

Leonardo partnership: intergenerational mentoring in sandwich courses - “Janus”

Second results of the survey in Austria

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Questionnaire for trainees

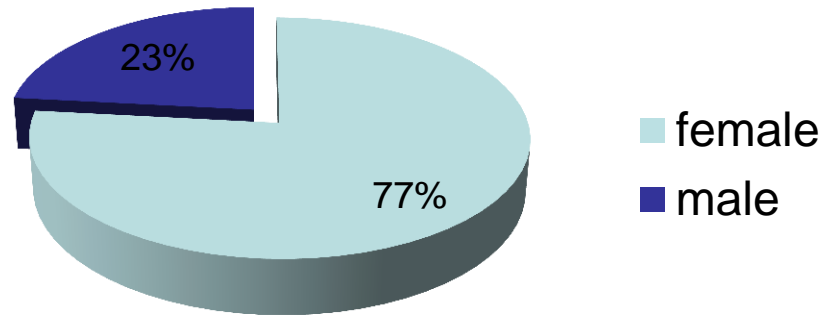
We have asked

30 trainees	apprentices in companies	19
	apprentices at training centers (ÜBA)	10
	intern (stagiaire)	1
Age group:	15-20	90%
	21-25	10%

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Questionnaire for trainees

We have asked



23 female and 7 male

first trainee experiences: 23
second trainee experiences: 7



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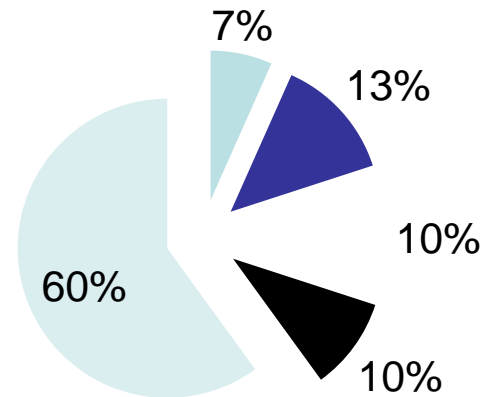
Q1. Company sectors:

ICT	2
Other Manufacturing Industry	1
Sales	2
Other Services	1
Administration	24

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Q2. How many people does your company employ?

■ 1-10 ■ 11-20 ■ 21-50 ■ 51-100 ■ more than 100



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Q2. Number of trainees?

- large scale from 1 to 400 trainees

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Q4. What type of training are you pursuing?

1. apprenticeship	25%
2. on the job training	10%
3. internship (stage)	7%

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Q4. What type of skills or qualifications do you expect to obtain from the training?

1. apprenticeship: final apprenticeship examination, a good job, knowledge, social skills like team spirit etc., training on the job, IKT competencies...

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Q5. What qualities or skills do you expect your tutor to have in order of priority?

qualifications	1
professional experience	1
recognised teaching skills	3
technical competences	4

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Q6. In your opinion how does tutoring/mentoring contribute to your training/education (in order of priority)?

The trainee gains a professional qualification	1
It provides support and advice	2
The trainee gains an academic/theoretical qualification	3
It reduces the risk of trainees dropping out of the programme	4
Enthusiastic about their profession	4



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Q7. What qualities make a good tutor/mentor/supervisor?

1. thorough grounding in field of endeavour
2. good interpersonal communication skills
3. confidence/respect
4. approachable and generous with their time
4. enthusiastic about their profession

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Q8. How many time slots are set aside for mentoring you per week?

0-2 hours	1	3%
½ day	10	33%
full day or more	19	63%
It is sufficient	30	100%

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Q9. Which competences are transferred by trainees to the tutors?

IT-skills	4
Articulating the needs and the behaviour of the young generation	12
Engaging with Social media	6
Forecasting trends	16
Others	4

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Q10a. In your experience what are the most difficult problems to address in terms of the tutor/mentor-trainee relationship.

- misunderstanding
- communication problems
- relationship
- respect
- understanding of each other
- authority problem
- lack of empathy
- sympathy

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Q11. Does the generation gap express itself in any difficulties in the tutor-trainee relationship?

- Prejudices of tutors (e.g. young trainees are lazy)

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Q12. What procedures have the company in place to assist mentors/supervisors? Please place in order of priority

Scheduled meeting with trainees 7

Training documentation 18

Identified timetabled slots for training 11

Scheduled meetings with other mentors 3

Other 3

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Q13. What benefits do you receive as a trainee in your company or training course?

a. Financial benefits	6
b. Future qualifications	14
c. Improved employability prospects	14
d. Improved career prospect/enhanced CV	9
e. others	1



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Q14. What single recommendation would you make to improve mentoring in your Austria?

to improve the working hours

better working equipment
in the training centers

better IKT
in the training centers

better salary



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Q15. satisfaction?

Most of the polled trainees are satisfied with their trainee experiences

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Q17. Do you expect to be offered employment in this company at the end of your training?

yes	12	40%
no	18	60%

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Thank you!

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