

# **ANALYSIS OF STATISTICS FOR THE VITAE PROJECT**

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# 1 FROM THE SURVEY TRAINER:

## 1.1 Are students trained enough at transferable skills?

By Veronika

Country	number of participants	Reply		
		<b>YES</b>	<b>MAYBE</b>	<b>NO</b>
<b>Belgium</b>	11	72.70%	27.30%	00.00%
<b>Czech Republic</b>	18	16,65%	61.10%	22.25%
<b>Germany</b>	14	14.30%	50.00%	35.70%
<b>Spain</b>	37	46.00%	2.70%	51.30%
<b>Total</b>	80	27.50%	33.75%	38.75%

Replies from all the 80 trainers interviewed in all four countries show a general tendency towards the idea that new employees are not trained enough in transferable skills. 31 (38.75%) replied No directly, 27 (33.75%) Maybe and only 22 (27.50%) said the trainees are prepared.

Situation in the individual countries differs considerably though

- In Spain almost 46% of the interviewed trainers think
  - new employees are trained well whereas about
  - 51.3% think the opposite.
- On the other hand, in the Czech Republic, Belgium and Germany trainers see the graduates more negatively.
- In Belgium there are no positive answers at all,
  - 72.70% of the interviewees admit new employers are somewhat trained (option Maybe) and
  - more than 27.30% claim they are not prepared at all.
- In the Czech Republic interviewees also hesitate a lot their new employees' transferable skills.:
  - 61.10% of them answered Maybe.
  - From the remaining replies slightly above
    - 22.25% of the trainers are negative and
    - 16.66% are positive about
- In Germany the situation is similar, just slightly more negative.
  - 50% of the trainers are not sure about the quality of the training,
  - 35.70% are negative and
  - only 14.30% are positive.

## 1.2 Most often missed skills

By Veronika

### Part 1: The Trainer Survey

	Number of interviewees				
	Total				
	Belgium	Czech Rep.	Germany	Spain	Total
	11	18	14	37	80
Missed skill	No. of trainers missing the skill				
taking initiative	4	9	11	12	36
being a problem-solver	2	7	1	14	24
communication skills	7	7	5	5	24
logical thinking	5	8	7	2	22
being independent	3	3	1	12	19
being organized	2	4	5	6	17
being a hard worker	1	5	2	8	16
motivation	1	4	4	4	13
being adaptable		3	4	5	12
being a team player	2	7	1		10
language skills	2	3	2	3	10
patience		3	3	3	9
being creative	1	5	2	1	9
being a planner	1	1		5	7
being an innovator	3	2		2	7
being kind		1	2	3	6
being easy-going	1	1	1	3	6
being a multitasker	1			5	6
being humorous		1		3	4
being supportive		1	2		3
IT skills		1	1	1	3
willingness to learn			1		1

self-awareness	1				1
ethics				1	1
making phone calls				1	1

**The range of the number of interviewees missing the given skill:**

100 – 45%	44 – 33%	32 – 25%	24- 20%	19 – 10%	9 – 1%
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Generally, the skills missed most by the trainers in new employees are taking initiative, problem-solving, communication skills and logical thinking. The top missed skill is taking initiative lacked by 36.36% of all interviewed trainers. This skill is also among the top three most missed skills in all the four countries.

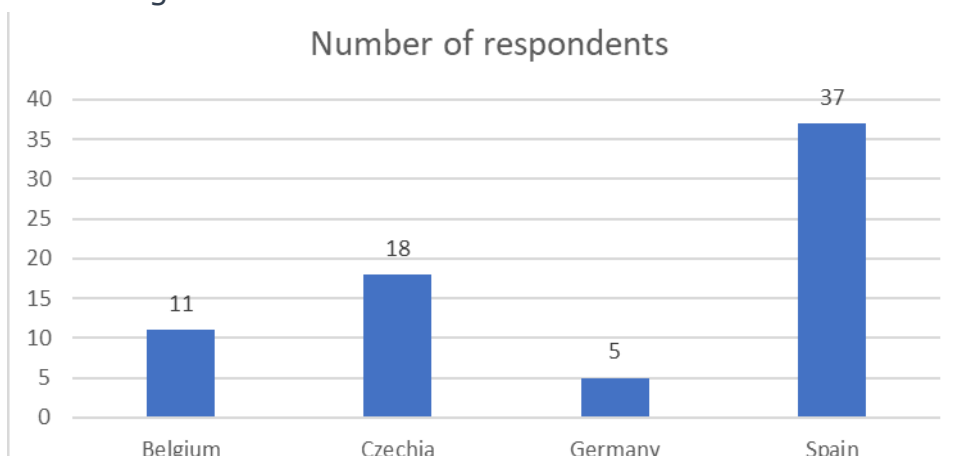
There are differences among the countries though.

- In Belgium
  - communication skills are most problematic (63.64% of interviewees), followed by
  - logical thinking (45.45%) and
  - taking initiative (36.36%)..
- In the Czech Republic
  - taking initiative is number one (50.00%),
  - logical thinking ranks second (44.44%) while
  - communication skills together with problem-solving and being a team player take the third place (38.89%)
- In Germany the situation is the same as in the Czech Republic except
  - being organized taking the third place together with
  - communication skills (35.71%) instead of problem-solving and being a team player.
- In Spain the trainers most often
  - miss people who are able to solve problems (37.84%) as well as
  - work independently (32.43%) and
  - take initiative (32.43%)

### 1.3 Best Transferable skills proposed by employers/trainers ordered starting from most desired (Belgium Team)

The original question in the trainer questionnaire was "Imagine your ideal employee - Which 5 skills must your employee have?"

#### 1.3.1 In general.



In total the respondents gave 352 answers to this question mentioned above (not every respondent gave 5 skills as an answer) Some gave 5 skills (Belgium and Germany) but some gave 4 answers (Czechia and Spain)

Count of ideal skills answers	
Belgium	55
Czechia	88
Germany	25
Spain	184
<b>Endtotal</b>	<b>352</b>

So the top ideal skills (sorted by the relative % ) by answered by the trainers were

top 5	Belgium	Czechia	German	Spain	End total
<b>team player</b>	9,09%	<b>12,50</b> %	<b>16,00%</b>	<b>16,30</b> %	<b>14,20%</b>
<b>hard worker</b>	9,09%	<b>18,18</b> %	<b>12,00%</b>	10,87 %	<b>12,50%</b>
<b>problem-solver</b>	<b>12,73%</b>	<b>11,36</b> %	8,00%	10,87 %	<b>11,08%</b>
<b>organized</b>	7,27%	2,27%	8,00%	<b>16,30</b> %	10,80%
<b>communication skills</b>	<b>12,73%</b>	6,82%	<b>16,00%</b>	7,61%	8,81%
takes initiative	<b>10,91%</b>	6,82%	8,00%	7,61%	7,95%
adaptable	3,64%	5,68%	12,00%	5,98%	5,97%

language skills	3,64%	4,55%	4,00%	4,89%	4,55%
creative	0,00%	7,95%	0,00%	3,26%	3,69%
motivation	10,91%	3,41%	0,00%	0,00%	2,56%
kind	0,00%	2,27%	8,00%	2,72%	2,56%

### 1.3.2 Top 5 by country

top 5	Belgium
<b>problem-solver</b>	12,73%
<b>communication skills</b>	12,73%
takes initiative	10,91%
motivation	10,91%
<b>hard worker</b>	9,09%

Only hard worker, communication skills and problem solver were shared with the Belgian respondents.

The general top 1 answer tot team player was not considered by the Belgian respondents as an important factor

top 5	Czechia
<b>hard worker</b>	18,18%
<b>team player</b>	12,50%
<b>problem-solver</b>	11,36%
creative	7,95%
takes initiative	6,82%

top 5	Germany
<b>communication skills</b>	16,00%
<b>team player</b>	16,00%
<b>hard worker</b>	12,00%
adaptable	12,00%
<b>problem-solver</b>	8,00%

Very consistent with general ranking (4 of 5 top General skills were shared with the German respondents)

top 5	Spain
organized	16,30%
team player	16,30%
problem-solver	10,87%
hard worker	10,87%
communication skills	7,61%

## 2 FROM THE SURVEY TRAINEE:

### 2.1 Best Transferable skills proposed by trainees ordered from the most relevant to the less relevant

The original question in the trainer questionnaire was "Which skills from the list below did you miss most often? You can add any other skills in the next question."

#### 2.1.1 in general

missed skills (by trainee)	Belgium	Czechia	Germany	Spain	Eindtotal
		<b>10,81</b>		<b>13,54</b>	
language skills	4,00%	%	0,00%	%	9,52%
organized	8,00%	7,21%	12,20%	%	9,16%
problem-solver	16,00%	1,80%	9,76%	%	8,06%
communication skills	12,00%	3,60%	4,88%	%	7,33%
takes initiative	8,00%	2,70%	7,32%	9,38%	6,23%

#### 2.1.2 by country

missed skills (by trainee)	Belgium
problem-solver	16,00%
communication skills	12,00%
team player	8,00%
organized	8,00%
supportive	8,00%

The top skills missed by the 4 participating countries were language skills. In Belgium surprisingly did not share this thought. However communication skills and organized were also share as top answers to the question

missed skills (by trainee)	Czechia
	<b>10,81</b>
language skills	%
organized	<b>7,21%</b>
kind	6,31%
motivation	6,31%
easy going	6,31%



Only the top 2 general answers were shared by the Czech respondents

<b>missed skills (by trainee)</b>	<b>Germany</b>
patience	12,20%
<b>organized</b>	<b>12,20%</b>
<b>problem-solver</b>	<b>9,76%</b>
planner	7,32%
<b>takes initiative</b>	<b>7,32%</b>

The top skills missed by the 4 participating countries were language skills. In Germany they did not share this thought. Patience was equally important as organized (general top 4)

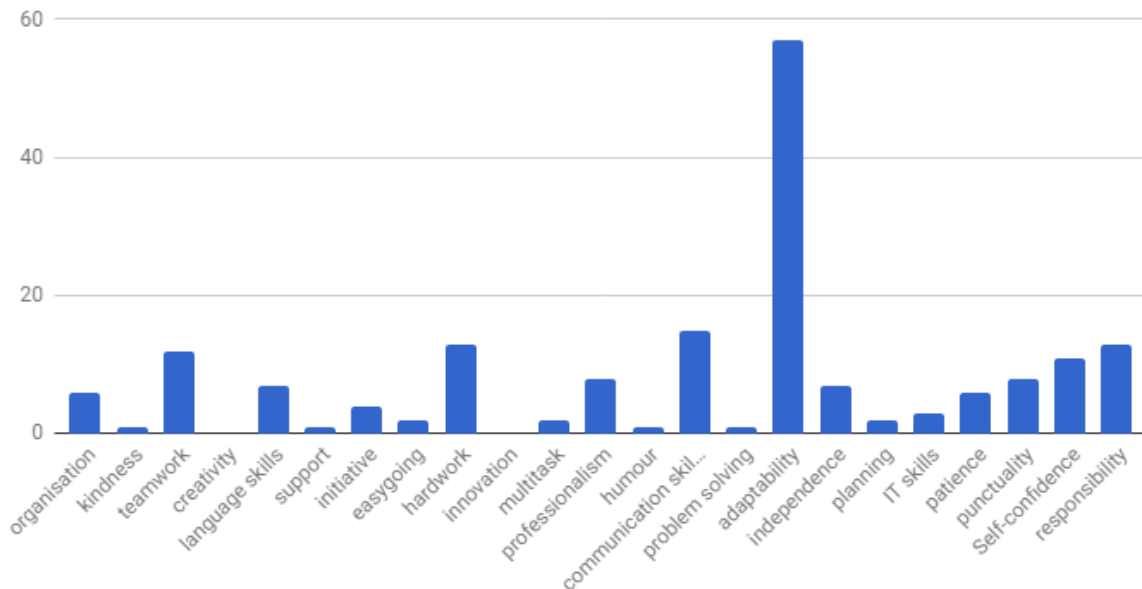
<b>missed skills (by trainee)</b>	<b>Spain</b>
language skills	<b>13,54%</b>
<b>problem-solver</b>	<b>12,50%</b>
<b>communication skills</b>	<b>11,46%</b>
<b>organized</b>	<b>10,42%</b>
creative	9,38%
<b>takes initiative</b>	<b>9,38%</b>

Spain is quite consistent with the general ranking

### 3 FROM THE SURVEY TRAINEE

#### TRAINEE DIFFICULTIES

(total: 180 habilities)



#### 3.1 What was difficult for you when you started working?

By Vicente

According to the results which we have obtained, the relevant and most usual difficulties trainees find when starting a job are related to:

##### 1 **Adaptability, as getting used to:**

- Schedules.
- Work pace in the company.
- All new subjects in the company.

##### 2 **Communication skills**

- People are not used to deal with other people they don't know in a professional way (assuming professional roles)
- Misunderstanding concepts and technical language, making it impossible to develop tasks.

### 3 **Responsibility**

- New workers don't assume the consequences of their actions.
- Not assuming the responsibility of your position.

### 4 **Hardwork**, needed to achieve:

- Knowledge of the subject.
- The right tasks execution.

### 5 **Teamwork**

- Integration difficulties.
- Role assignment.
- Tasks distribution.

### 6 **New transferable skills detected**

After analyzing the abilities from the survey, we have realized there are some new abilities that weren't in the initial survey and that we find very interesting to be added in the future, such as:

- Patience
- Punctuality
- Self-confidence
- Responsibility
- Professionalism/competence

## 3.2 Statistics: Weaknesses in Job Interviews

### 3.2.1 Survey trainee: How do you prepare for a job interview?

Many trainees have done some research about the company as a preparation for the job interview. About half as many trainees do not prepare at all. Only some trainees prepared questions beforehand. Smaller groups prepared a CV or documents, checked their appearance, tried to look neat and be calm and honest during their interviews.

### 3.2.2 Differences between the countries:

- Czech trainees often were not invited to an interview. If they were, one third did not prepare for it at all and one fifth of the invited prepared a CV.
- Half of the German trainees said that they prepared typical questions.
- Trainees from Spain were prepared well through frequent practice in class during their high school times and tried to stay calm and be charismatic in their interviews.
- Belgian trainees did not give any outstanding answers. (From Saskia, Kim and Julia)

### 3.2.3 Survey trainer: What are the main weak points of job applicants in interviews?

Analysis of the question "What are the main weak points of job applicants in interviews?" and the answers we received for it through our survey.

When taking a look at the collected answers it becomes apparent that employers find communication skills to be the greatest weak points among job applicants. Another thing that they according to the employers who took the survey are lacking is experience. A large number of answers that we received included this among other weak points.

(Lack initiative: 7 x mentioned, Insecurities/Shyness:12 times mentioned, Not prepared: 13 times mentioned, Lack experience: 7 times mentioned)

### 3.2.4 Do trainees meet expectations of trainers?

*Some trainees don't meet the expectations of trainers. At the beginning of a career it is of course difficult to **have experience**. Some students seem to be **unprepared for job interviews**. Either schools do not prepare students enough for job interviews or it's a matter of attitude and students don't find it necessary to prepare (for various reasons). A **lack of initiative might be related to insecurities**. It is also possible that some of the students just don't know what trainers expect.*