

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

# Second results of the survey in Austria

Questionnaire for mentors/tutors

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## Questionnaire for mentors/tutors

### We have asked

Manager	8	23%
Trainer/Tutor/Mentor	18	51%
Other	9	26%

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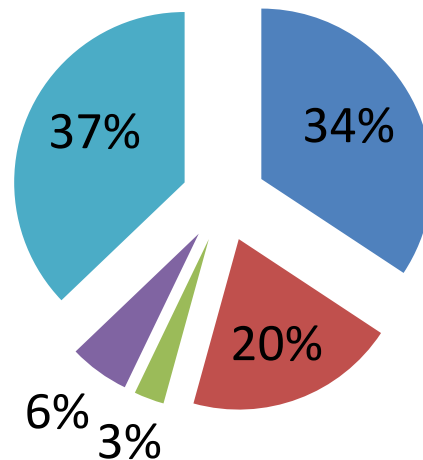
### Q1. Company sectors:

Food industry	1
ICT	3
Other Manufacturing Industry	1
Sales	7
Tourism/Catering/Hospitality	2
Healthcare, Social work	6
Other Services	4
Administration	1
Other	10

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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 0 to 400 trainees
- most of the companies have employed between 1%-10% trainees

### Q4. Number of tutors, supervisors?

- between 0-38

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**Q4. What type of training do you offer (in order of priority)?**

1. apprenticeship
2. on the job training
3. internship (stage)
4. external third party courses (without on the job training)

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**Q5. How are these tutors chosen in order of priority?**

qualifications	1
professional experience	2
recognised teaching skills	3
volunteer	4
communication skills	5



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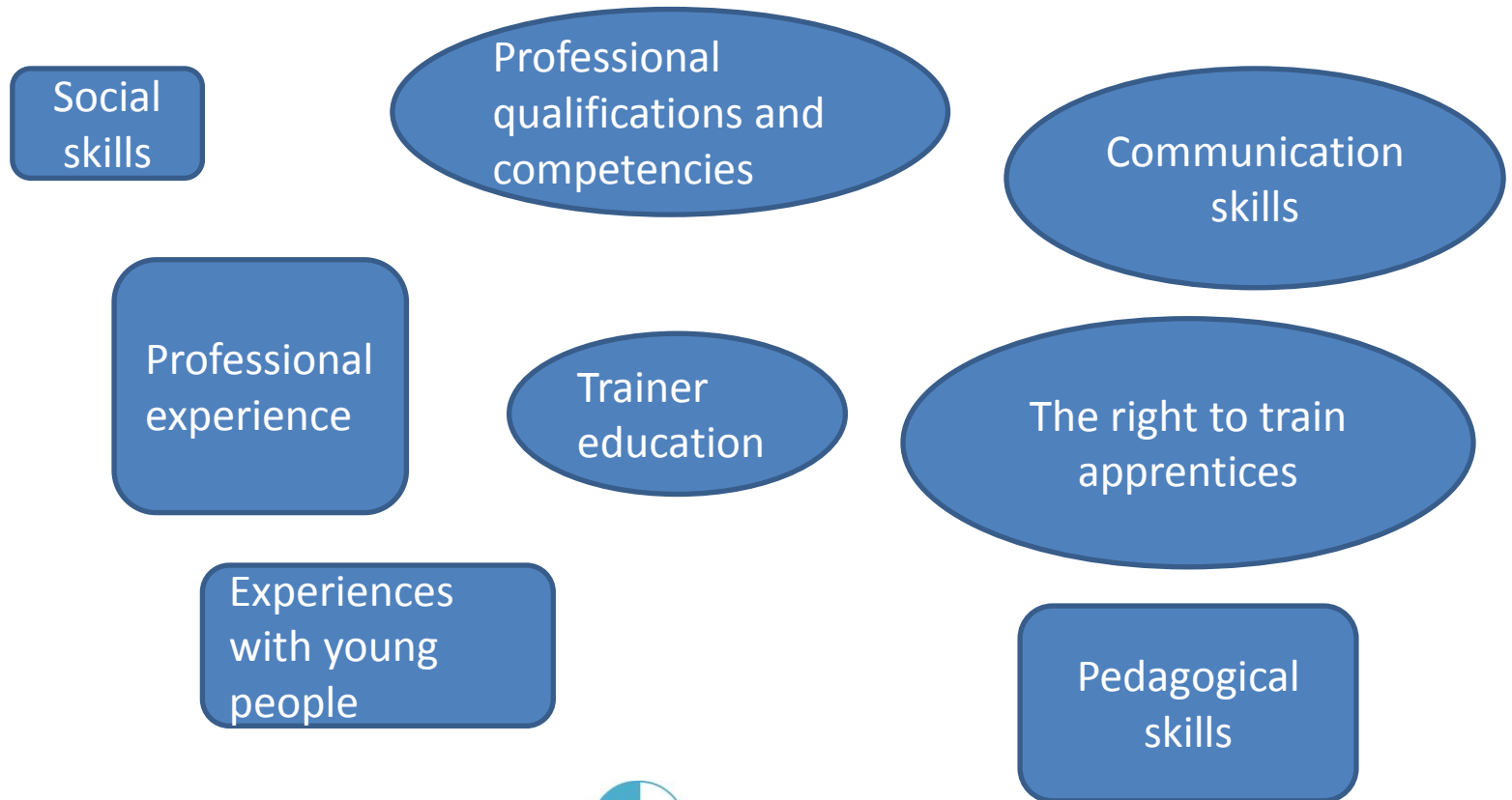
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**Q5. What qualifications are necessary to become a tutor in Austrian companies?**



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**Q6. Does tutoring, mentoring, supervising contribute to the successful training of the trainee staff (in order of priority)?**

1. the trainee gains a professional qualification
2. the trainees gain an academic qualification
3. it helps secure future employability
3. it reduces the risk of trainees dropping out of the programme
4. it's a means of providing support to resolve practical problems and potential barriers facing trainees in their every day life

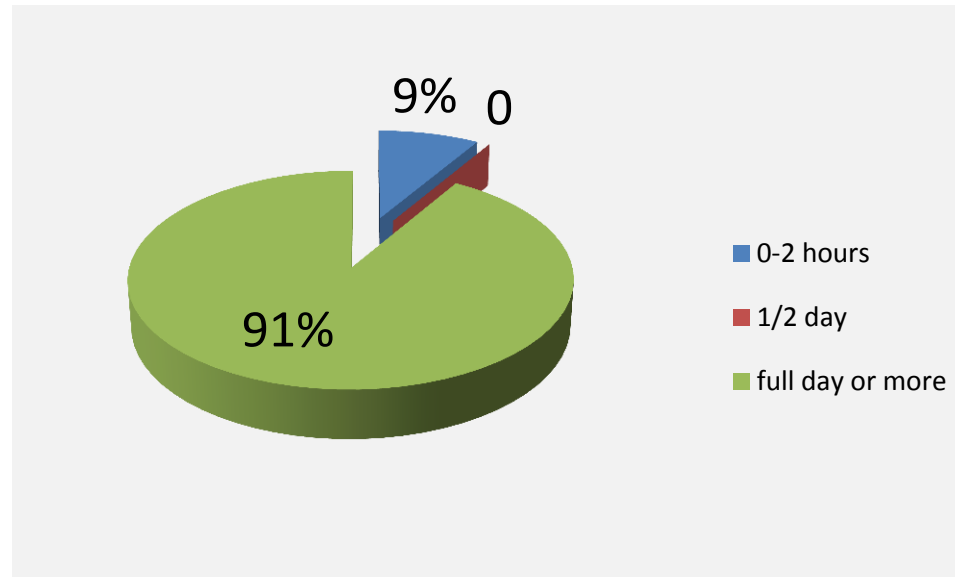
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### Q7. What qualities make a good tutor/mentor/supervisor?

1. thorough grounding in field of endeavour
2. good interpersonal communication skills
3. confidence/respect
3. approachable and generous with their time
4. accept to learn himself/herself from the trainees

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**Q8. How many time slots are set aside for mentoring the apprentices?**



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### Q9. Which competences are transferred by trainees to the tutors (multiple answers)?

IT-skills	3	9%
articulating the needs and the behaviour of the young generation	24	69%
engaging with Social media	9	26%
forecasting trends	25	71%
others	5	14%

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

- different working attitudes
- certain hours of absence on work place
- communication problems
- lack of discipline and respect of trainees
- lack of working ambition
- lack of reliability
- lack of motivation of trainees

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

- laziness
- lack of good educational background
- different views of the world
- behaviour and relationship towards clients and supervisors
- competition
- different expectations



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**Q10b. Are there any difficulties or obligations directly related to a difference in generations?  
Please specify**

- different working attitudes
- lack of respect and discipline
- lack of reliability
- different expectations

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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	20	57%
training documentation	22	63%
identified timetabled slots for training	20	57%
scheduled meetings with other mentors	17	49%
other	3	3%



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

- to implement and strengthen coaching practices for apprentices = “Lehrlingscoaching”
- to improve the curricula of the vocational schools
- to improve the quality assurance of vocational schools
- better basic qualifications of the apprentices
- to give more grants to the companies

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**Q15. What action should be taken to increase the number of trainees in your company?**

- to have more supports, grants (financial,...) to train more apprentices
- to improve the basic qualification and social skills of apprentices
- to have an easier dismissal protection

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# Thank you!

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