

	Titel Survey of Companies		ROI MOB
Erstellt von Luigi Fabbris	Untertitel Companies' Questionnaire		
Status: Datei:	Dokumententyp Draft	Sachgebiet / Stichwort / Bezugnahme WP5	

Questionnaire for companies

This questionnaire is aimed at describing your Company's experience and attitudes towards Erasmus+ mobility. It will take less than 15 minutes to fill in the questionnaire. Your answers will be kept in strict confidentiality and will be analysed only for statistical purposes, in compliance with privacy regulations.

Please, click NEXT to start the questionnaire.

[Programmer: each session a page]

1. Company and respondent characteristics

A1. Country where the Company is located

1. Belgium
2. Germany
3. Italy
4. Portugal
5. Spain
6. Other country (Please, specify:.....)

A2. Main business sector of the Company

1. Farming, animal production, agroindustry
2. Industry: mechanics, mechatronics; maintenance
3. Industry: electric or electronics, IT, ICT, informatics
4. Industry: other sectors (chemical, etc.)
5. Construction industry
6. Energy, renewable industry, heat industry
7. Commerce and trade (sales, retail, etc.)
8. Hotels, tourism, gastronomy, catering, other hospitality industry
9. Services for persons and families (hairdressing, child/elderly/disabled support, social care, social services, etc.)
10. Services for industries (financial or fiscal consulting, engineering, physical and chemical analyses, event organization, etc.)
11. Educational/training services
12. Health services, nursing, rehabilitation
13. Public administration, civil services
14. Banks, financial services
15. Non-profit services

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16. Other services

17. Other economic sector (Please, specify:)

A3. Company size (*number of employees*)

1. 1-9 employees
2. 10-49 employees
3. 50-249 employees
4. 250-999 employees
5. 1,000-19,999 employees
6. 20,000 employees and more

A4.* Did your Company send and/or host students or apprentices in **Erasmus+ mobility?**

1. Just sent apprentices/students
2. Just hosted apprentices/students
3. Both sent and hosted apprentices/students
4. Not at all

A5.* Did your Company send and/or host students or apprentices in other (non-Erasmus+**) mobility?**

1. Just sent apprentices/students
2. Just hosted apprentices/students
3. Both sent and hosted apprentices/students
4. Not at all

A6. Gender of the person responding to the questionnaire on behalf of the Company

1. Male
2. Female

A7. Age of the respondent (*years*)

1. Below 30
2. 30-45
3. 46-60
4. More than 60

A8. Respondent's role

1. Company executive, associate, decision maker
2. Production manager
3. HR manager, HR employee
4. Trainer, training manager
5. Other role (Please, specify:)

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2. Sending process (if A4=1 or 3, or A5=1 or 3)

B1. How long has your Company been involved in international mobility programmes sending apprentices abroad?

1. Less than 2 years
2. 2-3 years
3. 4-5 years
4. 6-10 years
5. More than 10 years

B2. How many apprentices have been sent to other companies in the last 12 months? _____

B3. Are you sending apprentices to whatever country or do you have any preferred countries?

1. Whatever country
2. Some countries more than others

B4. (if B3=2) Which are the preferred countries? *(Please, click maximum three countries)*

[list] + Other country, please specify: _____

B5. Does the selection process of apprentices follow a fixed-quota policy or is their number defined every year according to variable parameters?

1. Fixed quota
2. Variable every year

B6. Does the Company organize outgoing mobility on its own (as an autonomous promoter), or does it get support from other organizations? (YES/NO)

- a) Autonomous promoter
- b) Partner of a consortium / network
- c) Informal network of companies and similar
- d) Intermediary organizations
- e) Other supporting bodies (Please, specify:.....)

B7. Which are the most relevant criteria in the apprentices selection process? *(max 3 choices)* YES/NO

- a) We do not apply any selection criteria
- b) First-come-first-served
- c) Curriculum/performance
- d) Language skills
- e) Personal and social skills
- f) Previous work experience
- g) Previous mobility experience

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4. 6-10 years
5. More than 10 years

C2. How many participants did your Company host in the last 12 months? _____

C3. Are you hosting participants from whatever country or do they mostly come from specific countries?

1. Whatever country
2. Specific countries

C4. (if C3=2) Which countries do they come from? (*Please, click maximum three countries*)

[list] + Other country, please specify:

C5. In its hosting activities, does your Company operate as an autonomous partner, working directly with sending organizations, or does it have the support of other organizations? (YES/NO)

- a) Autonomous partner
- b) Partner of a consortium / network
- c) Informal network of companies and similar
- d) Intermediary organizations
- e) Other supporting bodies (*Please, specify:.....*)

C6. What is the approximate per cent rate of acceptance of hospitality applications? (*reference: last year*)

1. Less than 25%
2. Between 26 and 50%
3. Between 51 and 75%
4. Between 76 and 99%
5. 100%

C7. Imagine your Company needs 100 budget-points to finance its hosting activities. From which sources are these 100 points procured? (*reference: last year; if no external funding is required, put 100 to 'Own budget'*)

- a) Own budget: ___ ___
- b) Other private funds ___ ___
- c) EU funds ___ ___
- d) Other public funds ___ ___
- e) Other sources ___ ___

Total 100

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C8. For hosting participants, did your company buy:

- a) Extra equipment (YES/NO)
- b) Extra working materials (YES/NO)
- c) Other needed services (YES/NO)

C9. All in all, can you estimate the **approximate total yearly cost** (in Euro) incurred by your Company specifically for hosting participants? (*besides possible grants you received by the Erasmus+ Programme and ignoring non-monetary aspects such as dedicated time, worries, etc.*)

1. 0
2. 1-250
3. 251-500
4. 501-1,000
5. 1,001-2,000
6. More than 2,000

C10. How many **hours per month** does your Company spend on hosting an apprentice from abroad?

1. None
2. 1-5 hours
3. 6-10 hours
4. More than 10 hours

D. Level of Company engagement

D1 (If (A4 = 1 or 3 or A5=1 o 3)) Is your Company available to send abroad more apprentices in the future than those sent in the past 12 months?

1. Our Company is available to send abroad more apprentices
2. The number sent in the last year fulfils our Company's policy
3. The number sent in the last year is beyond sustainability

D2 (If (A4 = 2 or 3 or A5=2 o 3)) Is your Company available to host in the future more mobility participants than those hosted in the last 12 months?

1. Yes, our Company is available to host more participants from abroad
2. No, the number hosted in the last year fulfils our Company's policy
3. No, the number hosted in the last year is above sustainability

D3. (If A4=2 or 3 or A5=2 or 3) Does your Company involve own personnel in tasks specifically devoted to hosting foreign participants?

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1. Yes, mainly for tutorship and/or training
2. Yes, mainly for social activities
3. Yes, for all related activities
4. No staff is specifically devoted to incoming mobility programmes

D4. (If A4=2 or 3 or A5=2 or 3) How do you usually involve participants in on-going activities? Are they integrated into production processes, are they kept marginal to production, or what else?

1. Usually integrated into production processes
2. Usually kept marginal to production
3. About half of them are integrated into production processes, while half not
4. Other (Please, specify:)

D5. (If A4=2 or 3 or A5=2 or 3) Which is the most relevant cost generated by engaging in hosting activities? (*Pick up one, the most relevant*)

1. Organizational costs
2. Direct staff costs (e.g. salaries, allowances, etc.)
3. Indirect staff costs (for tutorship, training, social activities, etc.)
4. Loss in production times or quantities
5. Costs and time of dedicated structures
6. Cost of providing externally dedicated services
7. Other (Please, specify:.....)

D6. (If A4=1 or 3 or A5=1 or 3) With reference to apprentices sent abroad, does this activity require to engage Company staff in tasks specifically devoted to them? (*Please, ignore obvious administrative duties*)

1. Yes, mainly for tutorship and/or training
2. Yes, mainly for language training
3. Yes, for all related activities
4. No staff is specifically devoted to outgoing mobility programmes

D7. (If A4=1 or 3 or A5=1 or 3) Which is the most relevant cost generated by engaging in sending activities? (*Pick up one, the most relevant*)

1. Organizational costs
2. Direct staff costs (e.g. salaries, allowances, etc.)
3. Indirect staff costs (for tutorship, training, other dedicated activities)
4. Loss in production times or quantities
5. Costs and time of dedicated structures
6. Cost of providing externally dedicated services
7. Other (Please, specify:.....)

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D8. Which are the main **obstacles** to youth international mobility? Please, select the aspects that, according to your experience, could discourage companies from sending or hosting apprentices? (*Please, highlight possible obstacles even in case of positive experience; You can choose maximum three options for outgoing and three for incoming mobilities*)

(Programmer: random order but Other)

Sending	Aspects	Hosting
a.	Language barriers	a.
b.	Insufficient number of self-offering candidates	b.
c.	Inadequate professional standards of candidates	c.
d.	Opposition of families to mobility	d.
e.	Inadequate personal and interpersonal competencies of candidates	e.
f.	Inadequacy of possible tutors	f.
g.	Insufficient number of trustworthy partners	g.
h.	Heavy costs of the whole process	h.
i.	Hosting organizations have no financial benefit	i.
j.	Lack of grants with respect to demand	j.
k.	Unbalanced distribution of the candidates' gender	k.
l.	Inadequate accommodation for candidates	l.
m.	Administrative burden of the processes	m.
n.	Lack of recognition of advantages, fear of unknown	n.
o.	Other	o.

D8b (If D8_sending=15) Please, specify the aspect that, according to your experience, could discourage outgoing mobility

D8c (If D8_hosting=15) Please, specify the aspect that, according to your experience, could discourage incoming mobility

E. Evaluation of possible returns [sending process] (IF A4=1 o 3 o A5=1 o 3)

E1. Have you ever compared the results before and after the mobility phase of apprentices?

1. Yes, periodically
2. Yes, rarely
3. No

E2.* With references to apprentices sent abroad, please, consider the possible benefits described in the following and select **three** that, in your opinion, mostly apply to your Company's experience.

- a) Improving apprentices' language skills
- b) Improving apprentices' motivation

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- c) Assessing the competencies of promising apprentices
- d) Attracting potential talents at the recruitment stage, easing recruitment
- e) Improving employees' innovation skills
- f) Encouraging intergenerational exchange, culture sharing
- g) Improving teamwork efficiency (without coaching costs)
- h) Developing employees' flexibility, other professional skills
- i) Strengthening employees' relationships to the Company, reducing turnover (nice place to work)
- j) Reducing extra-time work, and/or improving time management
- k) Reducing conflicts among internal personnel
- l) Broadening mind-set and business ideas
- m) Smoothing process deployment, increasing production or sales quantities
- n) Improving international collaboration
- o) Enhancing reputation/brand

E3.* And which are the **three** aspects that least apply to your Company's experience? (*Programmer: same as E2 but those selected in E2*)

E4.* Now, please, consider the following benefits you pinpointed as very relevant from sending apprentices abroad. Which is the **most relevant** to you?

[most relevant]

E5.* And among the three aspects you selected as lesser relevant, which is the **least relevant** to you?

[least relevant]

E6. All in all, how much do you feel that sending Company apprentices abroad is worth the effort?

Minimum=① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩=Maximum

E. Evaluation of possible returns (2) [*hosting process*] (se A4=2 o 3 o A5=2 o 3)

E7. Do you host mobility participants regularly or just occasionally?

1. Regularly
2. Just occasionally

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E8.* Let us now evaluate the returns your Company could get from hosting participants from other countries. Please, select **three** of the possible benefits listed in the following that, in your opinion, mostly apply to your Company.

- a) Improving own employees' language skills
- b) Fostering own employees' innovation skills
- c) Attracting potential talents at the recruitment stage, easing recruitment
- d) Encouraging intergenerational exchange, culture sharing
- e) Improving teamwork efficiency (without coaching costs)
- f) Improving internal cohesion of staff and sharing social activities
- g) Strengthening relationships with the Company sending hosted people
- h) Increasing production or improving sales, extra hands for pending projects, for satisfaction surveys, etc.
- i) Broadening mind-set and business ideas
- j) Improving international collaboration
- k) Enhancing reputation/brand

E9.* And which are the **three** aspects that least apply to your Company's experience? (Programmer: same as E8 but those selected in E8)

E10.* Now, please, consider the following benefits you pinpointed as very relevant from hosting apprentices or students in mobility. Which is the **most relevant** to you?

[most relevant]

E11.* (If A4=2 or 3 or A5=2 or 3) And among the three aspects you selected as lesser relevant, which is the **least relevant** to you?

[least relevant]

E12. All in all, how much do you feel that hosting apprentices or students is worth the effort?

Minimum=① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩=Maximum

E. Evaluation of possible returns (to everybody)

E13. Finally, which are the categories of possible recipients that get the highest benefits and the ones that get the lowest ones from Erasmus+ mobility? Please, order the categories **from 1 (highest) to 5 (lowest benefits)**

Category	Order
Students/apprentices	
Schools and training centres	
Companies (both sending and hosting)	
Labour market	
The European Union as an institution	

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F. Closing suggestions

F1. Our questions are over. Would you mind adding some suggestions for EU companies, about how to improve and make international mobility easier?

.....

F2. Would you like to receive the final report (computer file) collecting findings from this survey? If so, please, provide us a valid e-mail address

.....

Thank you very much for your kind collaboration.