

<b>Intellectual output</b>	<b>O3 - Feedback from employers to the competencies of migrants</b>
<b>Initial project activity outputs</b>	<b>O3-A 1 Methodology and initial selection of occupations typically migrating in partnership's cross-border regions</b>

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## Obsah

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## 03 - Feedback from employers to the competencies of migrants

The training for occupation itself does not provide full evidence of preparedness of graduates to handle the requirements of the employer, particularly if it comes to a job position in the foreign country. There might not be only the differences in the content of vocational education in each partner country but also different views on seemingly same competences. The question is whether the initial and further educations provide its graduates with the skills and knowledge that might be applied to a possible job position at an employing company from the partner countries.

To obtain complex view on the topic, it was necessary to confront expertise of workers from the partner-countries with the opinion and experience of their employers and to get their recommendation how to improve the relevant vocational education in the home countries. Significant employers, whose employees are from the partner countries and work on the selected job positions, were interviewed. Feedback on the qualification readiness of the employees, taken at the moment of the job start, was defined by using the method of conducted interviews.

The opinions of the employers who employ citizens from cross border region and the main cities of target regions were discussed.

Given the number of surveyed employers and the chosen method, it was not possible to draw any statistically/quantitatively relevant conclusions. Discussions with entrepreneurs should be understood rather as case-studies.

There are no people from Austria working in selected occupations in Slovakia or the Czech Republic. People from Austria do work in border countries as specialists and managers.

### Overview of key steps

- Questionnaire prepared and completed - enclosed to this output
- The chosen crossborder region consists of:
  - Lower Austria and Vienna (Austria)
  - Trnava region and Bratislava (in Slovakia)
  - South Moravian Region and Brno (in the Czech Republic)
- Identification of the enterprises employing the workers from the countries of the partnership in selected occupations
- 46 interviews realised, referring to 15 occupations, with target at least 3 interviews per occupation
- Numbers of interviews distributed between countries of partnership according to numbers of cross-border employees in partner regions:
  - Austria 8 occupations
  - the Czech rep. 5 occupations

- Slovakia 3 occupations
- Template to harmonise results of interviews developed
- Collection, discussion, and comparison of the results
- Conclusions and recommendations drawn.

**Table 1: Distribution of employers' interviews per countries**

Occupation	SK	AT	CZ
Waiters		X	
Cooks		X	
Lorry and truck drivers	X		
Warehouse operators			X
Carers		X	
Sales assistants			X
Beauticians		X	
CNC setters	X		X
Toolmakers		X	
Welders			X
Mechanical machinery assemblers	X		
Electricians			X
Mechanics – mechatronics		X	
Gardeners		X	
Mechanics & repairers of agricultural machinery		X	

## The content of interviews

Key topics discussed during the interviews were as follows:

Basic information about the company:

- Main fields of business, number of employees, relevant occupations (from CrossVet selection), employment of skilled workers from AT/CZ/SK, number of them in last 5 years, current need for skilled workforce, involvement in VET.

Experience with job applicants from AT/CZ/SK:

- Pro-active approach, responses from abroad to job advertisements, general impressions, reasons for rejections.

Experience with new employees from AT/CZ/SK:

- strengths and/or weaknesses of skilled workers from AT/CZ/SK shown with regard to their professional qualification (theory, practical skills, transversal competencies, soft skills), qualification certificates considered as a basic requisite in order to accept job candidates from AT/CZ/SK as future employees, the most relevant differences between skilled workers from AT/CZ/SK, the main reasons for the company to accept a skilled worker from AT/CZ/SK as a new employee.

Further development of employees from AT/CZ/SK:

- Efforts done by company to overcome the deficits of employees from AT/CZ/SK, career paths offered, examples of further development in the company.

Awareness of differences in VET systems in AT/CZ/SK:

- Knowledge of IVET and CVET systems in AT/CZ/SK, how it is organised, sources of information, recommendations regarding the VET system in order to improve the preparedness of skilled workers from AT/CZ/SK and to support the integration and further development of employees from AT/CZ/SK in companies in own country.

## Key results

### Companies

A slight majority of companies belonged into the category of small and medium enterprises (24), the category of big companies includes 19 organizations. There were 15 companies identified as a multinational company. The number of employees is closely corresponding: the range 50-250 employees was identified in 17 cases, twelve enterprises have more than 500 employees. There are less than 20 employees in four companies only. The interviews were conducted mostly with the HR managers (14x) and, in eight cases, with relevant branch manager. In Austria, the interviews were conducted also with corporate VET training managers (4 cases).

Most of the surveyed enterprises are involved in the provision of vocational training, regardless of the country the interview was conducted in. In Austria and Slovakia it was the case of about two-thirds of companies and twelve of thirteen companies were active in VET provision in the Czech Republic.

## Statistical analysis of the companies

### Company size

	Multinational	Big Enterprise	SMES	Public organisation	Total
<b>AT</b>	4	11	10	3	24
<b>CZ</b>	5	3	10	0	13
<b>SK</b>	6	5	4	0	9
<b>Total</b>	15	19	24	3	46

### Branches

	Tourism	Industry	services	public services	trade/craft	production	Total
<b>AT</b>	10	6	1	4	2	1	24
<b>CZ</b>	0	9		0	4	0	13
<b>SK</b>	0	6	3	0	0	0	9
<b>Total</b>	10	21	4	4	6	1	46

### Number of employees

	<10	11 till 20	21till 50	50 till 250	251 till 500	>500	Total
<b>AT</b>	1	1	3	7	6	6	24
<b>CZ</b>	0	0	0	10	2	1	13
<b>SK</b>	1	1	2	0	0	5	9
<b>Total</b>	2	2	5	17	8	12	46

### Involved in VET activities

	yes	no
<b>AT</b>	16	8
<b>CZ</b>	12	1
<b>SK</b>	6	3
<b>Total</b>	34	12

## Country reports

**Table 2: Overview of the country key results**

<b>Slovakia</b>	
<b>Occupation</b>	<b>Key results</b>
Lorry drivers	No VET activities of the companies identified. Job experience required. Lack of drivers, even when hired abroad.
CNC setter	CZ and SK workers at the same technical competence level. No relevant differences in transversal competencies or soft skills. VET activities performed by the companies.
Mechanical machinery assembler	Lack of skilled workers. Companies are involved in VET activities, keep contact with schools. Same opportunities for applicants and workers from CZ and SK. Recommendation to VET schools: provide practical training on modern machinery.
<b>Czech republic</b>	
<b>Occupation</b>	<b>Key results</b>
Welder	Employers accept all SK welder certificates, no language barriers or differences in practical skills
Electrician	SK employees must have VET education and be certified electricians. They were identified in civil engineering industry mostly. No relevant differences between skilled CZ/SK workers were mentioned.
Warehouse operator	Specialization and experience as a warehouse operator is an asset. Related skills are comparable to the Czech workers, including soft and transversal skills.
CNC Setter	Good impression about skills and technical qualification of SK workers. No relevant differences compared with CZ workers.
Shop assistant	SK employees to be found in large international retail companies. Attitude to work/flexibility are most important, VET qualification preferred.
<b>Austria</b>	
<b>Occupation</b>	<b>Key results</b>
Health care assistant	High market demand, many CZ and SK carers working and living in AT. In the last years, good theoretical VET training, practical training has significantly improved, Recognition is required.
Cosmetician	Excellent VET training, many CZ/SK cosmeticians with job experience in AT Companies. Language knowledge is an advantage in tourism. Partially good theoretical and practical knowledge (e.g. decorative

	<p>cosmetics, permanent make-up, nail design), which are not part of Austrian VET education in detail.</p> <p>Lack in anamneses and skin analyses and product knowledge.</p> <p>Due to focus on VET schools, some practical skills are missing when working in a “real” company (product selling, dealing with clients).</p>
Waiter/Cook	<p>Lack of Austrian personal willing to work in tourism.</p> <p>High proportion of CZ and SK workers in these occupations in AT.</p> <p>Workers from CZ and SK with experience in Austria are preferred.</p> <p>For cook and waiter applies: talent, interest and personal attitude are key.</p> <p>CZ/SK School leavers lack practical skills, but catch up soon → language Skills are required.</p>
Gardener	<p>Jobs are offered by AT companies – no applications of skilled workers from CZ/SK.</p> <p>Workers need to live close to their working place because of tariff conditions.</p> <p>Language knowledge is required for skilled work –</p> <p>Communication with customers is required.</p>
Tool maker/mechatronic	<p>Just a few CZ or SK workers employed as skilled workers in AT.</p> <p>Technical knowledge/ practical skills depend on specifics of VET schools and job experience.</p> <p>Qualification needs to be upgraded to meet the demand of AT employers and for their subsidiary companies in CZ / SK.</p> <p>Employer recommendation: enhance VET system with training workshops in bigger companies for better practical and theoretical training.</p>
Mechanic for agricultural machinery	<p>Generally applicants with working experience are preferred independently on their nationality.</p> <p>Employer recommendation: more practical training during VET education.</p>

## Main survey results

**Almost all the companies need qualified people**, no matter what is their origin. Lack of qualified people is a **high risk of further development**/investments resulting in a demand for more workers (with some exceptions e.g. Jaguar Land Rover in Slovakia).

**Practical experience and training on the job are crucial.** The quality of both Slovak and Czech workers is seen as comparable. These two countries have had common history and similar system of education for many years. There are no substantial differences in the practical skills and theoretical knowledge. Distance, complicated transport and salary are typical reasons for rejecting a job offer.

**Language skills** are needed for cross-border job mobility to **Austria**.



**VET training of practical skills needs to be improved.** The Austrian employers see the lack of the praxis when compared with the Austrians.

**Employers have (almost) no information about VET systems** in the neighbouring countries. Only the companies with branches abroad have better overview on how vocational training is organised in such countries.

Austrian employers recommend the **dual system as the best possible VET pathway**. From the Czech and Slovak side, the general hint is to provide practical training with modern machines and equipment.

Several interview partners stated their interest for a continued exchange of experience regarding the practical implementation of dual VET procedures at company level with partner companies from the project regions. Specifically the transfer of good practice between corporate training managers is considered useful for the improvement of VET systems in a long-term perspective.

## 03 - A 1 Questionnaire Form

Company Occupation		Name of company occupation	
<b>1</b>	<b>Basic information about the company</b>	<b>Basic information about the company</b>	
1.1	Main fields of business:		
1.2	Number of employees		
1.3	Multinational firm:	yes/no	
1.4	Relevant occupation		
1.5	Does your company currently employ skilled workers from AT/CZ/SK:	yes/no	
1.6	Skilled workers from AT/CZ/SK employed in your company in the last 5 years?	AT	number
		CZ	number
		SK	number
1.7	Currently need for skilled workforce	yes/no	
1.8	Is your company involved in VET activities	yes/no	
<b>2</b>	<b>Experience with JOB APPLICANTS</b>	<b>Experience with JOB APPLICANTS</b>	
2.1	Do skilled workers from AT/CZ/SK apply for jobs in your company?	yes/no	
		pro active	yes/no
		job advertisement	yes/no
2.2	General impression about job candidates from AT/CZ/SK during the recruitment process?		
2.3	Typical reason why candidates from AT/CZ/SK are rejected when applying		
<b>3</b>	<b>Experience with NEW EMPLOYEES</b>	<b>Experience with NEW EMPLOYEES</b>	
3.1	Strengths and/or weaknesses of skilled workers CZ/SK when start working		
3.1.1	Theoretical professional qualification		
3.1.2	Practical job-related skills		
3.1.3	Transversal competences/soft skills		
3.2	Which qualification certificates do you consider as a basic requisite		
3.3	Most relevant differences between skilled workers from AT/CZ/SK		
3.4	Main reasons for your company to accept a skilled worker from AT/CZ/SK		
<b>4</b>	<b>Further development of employees from CZ/SK</b>	<b>Further development of employees from CZ/SK</b>	
4.1	Efforts your company take to overcome the deficits		
4.2	Carrier paths offered for employees from AT/CZ/SK?		
4.3	Example from company about a skilled worker from CZ/SK and his/her further development in your company:		
<b>5</b>	<b>Awareness of differences in VET systems</b>	<b>Awareness of differences in VET systems</b>	
5.1	Knowledge of initial professional qualification systems		
5.2	Recommendations regarding the VET system in order to improve the preparedness of skilled workers from CZ/SK		