# Integrated strategy Initiative for

**Strengthening the supply of**

**APPrenticeships in TEXtile sector TEXAPP**

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| **TASK** | **1.1 Survey of Apprenticeships in**  **Fashion & Textiles Companies** |

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| **Prepared by:** | Textile Center of Excellence (P3) |
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| **Work**  **Package:** | WP1 |
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## Questionnaire

Thank you for taking part in this important survey which aims to identify and support the take up of apprenticeships in Fashion and Textile companies as part of the ‘TEXAPP’ project.

TEXAPP is a Strategic Initiative for Strengthening the Supply of Apprenticeships in European Textile sector.

The project, addresses the issue of apprenticeships delivery particularly among small and medium sized companies. The objective of TEXAPP is to strengthen the supply of apprenticeships by developing closer cooperation between European, national and local organisations.

**EU Programme:** Erasmus+ KA3 VET-Business Partnerships on Work-based learning and Apprenticeships

**Project Reference:** 572773-EPP-1-2016-1-BE-EPPKA3-SUP-APPREN

**Project Duration:** 1st October 2016 – 30th September 2018

## Project Partners

1. EURATEX (Coordinator), Belgium - EU level Association
2. The Huddersfield and District Textile Training Company, UK
3. Pirin - Tex EOOD, Bulgaria
4. Centro Tecnologico das Industrias Textil e do Vestuario de Portugal (CITEVE), Portugal
5. Textilipari Műszaki és Tudományos Egyesület (TMTE), Hungary
6. TexClubTec, Italy
7. Bulgarian Association of Apparel and Textile Producers and Exporters (BAATPE), Bulgaria
8. Hellenic Clothing Industry Association (HCIA), Grece

Further information on the project please find under: <http://texapp.eu/>

Please answer all of the question so we can properly compare evaluate the results. Thank you for supporting the TEXAPP project and our work!

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## Company overview

1. Company Name:
2. Year established:
3. Address:
4. Number of Employees:
5. Legal status:
6. Sector:

Textile Clothing

## Structure and headcount

1. Over the past 5 years, has company turnover:
   1. Reduced
   2. Stayed the same
   3. Grown
2. Over the next 5 years, do you expect turnover to:
   1. Reduce
   2. Stay the same
   3. Grow
3. Does the company have a Training/HR strategy?
4. Yes
5. No
6. Does the company operate Quality standards?
   1. ISO ….
   2. Internal Standard
   3. Customer/Sector Standard
   4. Other …..

b. No

1. What proportion of the workforce is
2. Unskilled …
3. Semi-skilled…
4. Office staff: …
5. Middle management: …
6. Top management: …
7. Other: …
8. What qualifications does the workforce hold?
9. Higher education - University degree: …
10. Higher education – tertiary education (non-university degree): …
11. High school graduation: …
12. Vocational qualifications: …
13. Primary education: …
14. None: …
15. Over the past year has the workforce
16. Decreased significantly (>5%)
17. Decreased slightly (<5%)
18. Stayed the same
19. Increased slightly (<5%)
20. Increased significantly (>5%)
21. Do you plan to increase your headcount in the next year?
22. Yes
23. No
24. Do you have problems recruiting staff?
25. Yes
26. No
27. What sources do you use for recruiting?
28. job advertising
29. local employment centres
30. employment agencies
31. external service providers (HR consulting, headhunter, etc.)
32. cooperation with schools/colleges/universities)
33. internal advertising
34. other [ ]
35. Do you have an internal training capacity?
36. Yes
37. No
38. Do you use external training providers?
39. Yes
40. No

## Knowledge of apprenticeship or other training programs

1. Does your organisation know about apprenticeships?
2. Yes, a little
3. Yes, a lot
4. No
5. If “Yes”, where do you source information on apprenticeships?
6. from governmental source
7. from mass media
8. from college
9. from a training organiser
10. from internet
11. at a conference
12. other (please specify)
13. Does your company have experience of using apprenticeships?
14. Yes
15. No
16. How likely are you to recruit an apprentice over the next 2 years?
17. Very likely
18. Likely
19. Unlikely
20. Very unlikely
21. If “yes”, which of the following areas might you recruit in? Please select all that apply
22. Business Administration
23. Technical
24. Customer service
25. Manufacturing
26. Marketing
27. Finance
28. Other….
29. If you already participated in apprenticeship or plan recruiting an apprentice, what were / are your main reasons to participate? Please answer all options by evaluating the relevance of it in your decision (from 1 to 5 by Very relevant – Not relevant)
30. Finding a source for affordable labour
31. Difficulty finding employee with relevant skills and education
32. To train the company’s future workforce
33. To replace retiring employees
34. The support provided by other agencies
35. Other reasons: …..
36. To what extent you agree to the following statements, in relation to apprenticeships (1 = Strongly Agree, 5 = Strongly Disagree)
37. The rules applying to apprenticeships are easy to understand
38. The relevant authority provides me with the necessary information
39. The regulations are difficult to apply
40. The administration workload is acceptable
41. The practical training time spent at the company is sufficient.
42. What are the main challenges that you foresee with apprenticeships? Please select all that apply
43. Selecting / finding the right person
44. Managing the apprentice
45. Developing the training programme
46. Finding them suitable work to do
47. Right attitude for work (from the apprentice)
48. Poor starting knowledge (of the apprentice)
49. Cost
50. Other
51. No challenges
52. Will not be taking on an apprentice
53. What help would be useful when recruiting an apprentice? Please select all that apply
54. Advertising the vacancy
55. Identifying the person
56. Arranging interviews
57. Conducting interviews
58. Supporting development of the training programme
59. Providing links to schools
60. Supporting administration
61. Other
62. Will not be taking on an apprentice
63. Are you familiar with the financing support you are eligible for when employing an apprentice?
64. Yes
65. No
66. If you have past experience with apprentices, what % of your apprentices have successfully finished the apprenticeship?

a. <50%

b. 50-80%

c. >80%

1. Out of those who finished apprenticeship, what % did you directly employ? a. <50%

b. 50-80%

c. >80%

1. Out of those who your company hired following an apprenticeship, what % were working at your company after 1 year?

a. <50%

b. 50-80%

c. >80%

1. For those who completed apprenticeship at your organisation but were not hired by your company, what were the main reasons to reject apprentices?
2. The level of skills acquired were enough for the exam but do not meet company standards
3. No motivation or interest of the apprentice to work with us
4. No motivation or interest of the apprentice to work in the industry
5. Personal skills did not meeting company standards
6. Other:….
7. For those who have not completed the apprenticeship at your organisation, what were the main reasons for non-completion?
8. Not enough time for the training
9. No suitable work could be offered
10. Apprentice quit
11. Other: ….
12. If you decided NOT to recruit an apprentice, what were your main reasons for doing so? Please answer all options by evaluating the relevance of it in your decision (from 1 to 5 by Very relevant – Not relevant)
13. Administration is complicated
14. Our experience with students are bad
15. The legislation background of apprenticeship is changing too often
16. Lack of knowledge of how to deliver an apprenticeship programme
17. The size of our company is too small for apprenticeship
18. The premises of our company are inappropriate for hosting training
19. Lack of trainer capacity
20. Lack of supervisor capacity
21. Lack of work to be offered to apprentice
22. Lack of suitable young people / applicants
23. Lack of vocational training relevant for the company profile
24. Attitude of the students to work is not supportive
25. Too costly compared to the benefits it brings
26. Lack of financial means of the company
27. Other:….
28. Out of the following, is there any training that you need but are not able to source locally? Please select all that apply!
29. Business skills
30. Operations / process training
31. Management skills
32. Health and Safety skills
33. Finance skills
34. Other
35. Would you like to receive further information on the TEXAPP project and its results?
36. Yes
37. No

Thank you for your valued support in the TEXAPP project!