**Integrated strategy Initiative for Strengthening the supply of APPrenticeships in TEXtile sector**

**TEXAPP**

|  |  |
| --- | --- |
| **TASK** | **1.2 – ITALY Reports** |

|  |  |
| --- | --- |
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| **Work Package:** | WP1 |
| **Date:** | 20-06-2017 |

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| **QUESTIONS FOR ANALYSE** |

**2. Company size ( 18 answers)**

Although the national average for textile apparel employees is around 9, the companies that participated in the survey are those who believe that somehow the theme of apprenticeship may be of interest to them and none of them was of micro-size

The sample of surveyed companies was made up of 55% of medium-sized companies, 28% small, and 17% large. No micro company participated in the survey

|  |  |  |  |
| --- | --- | --- | --- |
| **Size** | | | |
| **Micro  (1-9)** | **Small  (10-49)** | **Medium  (50-249)** | **Big  (250+)** |
| **0** | **5** | **10** | **3** |
|  |  |  |  |
|  | 28% | 55% | 17% |

**7. Over the past 5 years, has company turnover (evolution) : ( 18 answers)**

The majority of companies have reported an increase in turnover over the last five years, but in Italy this period was followed by a severe economic crisis that hit the industry 7-8 years ago. For this reason, companies that have passed that period are the ones that have been more structured and innovative, thus being prepared to resume growth once they are overcome by difficult times

|  |  |  |  |
| --- | --- | --- | --- |
| Reduced | Stayed the same | Grown | TOTAL |
| 3 | 4 | 11 | 18 |

**8. Over the next 5 years, do you expect turnover to (evolution): (18 answers)**

Overall optimism of growth prevails among companies, and although about 30% believe that the turnover will remain stable, no one predicts a decline in turnover

|  |  |  |  |
| --- | --- | --- | --- |
| Reduced | Stayed the same | Grown | TOTAL |
| - | 5 | 13 | 18 |

**13. Over the past year has the workforce (evolution): (18 answers)**

Despite the significant increase in turnover in recent years, this situation has not been reflected in an increase in the workforce, remaining tended to be stable as this result was achieved with an increase in per capita productivity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| a.      Decreased significantly (>5%) | b.      Decreased slightly (<5%) | c.      Stayed the same | d.      Increased slightly (<5%) | e.      Increased significantly (>5%) |
| 3 | 1 | 7 | 4 | 3 |

**Chapters 1: General Characteristics**

**2. Year established useful to calculate the time (18 answers)**

The textile clothing industry is heavily rooted in Italy and 83% of the companies involved in the survey have been operating for over 30 years. Only 6% have started their business in the last ten years. The economic crisis of 2008-2010, during which many companies have stopped working, did not favor the birth of new companies

|  |  |  |  |
| --- | --- | --- | --- |
| **Years of operations** | | | |
| **0-1** | **1-10** | **10-30** | **30+** |
| 0 | 1 | 2 | 15 |
|  |  |  |  |
|  | 6% | 11% | 83% |

**4. Number of Employees (18 answers)**

Although the national average for textile apparel employees is around 9, the companies that participated in the survey are those who believe that somehow the theme of apprenticeship may be of interest to them and none of them was of micro-size

The sample of surveyed companies was made up of 55% of medium-sized companies, 28% small, and 17% large. No micro company participated in the survey

|  |  |  |  |
| --- | --- | --- | --- |
| **Size** | | | |
| **Micro  (1-9)** | **Small  (10-49)** | **Medium  (50-249)** | **Big  (250+)** |
| **0** | **5** | **10** | **3** |
|  |  |  |  |
|  | 28% | 55% | 17% |

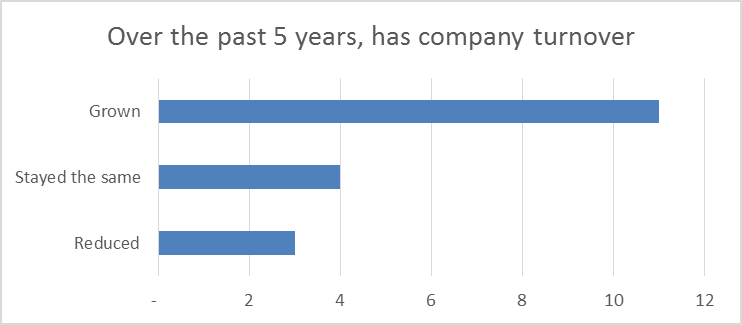
**6. Sector ( 18 answers)**

The companies that participated in the survey belong to the vast majority of the textile industry

|  |  |
| --- | --- |
| **Sector** | |
| **Textile** | **Clothing** |
| **16** | **2** |

**7. Over the past 5 years, has company turnover (evolution): (18 answers)**

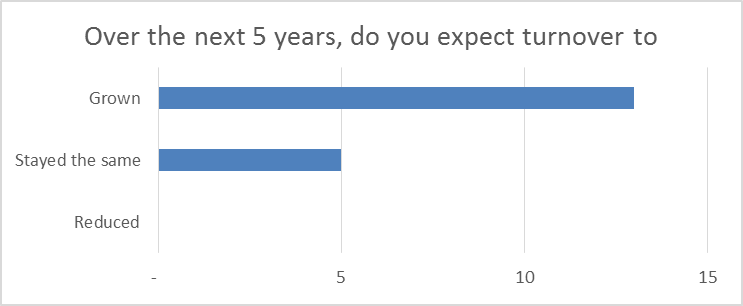
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|  |  |  |  |
| --- | --- | --- | --- |
| Reduced | Stayed the same | Grown | TOTAL |
| 3 | 4 | 11 | 18 |

**8. Over the next 5 years, do you expect turnover to (evolution): (18 answers)**

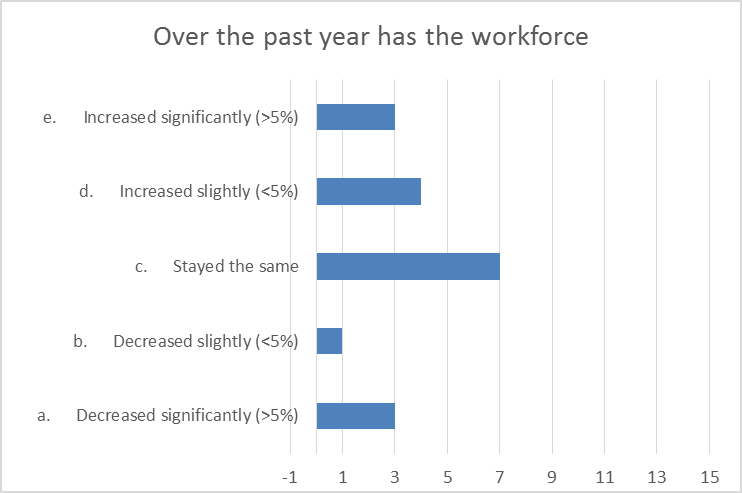
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****

|  |  |  |  |
| --- | --- | --- | --- |
| Reduced | Stayed the same | Grown | TOTAL |
| - | 5 | 13 | 18 |

**13. Over the past year has the workforce (evolution) ( 18 answers)**

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****

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| a.      Decreased significantly (>5%) | b.      Decreased slightly (<5%) | c.      Stayed the same | d.      Increased slightly (<5%) | e.      Increased significantly (>5%) |
| 3 | 1 | 7 | 4 | 3 |

**11. What proportion of the workforce is ( 18 answers)**

As foresees the main categories in which the workforce is located are unskilled personnel and office personnel. This was also due to the weight in the survey of some large companies with numerous personnel on production facilities

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **What proportion of the workforce is** | | | | | |
| **Unskilled** | **Semi-skilled** | **Office staff** | **Middle management** | **Top management** | **Other** |
| 46,3 | 13,5 | 33,00 | 2,30 | 4,8 | 0,1 |

**12. What qualifications does the workforce hold? ( 18 answers)**

The sector is characterized by a concentrated training level in vocational and higher education. Only slightly more than 5,8 % of employees have graduated

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **What qualifications does the workforce hold** | | | | | |
| **university degree** | **Tertiary education (non-university degree)** | **High school graduation** | **Vocational qualifications** | **Primary education** | **None** |
| 5,8 | 0,2 | 33,9 | 49,9 | 10,2 | 0,00 |

**14. Do you plan to increase your headcount in the next year? ( 18 answers)**

The optimistic vision of a better future and the fact that staff has been reduced in the past years means that 50% believe that in the next year they will hire new staff

|  |  |
| --- | --- |
| **Do you plan to increase your headcount in the next year?** | |
| YES | NO |
| 9 | 9 |

**15. Do you have problems recruiting staff? ( 18 answers)**

The general reduction in the number of employees of the past years has put on the market a sufficient availability of unskilled labor force. However, almost 40% of companies complain of difficulties mainly in the search for specialized personnel

|  |  |
| --- | --- |
| **Do you have problems recruiting staff?** | |
| YES | NO |
| 7 | 11 |

**16. What sources do you use for recruiting? ( 18 answers)**

Personnel search tools are highly diversified with a preference through internal staffing and employment agencies

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **What sources do you use for recruiting?** | | | | | | |
| Job advertising | Local employment centres | Employment agencies | External service providers (HR consulting, headhunter, etc.) | Cooperation with schools/colleges/universities | Internal advertising | Other |
| 7 | 2 | 12 | 8 | 8 | 11 | 2 |
| Job advertising | Local employment centres | Employment agencies | External service providers (HR consulting, headhunter, etc.) | Cooperation with schools/colleges/universities | Internal advertising | Other |
| 39% | 11% | 67% | 44% | 44% | 61% | 11% |

**Chapter 2: Demographics about the company and HR**

**9. Does the company have a Training/HR strategy? ( 18 answers)**

Most companies recognize the importance of training for staff and declare that they have their own business training strategy. This approach applies in particular to medium and large companies

|  |  |  |
| --- | --- | --- |
| **Training/HR strategy** | | |
| **Yes** | **No** | **N/A** |
| **12** | **6** | **0** |

**10. Does the company operate Quality standards? (18 answers)**

Operating on international markets and for export, the vast majority of companies operate with quality standards, mainly ISO, but not only

|  |  |
| --- | --- |
| **Does the company operate Quality standards?** | |
| **Yes** | **No** |
| **15** | **3** |

**17. Do you have an internal training capacity? ( 18 answers)**

About two-thirds of the companies (mainly middle and large) believe they have internal resources for staff training

|  |  |
| --- | --- |
| **Usage of internal training capacity** | |
| **Yes** | **No** |
| 11 | 7 |

**18. Do you use external training providers? ( 18 answers)**

Despite the internal resources that companies believe to have, the overwhelming majority of them use external providers for training activities and just over 10% do not use them

|  |  |
| --- | --- |
| **Usage of external training providers** | |
| **Yes** | **No** |
| 16 | 2 |

**Chapter 3: Apprenticeship characterization**

**19. Does your organisation know about apprenticeships? ( 18 answers)**

It turns out that knowledge of the apprenticeship tool is well known and just over 10% is unaware of it

|  |  |  |
| --- | --- | --- |
| **Does your organisation know about apprenticeships?** | | |
| **Yes, a lot** | **Yes, a little** | **No** |
| 12 | 4 | 2 |

**20. Where do you source information on apprenticeships? ( 18 answers)**

The main source of information on apprenticeship is the media and official government and regional sources

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Sources of apprenticeships** | | | | | | |
| **Governmental source** | **Mass media** | **College** | **Training organiser** | **Internet** | **Conference** | **Other** |
| 5 | 7 | 3 | 3 | 1 | 2 | 2 |

**21. Does your company have experience of using apprenticeships? ( 18 answers)**

More than 60% of companies already have experience with apprenticeship

|  |  |  |
| --- | --- | --- |
| **Experience in apprenticeships** | | |
| **Yes** | **No** | **N/A** |
| 11 | 7 | 0 |

**22. How likely are you to recruit an apprentice over the next 2 years? ( 18 answers)**

Between 50 and 66% of companies believe that they could hire an apprentice in the coming years in line with the forecast of a general increase in staff

|  |  |  |  |
| --- | --- | --- | --- |
| **How likely are you to recruit an apprentice over the next 2 years** | | | |
| Likely | Unlikely | Very likely | Very unlikely |
| 9 | 4 | 3 | 2 |

**23. If “yes”, which of the following areas might you recruit in? ( 14 answers)**

The assumption of an apprentice is much more likely for technical and production areas

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Which of the following areas might you recruit in an apprentice** | | | | | | |
| Business Administration | Technical | Customer service | Manufacturing | Marketing | Finance | Other |
| 3 | 6 | 2 | 8 | 2 | 0 | 1 |

**24. Have you already participated in apprenticeship or plan recruiting an apprentice?**

The share of companies that have used or intend to use apprenticeship is 66%. Similar to the share of companies that already know this tool

|  |  |
| --- | --- |
| **Have you already participated in apprenticeship or plan recruiting an apprentice** | |
| Yes | No |
| 12 | 6 |

**25. To what extend you agree to the following statements, in relation to apprenticeships? ( 18 answers)**

It is considered that the information available is sufficient and easy to understand, as the length of the training period is considered sufficient. For most companies, the administration workload is unacceptable

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| To what extent you agree to the following statements, in relation to apprenticeships | **Strongly Agree** | **Agree** | **Neutral** | **Disagree** | **Strongly Disagree** |
| The rules applying to apprenticeships are easy to understand | 1 | 9 | 5 | 3 |  |
| The relevant authority provides me with the necessary information | 1 | 11 | 5 | 1 |  |
| The regulations are difficult to apply | 1 | 5 | 7 | 5 |  |
| The administration workload is acceptable | 1 | 5 | 3 | 8 | 1 |
| The practical training time spent at the company is sufficient | 2 | 11 | 3 | 1 | 1 |

**26. What are the main challenges that you foresee with apprenticeships? ( 18 answers)**

It is believed that the main challenges of an apprentice's recruitment are attributable to the person, from which the need to be able to identify the right person, taking into account the risk of finding a person with little knowledge or poor attitude towards work

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **What are the main challenges that you foresee with apprenticeships?** | | | | | | | | | |
| Selecting / finding the right person | Managing the apprentice | Developing the training programme | Finding them suitable work to do | Right attitude for work (from the apprentice) | Poor starting knowledge (of the apprentice) | Cost | Other | No challenges | Will not be taking on an apprentice |
| 13 | 5 | 5 |  | 8 | 9 |  |  | 1 |  |
| Selecting / finding the right person | Managing the apprentice | Developing the training programme | Finding them suitable work to do | Right attitude for work (from the apprentice) | Poor starting knowledge (of the apprentice) | Cost | Other | No challenges | Will not be taking on an apprentice |
| 72% | 28% | 28% |  | 44% | 50% |  |  | 6% |  |

**27. What help would be useful when recruiting an apprentice? (18 answers)**

Support to identify the right person is still the most necessary, followed by the need to have a better connection with the schools. Not considered negligible is also support for organizational aspects such as the administrative one, the drafting of the apprenticeship program and the research of the person

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **What help would be useful when recruiting an apprentice?** | | | | | | | | |
| Advertising the vacancy | Identifying the person | Arranging interviews | Conducting interviews | Supporting development of the training programme | Providing links to schools | Supporting administration | Other | Will not be taking on an apprentice |
| 4 | 9 | 1 |  | 5 | 7 | 5 |  | 1 |
| Advertising the vacancy | Identifying the person | Arranging interviews | Conducting interviews | Supporting development of the training programme | Providing links to schools | Supporting administration | Other | Will not be taking on an apprentice |
| 22% | 50% | 6% |  | 28% | 39% | 28% |  | 6% |

**Chapter 4: Familiarizing with Apprenticeship**

**28. Are you familiar with the financing support you are eligible for when employing an apprenticeship? (18 answers)**

The economic support that comes from taking an apprentice is known by almost all companies

|  |  |
| --- | --- |
|  | **Are you familiar with the financing support you are eligible for when employing an apprentice?** |
|  |
| YES | 16 |
| NO | 2 |

**29. Do you have past experience with apprentices? ( 18 answers)**

It is reaffirmed that about 60% of companies already have experience with apprenticeship

|  |  |
| --- | --- |
|  | **Do you have past experience with apprentices** |
|  |
| YES | 10 |
| NO | 8 |

**34. If you decided NOT to recruit an apprentice, what were your main reasons for doing so (10 answers)**

The lack of recruiting an apprentice, in the limited times that this has occurred, was mainly due to the lack of apprentice's interest and attitude toward work

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| If you decided NOT to recruit an apprentice, what were your main reasons for doing so? | **Very relevant** | **Relevant** | **Neutral** | **Irrelevant** | **Very irrelevant** |
| Administration is complicated |  | 1 | 3 | 2 | 4 |
| Our experience with students are bad |  | 1 | 2 | 1 | 6 |
| The legislation background of apprenticeship is changing too often |  |  | 4 | 2 | 4 |
| Lack of knowledge of how to deliver an apprenticeship programme |  |  | 2 | 2 | 6 |
| The size of our company is too small for apprenticeship |  |  | 1 |  | 9 |
| The premises of our company are inappropriate for hosting training |  |  | 1 | 1 | 8 |
| Lack of trainer capacity |  | 1 | 1 |  | 8 |
| Lack of supervisor capacity |  |  | 1 |  | 9 |
| Lack of work to be offered to apprentice |  | 1 | 1 | 1 | 7 |
| Lack of suitable young people / applicants |  | 1 | 2 | 2 | 5 |
| Lack of vocational training relevant for the company profile |  | 3 | 1 | 1 | 5 |
| Attitude of the students to work is not supportive |  | 2 | 3 | 1 | 4 |
| Too costly compared to the benefits it brings |  |  | 1 | 4 | 5 |
| Lack of financial means of the company |  |  | 1 | 3 | 6 |
| Other |  |  | 2 |  | 8 |
| \* Only 10 enterprises answered this question |  |  |  |  |  |

**35. Out of the following, is there any training that you need but are not able to source locally? (18 answers)**

Training of most interest to companies is aimed at the production and process stages. They follow less well the training aimed at creating profiles in terms of management and know-how for safety and health

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Out of the following, is there any training that you need but are not able to source locally?** |  |  |  |  |  |
| **Business skills** | **Operations / process training** | **Management skills** | **Health and Safety skills** | **Finance skills** | **Other** |
| 3 | 10 | 5 | 5 | 3 |  |
| **Business skills** | **Operations / process training** | **Management skills** | **Health and Safety skills** | **Finance skills** | **Other** |
| 17% | 56% | 28% | 28% | 17% |  |

**Chapter 5: Apprenticeship in organisation**

**& impact of apprenticeship**

**29. If you have past experience with apprentices, what % of your apprentices have successfully finished the apprenticeship? (10 answers)**

80% of companies declare that the number of apprentices ending the apprenticeship period is over 80%

|  |  |
| --- | --- |
| 50-80% | 1 |
| >80% | 8 |
| N/A | 1 |

**30. Out of those who finished apprenticeship, what % did you directly employ (10 answers)**

90% of companies declare that the percentage of apprentices who end up apprenticeship period and are taken over by companies is over 80%

|  |  |
| --- | --- |
| 50-80% | 1 |
| >80% | 9 |
| N/A |  |

**31. Out of those who your company hired following an apprenticeship, what % were working at your company after 1 year? (10 answers)**

60% of companies claim that the percentage of apprentices who were still employed in the company after one year was 80%

|  |  |
| --- | --- |
| 50-80% | 4 |
| >80% | 6 |
| N/A |  |

**32. For those who completed apprenticeship at your organisation but were not hired by your company, what were the main reasons to reject apprentices? (10 answers)**

The lack of hiring of an apprentice, in the limited time that this has occurred, was mainly caused by the lack of apprentice's interest in working with the company or by the limited degree of professionalism acquired

|  |  |  |  |
| --- | --- | --- | --- |
| **The level of skills acquired were enough for the exam but do not meet company standards** | **No motivation or interest of the apprentice to work with us** | **No motivation or interest of the apprentice to work in the industry** | **Personal skills did not meeting company standards** |
| 1 | No | No | No |
| No | No | 1 | No |
| No | No | No | No |
| No | No | No | No |
| No | 1 | No | No |
| No | 1 | No | No |
| 1 | No | No | 1 |
| No | 1 | No | No |
| 1 | No | No | No |
| No | 1 | No | No |
|  |  |  |  |
|  |  |  |  |
| **3** | **4** | **1** | **1** |
|  |  |  | 9 |
| 33,3% | 44,4% | 11,1% | 11,1% |

**33. For those who have not completed the apprenticeship at your organisation, what were the main reasons for non-completion? (10 answers)**

The main reason for not completing apprenticeship is the apprentice quit

|  |  |  |  |
| --- | --- | --- | --- |
| **Not enough time for the training** | **No suitable work could be offered** | **Apprentice quit** | **Other** |
| No | 1 | No |  |
| No | No | 1 |  |
| No | No | No |  |
| No | No | No |  |
| No | No | 1 |  |
| No | No | 1 |  |
| No | No | No |  |
| No | No | 1 |  |
| No | No | 1 |  |
| No | No | 1 |  |
|  |  |  |  |
|  |  |  |  |
| **0** | **1** | **6** |  |
|  |  | 7 |  |
| 0,0% | 14,3% | 85,7% | 0,0% |
|  |  |  |  |
|  |  |  |  |

**Chapter 6: Follow-up**

**36. Would you like to receive further information on the TEXAPP project and its results? (18 answers)**

The share of companies showed interest in the project results (about 78%) corresponds approximately to the companies who believe in the coming year to use the apprenticeship tool