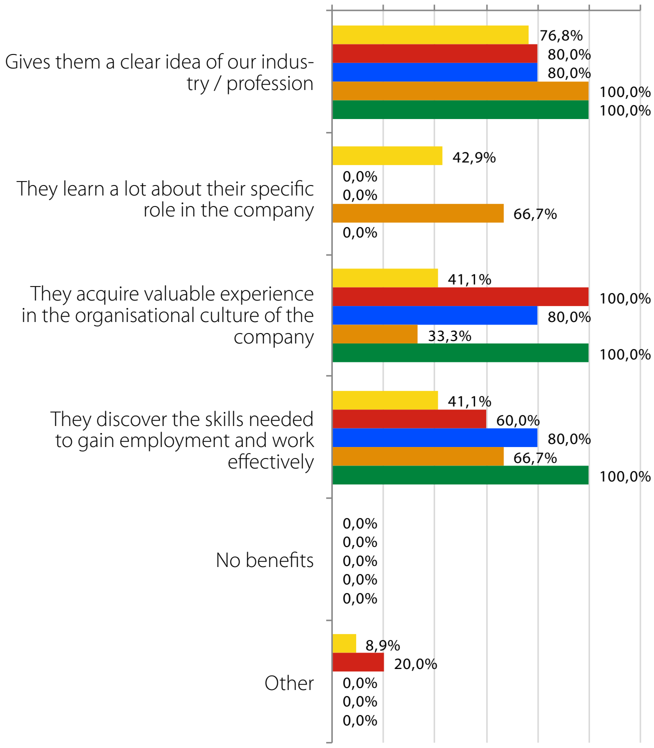
By region, perceptions are evenly distributed, with the exception of specific opinions on the role of participants, given only by some respondent SMEs in Berlin and the Slovenian Littoral, who believe that professional mobility programmes contribute significantly to helping the participants learn to assume the role that the positions require.

Graph 40. Please tell us what you consider to be the main benefits for participants in work experience (General)



Base: Those that are participating in international work experience programmes. Multiple answers.

Graph 41. Please tell us what you consider to be the main benefits for participants in work experience (By region)



Base: Those that are participating in international work experience programmes. Multiple answers.

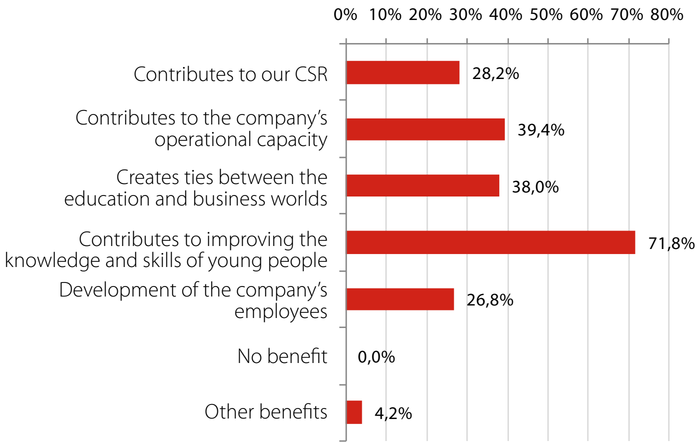
8.2. For the SMEs

The previous point examined the main benefits that the respondent SMEs detected for the participants in professional mobility programmes.

Next the focus turns towards discovering what benefits such initiatives bring to the company itself. The most frequently mentioned (71.8%) is the contribution made to the knowledge and skills of the younger employees. Another benefit mentioned are the ties established between the education world and the company as a way to better adapt training to the needs of the business. The operational capacity that people on work experience bring to a company is also indicated as a positive factor.

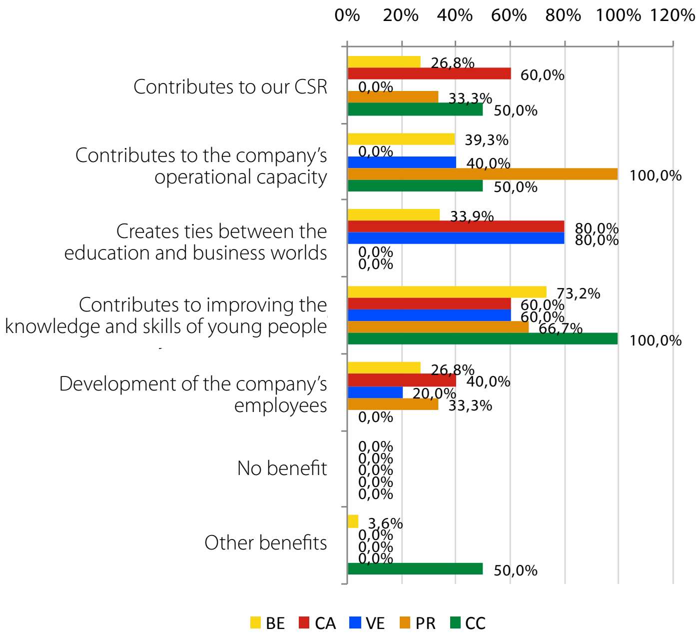
Once again they did not mention any negative aspects for the company associated with participating in international programmes.

Graph 42. Please tell us what you consider to be the main benefits for your business (General)



Base: Those that are participating in international work experience programmes. Multiple answers.

Graph 43. Please tell us what you consider to be the main benefits for your business (By region)



Base: Those that are participating in international work experience programmes. Multiple answers.

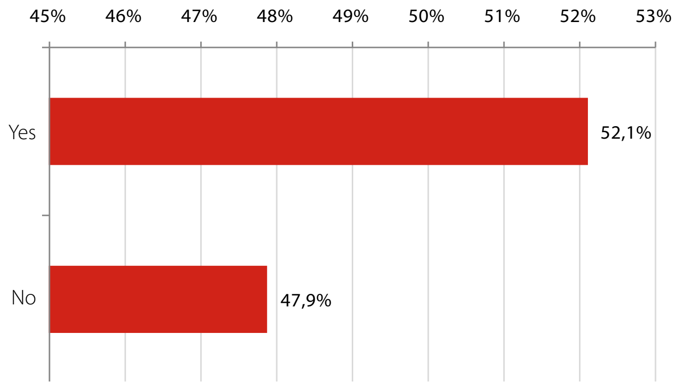
8.3. Offering a job to someone from another European country who has undertaken international work experience in the company

For people participating in professional mobility programmes, finishing the work experience period can mean returning to their country of origin or it can be the beginning of a contractual relationship with the company as an employee.

In 52.1% of cases the respondent SMEs opted to offer jobs to those who undertook international work experience in their company, proving that the results of the placement are seen as positive.

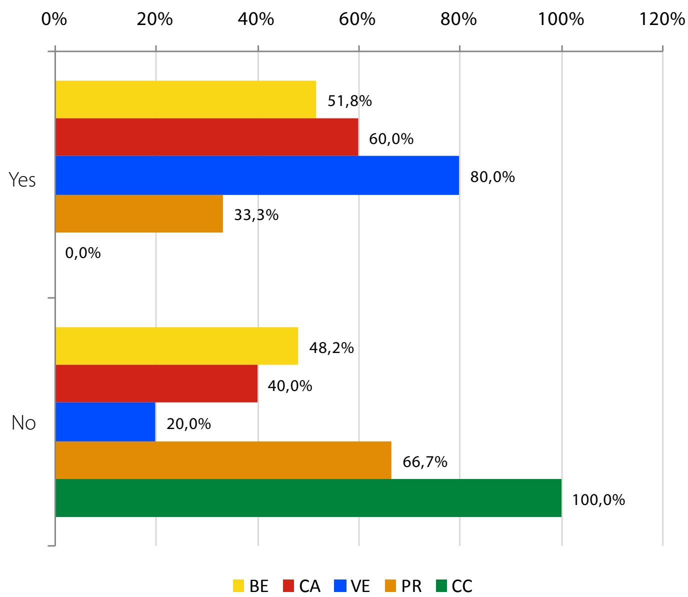
This practice was most frequent in Veneto, Cantabria and Berlin.

Graph 44. Have you ever offered a job to someone from another European country who has undertaken international work experience in your company? (General)



Base: Those that are participating in international work experience programmes. Single answer.

Graph 45. Have you ever offered a job to someone from another European country who has undertaken international work experience in your company? (By region)



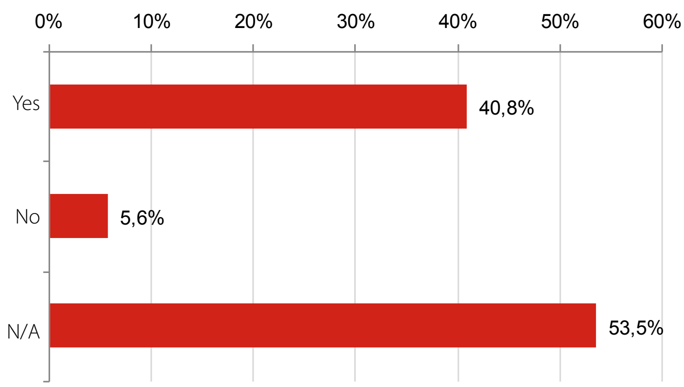
Base: Those that are participating in international work experience programmes. Single answer.

Acceptance of the job

There are two clearly differentiated groups in relation to the response given to a job offer: first there is a high percentage of cases that do not remember or do not respond to this question (53.5%); and second, in 40.8% of cases the answer was yes (particularly in Veneto). Just 5.6% of participants in work experience declined the offer to work in the company where they undertook their work experience.

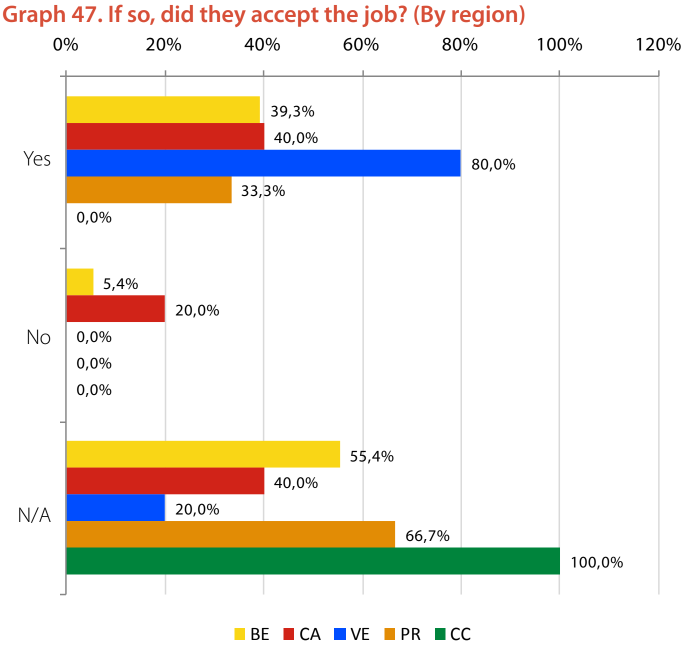
As for the type of employment offered, there is not one single profile; rather, the jobs offered fall into a variety of categories such as consultant, waiter, electrician, interior designer or shop assistant.

Graph 46. If so, did they accept the job? (General)



Base: Those that are participating in international work experience programmes. Single answer.

Graph 47. If so, did they accept the job? (By region)



Base: Those that are participating in international work experience programmes. Single answer.

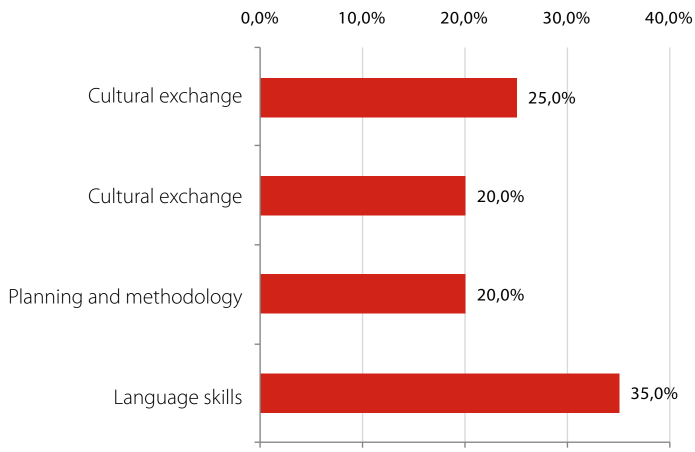
9. Lessons learned by the SMEs from participating in professional mobility programmes

In this section, we wanted to find out what SMEs think about areas for improvement in the professional mobility programmes.

First we reflect on the desirability of finding ways to improve the adaptation period, described as difficult, not just for the people doing work experience, but also for those who work alongside them or have supervisory duties. The concept of teamwork acquires a more complex dimension here due to common language and cultural differences.

Second, it is proposed that language support is provided to the participants over the course of the work experience, emphasising the idea of improving the motivation of participants in an initiative of this kind, because sometimes the view is that the participants attach more importance to the cultural experience than they do to the professional experience. In relation to this last point, the organisation should provide the person doing work experience with some basic insight into the culture and customs of the host country.

Graph 48. "Lessons learned" from participating in this type of programme (General)



Base: Those that are participating in international work experience programmes. Single answer.

10. Ideal profile of the participant in international work experience

A number of indicators are analysed below in order to establish what the respondent SMEs view as the ideal personal and professional profile of participants in this kind of international work experience programme.

To access this information, we asked about a number of aspects relating to the level of education, field of training, skills and personal competencies, etc. of the participants. This enabled us to establish a model for the ideal participant in professional mobility programmes.

The information obtained in the section called 'other' is so varied that it is difficult to quantify, so in these cases, in general terms, the most interesting and necessary aspects and attributes were established in order to outline the most suitable profile.

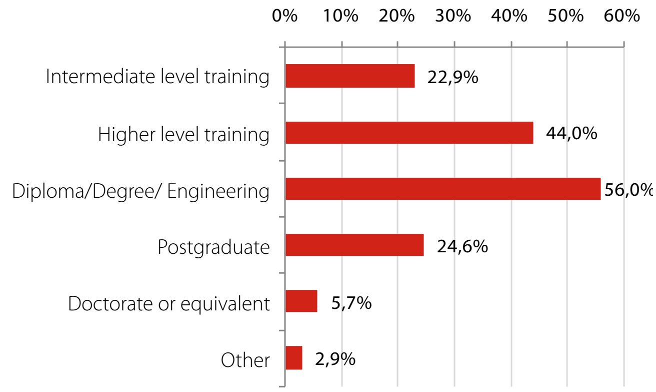
10.1. Educational attainment

The first point addressed relates to the level of education of the participant. The analysis conducted reveals that the most widely demanded level is a university qualification (diploma, degree, engineering). This accounts for 56.0% of the opinions given, with 44.0% indicating higher education as the ideal level of training. It is evident, therefore, that for the majority of respondent SMEs these two levels are the most commonly required level of education for international work experience.

Higher levels such as postgraduate and doctoral education account for lower percentages (24.6% and 5.7% respectively).

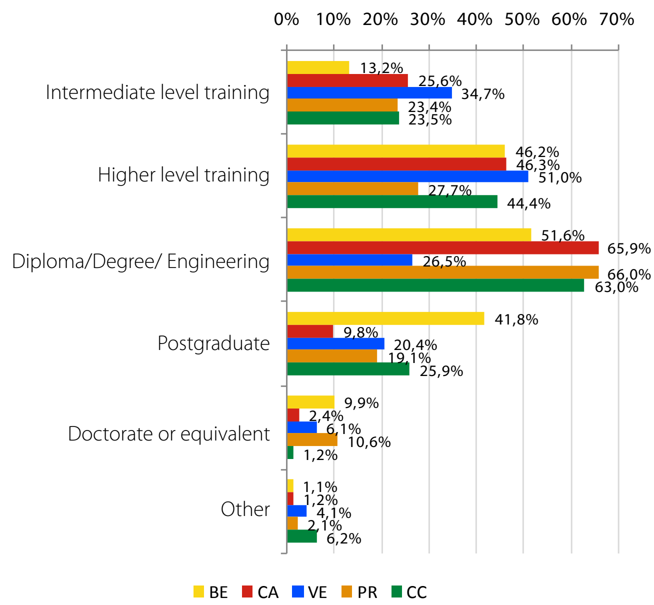
In respect of the fields of training requested to develop the ideal profile, they are very diverse. As it was with the jobs offered, the list of preferences indicated by the respondent SMEs is very varied.

Graph 49. Level of education (General)



Base: All the respondents. Multiple answers.

Graph 50. Level of education (By region)



Base: All the respondents. Multiple answers.

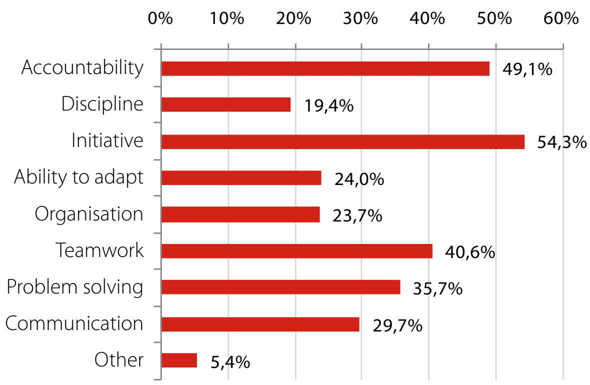
10.2. Required skills/competencies

In this point the aim is know the skills and personal competencies that the SMEs consider most important when it comes to hosting a person doing work experience.

A list of skills is provided and in general they all show significant percentage values. The ones most frequently indicated relate to the importance of having initiative (54.3%) and resposability (49.1%). The ability to work as part of a team and problem solving are also highly valued. Among the required abilities, discipline is the least frequently named: two in ten cases indicate this competency. This point also includes questions on the importance of having a basic knowledge of the language of the host country.

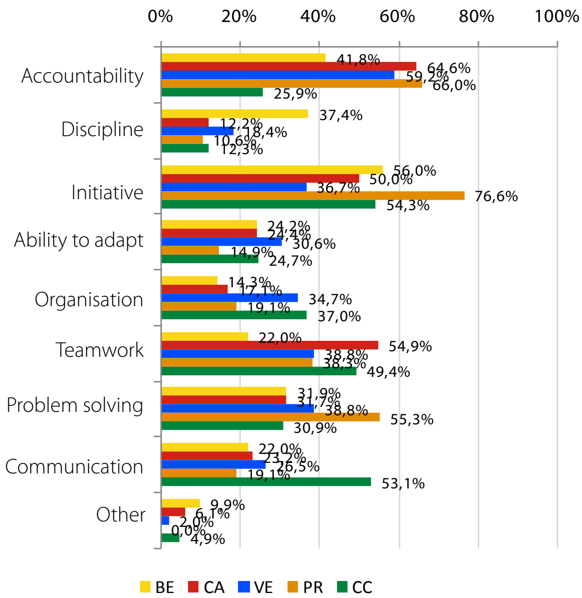
The analysis by region shows very similar results to those described in the overall analysis.

Graph 51. Required skills/competencies (General)



Base: All the respondents. Multiple answers.

Graph 52. Required skills/competencies (By region)



Base: All the respondents. Multiple answers.

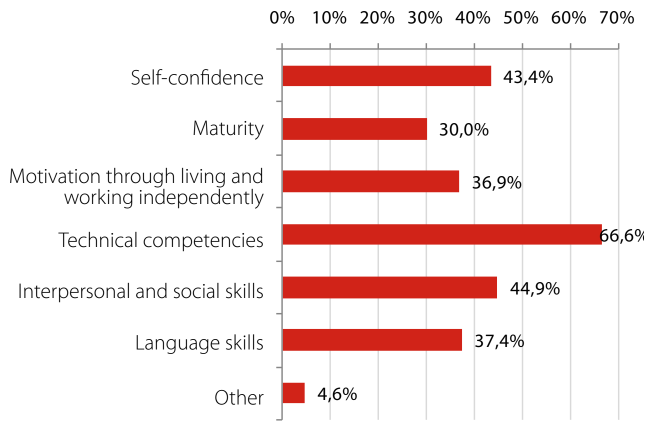
10.3. Skills/competencies that will be acquired through the professional mobility experience

In addition to the required skills/competencies, analysed in the previous point, the competencies that it is thought the participant acquires through international work experience are established below. The three most frequently named relate to technical competencies, interpersonal and social skills and self-confidence.

The respondent SMEs indicated that technical competencies are the most valuable abilities acquired through international work experience: two in three responses are related to this competency. Social skills and self-confidence reached similar percentages (44.9% and 43.4% respectively), while the rest of the competencies mentioned show somewhat lower percentages.

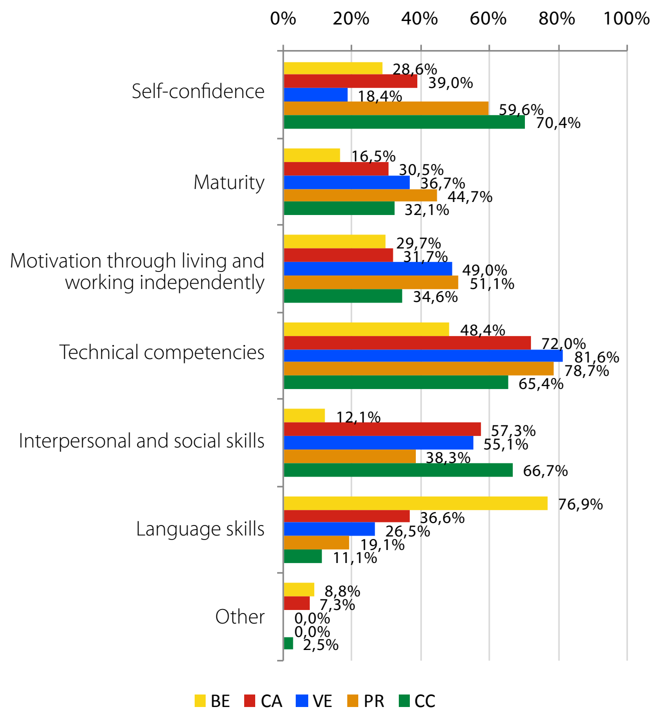
Once again the trends apparent among the SMEs do not vary much from region to region, though in the case of Berlin, the acquisition and/or improvement of language skills in German is noted as an attribute acquired through the work experience.

Graph 53. Skills/competencies that will be acquired (General)



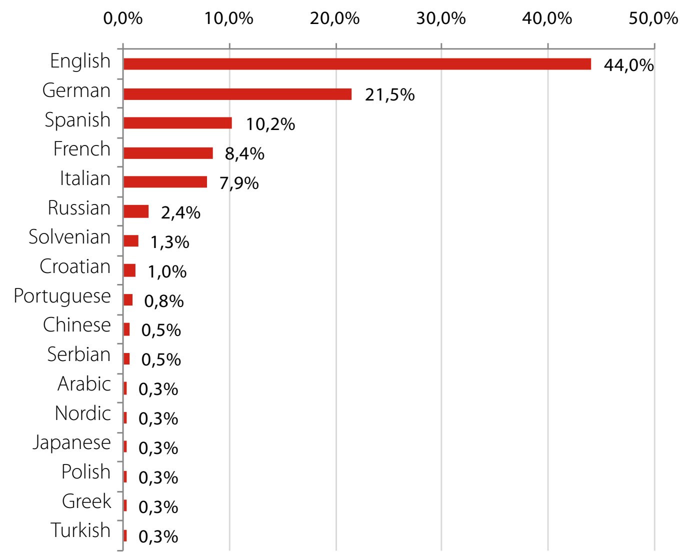
Base: All the respondents. Multiple answers.

Graph 54. Skills/competencies that will be acquired (By region)



Base: All the respondents. Multiple answers.

Graph 55. Languages (Global)



Base: All the respondents. Multiple answers.

10.4. Languages

Over the course of the analysis it became evident that language skills are an essential factor for good implementation of international work experience. The satisfaction of the respondent SMEs is strongly influenced by their ability to communicate with the participant. The importance of other indicators, such as the participating institutions, the duration of the work experience, the participants' experience, their level of education, etc. are secondary and are pushed into the background if it is perceived that communication with the participant has not been satisfactory due to a lack of language skills.

German and English are the most frequently required languages among the respondent SMEs. The former because there is a higher presence of German SMEs taking part in the survey. And the latter, English, because it is perceived as the universal language, so it is recommended that the participants have a good command of it even in the regions where it is not the official language.

This aside, it is obvious that in each region people wanting to do work experience must know the official language. As noted above, English is also considered a priority, since it is identified as the lingua franca and an essential factor for optimum communication.

10.5. Other comments

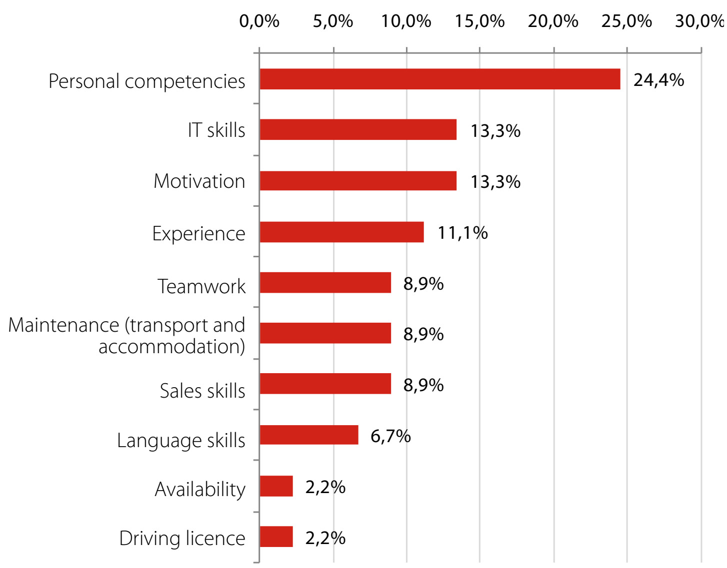
The final question in the survey aimed to give the respondent SMEs the opportunity make comments voluntarily in open text form.

Overall it can be said that the experience is rated positively. As for the areas for improvement indicated by the respondent SMEs (in some cases referred to as problems) they are aspects that can be separated into those related to the organisation's work and those associated with the requirements/attributes of the participant.

The organisational work is viewed as complex and requiring a great deal of consensus and planning, since it involves various bodies (sending, intermediary) as well as the participants themselves. The respondent SMEs therefore require more consistent and ongoing work.

On the attributes of the participants, the importance of technical and personal skills is noted, since they influence attitude and motivation. Although no comments were made regarding the former, in relation to the latter they mentioned the importance of stressing, in the regions of origin, the high value of international professional mobility work experience programmes in Europe for the development of the participants on both a professional and a personal level.

Graph 56. Other requirements/comments (General)



Base: All the respondents. Multiple answers.

11. Conclusions and recommendations

Through this report, we highlight the following issues that have been communicated to us by the respondent SMEs, relating to their participation as host partners in Vocational and Educational Training in Europe (VET in Europe) initiatives:

- The survey shows a widespread **lack of awareness among SME**s of this kind of programme and in relation to what their commitment consists of exactly when it comes to participating as a host partner. The SMEs that are familiar with mobility programmes indicate the Internet as their means for finding out about it.
- The responses received suggest that there is still a **lack of information on the benefits** of international programmes **for SMEs**. Among those that identify certain benefits, the most frequently mentioned is the contribution of placements to improving the knowledge and competencies of younger employees, followed by the creation of ties between the education and business worlds and improving the company's operational capacity.
- The SMEs that responded to the survey do clearly identify the high value and **benefits** that the placements **have for the participants**, both from a professional point of view (it gives them a clearer picture of the industry/profession and develops technical competencies), as well as in terms of language and personal skills. One very significant figure, since it confirms the idea that the programmes improve the employability and vocational integration of the participants, is that **over 50% of respondent SMEs indicate that they have offered a position to participants** in these programmes, and only 5% indicate that the participant decline the offer[9].
- There appear to be **differences and confusion** in the terminology and technical jargon used in the mobility programmes in each region, which in some cases makes it difficult to understand the programmes, or it is unclear, in each case, whether the same concept is being referred to. There are differences between and within regions in the terms used and difficulties understanding that **a single programme encompasses different levels of education and what equivalents there are between regions**[10]**.**
- The main reasons given by SMEs for not participating is a **lack of time** to monitor the participant or a **lack of information** on the international programs.
- In many cases, the SMEs **do not identify the sending institution,** or in other words, they do not know or cannot identify what organisation is sending the participants. A fairly significant number of the SMEs responding to the survey indicate that the collaborating institution is an intermediary.
- In respect of the **duration of programmes,** with the exception of the respondent SMEs in Cornwall, who rate short placements (less than 3 months) positively, all the regions believe that the ideal duration is 3 to 6 months.
- The **language barrier** was highlighted by the Berlin SMEs in particular as an issue in relation to the placements. This may be because, although in many cases the working language is English, in day-to-day life with colleagues and outside work it is desirable that the participants have a better command of the German language.
- **Certification of placements:** in most cases it is done through company certificates, while only 27% of SMEs respond that they have signed/validated the Europass Mobility Document. There is a significant lack of awareness surrounding this type of certification among both the SMEs and the participants (the latter is also indicated by 63% of respondent SMEs).

9 In the British case, the results of the questionnaire do not agree with these findings or with our experience, which leads us to believe that either the question has not been understood or they did not know whether or not this took place.

10 i.e. Intern/participants/apprentice; Beneficiary vs. participant; International scheme / Mobility action / VET action; Mobility/international internships or trainings, etc.

Our recommendations:

- The need to **raise awareness among SMEs of the existence and benefits of professional mobility programmes**. More information should be provided to SMEs on this kind of programme, raising awareness of their benefits, for instance, in developing their internationalisation strategies.
- **The importance of the Internet** as a way of making known the existence of mobility programmes: utilising the Internet to strengthen initiatives that the various organisations undertake to raise awareness.
- A tool that would favour the participation of the SMEs would be a **common glossary** defining all the terms commonly used in the mobility programmes, so that everyone is on the same page.
- **Simplifying the paperwork and administrative process** for professional mobility placements would encourage the participation of SMEs in this kind of programme.
- In addition, **identifying good practices**, replicable in other SMEs, could become a very useful instrument for encouraging their participation as host partners.
- Given the difficulties that the SMEs mention in relation to mentoring the participants, **external tutors** could be provided by the **intermediary organisations** participating in these programmes, in addition to the supervisor within the host company and in the sending institution; this could facilitate and promote better monitoring and supervision of the placements.
- It is essential that the role of the sending institution is made more visible, whether working with intermediary organisations or not, since the sending institution, as the body ultimately responsible, must not lose its role as the administrator of the professional mobility project; it must be actively involved in the entire placement cycle.

As a **final conclusion**, we believe that more must be done to raise awareness in the business sector, which is made up mostly of SMEs, of the existence and impact of vocational and educational training programmes in Europe under the Welcome&Co initiative. This is the challenge, so that the benefits both for participants and SMEs, the main targets of this report, are clearly perceived by all stakeholders.

Appendix I: Table of graphs

Appendix II: Questionnaire

GENERAL INFORMATION

Company name

Company address

Postcode

Ciudad

Contact person

E-mail

Telephone

Page

1. Would you like to receive information on potential international work experience placements from higher education institutions in other European countries? (Single answer)

1. ☐ Yes (Please indicate your email address in the General Information section)
2. ☐ No

2. Do you want us to keep you informed on the impact of this survey by email? (Single answer)

1. ☐ Yes (Please indicate your email address in the General Information section)
2. ☐ No

CATEGORISATION DETAILS

3. Size of your company (number of employees) (Single answer)

1. ☐ 0-5
2. ☐ 6-10
3. ☐ 11-50
4. ☐ 51-100
5. ☐ +100

4. Main industry of your business (Single answer)

6. ☐ Art / Graphic Design
7. ☐ Administration
8. ☐ Aerospace / Space
9. ☐ Agriculture / Farming activities
10. ☐ Audiovisual and media
11. ☐ Automotive industry
12. ☐ Construction
13. ☐ Craft / Micro-SMEs / Retail Industry
14. ☐ Culture / Education
15. ☐ Chemical / Pharmaceutical / Biotechnology
16. ☐ Defence / Security
17. ☐ Energy / Gas
18. ☐ Engineering
19. ☐ General Food Processing
20. ☐ Financial, Services for SMEs
21. ☐ Fishing
22. ☐ Furniture / Timber / forest industries
23. ☐ Manufacturing
24. ☐ Marketing / Social Media
25. ☐ Healthcare
26. ☐ Mining, metals and minerals
27. ☐ Raw materials
28. ☐ Social services
29. ☐ Textiles and clothing / Footwear
30. ☐ Telecommunications
31. ☐ Tourism
32. ☐ Transportation
33. ☐ Other (indicate industry):

5. In what markets do you operate? (Multiple answers)

- Local
- Domestic
- European
- International

KNOWLEDGE OF THE PROGRAMME

6. Do you know of any international professional mobility work experience programmes in Europe? (Single answer)

1. ☐ Yes
2. ☐ No

If yes, please indicate how you found out about it: (Single answer)

1. ☐ Local media
2. ☐ National or international media
3. ☐ Internet
4. ☐ At a specific event: Open day, course or seminar
5. ☐ An employee at my company
6. ☐ Other, please specify: ______________________

____

PARTICIPATION IN THE PROGRAMME

7. Are you currently participating in an international work experience programme, hosting people from other European countries to do work experience in your company? (Single answer)

1. ☐ Yes
2. ☐ No

If no, please indicate the main reasons for this (Select a maximum of 2 responses): (Multiple answers)

☐ I do not have enough information about these programmes.

☐ I do not see any benefits for my company.

☐ Lack of time to monitor the work experience.

☐ The candidates do not suit the vacancies within my company.

☐ Concerns about the amount of additional paperwork and administration.

☐ Problems with infrastructure (for instance, a suitable workplace, tools for students, etc.

☐ Other reasons (please describe them): ____________________

8. What type of institution do you collaborate with in this kind of international work experience programme? (Single answer)

1. ☐ Chamber of Commerce
2. ☐ Intermediary organisation
3. ☐ Secondary school
4. ☐ University
5. ☐ Other (please specify): ____________________

9. How would you rate your initial contact for collaboration in this kind of international work experience programme? (Single answer

1. ☐ Excellent
2. ☐ Good
3. ☐ Adequate
4. ☐ Poor

If you have time, please describe it below: ____________________

____

____

10. What are the profile/s of the participants that your company has hosted in international work experience programmes? (Multiple answers)

- ☐ Apprentices in early initial for employment
- ☐ Students in initial training for education
- ☐ People in continuing education
- ☐ People in the labour market, searching for employment and/or recently qualified
- ☐ Professionals, managers of Vocational and Educational Training programmes
- ☐ Other (please specify): ______________________

11. In your opinion, what should the duration of international work experience be to make it a successful experience? (Single answer)

5. ☐ Less than one month
6. ☐ From 1 to 3 months
7. ☐ From 3 to 6 months
8. ☐ 6 months or more

12. How was your experience of signing the collaborative agreement? (Single answer)

1. ☐ Excellent
2. ☐ Good
3. ☐ Adequate
4. ☐ Poor

If you have time, please describe it below: ______________________

13. How was your experience with the Training Agreement? For example, whether it was clear and complete. (Single answer)

1. Excellent
2. Good
3. Adequate
4. Poor

If you have time, please describe it below: ______________________

14. How did the trainee adapt to the workplace? (Single answer)

5. ☐ He or she adapted very quickly to the workplace
6. ☐ He or she adapted normally to the workplace
7. ☐ He or she adapted slowly
8. ☐ He or she had problems adapting
9. ☐ He or she did not adapt to the workplace at all

15. Please indicate whether any of these problems were encountered in your company when hosting international work experience participants (Multiple answers)

☐ Organisational barriers
☐ Financial resources
☐ Human Resources Policy
☐ Lack of staff motivation
☐ Lack of motivation of participant in work experience
☐ Language barriers communicating with participating institutions in other European countries
☐ Other, please specify:
☐ I had no problems. The process was simple.

16. Please rate the involvement of the higher education institution during the international work experience (Single answer)

10. ☐ Excellent
11. ☐ Good
12. ☐ Adequate
13. ☐ Poor

If you have time, please describe it below: ______________________

____

____

17. How would you describe your overall experience as an employer? (Single answer)

1. ☐ Excellent
2. ☐ Good
3. ☐ Adequate
4. ☐ Poor

If you have time, please describe it below: ______________________

18. Did you provide the international work experience participant with some kind certification for their placement? (Single answer)

1. ☐ Yes
2. ☐ No

19. If applicable, please tell us what you think about the Europass Mobility certificate. (Multiple answers)

- ☐ It is a useful tool for certifying work experience.
- ☐ It is not a useful tool for certifying work experience.
- ☐ Easy to complete
- ☐ It is not easy to complete
- ☐ I had no knowledge of its existence
- ☐ Other, please specify: ________________

IMPACT OF THE INTERNATIONAL WORK EXPERIENCE: PARTICIPANT AND SME

20 .Please indicate what you consider to be the main benefits for participants in the work experience (please selected a maximum of 3 responses) (Multiple answers)

- ☐ It gives them a clear idea of our industry/profession.
- ☐ They learn a lot about their specific role in the company.
- ☐ They gain valuable experience of the organisational culture of a company.
- ☐ They discover the skills needed to gain employment and work effectively.
- ☐ No benefits.
- ☐ Other, please describe it.

21. Please indicate what you consider to be the main benefits for your company (please selected a maximum of 3 responses) (Multiple answers)

- ☐ It contributes to our CSR (Corporate Social Responsibility), enhancing our reputation within the community.
- ☐ It contributes to the operational capacity of the company
- ☐ It creates ties between the educational and business worlds. For instance, it allows us to express our opinion on how education systems should be adapted to better suit job roles.
- ☐ It helps to improve the knowledge and skills of young people
- ☐ Development of the company's employees (e.g. building team spirit, exposure to other business cultures)
- ☐ No benefits.
- ☐ Other, please describe it ________________

22. Have you ever offered a job to someone from another European country who has undertaken international work experience in the company? (Single answer)

1. ☐ Yes
2. ☐ No

If so, did they accept the job? (Single answer)

1. ☐ Yes
2. ☐ No

Please indicate what position it was ____________________

23. We would be grateful if you could tell us about any "lessons learned" from participating in this kind of programme, including comments, examples of good practice and other related experiences you want to share:

IDEAL PROFILE OF THE PARTICIPANT

We are very interested in knowing what kind of profile is most suited to your company. Regardless of whether you have hosted people doing international work experience, or whether you plan to participate in the future or , we would be very grateful if you could tell us what would be the "ideal profile of an international participant" for your company.

24. Highest level of education attained. Please select max. 2 responses (Multiple answers)

- ☐ Intermediate level of training
- ☐ Higher level of training
- ☐ Diploma / Degree / Engineering
- ☐ Postgraduate education
- ☐ Doctorate or equivalent
- ☐ Other: ____________________

25. Subject studied. Please indicate the three main fields (Single answer) (e.g.: Economics, Mechanical Engineering, Fine Arts, etc):

- ☐ First field __________ Provide any relevant comments: __________
- ☐ Second field __________ Provide any relevant comments: __________
- ☐ Third field __________ Provide any relevant comments: __________

26. Required skills/competencies. Please indicate the three most important (Multiple answer)

- ☐ Responsability
- ☐ Discipline
- ☐ Initiative
- ☐ Ability to adapt
- ☐ Organisation
- ☐ Teamwork
- ☐ Problem solving
- ☐ Communication
- ☐ Other (please describe it): ________________

27. Competencies that will be acquired through the work experience. Please indicate the three most significant (Multiple answer)

- ☐ Self-confidence
- ☐ Maturity
- ☐ Motivation through living and working independently
- ☐ Technical competencies
- ☐ Interpersonal and social skills
- ☐ Language skills
- ☐ Other (please describe it)

28. Languages:

29. Other requirements/comments