

LIFELONG  
LEARNING  
PROGRAMME  
LEONARDO DA VINCI

## ANALYSIS OF INVOLVEMENT INTO THE MOBILITY PROJECTS IN ORGANIZATIONS SIZE TYPES S1 AND S2

Project number: LLP-LDV-partnership-08-0879

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## ACRONYMS

Acronym	Description
CO	Project Coordinator – ProFUTURUS d.o.o.
P1	Partner 1 - AMLEDO & CO
P2	Partner 2 - Hotel Obirblick
P3	Partner 3 - AVIVA-Miedzynarodowe Centrum Praktyk Zawodowych
P4	Partner 4 - Institut für lebenslanges Lernen in Europa (ILE Berlin)
P5	Partner 5 - Sistema Turismo s.r.l.
P6	Partner 6 - Fachberufsschule St.Veit/Glan
LdV	Leonardo da Vinci
LLP	Lifelong Learning Programme

## KEYWORDS

Analysis, Lifelong Learning Programme, Leonardo da Vinci, mobility, companies.

## TABLE OF CONTENTS

<b>1</b>	<b>SUMMARY .....</b>	<b>9</b>
<b>2</b>	<b>INTRODUCTION .....</b>	<b>11</b>
2.1	<i>Project idea .....</i>	12
2.2	<i>Project partners .....</i>	12
2.2.1	Coordinator.....	12
2.2.2	Partners.....	13
2.2.3	Associated partners.....	15
<b>3</b>	<b>APPROACHES TAKEN.....</b>	<b>16</b>
<b>4</b>	<b>RESULTS .....</b>	<b>18</b>
4.1	<i>Results on national level.....</i>	19
4.1.1	Slovenia.....	19
4.1.2	Austria (Fachberufsschule St. Veit / Glan) .....	36
4.1.3	Poland .....	54
4.1.4	Germany.....	69
4.1.5	Sweden .....	87
4.1.6	Italy.....	103
4.2	<i>Common results.....</i>	119
<b>5</b>	<b>EUROPEAN ADDED VALUE .....</b>	<b>131</b>
<b>6</b>	<b>CONCLUSIONS .....</b>	<b>133</b>
6.1	<i>General conclusions .....</i>	134
6.2	<i>Project specific conclusions.....</i>	134
<b>7</b>	<b>ANNEX 1: COURSE OF PARTNERSHIP .....</b>	<b>136</b>
7.1	<i>Meeting 1 .....</i>	137
7.1.1	Place and date .....	137
7.1.2	Meeting programme .....	137
7.1.3	Meeting conclusion.....	138
7.2	<i>Meeting 2 .....</i>	141
7.2.1	Place and date .....	141
7.2.2	Meeting programme .....	141
7.2.3	Meeting conclusion.....	142
7.3	<i>Meeting 3 .....</i>	144
7.3.1	Place and date .....	144
7.3.2	Meeting programme .....	144
7.3.3	Meeting conclusion.....	145
7.4	<i>Meeting 4 .....</i>	147
7.4.1	Place and date .....	147
7.4.2	Meeting programme .....	147
7.4.3	Meeting conclusion.....	148
7.5	<i>Meeting 5 .....</i>	150
7.5.1	Place and date .....	150
7.5.2	Meeting programme .....	150
7.5.3	Meeting conclusion.....	151
7.6	<i>Meeting 6 .....</i>	153
7.6.1	Place and date .....	153
7.6.2	Meeting programme .....	153
7.6.3	Meeting conclusion.....	154
7.7	<i>Meeting 7 .....</i>	155

7.7.1	Place and date .....	155
7.7.2	Meeting programme .....	155
7.7.3	Meeting conclusion.....	156
<b>8</b>	<b>ANNEX 2: QUESTIONNAIRE .....</b>	<b>157</b>
<b>9</b>	<b>ANNEX 3: PUBLISHED ARTICLE .....</b>	<b>162</b>

## LIST OF TABLES

Table 1: Coordinator data..... 12

## LIST OF FIGURES

Figure 1:	Interviewed company size. ....	19
Figure 2:	The structure of involved companies in interview according to the main activity (CO). ....	20
Figure 3:	Amount of employees of foreign nationality (CO). ....	21
Figure 4:	The age of interviewed employers in the companies (CO). ....	21
Figure 5:	The percentage of employers, who worked abroad (CO). ....	22
Figure 6:	Level of education of interviewed employers (CO). ....	22
Figure 7:	Knowing European Funds (CO). ....	23
Figure 8:	Percentage of the companies involved in the European Funds so far. ....	23
Figure 9:	Familiar Lifelong Learning Programmes (CO). ....	24
Figure 10:	The source of information about the LLP (CO). ....	25
Figure 11:	Experiences with foreign mobility employee (CO). ....	26
Figure 12:	Duration of training (CO). ....	27
Figure 13:	Benefit by involvement into European mobility projects (CO). ....	28
Figure 14:	Support needed (CO). ....	29
Figure 15:	Interviewed company size (P6). ....	36
Figure 16:	The structure of involved companies in interview according to the main activity (P6). ....	37
Figure 17:	Amount of employees of foreign nationality (P6). ....	37
Figure 18:	The age of interviewed employers in the companies (P6). ....	38
Figure 19:	The percentage of employers, who have worked abroad (P6). ....	38
Figure 20:	Level of education of interviewed employers (P6). ....	39
Figure 21:	Knowing European Funds (P6). ....	40
Figure 22:	Percentage of the companies involved in the European Funds so far (P6). ....	41
Figure 23:	Familiar Lifelong Learning Programmes (P6). ....	41
Figure 24:	The source of information about the LLP (P6). ....	42
Figure 25:	Experiences with foreign mobility employee (P6). ....	43
Figure 26:	Duration of training - incoming (P6). ....	44
Figure 27:	Duration of the training – outgoing (P6). ....	44
Figure 28:	Benefit by involving into European mobility projects (P6). ....	45
Figure 29:	Support needed (P6). ....	46
Figure 30:	Interviewed company size (P3). ....	54
Figure 31:	The structure of involved companies in interview according to the main activity (P3). ....	55
Figure 32:	Amount of employees of foreign nationality (P3). ....	56
Figure 33:	The age of interviewed employers in the companies (P3). ....	57
Figure 34:	The percentage of employers, who have worked abroad (P3). ....	57
Figure 35:	The source of information about the LLP (P3). ....	59
Figure 36:	Most interesting countries (P3). ....	61
Figure 37:	The structure of involved companies in interview according to the main activity (P4). ....	70
Figure 38:	Amount of employees of foreign nationality (P4). ....	70
Figure 39:	The age of interviewed employers in the companies (P4). ....	71
Figure 40:	Percentage of employers, who had (not) worked abroad (P4). ....	71
Figure 41:	Level of education of interviewed employers (P4). ....	72
Figure 42:	Knowledge about European Funds (P4). ....	73
Figure 43:	Percentage of the companies involved in the European Funds so far (P4). ....	73
Figure 44:	Familiar Lifelong Learning Programmes (P4). ....	74
Figure 45:	Experiences with foreign mobility employee (P4). ....	75
Figure 46:	Grade of interest in sending/receiving trainees (P4). ....	76
Figure 47:	Duration of training (P4). ....	77
Figure 48:	Support needed (P4). ....	79
Figure 49:	Knowing European Funds (P1). ....	89

Figure 50: Familiar Lifelong Learning Programmes (P1).....	90
Figure 51: Percentage of the companies involved in the European mobility projects so far (P1).....	91
Figure 52: The interest in receiving trainees (P1).....	93
Figure 53: Duration of training - incoming (P1).....	93
Figure 54: Duration of training - outgoing (P1).....	94
Figure 55: Size of interviewed companies (P5).....	103
Figure 56: The structure of involved companies in interview according to the main activity (P5).....	104
Figure 57: The age of interviewed employers in the companies (P5).....	105
Figure 58: Percentage of employers, who have worked abroad (P5).....	105
Figure 59: Level of education of interviewed employers (P5).....	106
Figure 60: Knowing European Funds (P5).....	107
Figure 61: Percentage of the companies involved in the European Funds so far (P5).....	107
Figure 62: Familiar Lifelong Learning Programmes (P5).....	108
Figure 63: The source of information about the LLP (P5).....	108
Figure 64: Duration of training (P5).....	110
Figure 65: The most appropriate duration for the training of employees (P5).....	110
Figure 66: Benefit by involvement into European mobility projects (P5).....	111
Figure 67: Support needed (P5).....	112
Figure 68: Interviewed company size (common).....	119
Figure 69: The structure of involved companies in interview according to the main activity (common).....	120
Figure 70: Amount of employees of foreign nationality (common).....	120
Figure 71: The age of interviewed employers in the companies (common).....	121
Figure 72: The percentage of employers, who had (not) worked abroad (common).....	121
Figure 73: Level of education of interviewed employers (common).....	122
Figure 74: Knowing European Funds (common).....	123
Figure 75: Percentage of the companies involved in the European Funds so far (common).....	124
Figure 76: Familiar Lifelong Learning Programmes (common).....	124
Figure 77: The source of information about the LLP (common).....	125
Figure 78: Experiences with foreign mobility employees (common).....	125
Figure 79: Duration of training – incoming (common).....	127
Figure 80: Duration of training – outgoing (common).....	127
Figure 81: Benefit by involving into European mobility projects (common).....	129
Figure 82: Support needed (common).....	130

# 1.

## 1 SUMMARY

Project Analysis of involvement into the mobility projects in organizations size types S1 and S2 involved partners from Slovenia, Sweden, Germany, Austria, Poland and Italy.

Its aim was to bring together different organisations, which planned to be involved in mobility and wanted to prepare the basis for innovative projects in the future, and in the same time to encourage smaller companies of different branches to open to the European communication and cooperation by providing the interest for sharing the ideas, new way of technology usage, solutions for employment, investments in VET/skills and production where all partners benefit.

The participants of the project focused on the analysis of the companies size (staff or trainees) **S1** (1-20) and **S2** (21-50), because experience so far had shown, that smaller companies had been less involved in such projects, they simply had not shown the interest, had been employing people with low qualifications or because of any other reasons had not seen the advantage of such project involvement.

All partners shared the balanced distribution of task and met in all partner's countries according to the agreed activity plan.

The result of the project is a published Analysis of the involvement into the mobility projects in organizations of the defined size. The research pattern covered between 20 and 30 S1 and S2 size companies in each participating country.

The communication among partners followed the use of the modern technology (internet, mail, forum, and fax), and of course live meetings, where each partner hosted another.

The project was covered by 3 months evaluation activities and the results were disseminated according to the agreed plan.

# 2.

## 2 INTRODUCTION

## 2.1 Project idea

Project idea was to bring together different organisations which planned to be involved in mobility and wanted to prepare the basis for innovative projects in the future and in the same time to encourage smaller companies of different branches to open to the European communication and cooperation by providing the interest for sharing the ideas, new way of technology usage, solutions for employment, investments in VET/skills and production where all partners benefit.

## 2.2 Project partners

### 2.2.1 Coordinator

Table 1: Coordinator data.

Full Legal Name:	ProFUTURUS d.o.o.	
Address:	Črtomirova ulica 11	2000 Maribor Slovenia
Contact person:	Dr. Matej Požarnik	

ProFUTURUS d.o.o. is a private company with a great experience. People at ProFUTURUS d.o.o. are aware that applicable knowledge is the key to success. If this knowledge is combined with experience and a clearly stated vision and strategy, success cannot be missed. Areas of expertise are European funds, development and technical area, preparation of investment documentation, business advisory services, education and seminars.

## 2.2.2 Partners

### Amledo & Co AB

Box 46  
177 21 Järfälla (Stockholm), Sweden  
[www.amledo.com](http://www.amledo.com)

AMLEDO & CO recognise that marketing and service of HR matters are becoming increasingly important. Delivery of training needs to take account of special demands for skills and labour in constantly changing environment with a rapidly increasing use of advanced technology. Companies require support and encouragement, particularly when one of the key factors in reasserting European competitiveness is to reduce the bottlenecks in the labour market represented by the lack of trained worker that meets the demands of competence.

AMLEDO & CO offers:

1. HR manager to gain greater understanding of the European labour market and training situation, in order to formulate improved methodologies and by extension to benefit from the wider European perspective of solutions.
2. Establishment of framework and sustainable support system for transnational networks, which enables individual companies to recognise the relevance of methodologies adopted elsewhere in the EU, to benefit from knowledge transfer and creation of new opportunities.
3. Closer working relationships between organisations, enterprise and in particularly SME in the future development for growth and innovation.
4. Marketing through networking

### Hotel Obirblick

St. Primus 10  
9123 St. Primus am Turnersee, Austria  
[www.klopeinensee-online.at](http://www.klopeinensee-online.at)

In their field, hotel-restaurant and catering, perfect service is the main point for success. The basis for this are well educated and trained employees.

Because of the world-wide growth of the tourism industry the demand for good trained staff is increasing. Therefore it is necessary to develop new LLP-LDV projects and implement them in small and medium sized companies.

### AVIVA-Training and Human Development Center

Al.Jarzebinowa 20/4  
53-120 Wroclaw, Poland  
[www.avivapoland.com](http://www.avivapoland.com)

Aviva specializes in educational and vocational training sector. It also offers services in translations and teaching foreign languages. For several years Aviva as an intermediary partner has been providing study visit and work placement services for Leonardo da Vinci and also Erasmus beneficiaries. Within the framework of EU mobility projects Aviva is in a position to find work placements for European beneficiaries. Using a vast amount of contacts in appropriate sectors Aviva is able to find internships in almost every field, just to mention e.g.: building construction, IT, marketing, media, banking, social work, non-governmental

organizations and hotel and food industry. According to the needs the service is extended to linguistic and cultural offer.

In 5 years Aviva developed many contacts with various companies and learned their characteristics, their weaknesses and strengths and that is why they can be a very good source of information and can easily invite companies to the project and contribute significantly to the desired results of the project.

## **ILE - Berlin**

Institut für lebenslanges Lernen in Europa, ILE Berlin  
Grunewaldstr. 9a,  
10823 Berlin, Germany  
[www.ile-berlin.eu](http://www.ile-berlin.eu)

The institute's work is focused on project development, project implementation and scientific analysis in the field of European education and labour market.

Besides innovation transfer, implementing of Gender Mainstreaming to aspects in European education, organisation of abroad internships is a main column of their institutes' activities. Within the scope of the LLP the EU fosters to increase the mobility of persons on the European labour market significantly. The statistical evaluations prove that especially highly qualified persons take advantage of the LLP mobility actions. In comparison with that other parts of the whole target group of the LLP are still underrepresented. From this situation ILE-Berlin wants to empower other groups in order to increase their participation in mobility actions, particularly the number of young parents, trainees (or PLM) who make (made) their apprenticeship in the German 'Dual System' and socially disadvantaged youths. In order to involve the mentioned target groups companies must be persuaded, structures, networks and suitable basic conditions for abroad internships must be established. ILE-Berlin is already working on that on a regional level.

## **Sistema Turismo s.r.l.**

Via Pienza 88  
85100 Potenza, Italy  
[www.sistematurismo.it](http://www.sistematurismo.it)

SISTEMA TURISMO s.r.l. is an Italian company, which is concerned with the planning and management of European international projects in several fields.

The head office (marketing and administration departments) is in Potenza (Basilicata) and the operating office is located in Rimini (in the Region of Emilia Romagna). SISTEMA TURISMO s.r.l. has more than 10 years of experience within the Leonardo da Vinci programme, either in Mobility Projects (Leonardo and Erasmus Projects) or in Pilot Projects (VETPRO).

## **Fachberufsschule St. Veit/Glan**

Dr.-A.-Lemisch Straße 5  
9300 St. Veit an der Glan, Austria  
[www.berufsschule.at](http://www.berufsschule.at)

The organisation is a vocational school in Carinthia near by the capital Klagenfurt (20 km distance). They teach 920 trainees in different occupations. The education of the trainees is organised differently. Some come to them once a week all over the year, others 10 weeks

every day. 34 teachers and 4 persons for administration are fully employed. Trainees from 3 occupations attend the school from all over Carinthia. They also have notebook-classes by the administration assistants and the engine fitters. The school provides each trainee a notebook during the course. In the school you can pass exams of the European Computer Driving License. The project of apprentice with school leaving examination (Lehre mit Matura) was developed in this school. You can find further information like mission statement, school programs, equipment etc. at their homepage:

[http://www.berufsschule.at/index.php?navmode=start&kat=2&lang=\\_ger](http://www.berufsschule.at/index.php?navmode=start&kat=2&lang=_ger)

### **2.2.3 Associated partners**

#### **Ultra d.o.o.**

Črtomirova ulica 11  
2000 Maribor, Slovenia  
<http://www.ultra-mb.si/>

Company Ultra d.o.o. was established in 1992. It provides service in bookkeeping, financing, accounting, taxes. They can prepare financial plans and monitor them or make the analysis of economic operations etc. Their basic services have been enlarged to counselling on economic and business field. Their local and regional field of customers raise to the cooperation in international level, especially with Austrian and German individual customers and companies, so they are familiar not only with the national financial law, but also some foreign.

The company has a vision of development of an inter structure of their company which will ensure the service based on quality and guarantee on up-to-date financial, tax, law and accounting information for existed customers and with the flexibility, open-minds and responsibility to the new ones.

By involvement in the partnership project they expect new information, new ideas, new contacts from abroad and start of the work in the project field, especially because the mobility of staff provides a challenge for the future.

# 3.

## 3 APPROACHES TAKEN

This research carried out by the partner organisations is based on a questionnaire (Annex 2), which was developed by the partners mainly during the first and the second meeting. The main quantitative approach was chosen by the partners to ensure the comparability of the country reports and to present first figures on a new topic, which could be the starting point for further qualitative research, exploring the field more in-depth.

When the partners worked on this questionnaire, they had firstly identified the fields of interest from their different perspectives before a rough structure of this questionnaire was developed. On the basis of this structure questions of interest were discussed by all partners and the results were fixed in the questionnaire.

After the partners had agreed on the first version of the questionnaire and the questionnaire had been translated into different national languages of the partners the approach was chosen to interview either the managers/directors of small enterprises (up to 50 employees) or somebody responsible for the personnel. The idea to put this questionnaire online was rejected by most of the partners. The majority of the partners decided that this specific research requires a personal contact with the company and the explanation of certain questions and terms as well as the information about the LLP in general. In order to provide a comprehensive picture regarding the involvement of companies size S1 (1-20 employees and trainees) and S2 (21-50) in European mobility projects, the aim of the partners was to carry out interviews in app. 20 companies active in different economic sectors, which belong to both of the above mentioned size groups.

After the questionnaire had been tested in some interviews regarding its suitability, this instrument for the research phase was commonly agreed on by the partners during the third meeting. In the framework of the research both, members of the partner organisations and companies, without any link to the project partners were interviewed. The interviews were carried out either face-to-face or by phone. All interviewees were informed about the project, questions regarding the LLP or specific terms were answered.

The results of this research were analysed on the national level and were compiled by the partners according to a commonly agreed structure. The main conclusions (refer to chapter 5) of this research project on the "European" level are the results of the analysis and synthesis of the country reports.

# 4.

## 4 RESULTS

## **4.1 Results on national level**

### **4.1.1 Slovenia**

#### **4.1.1.1 Introduction**

In the frame of the project »Analysis of involvement into the mobility projects in organizations size types S1 and S2« 20 companies types S1 and S2 were interviewed and analysed. The objectives of the analysis were to establish cooperation among partner companies from Austria, Italy, Germany, Poland, Sweden and Slovenia in the field of innovative projects, employment, new technologies and professional training.

Following, the analysis results are shown. They base on the interviews carried out with leaders and managers of different companies in Slovenia.

#### **4.1.1.2 Company type**

##### **4.1.1.2.1 Company size**

Among 20 companies there were 17 from the group S1 (1- 20 employees) and 3 from the group S2 (20-50 employees).

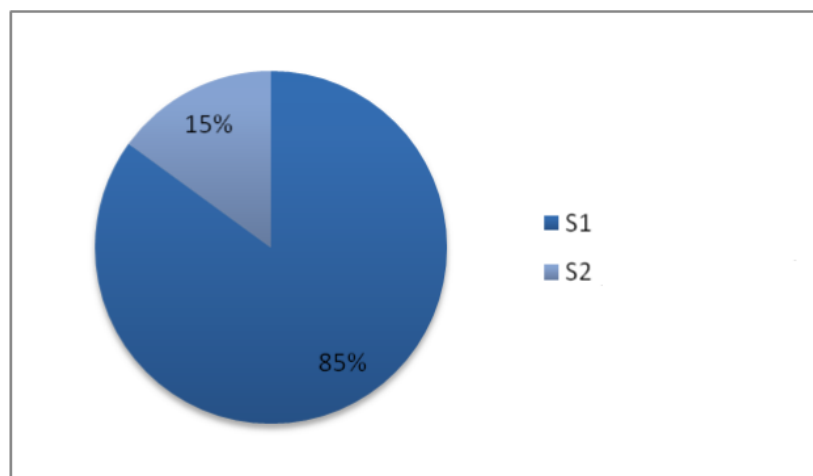


Figure 1: Interviewed company size.

#### 4.1.1.2.2 Main activities of the company (economic sector)

The structure of involved companies in interview is the following:

Main activity of the company	Number of companies
C – Manufacturing:	6
G – Wholesale and retail trade; repair of motor vehicles and motorcycles:	1
H – Transportation and storage:	2
I – Accommodation and food service activities:	2
J – Information and communication:	1
K – Financial and insurance activities:	1
M – Professional, scientific and technical activities:	1
N – Administrative and support service activities:	1
P – Other:	5

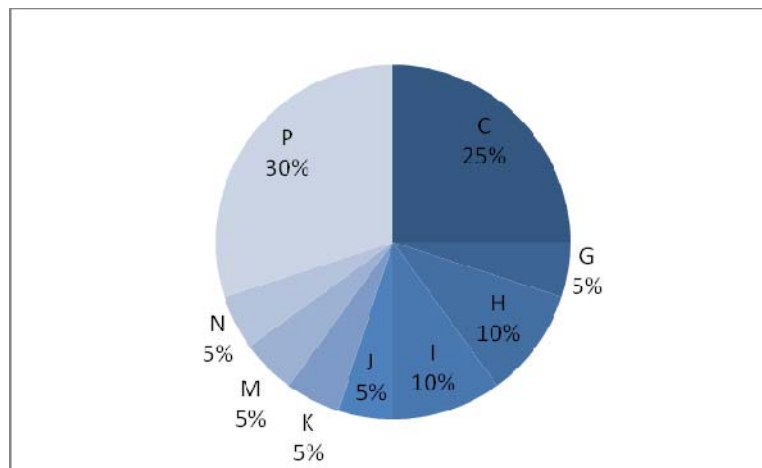


Figure 2: The structure of involved companies in interview according to the main activity (CO).

#### 4.1.1.2.3 Amount of employees of foreign nationality

Companies involved in interview do not employ foreign workers in 90%. Only 2 interviewed companies have 1- 10% of workers of foreign nationality.

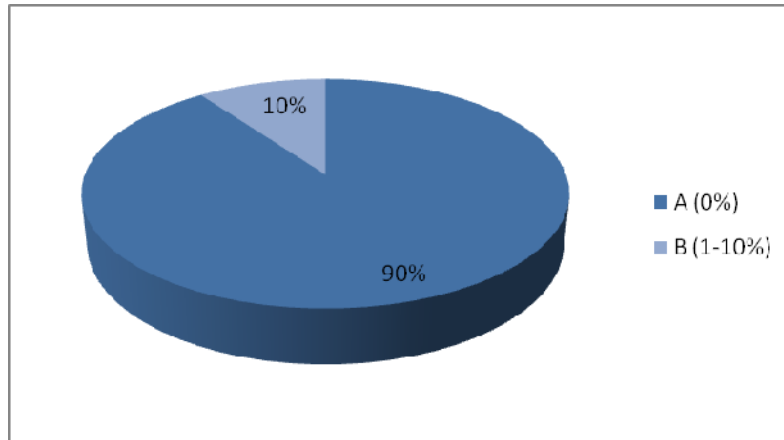


Figure 3: Amount of employees of foreign nationality (CO).

#### 4.1.1.3 Employer

##### 4.1.1.3.1 Age

The age of interviewed employers was:

- 25-35 years old: 1
- 36-50 years old: 17
- 50 years old and more: 2

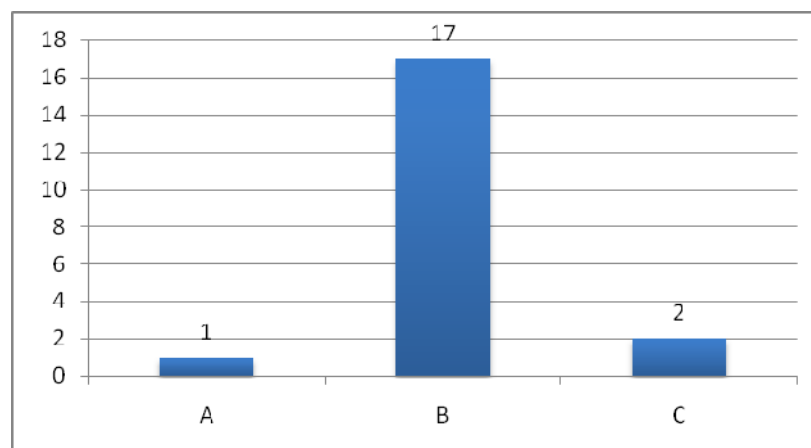


Figure 4: The age of interviewed employers in the companies (CO).

#### 4.1.1.3.2 Have you ever worked abroad?

To the question about working abroad, only 5 answered as YES and 15 have never been working abroad.

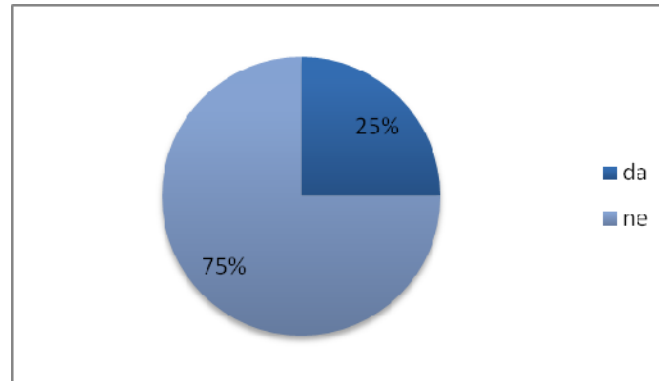


Figure 5: The percentage of employers, who worked abroad (CO).

#### 4.1.1.3.3 Do you speak any foreign languages?

Each interviewed party answered with YES.

#### 4.1.1.3.4 Level of education

14 interviewed employers reached technical and vocational secondary educational level and 6 of them have higher educational level.

Level of education	Number of interviews
C – Technical and vocational secondary education:	14
D – Higher education:	6

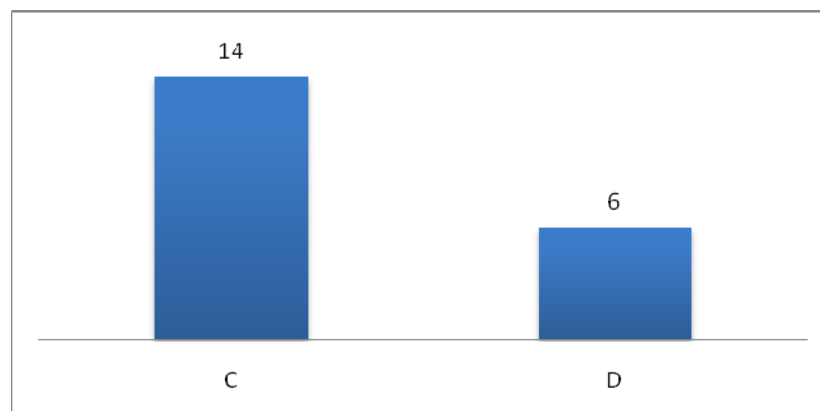


Figure 6: Level of education of interviewed employers (CO).

#### 4.1.1.4 Projects

##### 4.1.1.4.1 Do you know any European Funds?

There were 9 answers with YES and 11 answers with I DO NOT KNOW ANY OF EUROPEAN FUNDS.

Interviewees, who answered with YES, know the following European Funds:

- A – Cohesion Funds: 3
- B – European Social Fund: 6
- C – European Regional Development Fund: 3

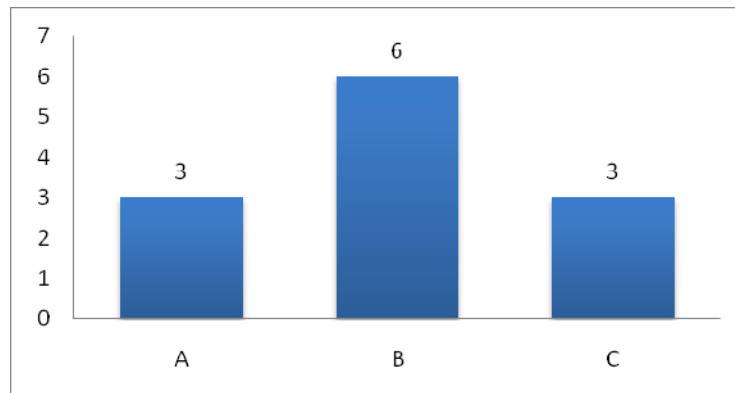


Figure 7: Knowing European Funds (CO).

##### 4.1.1.4.2 Have you ever received money from European Funds?

Two companies or 10% have already received money from the European funds, 90% or 18 companies have not been involved in such projects yet.

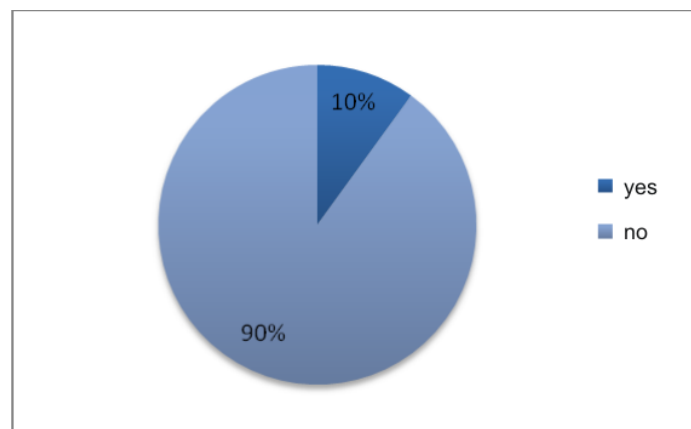


Figure 8: Percentage of the companies involved in the European Funds so far.

Companies have received money from following funds:

Fund	Number of the receivers
European Social Fund:	1
European Regional Development Fund:	1
Other:	1

#### 4.1.1.4.3 Do you know Lifelong Learning Programmes (LLP)?

15 interviewed employers were familiar with the Lifelong Learning Programmes, while 5 interviewed employers did not know the programmes.

The following Lifelong Learning Programmes are known:

- A – Socrates/Erasmus programme: 3
- B – Leonardo da Vinci programme: 14
- E – Other: 1

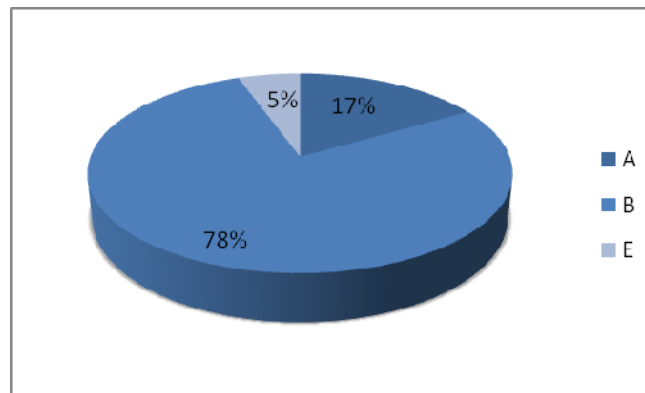


Figure 9: Familiar Lifelong Learning Programmes (CO).

#### 4.1.1.4.4 Where did you get the information of the LLP?

Information about programmes came from the sources below:

Source	Number
A – Newspapers:	3
B – Chamber of Commerce:	1
C – Internet:	1
D – Colleagues:	3
E – Good practice:	2
G – Other source:	14

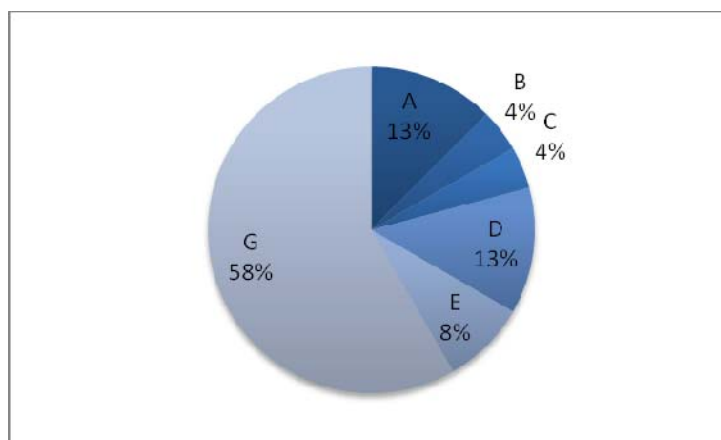


Figure 10: The source of information about the LLP (CO).

#### 4.1.1.4.5 Have you ever taken part in any kind of European mobility project?

5 companies or 25% have already been involved into European mobility projects, 15 companies or 75% have not.

The roles taken in the projects among the involved companies were:

- As an employer: 4
- Mobility: 1

#### 4.1.1.4.6 Do you have any experience of hosting foreign mobility employee?

There were 6 companies acting as an employer for the foreign mobility employees at the time of interviewing and 14 had had no experience.

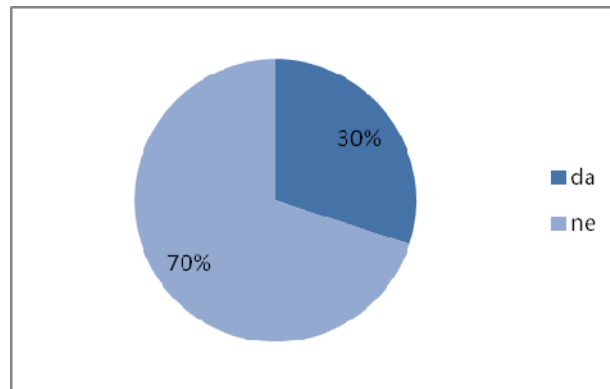


Figure 11: Experiences with foreign mobility employee (CO).

#### 4.1.1.4.7 To what extent are you interested in sending employees to companies in other European member states if the stay is paid<sup>1</sup>?

The answers were as follows:

Number of the companies	Grade of the interest
1	2
2	5
4	6
5	7
4	8
4	10

Among the answers from 1 to 5 the reasons were:

- "Because I need the worker" - number of the answers: 2
- "If possible" - number of the answers: 1

<sup>1</sup> Costs: travelling, insurance, accomodation, food.

**4.1.1.4.8 To what extent are you interested in receiving trainees or experts from other European member states if you don't have any costs?**

Answer structure was:

Number of the companies	Grade of the interest
1	2
3	3
2	4
3	5
1	7
5	8
5	10

**4.1.1.4.9 What would be the most appropriate duration for the training of foreign workers (incoming)?**

According to the opinion, the duration would last:

- less than 1 week: 8
- from 1 week to 1 month: 10
- from 1 month to 3 months: 2

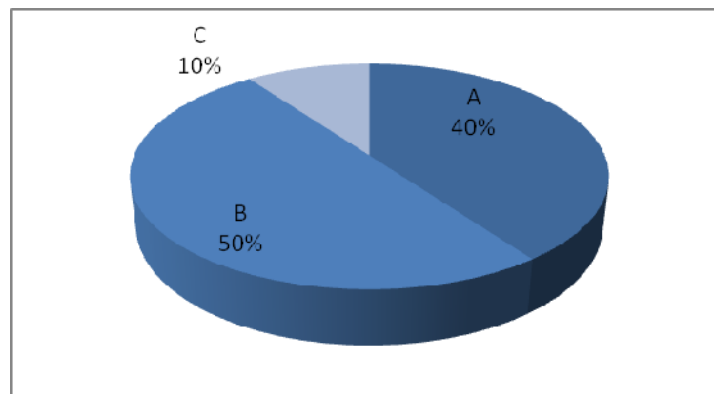


Figure 12: Duration of training (CO).

**4.1.1.4.10 What would be the most appropriate duration for the training of your employees (outgoing)?**

The duration would last:

- less than 1 week: 10
- from 1 week to 1 month: 10

#### 4.1.1.4.11 Which European countries are the most interesting for mobility for you?

The countries below were chosen as the most appropriate and wanted for mobility training:

Country	Number of the answers
Austria	8
Germany	12
Switzerland	2
Greece	3
Ukraine	5
Sweden	6
Finland	2
Poland	1
Italy	7
Malta	1

#### 4.1.1.4.12 How does the company and individual benefit by involving into the European mobility projects?

The following answers were chosen:

A – Improvement of language skills:	19
B – Improvement of professional skills:	14
C – Motivation of employees:	10
D – Exchanging of knowledge and technology:	9
E – Self confidence of employee:	4
F – Improvement of intercultural skills:	0
G – Networking:	0
H – Benchmarking with exchange of knowledge:	0
I – Others:	1

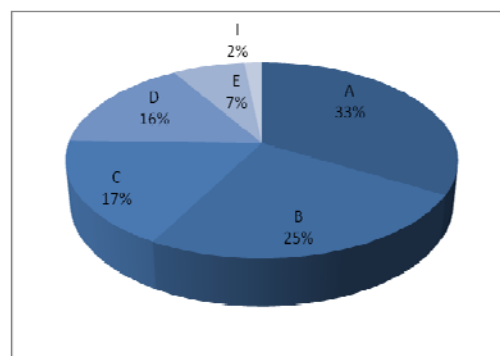


Figure 13: Benefit by involvement into European mobility projects (CO).

#### 4.1.1.5 Future and projects

##### 4.1.1.5.1 What kind of support does your company need to carry out the European mobility project?

Interviewees defined that following support would be needed for carrying out the process of the European mobility project:

A – Language support:	9
B – Administration support (application, reporting, financing, etc.):	10
C – Replacement for the time of mobility:	17
D – Information support:	2
E – Higher level of financial support:	17
F – Logistical support:	2
G – No support necessary:	0
H – Other:	1

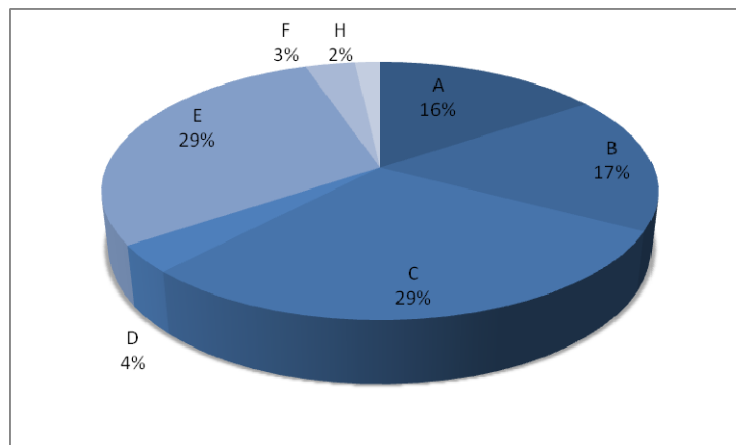


Figure 14: Support needed (CO).

##### 4.1.1.5.2 Do you have any project ideas to improve the European mobility of knowledge?

All the companies answered with NO.

##### 4.1.1.5.3 Would you like to be contacted to get more information?

Answers:

- YES: 19
- NO: 1

#### 4.1.1.6 Conclusion

The analysis of the questionnaires in the companies size S1 and S2 in Slovenia shows that companies and their managers, owners or leaders are interested in the mobility projects, but have little or no knowledge about the possibilities and opportunities of gaining money from European Funds.

The most interesting EU countries for mobility of Slovene workers are Austria and Germany. Result can be explained as the consequence of companies' traditional cooperation between northern Slovenia and Austria and Germany.

New EU programmes show this historical link, reflected also by ownership, as many companies in Slovenia have Austrian and German owners.

It would be recommendable to expand the interest to all 27 EU member states, which is also one of the objectives of the Cohesion policy and of the Lifelong learning programmes (LLP).

The management of the companies of sizes S1 and S2 shows interest for help and support in involvement in all kinds of public co-financing and grants from the first until the last phase of the project.

They also express the interest for more and constant information on co-financing opportunities out of the EU sources. Lifelong learning programmes in companies are not fully recognised and used.

We suggest the National Agency should raise the level of promotion of LLP programs in the companies where they could reach their objectives to the highest extent.

## Enclosure: Table of questionnaire answers

Questionnaire number	
<b>1.COMPANY TYPE</b>	<b>Option</b>
Company size:	S1 / S2
S1 (1-20 employees)	17
S2 (20-50 employees)	3
Main activities of the company (economic sector):	A...P
A- AGRICULTURE, FORESTRY AND FISHING	0
B- MINING AND QUARRYING	0
C- MANUFACTURING	6
D- ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	0
E- WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	0
F- CONSTRUCTION	0
G- WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	1
H- TRANSPORTATION AND STORAGE	2
I- ACCOMMODATION AND FOOD SERVICE ACTIVITIES	2
J- INFORMATION AND COMMUNICATION	1
K- FINANCIAL AND INSURANCE ACTIVITIES	1
L- REAL ESTATE ACTIVITIES	0
M- PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	1
N- ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	1
O- PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	0
P- OTHER	5
Amount of employees of foreign nationality:	A...D
A. 0%	18
B. 1-10%	2
C. 11-20%	0
D. more than 20%	0
<b>2.EMPLOYER</b>	
Age:	A...C
A. 25-35	1

B. 36-50	17
C. more than 50	2
Have you ever worked abroad?	
YES	5
NO	15
Do you speak any foreign languages?	
YES	20
NO	0
Level of education:	A...H
C. Technical and vocational secondary education	14
D. Higher education	6
<b>3.PROJECTS</b>	
Do you know any European Funds?	
YES	9
NO	11
If YES, which one/ones:	A...E
A. Cohesion Funds	3
B. European Social Fund	6
C. European Regional Development Fund	3
Have you ever received money from European Funds?	
YES	2
NO	18
If YES, from which one/ones?	A...E
A. European Social Fund (ESF)	1
B. European Regional Development Fund (ERDF)	1
E. Other	1
Do you know Lifelong learning programmes (LLP)?	
YES	15
NO	5
If YES, which one/ones?	A...D

A. Socrates / Erasmus programme	3
B. Leonardo da Vinci programme	14
D. Other	1
Where did you get information about the LLP?	A...G
A. Newspapers	3
B. Chamber of commerce	1
C. Internet	1
D. Colleagues	3
E. Good practice	2
F. National Agency seminar	0
G. Other source	14
Have you ever taken a part in any kind of European mobility project?	
YES	5
NO	15
If YES, in which? Explain the role you have taken in the project.	Notes
As an employer	4
Mobility	1
Do you have any experience of hosting foreign mobility employee?	
YES	6
NO	14
To what extent are you interested in sending employees to companies in other European member states if it is paid?	1...10
1... low interest	1
5... medium interest	15
10... high interest	4
If 1 to 5 please explain why.	Notes
· Because I need the worker	2
· If possible	1

To what extent are you interested in receiving trainees or experts from other European member states if you do not have any costs?	1...10
1... low interest	6
5... medium interest	9
10... high interest	5
What would be the most appropriate duration for the training (incoming)?	A...D
A. less than 1 week	8
B. 1 week to 1 month	10
C. 1 month to 3 months	2
What would be the most appropriate duration for the training (outgoing)?	A...D
A. less than 1 week	10
B. 1 week to 1 month	10
Which European countries are the most interesting for mobility for you? (write not more than 3 answers)	Note
Austria	1
Germany	2
Switzerland	1
Greece	1
Ukraine	6
Sweden	4
Finland	1
Poland	1
Italy	4
Malta	4
How does the company and individual benefit by involving into the European mobility projects? (choose 3 answers)	A...I
A. Improvement of language skills.	19
B. Improvement of professional skills.	14
C. Motivation of employees.	10
D. Exchanging of knowledge and technology.	9
E. Self confidence of employee.	4

F. Improvement of intercultural skills.	0
G. Networking.	0
H. Benchmarking with exchange of knowledge.	0
I. Others.	1
<b>4.FUTURE and PROJECTS</b>	
What kind of support does your company need to carry out the European mobility project? (choose 3 answers)	A...H
A. Language support	9
B. Administration support (application, reporting, financing etc...)	10
C. Replacement for the time of mobility	17
D. Information support	2
E. Higher level of financial support	17
F. Logistical support	2
G. No support necessary	0
H. Other.	1
Do you have any project ideas to improve the European mobility of knowledge?	
YES	0
NO	20
If YES, which? Please explain.	Notes
Would you like to be contacted to get more information?	
YES	19
NO	1

## 4.1.2 Austria (Fachberufsschule St. Veit / Glan)

### 4.1.2.1 Introduction

In the frame of the project “Analysis of involvement into the mobility projects in organizations size types S1 and S2”, 22 companies size S1 and S2 were interviewed and analysed. The interviews were done by Fachberufsschule St. Veit / Glan with the leaders and managers of different companies in Austria. The objectives of the analysis were to establish cooperation among partner companies from Austria, Italy, Germany, Poland, Sweden and Slovenia in the field of innovative projects, employment, new technologies and professional training. Following, the analysis results are shown. The interviews were done with leaders and managers of different companies in Austria.

### 4.1.2.2 Company type

#### 4.1.2.2.1 Company size

Among 22 companies there were 18 from the group S1 (1-20 employees) and 4 from the group S2 (20-50 employees).

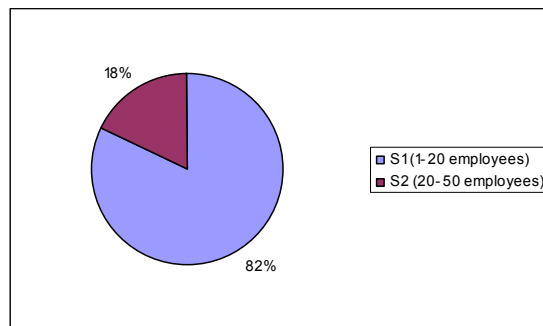


Figure 15: Interviewed company size (P6).

#### 4.1.2.2.2 Main activities of the company (economic sector)

- C – Manufacturing: 7
- D – Electricity, gas, steam and air conditioning supply: 1
- F – Construction: 3
- G – Wholesale and retail trade; repair of motor vehicles and motorcycles: 3
- I – Accommodation and food service and activities: 3
- L – Real estate activities: 1
- M – Professional, scientific and technical activities: 1
- N – Administrative and support service activities: 3

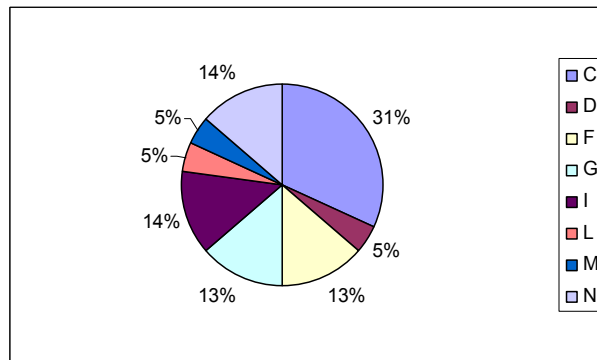


Figure 16: The structure of involved companies in interview according to the main activity (P6).

#### 4.1.2.2.3 Amount of employees of foreign nationality

More than half of the companies do not employ foreign workers.

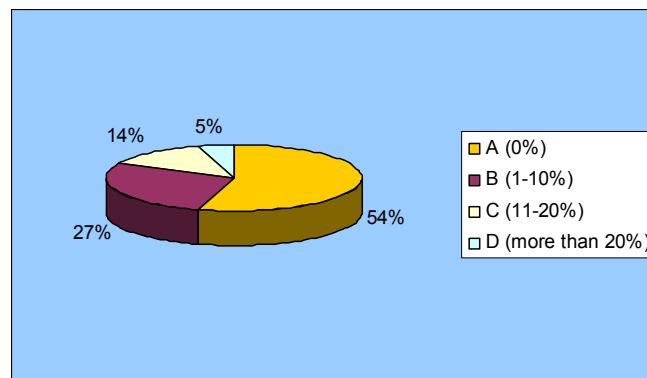


Figure 17: Amount of employees of foreign nationality (P6).

### 4.1.2.3 Employer

#### 4.1.2.3.1 Age

The age of interviewed employers was:

- 25-35 years old: 8
- 36-50 years old: 10
- more than 50 years: 4

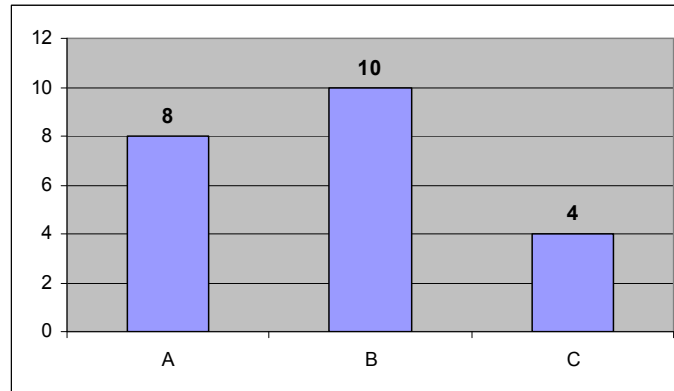


Figure 18: The age of interviewed employers in the companies (P6).

#### 4.1.2.3.2 Have you ever worked abroad?

Only one third of interviewed employers had ever worked abroad.

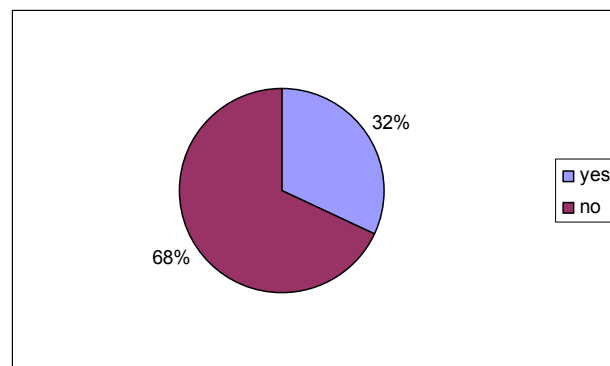


Figure 19: The percentage of employers, who have worked abroad (P6).

#### 4.1.2.3.3 Do you speak any foreign languages?

14 persons answered with YES and 8 with NO.

#### 4.1.2.3.4 Level of education

- D – Vocational secondary education 4
- E – Master craftsman certificate 9
- F – Higher secondary school 3
- G – Tertiary education 4
- H – Other education 2

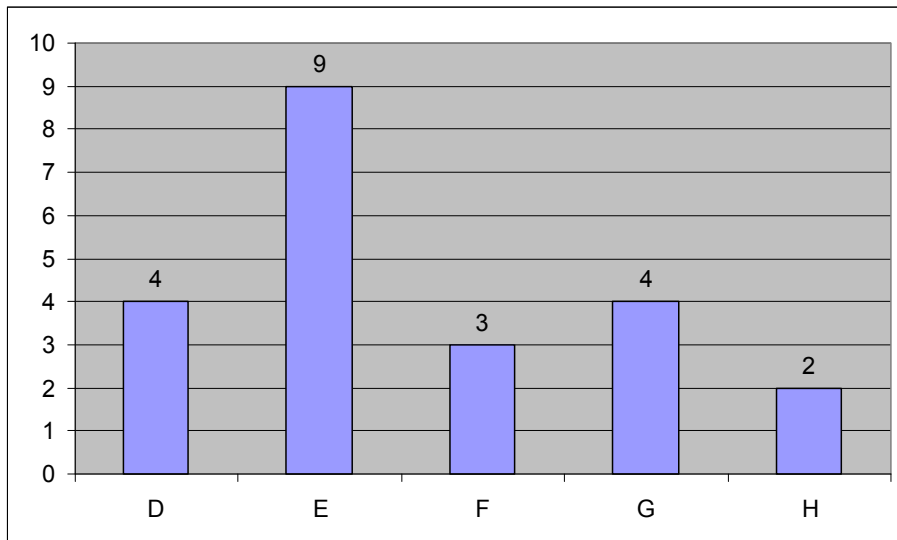


Figure 20: Level of education of interviewed employers (P6).

## 4.1.2.4 Projects

### 4.1.2.4.1 Do you know any European Funds?

15 answered with YES and 7 with NO.

Interviewees, who answered with YES, know following European Funds:

- A – Cohesion Fund: 2
- B – European Social Fund: 8
- C – European Regional Development Fund: 9
- D – European Agricultural Fund for Rural Development 10
- E – European Fisheries Fund: 1

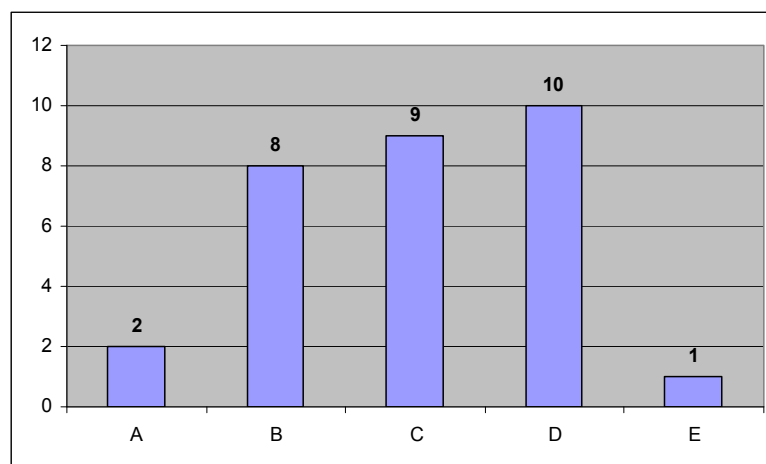


Figure 21: Knowing European Funds (P6).

### 4.1.2.4.2 Have you ever received money from European Funds?

8 companies had already received money from European Funds and 14 companies had not yet received money.

Companies received money from the following funds:

- A – European Social Fund: 1
- B – European Regional Development Fund : 7

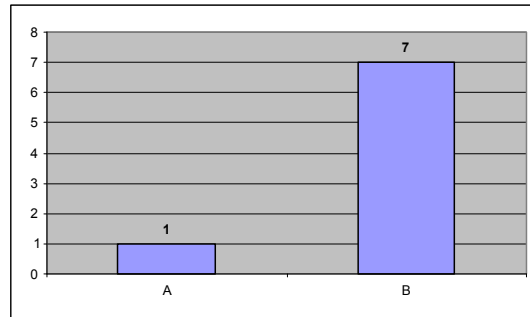


Figure 22: Percentage of the companies involved in the European Funds so far (P6).

#### 4.1.2.4.3 Do you know Lifelong Learning Programmes (LLP)?

17 companies do not know the programmes; only 5 of them are familiar with LLP.

For instance they know the Socrates/Erasmus programme (3 people) and the Leonardo da Vinci programme (2 people).

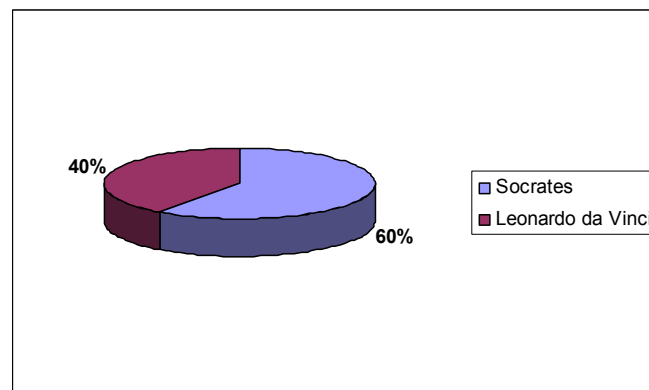


Figure 23: Familiar Lifelong Learning Programmes (P6).

#### 4.1.2.4.4 Where did you get the information about the LLP?

The employees got the information from the internet (3 employees) and from other sources (2 employees).

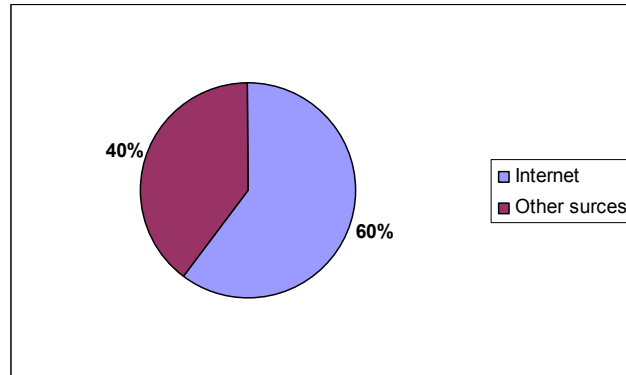


Figure 24: The source of information about the LLP (P6).

#### 4.1.2.4.5 Have you ever taken part in any kind of European mobility project?

Only 2 companies had already been involved into European mobility projects:

- Socrates 1
- Leonardo da Vinci 1

#### 4.1.2.4.6 Do you have any experience of hosting foreign mobility employee?

13 companies acted as an employer for the foreign mobility employees at the time of interviewing and 9 had had no previous experience.

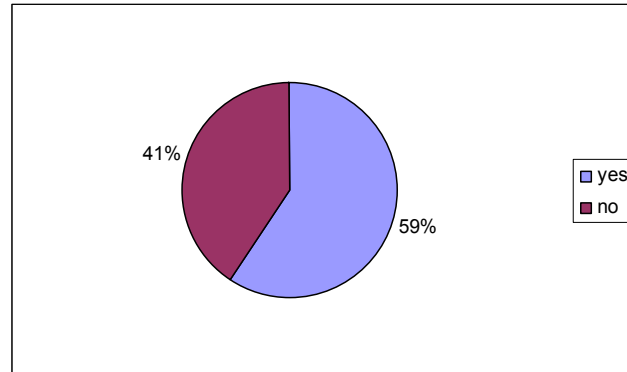


Figure 25: Experiences with foreign mobility employee (P6).

#### 4.1.2.4.7 To what extent are you interested in sending employees to companies in other European member states if the stay is paid?

- 1 low interest 4
- 5 medium interest 13
- 10 high interest 5

Among the answers from 1 to 5 the reasons were:

- Because there is no interest.
- The company is too small.
- Because they cannot send anybody.
- No benefits are expected.
- Because they need an alternative.
- They have too much work.
- Further education, experience, new customers are expected.
- To improve the knowledge.
- Languages, professional knowledge.
- New market, networks.

#### 4.1.2.4.8 To what extent are you interested in receiving trainees or experts from other European member states if you do not have any costs?

- 1 low interest: 3
- 5 medium interest: 9
- 10 high interest: 10

#### 4.1.2.4.9 What would be the most appropriate duration for the training of foreign workers (incoming)?

- A – less than 1 week: 1
- B – 1 week to 1 month: 4
- C – 1 month to 3 months: 12
- D – more: 5

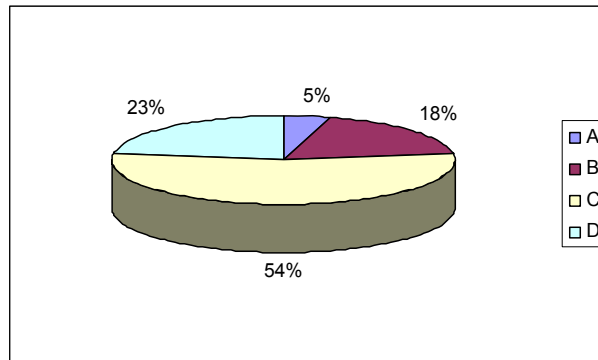


Figure 26: Duration of training - incoming (P6).

#### 4.1.2.4.10 What would be the most appropriate duration for the training of your employees (outgoing)?

- A – less than 1 week: 1
- B – 1 week to 1 month: 3
- C – 1 month to 3 month: 13
- D – more: 5

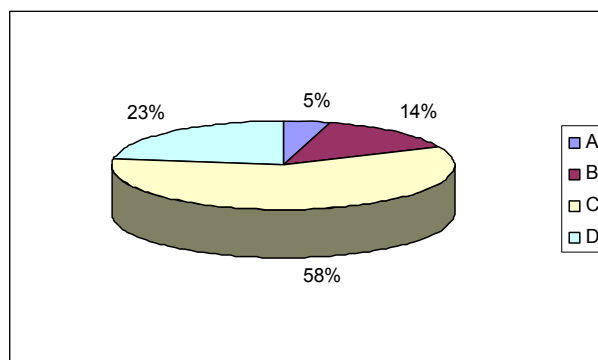


Figure 27: Duration of the training – outgoing (P6).

#### 4.1.2.4.11 Which European countries are the most interesting for mobility for you?

The countries below have been chosen as the most appropriate and wanted for mobility training:

Country	Number of the answers
Germany:	12
Italy:	12
Slovenia:	10
England:	5
France:	4
Spain:	3
Hungary:	2
Switzerland:	2
Poland:	1
Belgium:	1
Sweden:	1
Croatia:	1
Portugal:	1
Bulgaria:	1

#### 4.1.2.4.12 How does the company and individual benefit by involving into the European mobility projects?

- A – Improvement of language skills: 17
- B – Improvement of professional skills: 8
- C – Motivation of employees: 5
- D – Exchanging of knowledge and technology: 17
- E – Self confidence of employee: 4
- F – Improvement of intercultural skills: 2
- G – Networking: 7
- H – Benchmarking with exchange of knowledge: 5
- I – Others: 1

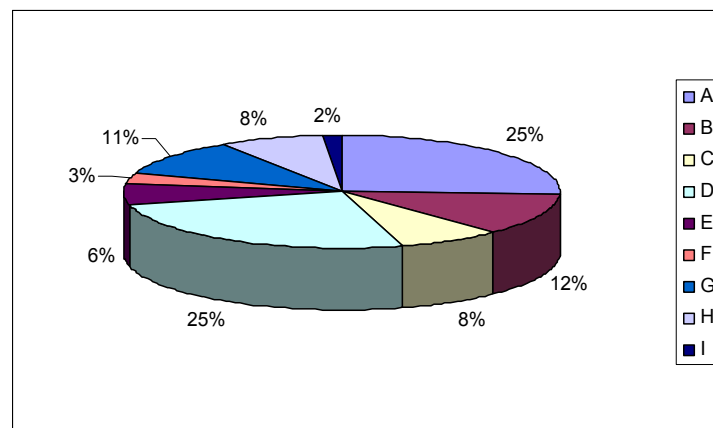


Figure 28: Benefit by involving into European mobility projects (P6).

## 4.1.2.5 Future and projects

### 4.1.2.5.1 What kind of support does your company need to carry out the European mobility project?

- A – Language Support: 15
- B – Administration support (application, reporting financing etc...): 18
- C – Replacement for the time of mobility: 14
- D – Information support: 4
- E – Higher level of financial support: 10
- F – Logistical support: 4

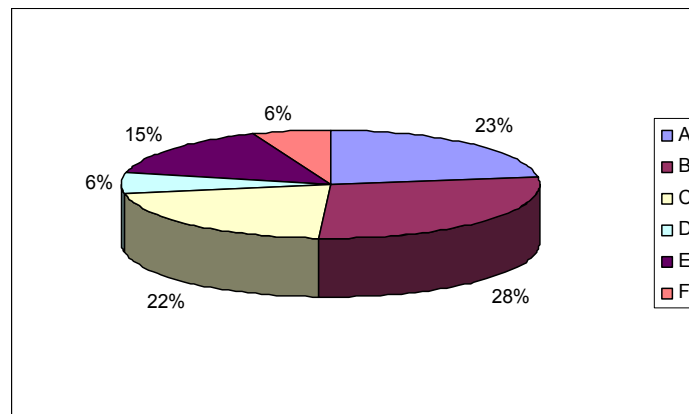


Figure 29: Support needed (P6).

### 4.1.2.5.2 Do you have any project ideas to improve the European mobility of knowledge?

They have no ideas.

### 4.1.2.5.3 Would you like to be contacted to get more information

Answers:

- YES: 14
- NO: 8

#### **4.1.2.6 Conclusion from Fachberufsschule St. Veit / Glan**

The analysis of the questionnaires in the companies size S1 and S2 in Austria shows, that most of them are interested in taking part in mobility but they are not well informed, there is a lack of knowledge and experience.

Only a third of the interviewed persons have ever worked abroad and only a fifth has a tertiary education.

Most of them are highly interested if they do not have any costs. The majority of the companies consider the most appropriate duration of the mobility between one and three months both for incoming and for outgoing workers. This is longer than expected and could be in context with the question before (see 4.1.2.4.8), which concerns the costs.

The most interesting EU countries for mobility of Austrian workers are Germany and Italy – with these countries there are also the most intensive commercial relations.

The main expected benefits are improvement of language skills and exchange of knowledge and technology. Two thirds of interviewed persons want to be contacted for more information.

## Enclosure: Table of questionnaire answers

Questionnaire number	
<b>1.COMPANY TYPE</b>	<b>Option</b>
Company size:	S1 / S2
S1 (1-20 employees)	18
S2 (20-50 employees)	4
Main activities of the company (economic sector):	A...P
A- AGRICULTURE, FORESTRY AND FISHING	0
B- MINING AND QUARRYING	0
C- MANUFACTURING	7
D- ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	1
E- WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	0
F- CONSTRUCTION	3
G- WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	3
H- TRANSPORTATION AND STORAGE	0
I- ACCOMMODATION AND FOOD SERVICE ACTIVITIES	3
J- INFORMATION AND COMMUNICATION	0
K- FINANCIAL AND INSURANCE ACTIVITIES	0
L- REAL ESTATE ACTIVITIES	1
M- PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	1
N- ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	3
O- PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	0
P- OTHER	0
Amount of employees of foreign nationality:	A...D
A. 0%	12
B. 1-10%	6
C. 11-20%	3
D. more than 20%	1
<b>2.EMPLOYER</b>	
Age:	A...C

A. 25-35	8
B. 36-50	10
C. more than 50	4
Have you ever worked abroad?	
YES	7
NO	15
Do you speak any foreign languages?	
YES	14
NO	8
Level of education:	A...I
D. Vocational secondary education	4
E. Master craftsman's certificate	9
F. Higher secondary school	3
G. Tertiary education	4
H. Other education	2
<b>3.PROJECTS</b>	
Do you know any European Funds?	
YES	15
NO	7
If YES, which one/ones:	A...G
A. Cohesion Fund (CF)	2
B. European Social Fund (ESF)	8
C. European Regional Development Fund (ERDF)	9
D. European Agricultural Fund for Rural Development (EAFRD)	10
E. European Fisheries Fund (EFF)	1
Have you ever received money from European Funds?	
YES	8
NO	14
If YES, from which one/ones?	A...E
A. European Social Fund (ESF)	1
B. European Regional Development Fund (ERDF)	7

C. European Agricultural Fund for Rural Development (EAFRD)	0
D. European Fisheries Fund (EFF)	0
E. Other	0
Do you know Lifelong learning programmes (LLP)?	
YES	5
NO	17
If YES, which one/ones?	A...E
A. Socrates / Erasmus programme	3
B. Leonardo da Vinci programme	2
C. Grundtvig	0
D. Comenius	0
E. Other	0
Where did you get information about the LLP?	A...G
A. Newspapers	0
B. Chamber of commerce	0
C. Internet	3
D. Colleagues	0
E. Good practice	0
F. National Agency seminar	0
G. Other source	2
Have you ever taken a part in any kind of European mobility project?	
YES	2
NO	20
If YES, in which? Explain the role you have taken in the project.	Notes
Socrates	1
Leonardo da Vinci	1
Do you have any experience of hosting foreign mobility employee?	
YES	13
NO	9

To what extent are you interested in sending employees to companies in other European member states if it is paid?	1...10
1... low interest	4
5... medium interest	13
10... high interest	5
If 1 to 5 please explain why.	Notes
· Because there is no interest	
· The company is too small	
· Because they can't send anybody	
· No benefits are expected	
· Because they need an alternative	
· They have too much work	
· Further education, experience, new customers are expected	
· To improve the knowledge	
· Languages, professional knowledge	
· New market, networks	
To what extent are you interested in receiving trainees or experts from other European member states if you do not have any costs?	1...10
1... low interest	3
5... medium interest	9
10... high interest	10
What would be the most appropriate duration for the training (incoming)?	A...D
A. less than 1 week	1
B. 1 week to 1 month	4
C. 1 month to 3 months	12
D. more	5
What would be the most appropriate duration for the training (outgoing)?	A...D
A. less than 1 week	1
B. 1 week to 1 month	3
C. 1 month to 3 months	13

D. more	5
Which European countries are the most interesting for mobility for you? (write not more than 3 answers)	Note
Germany	12
Italy	12
Slovenia	10
England	5
France	4
Spain	3
Hungary	2
Switzerland	2
Poland	1
Belgium	1
Sweden	1
Croatia	1
Portugal	1
Bulgaria	1
How does the company and individual benefit by involving into the European mobility projects? (choose 3 answers)	A...I
A. Improvement of language skills.	17
B. Improvement of professional skills.	8
C. Motivation of employees.	5
D. Exchanging of knowledge and technology.	17
E. Self confidence of employee.	4
F. Improvement of intercultural skills.	2
G. Networking.	7
H. Benchmarking with exchange of knowledge.	5
I. Others.	1
<b>4.FUTURE and PROJECTS</b>	
What kind of support does your company need to carry out the European mobility project? (choose 3 answers)	A...H
A. Language support	15

B. Administration support (application, reporting, financing etc...)	18
C. Replacement for the time of mobility	14
D. Information support	4
E. Higher level of financial support	10
F. Logistical support	4
G. No support necessary	0
H. Other. Please explain:	0
Do you have any project ideas to improve the European mobility of knowledge?	
YES	0
NO	22
If YES, which? Please explain.	Notes
Would you like to be contacted to get more information?	
YES	14
NO	8

## 4.1.3 Poland

### 4.1.3.1 Introduction

In the frame of the project »Analysis of involvement into the mobility projects in organizations size types S1 and S2« 20 companies types S1 and S2 were interviewed and analysed. The objectives of the analysis were to establish cooperation among partner companies from Austria, Italy, Germany, Poland, Sweden and Slovenia in the field of innovative projects, employment, new technologies and professional training.

Following, the analysis results are shown. They are based on the interviews with leaders, managers and owners of different companies in Poland.

### 4.1.3.2 Company type

#### 4.1.3.2.1 Company size

Among 20 companies, there were 11 from the group S1 (1-20 employees) and 9 from the group S2 (20-50 employees).

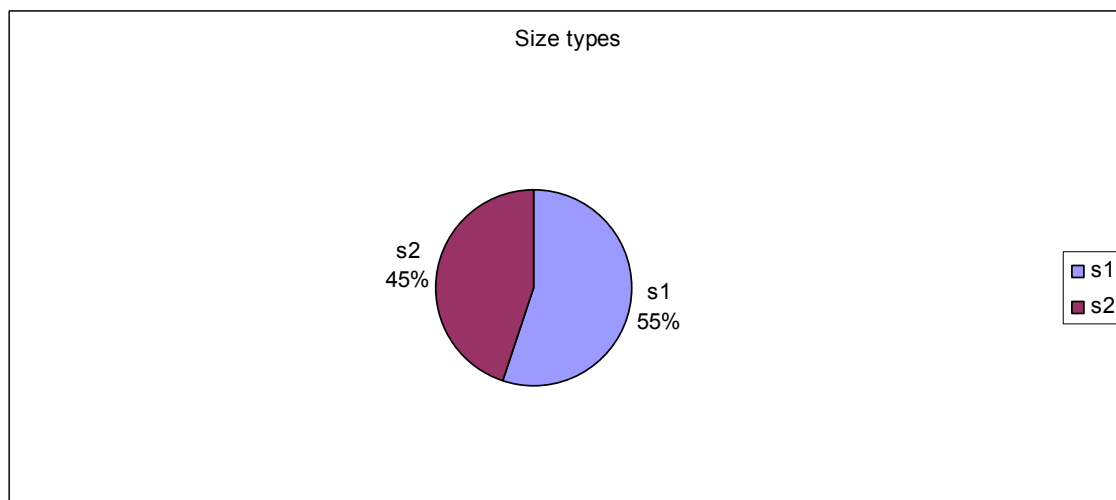


Figure 30: Interviewed company size (P3).

#### 4.1.3.2.2 Main activities of the company (economic sector)

The structure of involved companies in interview is the following:

Main activity of the company	Number of companies
C – Manufacturing:	1
D – Electricity:	1
F – Construction	3
G – Wholesale and retail trade; repair of motor vehicles and motorcycles:	2
H – Transportation and storage:	2
I – Accommodation and food service activities:	1
K – Financial and insurance activities:	1
M – Professional, scientific and technical activities:	4
N – Administrative and support service activities:	2
P – Other:	3

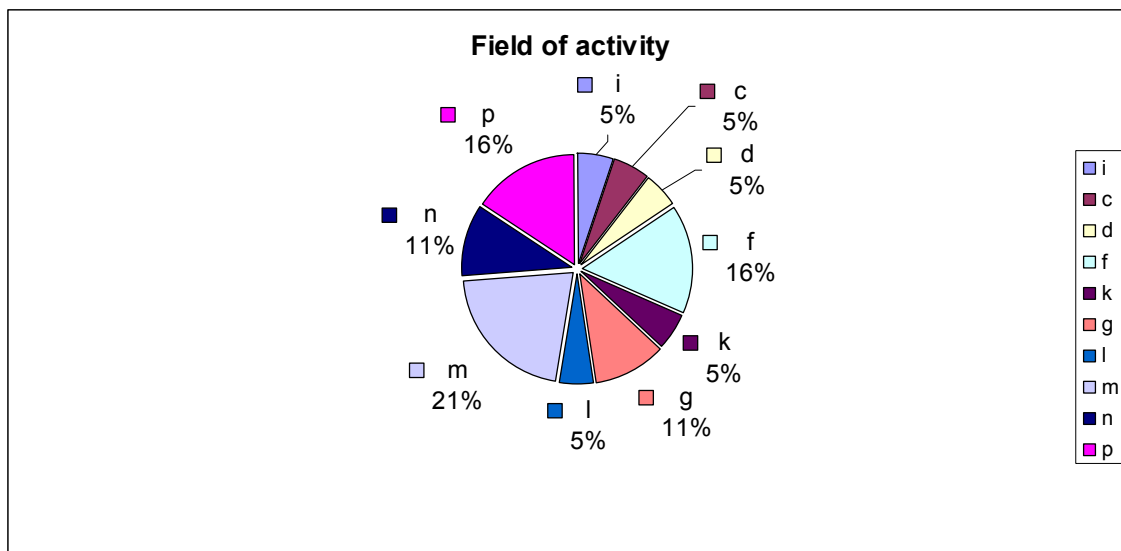


Figure 31: The structure of involved companies in interview according to the main activity (P3).

#### 4.1.3.2.3 Amount of employees of foreign nationality

Companies involved in interview almost do not employ any foreign workers. Only 6 interviewed companies have 1-10% of workers of foreign nationality.

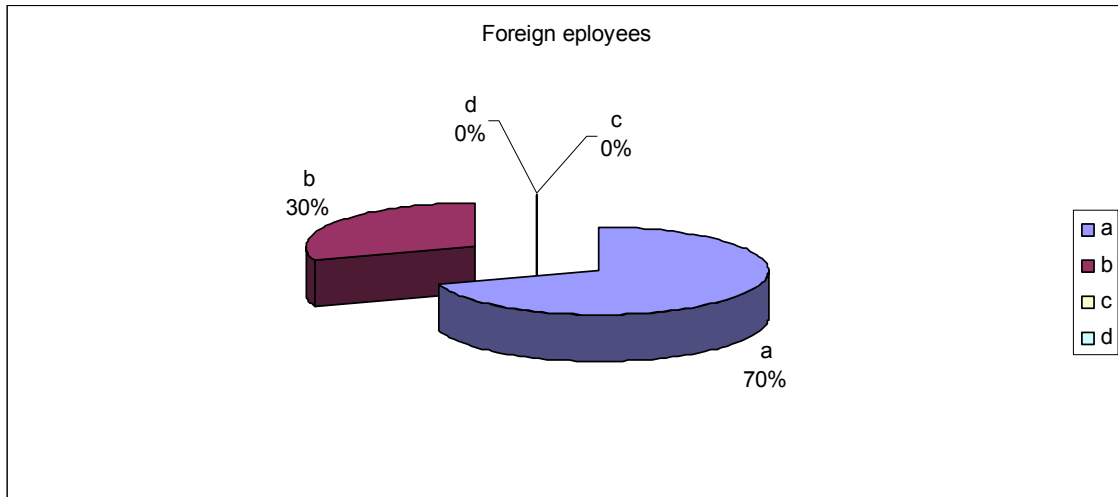


Figure 32: Amount of employees of foreign nationality (P3).

### 4.1.3.3 Employer

#### 4.1.3.3.1 Age

The age of interviewed employers was:

- A – 25-35 years old: 2
- B – 36-50 years old: 12
- C – 50 years old and more: 6

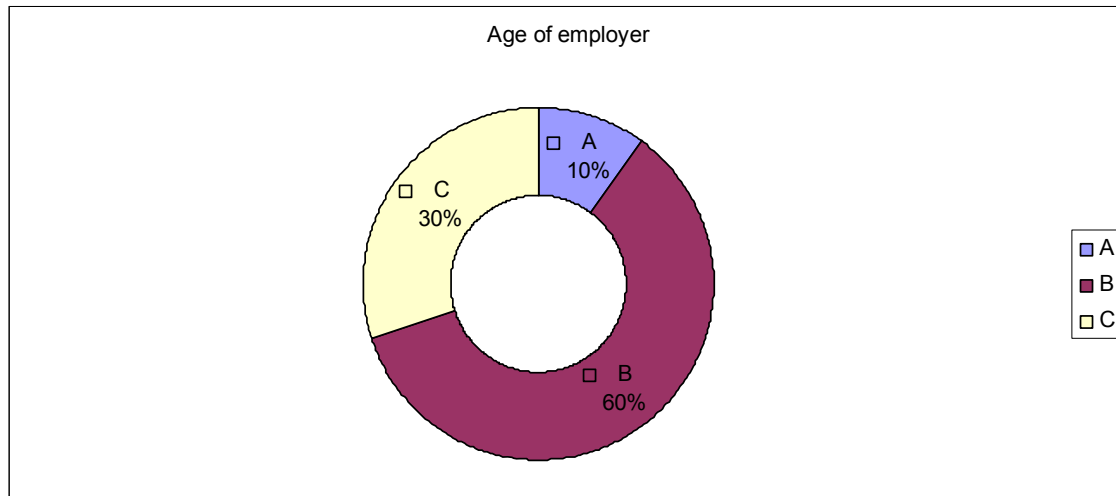


Figure 33: The age of interviewed employers in the companies (P3).

#### 4.1.3.3.2 Have you ever worked abroad?

To the question about working abroad, 12 answered with YES and 8 of them with NO.

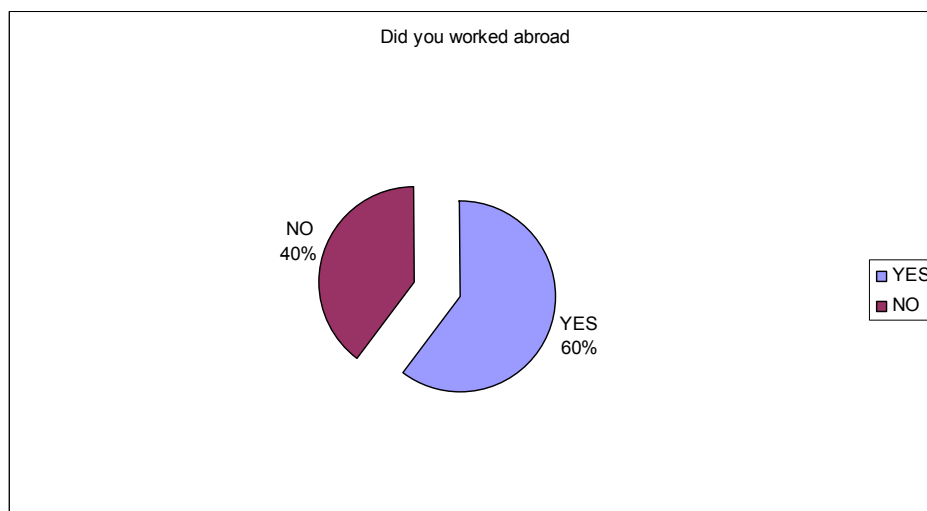


Figure 34: The percentage of employers, who have worked abroad (P3).

#### 4.1.3.3.3 Do you speak any foreign languages?

From 20 interviewed employers, 13 of them spoke foreign language(s).

#### 4.1.3.3.4 Level of education

Among interviewed employers 14 of them completed their education at technical and vocational secondary educational level and 6 of them at higher educational level.

Level of education	Number of interviews
B – General secondary education:	3
C – Technical and vocational secondary education:	3
D – Higher education:	14

#### 4.1.3.4 Projects

##### 4.1.3.4.1 Do you know any European Funds?

There were 9 answers with NO and 11 answers with YES.

Interviewees, who answered with YES, know following European Funds:

- A – Cohesion Funds: 7
- B – European Social Fund: 2
- C – European Regional Development Fund: 7

##### 4.1.3.4.2 Have you ever received money from European Funds?

Three companies had already received money from the European funds, 17 companies had not been involved in such projects up to the time of the interview.

Companies received money from following funds:

Fund	Number of the receivers
European Social Fund:	0
European Regional Development Fund:	3
Other:	0

#### 4.1.3.4.3 Do you know Lifelong Learning Programmes (LLP)?

6 participating employers were familiar with the Lifelong Learning Programmes and 14 had no previous knowledge of the programmes.

The following Lifelong Learning Programmes are known:

- A – Socrates/Erasmus programme: 5
- B – Leonardo da Vinci programme: 4
- C – Grundtvig: 1

#### 4.1.3.4.4 Where did you get the information about the LLP?

Information about programmes came from the sources below:

Source	Number
A – Newspaper:	1
B – Chamber of Commerce:	0
C – Internet:	2
D – Colleagues:	1
E – Good practice:	0
G – Other source:	5

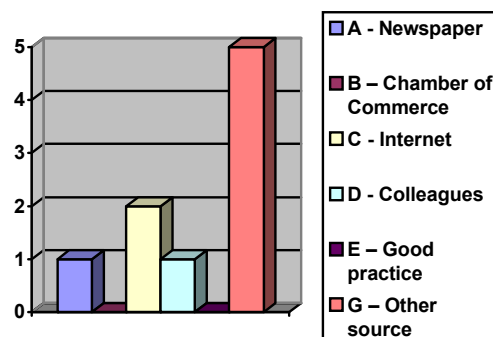


Figure 35: The source of information about the LLP (P3).

#### 4.1.3.4.5 Have you ever taken a part in any kind of European mobility project?

3 companies had already been involved in the European mobility projects, 17 had had no experience up to that point.

The roles taken in the projects among the involved companies were:

- As an employer: 2
- Mobility: 1

#### 4.1.3.4.6 Do you have any experience of hosting foreign employee?

There were 11 companies that said YES and 9 that stated NO.

**4.1.3.4.7 To what extent are you interested in sending employees to companies in other European member states if the stay is paid<sup>2</sup>?**

Following answers were stated:

Number of the companies	Grade of the interest
7	1
2	2
3	3
2	4
2	5
3	6
1	10

Among the answers from 1 to 5 the reasons were:

- "Because I need the worker" - number of the answers: 2
- "I don't see the point" - number of the answers: 4
- "Costs" - number of the answers: 1

**4.1.3.4.8 To what extent are you interested in receiving trainees or experts from other European member states if you do not have any costs?**

The structure of the answers was:

Number of the companies	Grade of the interest
4	1
2	2
3	6
3	7
4	8
1	9
3	10

**4.1.3.4.9 What would be the most appropriate duration for the training of foreign workers (incoming)?**

According to the opinion of interviewees, the duration would last:

- less than 1 week: 10
- from 1 week to 1 month: 7
- from 1 month to 3 months: 2

<sup>2</sup> Costs: travelling, insurance, accomodation, food.

#### 4.1.3.4.10 What would be the most appropriate duration for the training of your employees (outgoing)?

The duration would last:

- less than 1 week: 11
- from 1 week to 1 month: 7
- from 1 month to 3 months: 2

#### 4.1.3.4.11 Which European countries are the most interesting for mobility for you?

The countries below have been chosen as the most appropriate and wanted for mobility training:

Country	Number of the answers
Austria:	2
Germany:	7
United Kingdom:	5
Sweden:	1
France:	1
Spain:	4
Denmark:	1
Portugal:	2
Czech Republik:	2

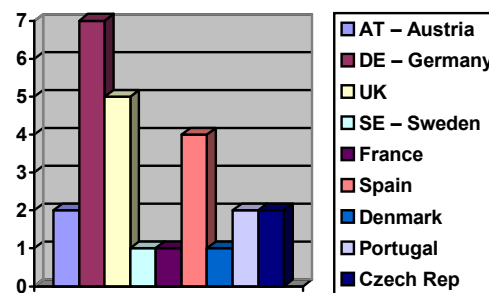


Figure 36: Most interesting countries (P3).

#### 4.1.3.4.12 How does the company and individual benefit by involving into the European mobility projects?

Following answers were chosen:

- Improvement of language skills: 10
- Improvement of professional skills: 11
- Motivation of employees: 3
- Exchanging of knowledge and technology: 15
- Self confidence of employee: 0
- Improvement of intercultural skills: 5
- Networking: 3
- Benchmarking with exchange of knowledge: 2
- Others: 0

#### 4.1.3.5 Future and projects

##### 4.1.3.5.1 What kind of support does your company need to carry out the European mobility project?

The support for the process of the European mobility project would be needed in:

- Language support: 7
- Administration support (application, reporting, financing etc...): 9
- Replacement for the time of mobility: 8
- Information support: 3
- Higher level of financial support: 7
- Logistical support: 8
- No support necessary: 4
- Other: 0

##### 4.1.3.5.2 Do you have any project ideas to improve the European mobility of knowledge?

All participants except one answered with NO.

##### 4.1.3.5.3 Would you like to be contacted to get more information?

Answers:

- YES: 5
- NO: 15

#### **4.1.3.6 Conclusion**

The analysis of the questionnaires in the companies of size S1 and S2 in Poland shows that companies and their managers, owners or leaders are interested in the mobility projects to some extent, but apart from having little knowledge about this topic, they seem to require a great deal of various support to start taking chances that EU projects can offer.

## Enclosure: Table of questionnaire answers

Questionnaire number	
<b>1.COMPANY TYPE</b>	<b>Option</b>
Company size:	S1 / S2
S1 (1-20 employees)	11
S2 (20-50 employees)	9
Main activities of the company (economic sector):	A...P
A- AGRICULTURE, FORESTRY AND FISHING	0
B- MINING AND QUARRYING	0
C- MANUFACTURING	1
D- ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	1
E- WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	0
F- CONSTRUCTION	3
G- WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	2
H- TRANSPORTATION AND STORAGE	2
I- ACCOMMODATION AND FOOD SERVICE ACTIVITIES	1
J- INFORMATION AND COMMUNICATION	0
K- FINANCIAL AND INSURANCE ACTIVITIES	1
L- REAL ESTATE ACTIVITIES	0
M- PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	4
N- ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	2
O- PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	0
P- OTHER	3
Amount of employees of foreign nationality:	A...D
A. 0%	14
B. 1-10%	6
C. 11-20%	0
D. more than 20%	0
<b>2.EMPLOYER</b>	
Age:	A...C

A. 25-35	2
B. 36-50	12
C. more than 50	6
Have you ever worked abroad?	
YES	12
NO	8
Do you speak any foreign languages?	
YES	13
NO	7
Level of education:	A...G
B. General secondary education	3
C. Technical and vocational secondary education	3
D. Higher education	14
<b>3.PROJECTS</b>	
Do you know any European Funds?	
YES	11
NO	9
If YES, which one/ones:	A...E
A. Cohesion Funds	7
B. European Social Fund	2
C. European Regional Development Fund	7
Have you ever received money from European Funds?	
YES	3
NO	17
If YES, from which one/ones?	A...E
A. European Social Fund (ESF)	0
B. European Regional Development Fund (ERDF)	3
E. Other	0
Do you know Lifelong learning programmes (LLP)?	
YES	6

NO	14
If YES, which one/ones?	A...D
A. Socrates / Erasmus programme	5
B. Leonardo da Vinci programme	4
C. Grundtvig	1
Where did you get information about the LLP?	A...G
A. Newspapers	1
B. Chamber of commerce	0
C. Internet	2
D. Colleagues	1
E. Good practice	0
G. Other source	5
Have you ever taken a part in any kind of European mobility project?	
YES	3
NO	17
If YES, in which? Explain the role you have taken in the project.	Notes
As an employer	2
Mobility	1
Do you have any experience of hosting foreign mobility employee?	
YES	11
NO	9
To what extent are you interested in sending employees to companies in other European member states if it is paid?	1...10
1... low interest	14
5... medium interest	5
10... high interest	1
If 1 to 5 please explain why.	Notes
· <b>Because I need the worker</b>	2
· I don't see the point	4

· Costs	1
To what extent are you interested in receiving trainees or experts from other European member states if you do not have any costs?	1...10
1... low interest	6
5... medium interest	11
10... high interest	3
What would be the most appropriate duration for the training (incoming)?	A...D
A. less than 1 week	10
B. 1 week to 1 month	7
C. 1 month to 3 months	2
What would be the most appropriate duration for the training (outgoing)?	A...D
A. less than 1 week	11
B. 1 week to 1 month	7
C. 1 month to 3 months	2
Which European countries are the most interesting for mobility for you? (write not more than 3 answers)	Note
Austria	2
Germany	7
UK	5
Sweden	1
France	1
Spain	4
Denmark	1
Portugal	2
Czech Rep	2
How does the company and individual benefit by involving into the European mobility projects? (choose 3 answers)	A...I
A. Improvement of language skills.	10
B. Improvement of professional skills.	11
C. Motivation of employees.	3
D. Exchanging of knowledge and technology.	15

E. Self confidence of employee.	0
F. Improvement of intercultural skills.	5
G. Networking.	3
H. Benchmarking with exchange of knowledge.	2
I. Others.	0
<b>4.FUTURE and PROJECTS</b>	
What kind of support does your company need to carry out the European mobility project? (choose 3 answers)	A...H
A. Language support	7
B. Administration support (application, reporting, financing etc...)	9
C. Replacement for the time of mobility	8
D. Information support	3
E. Higher level of financial support	7
F. Logistical support	8
G. No support necessary	4
H. Other.	0
Do you have any project ideas to improve the European mobility of knowledge?	
YES	1
NO	19
If YES, which? Please explain.	Notes
Would you like to be contacted to get more information?	
YES	5
NO	15

## 4.1.4 Germany

### 4.1.4.1 Introduction

In the frame of the project »Analysis of involvement into the mobility projects in organizations size types S1 and S2« 20 companies types S1 and S2 had been interviewed and the results analysed. Objectives of the analysis were establishing cooperation among partner companies from Austria, Italy, Germany, Poland, Sweden and Slovenia in the field of innovative projects, employment, new technologies and professional training, to find out in how far the interviewed companies are involved in mobility projects.

Following, the analysis results are shown. They base on the interviews carried out with leaders, managers of different companies in Berlin/Germany.

### 4.1.4.2 Company type

#### 4.1.4.2.1 Company size

Among 20 contacted and interviewed companies, there were 18 from the group S1 (1-20 employees) and 2 from the group S2 (20-50 employees).

#### 4.1.4.2.2 Main activities of the company (economic sector)

The main fields of activities of the interviewed companies are the following:

Main activity of the company	Number of companies
G – Wholesale and retail trade; repair of motor vehicles and motorcycles:	1
I – Accommodation and food service activities:	3
J – Information and communication:	4
K – Financial and insurance activities:	1
M – Professional, scientific and technical activities:	2
N – Administrative and support service activities:	4
P – Other:	6

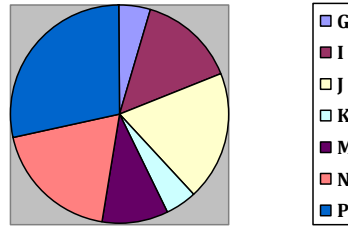


Figure 37: The structure of involved companies in interview according to the main activity (P4).

#### 4.1.4.2.3 Amount of employees of foreign nationality

A little more than 50% or 11 companies involved in interview do not employ foreign workers. 2 interviewed companies have 1-10% of workers of foreign nationality, 2 companies up to 20% and 4 even more. One company did not answer the question.

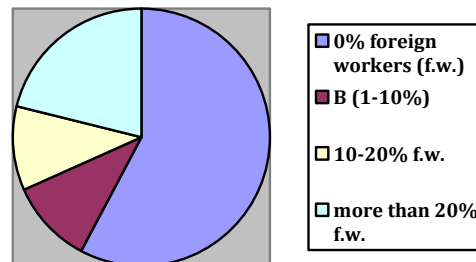


Figure 38: Amount of employees of foreign nationality (P4).

#### 4.1.4.3 Employers

##### 4.1.4.3.1 Age

The average age of interviewed employers in the company:

- 25-35 years old: 5
- 36-50 years old: 15
- 50 years old and more: 0

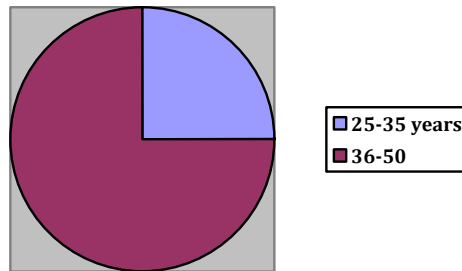


Figure 39: The age of interviewed employers in the companies (P4).

#### 4.1.4.3.2 Have you ever worked abroad?

To the question about working abroad, 11 of the interviewed persons answered with YES and 9 had never been working abroad.

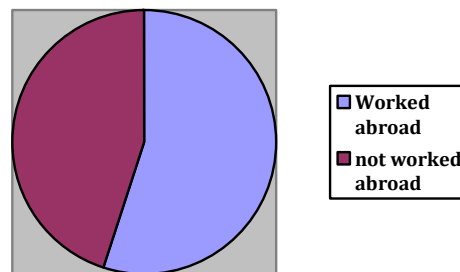


Figure 40: Percentage of employers, who had (not) worked abroad (P4).

#### 4.1.4.3.3 Do you speak any foreign languages?

17 interviewed parties answered with YES and 3 with NO.

#### 4.1.4.3.4 Level of education

Among the interviewed employers two had a degree from a secondary school, 3 with a high school degree, 10 of them with a university degree, 2 obtained a degree from a vocational school, and 3 of them had another education.

Level of education	Number of interviewees
B – Secondary school degree (Hauptschule, Volksschule):	2
C – High school degree (Gymnasium):	3
D – Vocational school degree (Berufsschule):	2
G – University degree:	10
H – Other education:	3

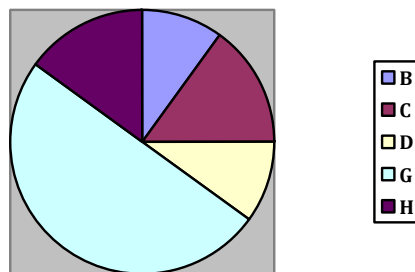


Figure 41: Level of education of interviewed employers (P4).

#### 4.1.4.4 Projects

##### 4.1.4.4.1 Do you know any European Funds?

There were 10 answers with YES and 10 answers with I DO NOT KNOW ANY EUROPEAN FUNDS.

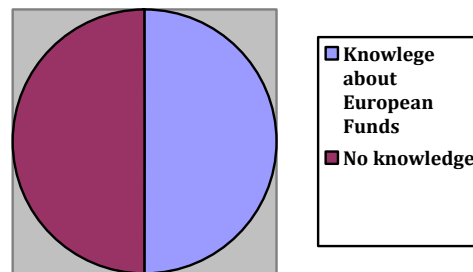


Figure 42: Knowledge about European Funds (P4).

Interviewees, who answered with YES, knew the following European Funds:

- European Social Fund: 5
- European Fisheries Fund: 1
- All funds mentioned in the questionnaire: 1
- No reply: 3

##### 4.1.4.4.2

##### 4.1.4.4.3 Have you ever received money from European Funds?

Six companies had already received funding from the European Funds, 14 companies had not been involved in such projects up to that point.

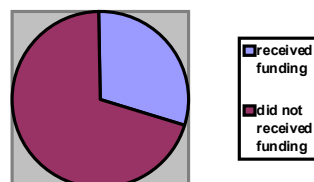


Figure 43: Percentage of the companies involved in the European Funds so far (P4).

Companies received money from the following funds:

Fund	Number of the receivers
European Social Fund:	2
European Regional Development Fund:	3
Other:	2

#### 4.1.4.4.4

#### 4.1.4.4.5 Do you know the Lifelong Learning Programme (LLP)?

There were 6 interviewed employers, who knew the Lifelong Learning Programme, and 13, who did not know the programme.

The following sub programmes are known:

- A – Socrates/Erasmus programme: 2
- B – Leonardo da Vinci programme: 5
- C – Grundtvig: 2
- D – Other: 2

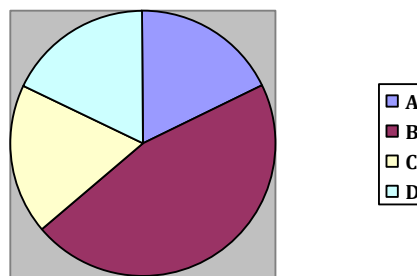


Figure 44: Familiar Lifelong Learning Programmes (P4).

#### 4.1.4.4.6 Where did you get the information of the LLP?

Information about programmes came from the sources below:

Source	Number
A – Newspaper:	1
C – Internet:	2
D – Colleagues:	2
G – Other source:	6

#### 4.1.4.4.7 Have you ever taken a part in any kind of European mobility project?

8 companies had already been involved into European mobility projects, 12 companies had not.

The roles taken in the projects among the involved companies were:

- As an employer (LdV): 8
- As organising company (Grundtvig): 1
- As organising company (Comenius): 1
- Other: 1

#### 4.1.4.4.8 Do you have any experience of hosting foreign mobility employee?

14 interviewees had been acting as an employer for the foreign mobility employees up to the time of the interview and 6 had had no experience.

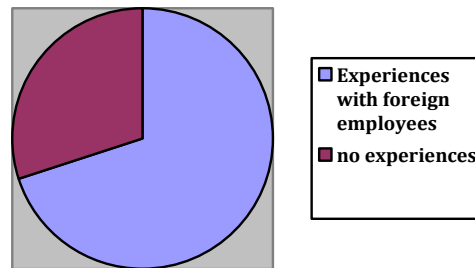


Figure 45: Experiences with foreign mobility employee (P4).

**4.1.4.4.9 To what extent are you interested in sending employees to companies in other European member states if the stay is paid<sup>3</sup>?**

Following answers were stated:

Number of the companies	Grade of the interest
6	1
1	2
2	3
6	5
1	6
4	10

Reasons for not being interested (grade 1-5) in sending employees abroad were:

- "Because I need the worker" - number of answers: 3
- "Difficult to employ another qualified person for the time": 1
- "Company is too small": 4
- "We are a growing company": 1
- "Qualification of our employees is possible also in Germany": 2
- "No interest, too dowdy": 1
- "Only when there is not enough work to do, it might be possible": 2

**4.1.4.4.10 To what extent are you interested in receiving trainees or experts from other European member states if you do not have any costs?**

Answer structure was:

Number of the companies	Grade of the interest
5	1
2	5
1	6
1	7
1	9
9	10

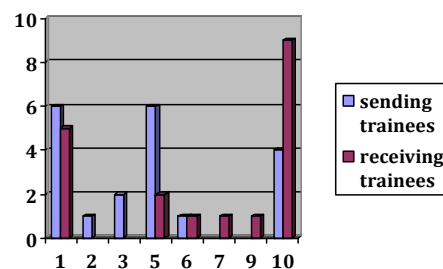


Figure 46: Grade of interest in sending/receiving trainees (P4).

<sup>3</sup> Costs: travelling, insurance, accomodation, food.

#### 4.1.4.4.11 What would be the most appropriate duration for the training of foreign workers (incoming)?

According to the opinion, the duration would last:

- A – less than 1 week: 0
- B – from 1 week to 1 month: 1
- C – from 1 month to 3 months: 6
- D – Longer than 3 months: 10
- E – no reply: 3

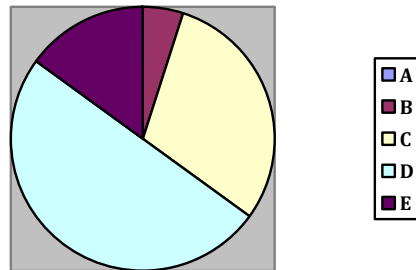


Figure 47: Duration of training (P4).

#### 4.1.4.4.12 What would be the most appropriate duration for the training of your employees (outgoing)?

The duration would last:

- less than 1 week: 0
- from 1 week to 1 month: 3
- 1 month to 3 months: 6
- Longer: 5
- No reply: 6

#### 4.1.4.4.13 Which European countries are the most interesting for mobility for you?

The countries below chosen as the most appropriate and wanted for mobility training were:

<b>Country</b>	<b>Number of the answers</b>
Austria:	1
Switzerland:	2
Greece:	1
Poland:	1
United Kingdom:	6
France:	4
Estonia:	1
Netherlands:	1
Italy:	4
Spain:	4
Slovenia:	1
Czech Republic:	1
Bulgaria:	1
Finland:	1
Country not important:	3

#### 4.1.4.5 Future and projects

##### 4.1.4.5.1 What kind of support does your company need to carry out a European mobility project?

Support is needed in the following fields:

- |   |   |
|---|---|
| • A – Language support  | 5 |
| • B – Administration support (application, reporting, financing etc...) | 5 |
| • C – Replacement for the time of mobility                              | 5 |
| • D – Information support   | 4 |
| • E – Higher level of financial support                                 | 5 |
| • F – Logistical support  | 1 |
| • G – No support necessary  | 2 |
| • H – Other.  | 1 |
| • I – No reply (since mobility projects are not feasible for companies) | 7 |

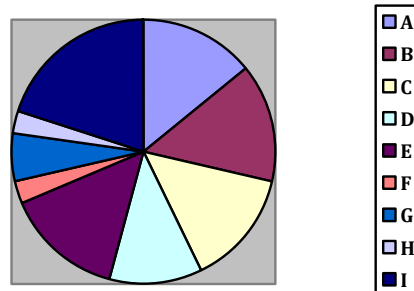


Figure 48: Support needed (P4).

##### 4.1.4.5.2 Do you have any project ideas to improve the European mobility of knowledge?

18 companies answered with NO and 2 of them had a project idea, mainly the information from exchange of experts.

##### 4.1.4.5.3 Would you like to be contacted to get more information?

Answers:

- YES: 15
- NO: 5

#### 4.1.4.6 Conclusion

The analysis of the questionnaires in the companies size S1 and S2 in Germany shows that the majority of companies and their managers, owners or leaders are interested to be involved in mobility projects, but due to their structure and size it is almost impossible for them to act as a sending organization.

The most interesting EU countries for mobility are the United Kingdom and France followed by Spain and Italy.

If a company employs more employees, they seem to be more interested in outgoing mobility projects.

In general, the interviewed companies are more interested in incoming mobility projects than in outgoing ones.

The added value of outgoing mobility projects is not seen in many of the interviewed companies also due to their limited information about related funding opportunities.

Possible factors for a higher interest in mobility projects: geographical scope of the company, branch/economic sector of the company, workload and good information about funding opportunities.

The management of the companies S1 and S2 size types show interest for the help and support in involving in any kind of public funding from the first until the last phase of the project.

## Enclosure: Table of questionnaire answers

Questionnaire number	
<b>1.COMPANY TYPE</b>	<b>Option</b>
Company size:	S1 / S2
S1 (1-20 employees)	18
S2 (20-50 employees)	2
Main activities of the company (economic sector):	A...P
A- AGRICULTURE, FORESTRY AND FISHING	0
B- MINING AND QUARRYING	0
C- MANUFACTURING	0
D- ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	0
E- WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	0
F- CONSTRUCTION	0
G- WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	1
H- TRANSPORTATION AND STORAGE	0
I- ACCOMMODATION AND FOOD SERVICE ACTIVITIES	3
J- INFORMATION AND COMMUNICATION	4
K- FINANCIAL AND INSURANCE ACTIVITIES	1
L- REAL ESTATE ACTIVITIES	0
M- PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	2
N- ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	4
O- PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	0
P- OTHER	6
Amount of employees of foreign nationality:	A...D
A. 0%	11
B. 1-10%	2
C. 11-20%	2
D. more than 20%	4
<b>2.EMPLOYER</b>	
Age:	A...C

A. 25-35	5
B. 36-50	15
C. more than 50	0
Have you ever worked abroad?	
YES	11
NO	9
Do you speak any foreign languages?	
YES	17
NO	3
Level of education:	A...H
B. Secondary school degree (Hauptschule, Volksschule)	2
C. High school degree (Gymnasium)	3
D. Vocational school degree (Berufsschule)	2
G. University degree	10
H. Other education	3
<b>3.PROJECTS</b>	
Do you know any European Funds?	
YES	10
NO	10
If YES, which one/ones:	A...E
B. European Social Fund (ESF)	5
E. European Fisheries Fund (EFF)	1
all funds mentioned in the questionnaire	1
no reply	3
Have you ever received money from European Funds?	
YES	6
NO	14
If YES, from which one/ones?	A...E
A. European Social Fund (ESF)	2
B. European Regional Development Fund (ERDF)	3
E. Other	2

Do you know Lifelong learning programmes (LLP)?	
YES	6
NO	13
If YES, which one/ones?	A...D
A. Socrates / Erasmus programme	2
B. Leonardo da Vinci programme	5
C. Grundtvig	2
D. Other	2
Where did you get information about the LLP?	A...G
A. Newspapers	1
B. Chamber of commerce	0
C. Internet	2
D. Colleagues	2
E. Good practice	0
F. National Agency seminar	0
G. Other source	6
Have you ever taken a part in any kind of European mobility project?	
YES	8
NO	12
If YES, in which? Explain the role you have taken in the project.	Notes
As an employer (LdV)	8
As organising company (Grundtvig)	1
As organising company (Comenius)	1
Other	1
Do you have any experience of hosting foreign mobility employee?	
YES	14
NO	6
To what extent are you interested in sending employees to companies in other European member states if it is paid?	1...10

1... low interest	9
5... medium interest	7
10... high interest	4
If 1 to 5 please explain why.	Notes
· <b>Because I need the worker</b>	3
· Difficult to employ another qualified person for the time	1
· <b>Company is too small</b>	4
· <b>We are a growing company</b>	1
· <b>Qualification of our employees is also in Germany possible</b>	2
· <b>No interest, too dowdy</b>	1
· <b>Only when there is not enough work to do, it might be possible</b>	2
To what extent are you interested in receiving trainees or experts from other European member states if you don't have any costs?	1...10
1... low interest	5
5... medium interest	5
10... high interest	9
What would be the most appropriate duration for the training (incoming)?	A...E
A. less than 1 week	0
B. 1 week to 1 month	1
C. 1 month to 3 months	6
D. Longer than 3 months	10
E. no reply	3
What would be the most appropriate duration for the training (outgoing)?	A...D
A. less than 1 week	0
B. 1 week to 1 month	3
C. 1 month to 3 months	6
D. Longer	5
D. No reply	6
Which European countries are the most interesting for mobility for you? (write not more than 3 answers)	Note

Austria	1
Switzerland	2
Greece	1
Poland	1
United Kingdom	6
France	4
Estonia	1
Netherlands	1
Italy	4
Spain	4
Slovenia	1
Czech Republic	1
Bulgaria	1
Finland	1
Country not important	3
How does the company and individual benefit by involving into the European mobility projects? (choose 3 answers)	A...I
A. Improvement of language skills.	/
B. Improvement of professional skills.	/
C. Motivation of employees.	/
D. Exchanging of knowledge and technology.	/
E. Self confidence of employee.	/
F. Improvement of intercultural skills.	/
G. Networking.	/
H. Benchmarking with exchange of knowledge.	/
I. Others.	/
<b>4.FUTURE and PROJECTS</b>	
What kind of support does your company need to carry out the European mobility project? (choose 3 answers)	A...I
A. Language support	5
B. Administration support (application, reporting, financing etc...)	5
C. Replacement for the time of mobility	5

D. Information support	4
E. Higher level of financial support	5
F. Logistical support	1
G. No support necessary	2
H. Other.	1
I. No reply (since mobility projects are not feasible for companies)	7
Do you have any project ideas to improve the European mobility of knowledge?	
YES	2
NO	18
If YES, which? Please explain.	Notes
Would you like to be contacted to get more information?	
YES	15
NO	5

## 4.1.5 Sweden

### 4.1.5.1 Introduction

In the frame of the project »Analysis of involvement in the mobility projects in organizations size types S1 and S2« 15 companies types S1 and S2 were interviewed and analysed. The objectives of the analysis were to establish cooperation among partner companies from Austria, Italy, Germany, Poland, Sweden and Slovenia in the field of innovative projects, employment, new technologies and professional training.

Following, the analysis results are shown. They base on the interviews carried out with leaders, managers of different companies in Sweden.

### 4.1.5.2 Company type

#### 4.1.5.2.1 Company size

Among 15 companies, there were 15 from the group S1 (1-20 employees) and 0 from the group S2 (20-50 employees).

#### 4.1.5.2.2 Main activities of the company (economic sector)

The structure of involved companies in interview is the following:

Main activity of the company	Number of companies
C – Manufacturing:	1
E – Water supply etc.:	1
F – Construction:	1
G – Wholesale and retail trade; repair of motor vehicles and motorcycles:	1
I – Accommodation and food service activities:	1
J – Information and communication:	6
M – Professional, scientific and technical activities:	1
N – Administrative and support service activities:	2
P – Other:	1

#### 4.1.5.2.3 Amount of employees of foreign nationality

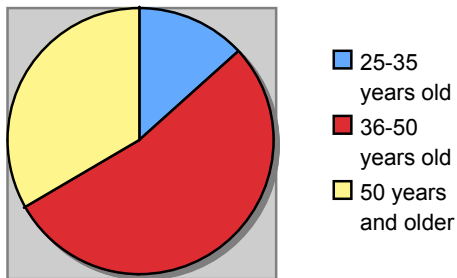
66% of companies involved in the interview had not employed foreign workers. 4 interviewed companies had 1-10% of workers of foreign nationality and 1 more than 20%.

#### 4.1.5.3 Employer

##### 4.1.5.3.1 Age

The age of interviewed employers was:

- 25-35 years old: 2
- 36-50 years old: 8
- 50 years old and more: 5



The age of interviewed employers in the companies (P1).

##### 4.1.5.3.2 Have you ever worked abroad?

On the question about working abroad, 5 answered with YES and 10 had never been working abroad.

##### 4.1.5.3.3 Do you speak any foreign languages?

Each interviewed party answered with YES.

#### 4.1.5.3.4 Level of education

Among interviewed employers 14 of them had technical and vocational secondary educational level and 6 of them had higher educational level.

Level of education	Number of interviews
C – Technical and vocational secondary education:	7
E – Post-secondary:	1
F – University:	7

#### 4.1.5.4 Projects

##### 4.1.5.4.1 Do you know any European Funds?

There were 8 answers with YES and 7 answers with I DO NOT KNOW ANY OF EUROPEAN FUNDS.

Interviewees, who answered with YES, know following European Funds:

- A – Cohesion Funds: 1
- B – European Social Fund: 6
- C – European Regional Development Fund: 4

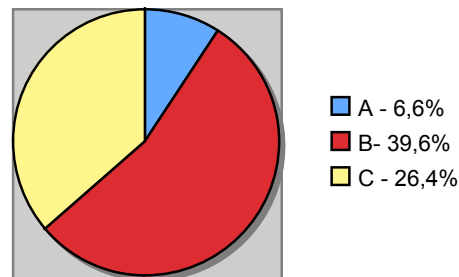


Figure 49: Knowing European Funds (P1).

#### 4.1.5.4.2 Have you ever received money from European Funds?

Three companies or 20% had already received money from the European Funds, 80% or 12 companies had not been involved in such projects up to that point.

Companies received money from following funds:

Fund	Number of the receivers
European Social Fund:	3

#### 4.1.5.4.3 Do you know Lifelong Learning Programmes (LLP)?

There were 4 interviewed employers who were familiar with Lifelong Learning Programme and 11 who did not know the programme.

The following Lifelong Learning Programmes were known:

- A – Socrates/Erasmus programme: 4
- B – Leonardo da Vinci programme: 3
- C – Grundtvig: 2

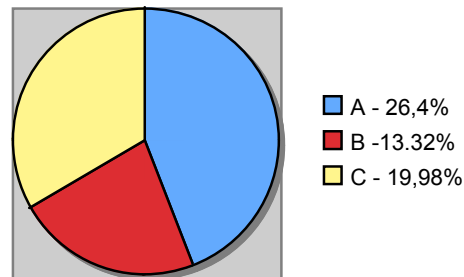


Figure 50: Familiar Lifelong Learning Programmes (P1).

#### 4.1.5.4.4 Where did you get the information of the LLP?

Information about programmes came from the sources below:

Source	Number
A – Newspaper:	3
B – Chamber of Commerce:	0
C – Internet:	0
D – Colleagues:	1
E – Good practice:	2
G – Other source:	2

#### 4.1.5.4.5 Have you ever taken a part in any kind of European mobility project?

2 companies 7 persons have already been involved into European mobility projects, 13 companies not yet.

The roles taken in the projects among the involved companies were:

- As an employer: 0
- Mobility: 2

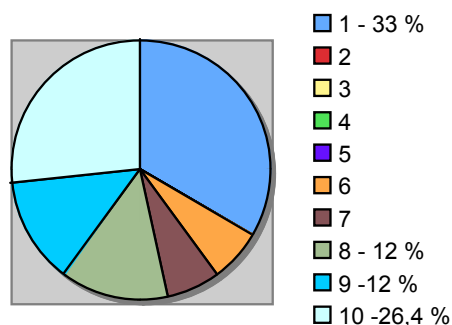


Figure 51: Percentage of the companies involved in the European mobility projects so far (P1).

#### 4.1.5.4.6 Do you have any experience of hosting foreign mobility employee?

3 companies had acted as an employer for the foreign mobility employees at the time of interview. 12 had had no experience in hosting foreign mobility employees.

**4.1.5.4.7 To what extent are you interested in sending employees to companies in other European member states if the stay is paid<sup>4</sup>?**

We recorded the following answers:

Number of the companies	Grade of the interest
5	1
1	6
1	7
2	8
2	9
4	10

Among the answers from 1 to 5 the reasons were:

- “No priority” - number of the answers: 1
- “No time” - number of the answers: 1
- “No profit” - number of the answers: 1

**4.1.5.4.8 To what extent are you interested in receiving trainees or experts from other European member states if you do not have any costs?**

Answer structure was:

Number of the companies	Grade of the interest
5	1
2	6
1	7
1	8
6	10

<sup>4</sup> Costs: travelling, insurance, accomodation, food.

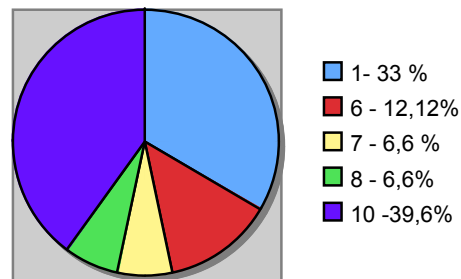


Figure 52: The interest in receiving trainees (P1).

#### 4.1.5.4.9 What would be the most appropriate duration for the training of foreign workers (incoming)?

According to the opinion, the appropriate duration would be:

- less than 1 week: 2
- from 1 week to 1 month: 5
- from 1 month to 3 months: 3

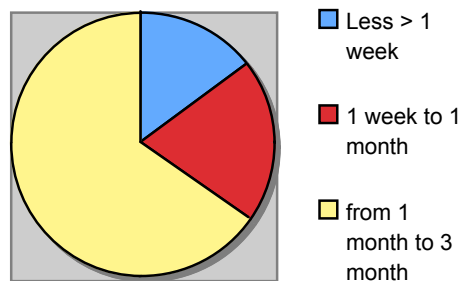


Figure 53: Duration of training - incoming (P1).

#### 4.1.5.4.10 What would be the most appropriate duration for the training of your employees (outgoing)?

The duration would last:

- less than 1 week: 5
- from 1 week to 1 month: 5
- more: 2

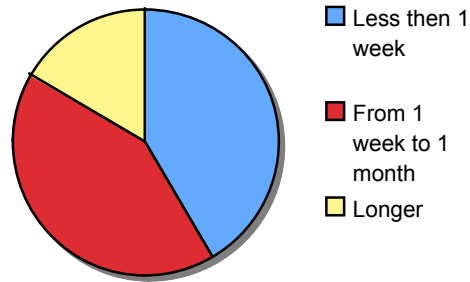


Figure 54: Duration of training - outgoing (P1).

#### 4.1.5.4.11 Which European countries are the most interesting for mobility for you?

The countries below were chosen as the most appropriate and wanted for mobility training:

Country	Number of the answers
Germany:	3
United Kingdom:	5
France:	4
Finland:	1
Denmark:	3
Italy:	1
Malta:	1
Ireland:	1
Netherlands:	4
Norway:	1
Spain:	1

#### 4.1.5.4.12 How does the company and individual benefit by involving into the European mobility projects?

The following answers were chosen:

• J – Improvement of language skills:	3
• K – Improvement of professional skills:	6
• L. – Motivation of employees:	4
• M – Exchanging of knowledge and technology:	8
• N – Self confidence of employee:	0
• O – Improvement of intercultural skills:	6
• P – Networking:	7
• Q – Benchmarking with exchange of knowledge:	3
• R – Others:	1

#### 4.1.5.5 Future and projects

##### 4.1.5.5.1 What kind of support does your company need to carry out the European mobility project?

Interviewed employers stated following supports as needed:

- |  |    |
|--|----|
| • A – Language support:  | 6  |
| • B – Administration support (application, reporting, financing etc...): | 10 |
| • C – Replacement for the time of mobility:                              | 9  |
| • D – Information support:   | 5  |
| • E – Higher level of financial support:                                 | 3  |
| • F – Logistical support:  | 1  |
| • G – No support necessary:  | 0  |
| • H – Other:   | 1  |

##### 4.1.5.5.2 Do you have any project ideas to improve the European mobility of knowledge?

Three companies answered with YES.

##### 4.1.5.5.3 Would you like to be contacted to get more information?

Answers:

- YES: 8
- NO: 7

#### 4.1.5.6 Conclusion

The analysis of the questionnaires in the companies size S1 in Sweden shows, that companies and their managers, owners or leaders are interested in the mobility projects, but have little or no knowledge about the possibilities and opportunities of gaining money from European Funds.

About 50% of the companies are interested in receiving and arranging work practice for trainees from other European member states if they do not have any costs.

The most interesting EU countries for mobility of our workers are the United Kingdom and France. The management of the companies S1 size types shows interest for the help and support in involvement in any kind of public funding from the first until the last phase of the project.

They also express the interest for more and constant information about European project opportunities.

## Enclosure: Table of questionnaire answers

Questionnaire number	
<b>1.COMPANY TYPE</b>	<b>Option</b>
Company size:	S1 / S2
S1 (1-20 employees)	15
S2 (20-50 employees)	0
Main activities of the company (economic sector):	A...P
C- MANUFACTURING	1
E- WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	1
F- CONSTRUCTION	1
G- WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	1
I- ACCOMMODATION AND FOOD SERVICE ACTIVITIES	1
J- INFORMATION AND COMMUNICATION	6
M- PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	1
N- ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	2
P- OTHER	1
Amount of employees of foreign nationality:	A...D
A. 0%	10
B. 1-10%	4
C. 11-20%	0
D. more than 20%	1
<b>2.EMPLOYER</b>	
Age:	A...C
A. 25-35	2
B. 36-50	8
C. more than 50	5
Have you ever worked abroad?	
YES	5
NO	10
Do you speak any foreign languages?	

YES	15
NO	0
Level of education:	A...G
C. Technical and vocational secondary education	7
E. Post-secondary	1
F. University	7
<b>3.PROJECTS</b>	
Do you know any European Funds?	
YES	8
NO	7
If YES, which one/ones:	A...E
A. Cohesion Fund (CF)	1
B. European Social Fund (ESF)	6
C. European Regional Development Fund (ERDF)	4
Have you ever received money from European Funds?	
YES	3
NO	12
If YES, from which one/ones?	A...E
A. European Social Fund (ESF)	3
Do you know Lifelong learning programmes (LLP)?	
YES	4
NO	11
If YES, which one/ones?	A...D
A. Socrates / Erasmus programme	4
B. Leonardo da Vinci programme	3
C. Grundtvig	2
D. Other	0
Where did you get information about the LLP?	A...G
A. Newspapers	3
B. Chamber of commerce	0

C. Internet	0
D. Colleagues	1
E. Good practice	2
F. National Agency seminar	0
G. Other source	2
Have you ever taken a part in any kind of European mobility project?	
YES	2
NO	13
If YES, in which? Explain the role you have taken in the project.	Notes
As an employer	0
Mobility	2
Do you have any experience of hosting foreign mobility employee?	
YES	3
NO	12
To what extent are you interested in sending employees to companies in other European member states if it is paid?	1...10
1... low interest	5
5... medium interest	6
10... high interest	4
If 1 to 5 please explain why.	Notes
· No priority	1
· No time	1
· No profit	1
To what extent are you interested in receiving trainees or experts from other European member states if you do not have any costs?	1...10
1... low interest	5
5... medium interest	4
10... high interest	6
What would be the most appropriate duration for the training	A...D

(incoming)?	
A. less than 1 week	2
B. 1 week to 1 month	5
C. 1 month to 3 months	3
What would be the most appropriate duration for the training (outgoing)?	A...D
A. less than 1 week	5
B. 1 week to 1 month	5
D. more	2
Which European countries are the most interesting for mobility for you? (write not more than 3 answers)	Note
Germany	3
United Kingdom	5
France	4
Finland	1
Denmark	3
Italy	1
Malta	1
Ireland	1
Netherlands	4
Norway	1
Spain	1
How does the company and individual benefit by involving into the European mobility projects? (choose 3 answers)	A...I
A. Improvement of language skills.	3
B. Improvement of professional skills.	6
C. Motivation of employees.	4
D. Exchanging of knowledge and technology.	8
E. Self confidence of employee.	0
F. Improvement of intercultural skills.	6
G. Networking.	7
H. Benchmarking with exchange of knowledge.	3
I. Others.	1

<b>4.FUTURE and PROJECTS</b>	
What kind of support does your company need to carry out the European mobility project? (choose 3 answers)	A...H
A. Language support	6
B. Administration support (application, reporting, financing etc...)	10
C. Replacement for the time of mobility	9
D. Information support	5
E. Higher level of financial support	3
F. Logistical support	1
G. No support necessary	0
H. Other. Please explain:	1
Do you have any project ideas to improve the European mobility of knowledge?	
YES	3
NO	12
If YES, which? Please explain.	Notes
Would you like to be contacted to get more information?	
YES	8
NO	7

## 4.1.6 Italy

### 4.1.6.1 Introduction

In the frame of the project “Analysis of involvement in the mobility projects in organizations size types S1 and S2” 12 companies size S1 and S2 were interviewed and analysed. The objectives of the analysis were to established cooperation among partner companies from Austria, Italy, Germany, Poland, Sweden and Slovenia in the field of innovative projects, employment, new technologies and professional training.

Following, the results of the analysis are shown. They base on the interviews carried out with leaders, managers of different companies in Italy.

### 4.1.6.2 Company type

#### 4.1.6.2.1 Company size

Among 12 companies, there were 11 from the group S1 (1-20 employees) and 1 from the group S2 (20-50 employees).

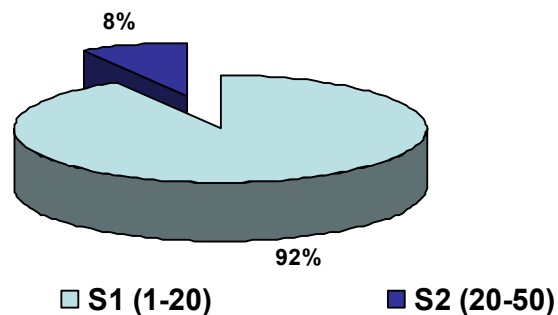


Figure 55: Size of interviewed companies (P5).

#### 4.1.6.2.2 Main activities of the company (economic sector)

The structure of involved companies in interview is following:

Main activity of the company	Number of companies
C – Manufacturing:	1
G – Wholesale and retail trade; repair of motor vehicles and motorcycles:	1
J – Information and communication:	5
M – Professional, scientific and technical activities:	1
N – Administrative and support service activities:	1
P – Other:	3

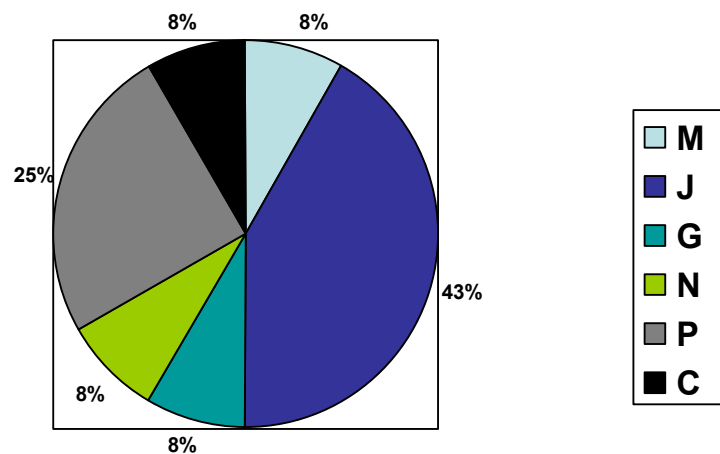


Figure 56: The structure of involved companies in interview according to the main activity (P5).

#### 4.1.6.2.3 Amount of employees of foreign nationality

Companies involved in interview had no foreign workers in 10 cases. Just 2 of them employed workers of foreign nationality.

### 4.1.6.3 Employer

#### 4.1.6.3.1 Age

The age of interviewed employers was:

- 25-35 years old: 10
- 36-50 years old: 1
- 50 years old and more: 1

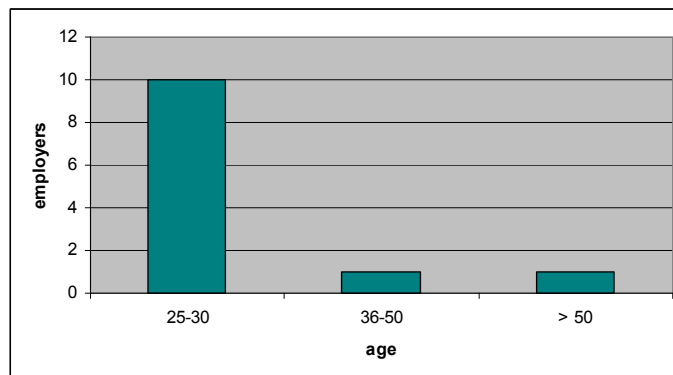


Figure 57: The age of interviewed employers in the companies (P5).

#### 4.1.6.3.2 Have you ever worked abroad?

To the question about working abroad, only 3 answered with YES and 9 had never been working abroad.

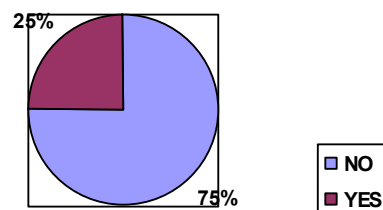


Figure 58: Percentage of employers, who have worked abroad (P5).

#### 4.1.6.3.3 Do you speak any foreign languages?

Answers were:

- NO 6
- YES 6

#### 4.1.6.3.4 Level of education

Among interviewed employers 1 of them has technical and vocational secondary educational level and 5 of them have higher educational level.

Level of education	Number of interviews
C – Technical and vocational secondary education:	1
D – Higher education:	6
E – Post-secondary non tertiary education:	3
F – Tertiary Education:	2

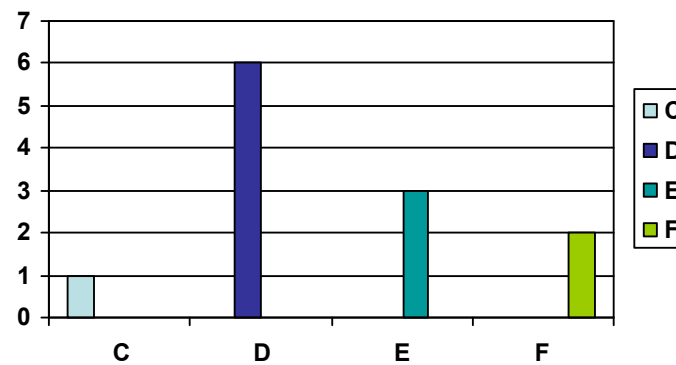


Figure 59: Level of education of interviewed employers (P5).

#### 4.1.6.4 Projects

##### 4.1.6.4.1 Do you know any European Funds?

There were 7 answers with YES and 5 answers with I DO NOT KNOW ANY OF EUROPEAN FUNDS.

Interviewees, who answered with YES, knew the following European Funds:

- A – Cohesion Funds: 4
- B – European Social Fund: 3
- C – European Regional Development Fund : 1

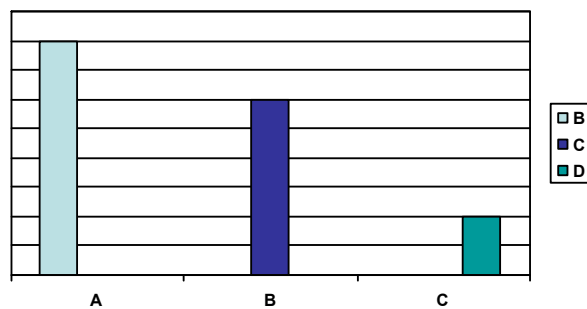


Figure 60: Knowing European Funds (P5).

##### 4.1.6.4.2 Have you ever received money from European Funds?

2 companies had already received money from the European Funds, the rest had not.

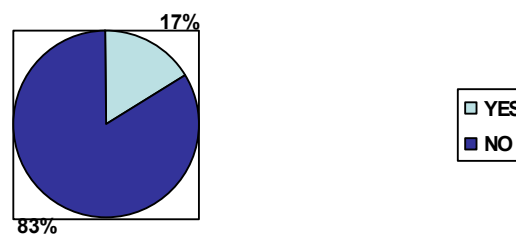


Figure 61: Percentage of the companies involved in the European Funds so far (P5).

Companies received money from following funds:

Fund	Number of the receivers
European Regional Development Fund:	1
Other:	1

#### 4.1.6.4.3 Do you know Lifelong Learning Programmes (LLP)?

7 interviewed employers were familiar with Lifelong Learning Programmes. 5 did not know any of the programmes.

The following Lifelong Learning Programmes are known:

- A – Socrates/Erasmus Programme 4.
- B – Leonardo da Vinci Programme 3.

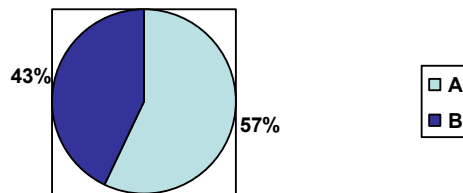


Figure 62: Familiar Lifelong Learning Programmes (P5).

#### 4.1.6.4.4 Where did you get the information of the LLP?

Information about programmes came from the sources below:

Source	Number
A – Newspaper:	0
B – Chamber of Commerce:	0
C – Internet:	1
D – Colleagues:	0
E – Good practice:	1
F – National Agency Seminar:	0
G – Other source:	5

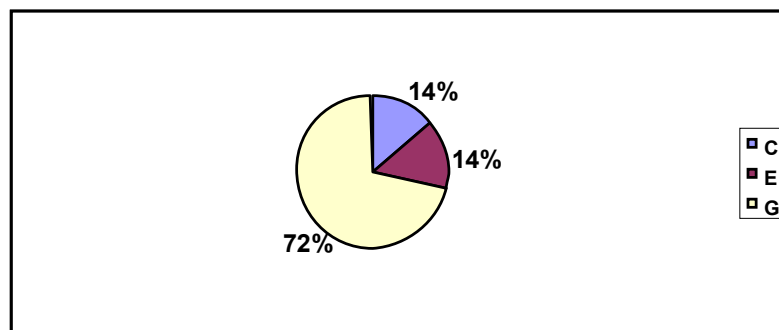


Figure 63: The source of information about the LLP (P5).

**4.1.6.4.5 Have you ever taken a part in any kind of European mobility project?**

None of the interviewed companies had ever been involved in the European mobility projects.

**4.1.6.4.6 Do you have any experience of hosting foreign mobility employee?**

12 companies acted as employers for the foreign mobility employees.

**4.1.6.4.7 To what extent are you interested in sending employees to companies in other European member states if the stay is paid<sup>5</sup>?**

There were the following answers:

Number of the companies	Grade of the interest
1	1
3	3
2	7
6	10

Among the answers from 1 to 5 the reasons were:

- “Because I need the worker” - Number of the answers: 4

**4.1.6.4.8 To what extent are you interested in receiving trainees or experts from other European member states if you do not have any costs?**

Answer structure was:

Number of the companies	Grade of the interest
1	1
2	6
2	7
7	10

**4.1.6.4.9 What would be the most appropriate duration for the training of foreign workers (incoming)?**

- A – Less than 1 week 0
- B – From 1 week to 1 month 2
- C - From 1 month to 3 months 4
- D - More 6

<sup>5</sup> Costs: travelling, insurance, accomodation, food.

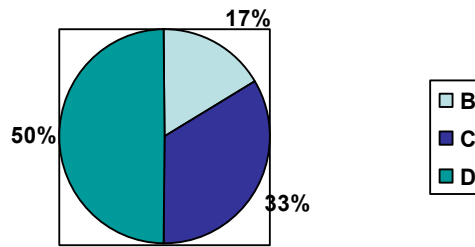


Figure 64: Duration of training (P5).

#### 4.1.6.4.10 What would be the most appropriate duration for the training of your employees (outgoing)?

The duration would last:

- A – Less than 1 week: 0
- B – from 1 week to 1 month: 3
- C – from 1 month to 3 months: 5
- D – more than 3 month: 4

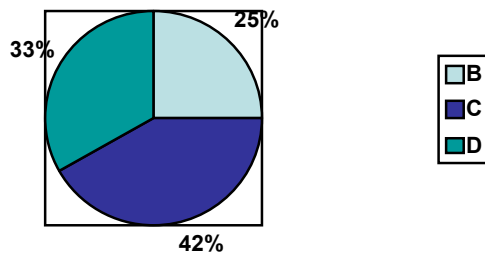


Figure 65: The most appropriate duration for the training of employees (P5).

#### 4.1.6.4.11 Which European countries are the most interesting for mobility for you?

The countries below were chosen as the most appropriate and wanted for mobility training:

Country	Number of the answers
Germany:	4
England:	8
Belgium	1
Spain:	7
France:	3

#### 4.1.6.4.12 How does the company and individual benefit by involving into the European mobility projects?

- A – Improvement of language skills: 7
- B – Improvement of professional skills: 6
- C – Motivation of employees: 1
- D – Exchanging of knowledge and technology: 6
- E – Self confidence of employee: 0
- F – Improvement of intercultural skills: 2
- G – Networking: 6
- H – Benchmarking with exchange of knowledge: 2
- I – Others: 0

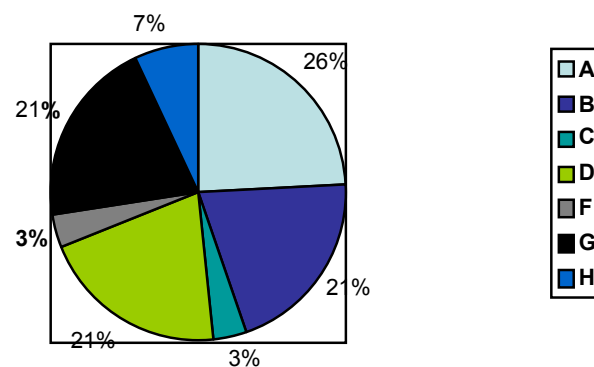


Figure 66: Benefit by involvement into European mobility projects (P5).

## 4.1.6.5 Future and projects

### 4.1.6.5.1 What kind of support does your company need to carry out the European mobility project?

- A – Language support: 7
- B – Administration support (application, reporting, financing etc...): 6
- C – Replacement for the time of mobility: 1
- D – Information support: 3
- E – Higher level of financial support: 3
- F – Logistical support: 3
- G – No support necessary: 0
- H – Other: 0

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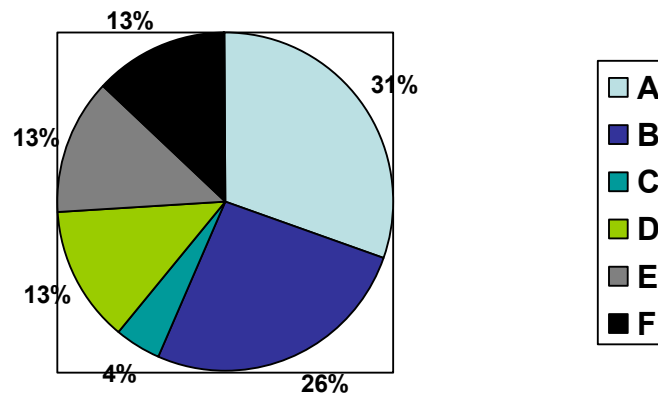


Figure 67: Support needed (P5).

### 4.1.6.5.2 Do you have any project ideas to improve the European mobility of knowledge?

10 companies answered with NO and 2 with YES.

### 4.1.6.5.3 Would you like to be contacted to get more information?

Answers:

- YES: 10
- NO: 2

#### **4.1.6.6 Conclusion**

The analysis of the questionnaires in the companies size S1 and S2 in Italy shows, that companies and their managers, owners or leaders are interested in the mobility projects, but have little or no knowledge about the possibilities and opportunities of gaining money from European Funds.

The most interesting EU countries for mobility of Italian workers are Spain and England. The management of the companies size S1 and S2 shows interest for the help and support in involvement in any kind of public funding from the first until the last phase of the projects. They also express interest for more and constant information about European project opportunities.

## Enclosure: Table of questionnaire answers

Questionnaire number	
<b>1.COMPANY TYPE</b>	<b>Option</b>
Company size:	S1 / S2
S1 (1-20 employees)	10
S2 (20-50 employees)	2
Main activities of the company (economic sector):	A...P
C- MANUFACTURING	1
G- WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	1
J- INFORMATION AND COMMUNICATION	5
M- PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	1
N- ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	1
P- OTHER	3
Amount of employees of foreign nationality:	A...D
A. 0%	10
B. 1-10%	2
C. 11-20%	0
D. more than 20%	0
<b>2.EMPLOYER</b>	
Age:	A...C
A. 25-35	11
B. 36-50	1
C. more than 50	0
Have you ever worked abroad?	
YES	3
NO	9
Do you speak any foreign languages?	
YES	6
NO	6
Level of education:	A...G

C. Technical and vocational secondary education	1
D. Higher education	7
E. Post-secondary non tertiary education	2
F. Tertiary Education	2
<b>3.PROJECTS</b>	
Do you know any European Funds?	
YES	7
NO	5
If YES, which one/ones:	A....E
A. Cohesion Fund (CF)	/
B. European Social Fund (ESF)	/
C. European Regional Development Fund (ERDF)	/
Have you ever received money from European Funds?	
YES	2
NO	10
If YES, from which one/ones?	A...E
B. European Regional Development Fund (ERDF)	1
E. Other	1
Do you know Lifelong learning programmes (LLP)?	
YES	7
NO	3
If YES, which one/ones?	A...D
A. Socrates / Erasmus programme	4
B. Leonardo da Vinci programme	3
Where did you get information about the LLP?	A...G
A. Newspapers	0
B. Chamber of commerce	0
C. Internet	1
D. Colleagues	0
E. Good practice	1

F. National Agency seminar	0
G. Other source	5
Have you ever taken a part in any kind of European mobility project?	
YES	0
NO	12
If YES, in which? Explain the role you have taken in the project.	Notes
Socrates	
Leonardo da Vinci	
Do you have any experience of hosting foreign mobility employee?	
YES	12
NO	0
To what extent are you interested in sending employees to companies in other European member states if it is paid?	1...10
1... low interest	4
5... medium interest	2
10... high interest	6
If 1 to 5 please explain why.	Notes
· <b>Because I need the worker</b>	3
To what extent are you interested in receiving trainees or experts from other European member states if you do not have any costs?	1...10
1... low interest	1
5... medium interest	4
10... high interest	7
What would be the most appropriate duration for the training (incoming)?	A...D
A. less than 1 week	2
B. 1 week to 1 month	6
C. 1 month to 3 months	4
What would be the most appropriate duration for the training	A...D

(outgoing)?	
A. less than 1 week	0
B. 1 week to 1 month	3
C. 1 month to 3 months	4
D. more	3
Which European countries are the most interesting for mobility for you? (write not more than 3 answers)	Note
Germany	4
England	8
Belgium	1
Spain	7
France	3
How does the company and individual benefit by involving into the European mobility projects? (choose 3 answers)	A...I
A. Improvement of language skills.	3
B. Improvement of professional skills.	2
C. Motivation of employees.	1
D. Exchanging of knowledge and technology.	2
E. Self confidence of employee.	0
F. Improvement of intercultural skills.	1
G. Networking.	2
H. Benchmarking with exchange of knowledge.	1
I. Others.	0
<b>4.FUTURE and PROJECTS</b>	
What kind of support does your company need to carry out the European mobility project? (choose 3 answers)	A...H
A. Language support	4
B. Administration support (application, reporting, financing etc...)	2
C. Replacement for the time of mobility	1
D. Information support	2
E. Higher level of financial support	1
F. Logistical support	2

<b>G. No support necessary</b>	0
<b>H. Other. Please explain:</b>	0
Do you have any project ideas to improve the European mobility of knowledge?	
YES	2
NO	10
If YES, which? Please explain.	Notes
Would you like to be contacted to get more information?	
YES	2
NO	10

## 4.2 Common results

### 4.2.1.1 Company type

#### 4.2.1.1.1 Company size

Among 109 companies, there were 89 from the group S1 (1-20 employees) and 20 from the group S2 (20-50 employees).

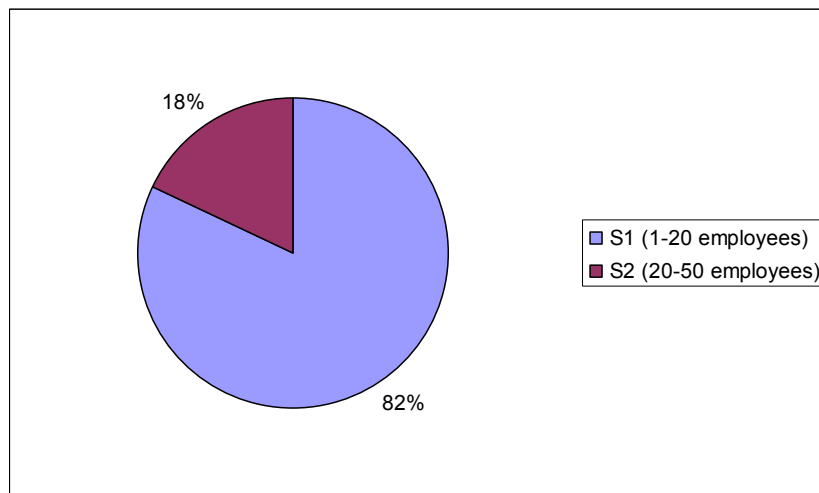


Figure 68: Interviewed company size (common).

#### 4.2.1.1.2 Main activities of the company (economic sector)

- C – Manufacturing: 16
- D – Electricity, gas, steam and air conditioning supply: 2
- E – Water supply etc.: 1
- F – Construction: 7
- G – Wholesale and retail trade; repair of motor vehicles and motorcycles: 9
- H – Transportation and storage: 4
- I – Accommodation and food service and activities: 10
- J – Information and communication: 16
- K – Financial and insurance activities: 3
- L – Real estate activities: 1
- M – Professional, scientific and technical activities: 10
- N – Administrative and support service activities: 13
- P – Other: 17

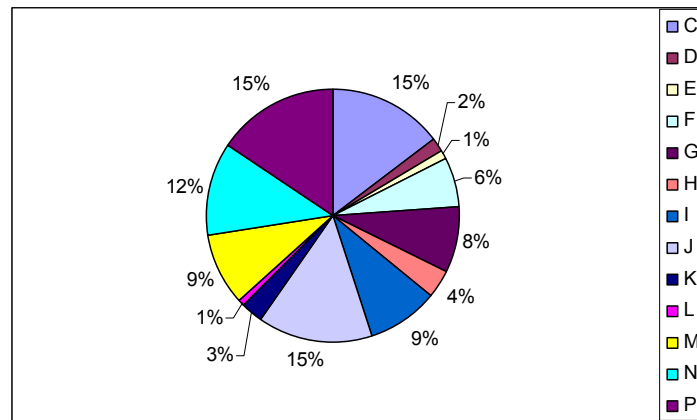


Figure 69: The structure of involved companies in interview according to the main activity (common).

#### 4.2.1.1.3 Amount of employees of foreign nationality

More than half of the companies do not employ foreign workers.

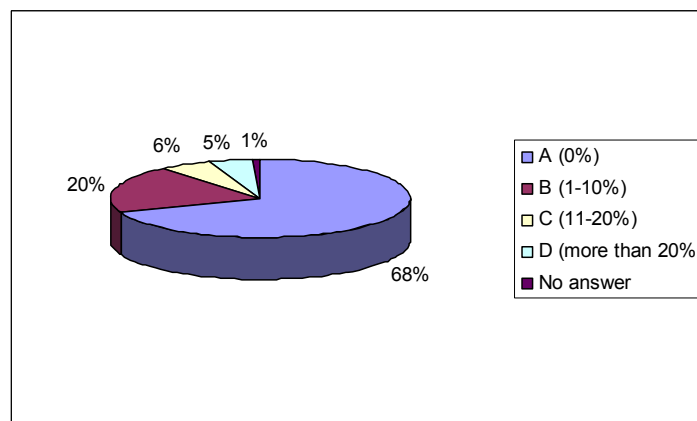


Figure 70: Amount of employees of foreign nationality (common).

## 4.2.1.2 Employer

### 4.2.1.2.1 Age

The age of interviewed employers was:

- 25-35 years old: 29
- 36-50 years old: 63
- more than 50 years: 17

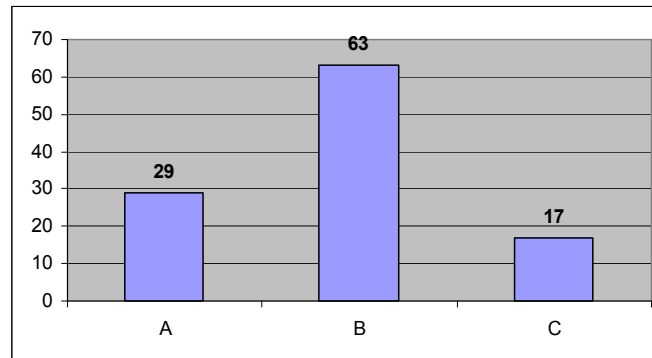


Figure 71: The age of interviewed employers in the companies (common).

### 4.2.1.2.2 Have you ever worked abroad?

More than the half of interviewed had not worked abroad.

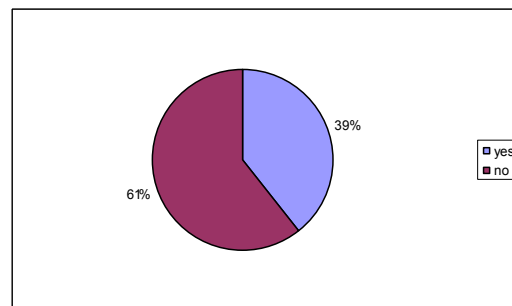


Figure 72: The percentage of employers, who had (not) worked abroad (common).

### 4.2.1.2.3 Do you speak any foreign languages?

85 persons answered with YES and 24 with NO.

#### 4.2.1.2.4 Level of education

- A – General secondary education: 5
- B – Technical and vocational secondary education : 25
- C – Higher education: 44
- D – Vocational secondary education: 6
- E – Master craftsman’s certificate: 9
- F – Higher secondary school: 6
- G – Tertiary education: 6
- H – Post education: 3
- I – Other education: 5

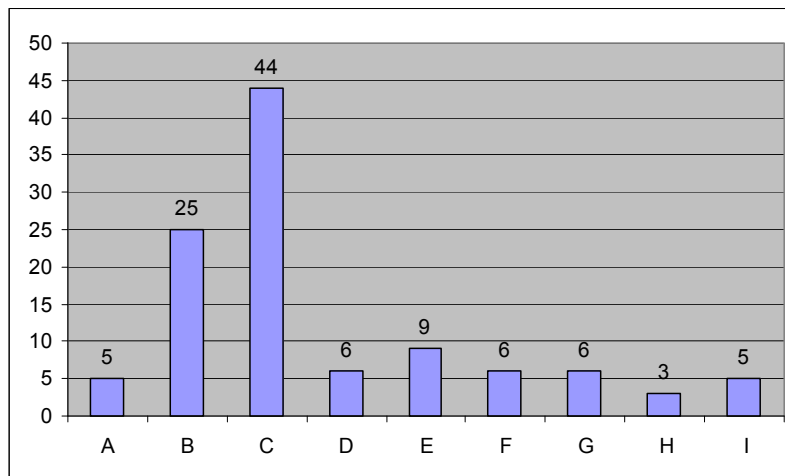


Figure 73: Level of education of interviewed employers (common).

### 4.2.1.3 Projects

#### 4.2.1.3.1 Do you know any European Funds?

60 answered with YES and 49 with NO.

Interviewees, who answered with YES, know following European Funds:

- A – Cohesion Fund: 13
- B – European Social Fund: 27
- C – European Regional Development Fund: 23
- D – European Agricultural Fund for Rural Development: 10
- E – European Fisheries Fund: 2
- F – all Funds mentioned in the questionnaire: 1
- G – No reply: 3

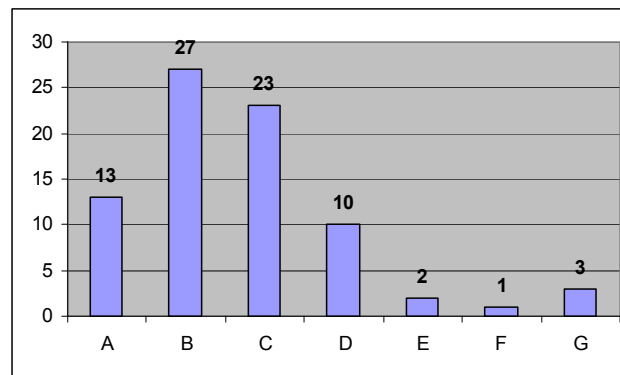


Figure 74: Knowing European Funds (common).

#### 4.2.1.3.2 Have you ever received money from European Funds?

24 of the companies had already received money from the European Funds and 85 of the companies had not received any money up to the point of the interview.

Companies received the money from following funds:

- A – European Social Fund
- B – European Regional Development Fund
- C – Other

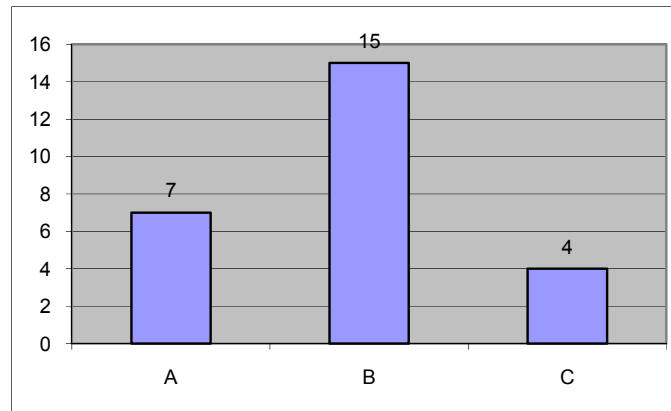


Figure 75: Percentage of the companies involved in the European Funds so far (common).

#### 4.2.1.3.3 Do you know Lifelong Learning Programmes (LLP)?

63 companies did not know any of the programmes, only 43 of them knew the LLP.

For instance they knew the Socrates/Erasmus programme (17 people), the Leonardo da Vinci programme (28 people) and Grundtvig or other (8 people)

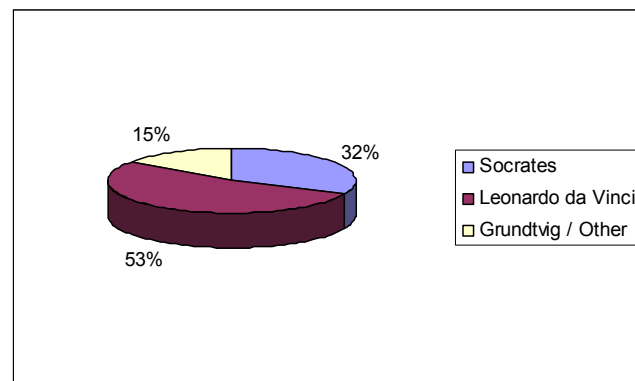


Figure 76: Familiar Lifelong Learning Programmes (common).

#### 4.2.1.3.4 Where did you get the information about the LLP?

The employees got the information from the:

- Newspaper: 8
- Chamber of Commerce: 1
- Internet: 12
- Colleagues: 7
- Good practice: 5
- Other sources: 36

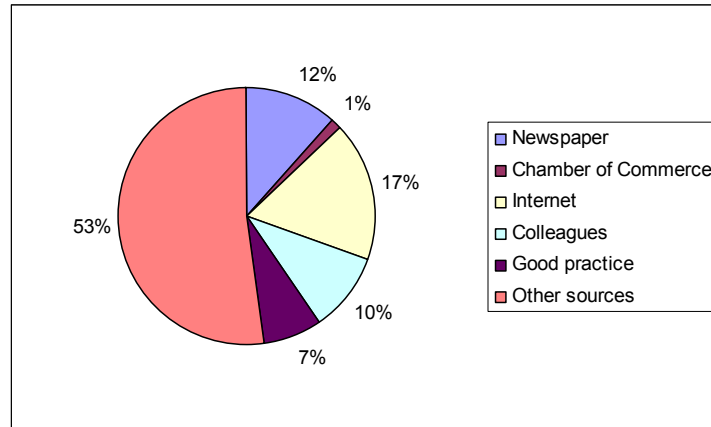


Figure 77: The source of information about the LLP (common).

#### 4.2.1.3.5 Have you ever taken a part in any kind of European mobility project?

Only 20 companies had already been involved in the European mobility projects:

- Socrates: 1
- Leonardo da Vinci: 19
- Grundtvig: 1
- Comenius: 1
- Other: 1

#### 4.2.1.3.6 Do you have any experience of hosting foreign mobility employee?

59 companies had acted as an employer for the foreign mobility employees up to the time of interview and 50 had had no experience

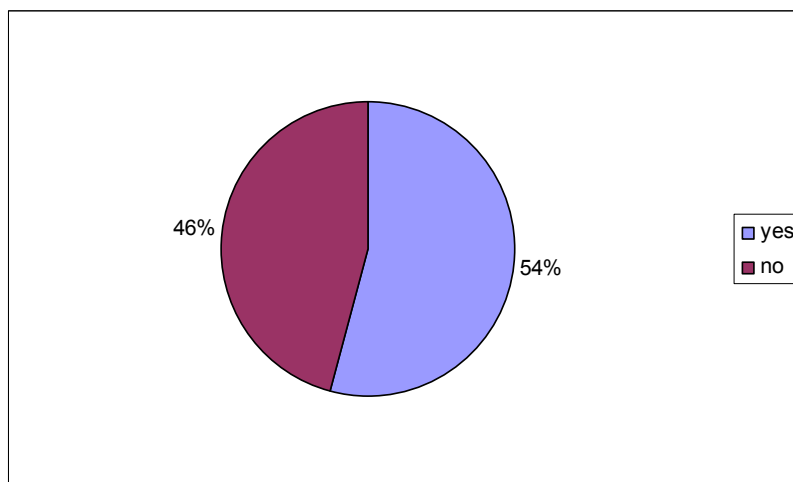


Figure 78: Experiences with foreign mobility employees (common).

**4.2.1.3.7 To what extent are you interested in sending employees to companies in other European member states if the stay is paid?**

- 1 low interest: 37
- 5 medium interest: 48
- 10 high interest: 24

**Among the answers from 1 to 5 the reasons were:**

- Because there is no interest.
- The company is too small.
- Because they cannot send anybody.
- No benefits are expected.
- Because they need an alternative.
- They have too much work.
- Further education, experience, new customers are expected.
- To improve the knowledge.
- Languages, professional knowledge.
- New market, networks.
- Because I need the worker.
- I do not see the point.
- Because of the costs.
- We are a growing company.
- Company is too small.
- Difficult to employ another qualified person for the time.
- No priority.
- No time.
- No profit.
- Qualification of our employees is also in Germany possible.
- Only when there is not enough work to do it might be possible.

**4.2.1.3.8 To what extent are you interested in receiving trainees or experts from other European member states if you do not have any costs?**

- 1 low interest: 26
- 5 medium interest: 42
- 10 high interest: 41

#### 4.2.1.3.9 What would be the most appropriate duration for the training of foreign workers (incoming)?

- A – less than 1 week: 23
- B – 1 week to 1 month: 35
- C – 1 month to 3 months: 33
- D – more: 15
- E – no reply: 3

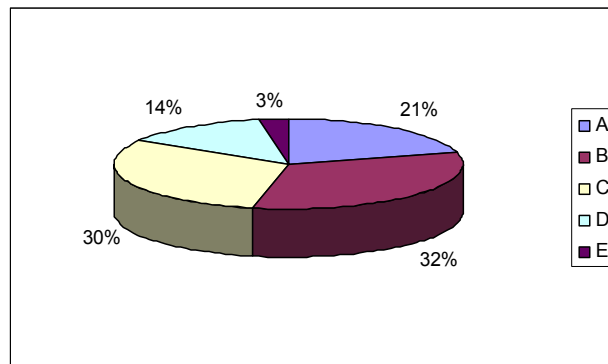


Figure 79: Duration of training – incoming (common).

#### 4.2.1.3.10 What would be the most appropriate duration for the training of your employees (outgoing)?

- A – less than 1 week: 28
- B – 1 week to 1 month: 32
- C – 1 month to 3 month: 28
- D – more: 16
- E – no reply: 5

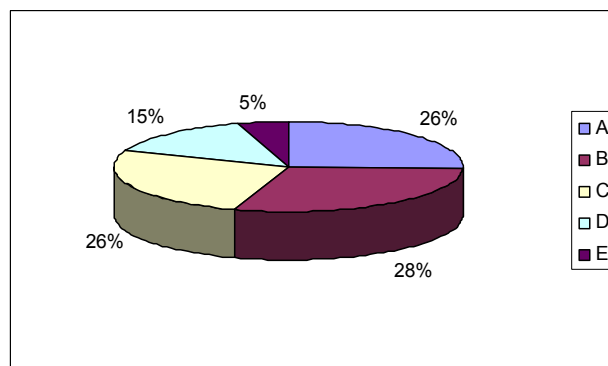


Figure 80: Duration of training – outgoing (common).

#### 4.2.1.3.11 Which European countries are the most interesting for mobility for you?

The countries below have been chosen as the most appropriate and wanted for mobility training?

- Germany: 38
- United Kingdom: 29
- Italy: 24
- Spain: 19
- France: 16
- Austria: 11
- Slovenia: 11
- Sweden: 8
- Switzerland: 6
- Netherlands: 5
- Ukraine: 5
- Denmark: 4
- Finland: 4
- Greece: 4
- Czech Republic: 3
- Poland: 3
- Portugal: 3
- Belgium: 2
- Bulgaria: 2
- Hungary: 2
- Malta: 2
- Croatia: 1
- Estonia: 1
- Ireland: 1
- Norway: 1
- Country is not important: 3

#### 4.2.1.3.12 How does the company and individual benefit by involving into the European mobility projects?

- A – Improvement of language skills: 52
- B – Improvement of professional skills: 41
- C – Motivation of employees: 23
- D – Exchanging of knowledge and technology: 51
- E – Self confidence of employee: 0
- F – Improvement of intercultural skills: 2
- G – Networking: 7
- H – Benchmarking with exchange of knowledge: 5
- I – Others: 1

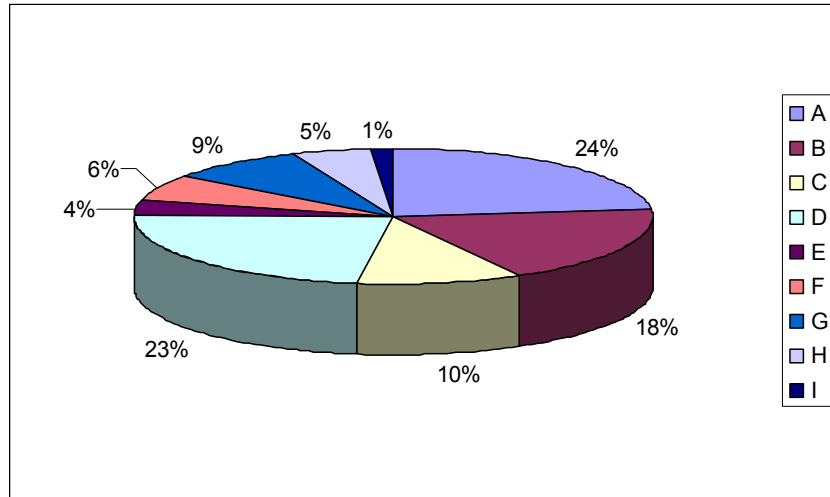


Figure 81: Benefit by involving into European mobility projects (common).

## 4.2.1.4 Future and projects

### 4.2.1.4.1 What kind of support does your company need to carry out the European mobility project?

- |   |    |
|---|----|
| • A – Language Support:   | 46 |
| • B – Administration support (application, reporting financing etc...): | 54 |
| • C – Replacement for the time of mobility:                             | 54 |
| • D – Information support:  | 20 |
| • E – Higher level of financial support:                                | 43 |
| • F – Logistical support:   | 18 |
| • G – No support necessary:   | 6  |
| • H – Other:  | 3  |
| • I – No reply:   | 7  |

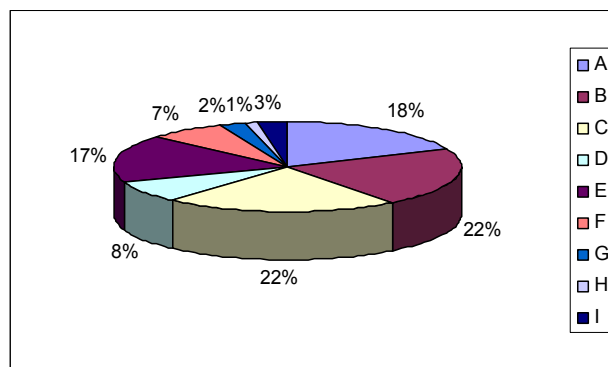


Figure 82: Support needed (common).

### 4.2.1.4.2 Do you have any project ideas to improve the European mobility of knowledge?

26 of them had a project idea and 83 did not have any idea.

### 4.2.1.4.3 Would you like to be contacted to get more information?

Answers:

- |        |    |
|--------|----|
| • YES: | 71 |
| • NO:  | 38 |

# 5.

## 5 EUROPEAN ADDED VALUE

The present project has a strong European dimension as it researches involvement in the mobility projects of small and medium size companies in six European member states. It provides answers that could not have been acquired only on the national level.

Furthermore the project resulted in a new partnership of one part of the project partners in another mobility project. The new partnership was proposed for co-financing under the LdV Partnerships programme.

It also stimulated a Slovene and an Austrian company (Intersplet d.o.o.<sup>6</sup> and good-idea Marketing und Handels GmbH<sup>7</sup>) to start a business cooperation in the field of tourism and the Swedish company Amledo and the Austrian School from Spittal in the field of mobility of students.

One of the results of the project that proves the European added value is registration of a new web page [www.mobilitycheck.eu](http://www.mobilitycheck.eu) that will contain information on LLP projects and on partners that are involved in them.

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<sup>6</sup> [www.viaSlovenia.com](http://www.viaSlovenia.com)

<sup>7</sup> [www.good-idea.at](http://www.good-idea.at)

# 6.

## 6 CONCLUSIONS

## **6.1 General conclusions**

The objectives underlying the Leonardo da Vinci (LdV) is to strengthen and consolidate the European labour market by encouraging people to acquire new skills, knowledge and qualifications and to apply these.

The Copenhagen Process that was launched in 2002 to identify the key priorities for European cooperation contributes to a world-leading European training. LdV is a complement to these important measures in the EU policy in vocational education and training (VET). LdV proved to be a powerful tool for achieving the objectives.

The LdV programmes support exchange of experiences to increase transparency within the different training systems in Europe and promote modernization by learning from each other.

The result of this project is the published analysis of the involvement into the mobility projects in defined size of organizations. It shows that smaller companies are less involved in LdV and because of several reasons do not see the advantage of involvement in them. The main reasons are low visibility of the LdV programmes in the companies and the possibilities and opportunities they offer. The general conclusion of the analysis is that the level of promotion of LLP programmes in the companies should be raised not only in the participating countries but also in all 27 EU member states. This would enable higher visibility of the programme and reaching its objectives to the highest extent.

## **6.2 Project specific conclusions**

In the project proposal, 6 fixed meetings were planned and one additional in case the need arose. Finally, all the proposed meetings were held, including the additional meeting in Austria. It was agreed among the partners due to the fact, that active and live discussion brought the best results. During the project progress several new questions arose, which were considered important to discuss and prepare for new action. As there are two partners from Austria, and additional two from neighbouring countries, Italy and Slovenia, the partnership found Austria as the most appropriate location for this additional meeting. The location seemed appropriate also due to the good cross border relationships among Slovenia, Austria and Italy where companies have already established cooperation on a higher level, however not in mobility sense. The meeting included a discussion about connecting the involved companies into the new relationship with companies from other partner countries, which took part in the project analysis. Therefore it was worth to attract interest for such actions and encourage the companies to include mobility into their annual plans. So, the set meetings were following the project plan and the extra meeting in Austria covered the topic for the activities beyond the project period.

The research pattern in the project covered S1 and S2 size companies in each participating country. The analysis of the questionnaire in the companies size S1 and S2 shows, that a large number of companies and their managers, owners or leaders are interested in the mobility projects.

Companies are interested in the mobility projects, but they have limited knowledge about European programmes and funding opportunities. The interest to be involved into mobility projects is effected by their structure and size, but significant proportion of S1 and S2 businesses are interested to acquire more information about European funding opportunities.

The questionnaire also points out that the most interesting countries for mobility are the neighbouring countries. However it should be pointed out that managers of small and medium size companies can profit from mobility also to other countries and become more successful by obtaining additional knowledge and new competencies and skills deriving from new environment.

The results of the analysis show that the lack of motivation for involvement of S1 and S2 companies in mobility is not primary a problem of lack of language skills and language competences but also lack of information and knowledge about possible benefits of mobility.

Companies of all sizes and kinds have a strong potential to develop large number of mobility and thus contribute to achieving the objectives of the LLP and also strongly contribute to strengthening and consolidating the European labour market.

# 7.

## 7 ANNEX 1: COURSE OF PARTNERSHIP

## **7.1 Meeting 1**

### **7.1.1 Place and date**

**Maribor, Slovenia, 20th-22nd November 2008**

### **7.1.2 Meeting programme**

#### **Thursday, November 20<sup>th</sup>**

Arrival and registration of participants at the hotel reception desk

18:30 Welcome drink in the hotel bar

19:00 Informal welcome dinner in the hotel restaurant

#### **Friday, November 21<sup>st</sup>**

8:00 Breakfast

9:00 Formal welcome speech

Brief presentation of LdV partnership project »Analysis of involvement into the mobility projects in organizations size types S1 and S2«, No. LLP-LDV-partnership-08-0879

Brief presentation of the partners and their participants

10:30 Coffee-break

10:50 Preparing the questionnaire for the analysis  
Brain storming the content of the questionnaire to follow the project aims in groups

11:20 Discussing the content of the questionnaire and setting the main parts, discussing the length of the questionnaire, target groups etc.

13:00 Lunch

14:30 Preparing the questions for each part (groups)

16:00 Summary of discussions and conclusions of the Workshop 1

16:30 Planning the future meetings

17:00 Early dinner

19:00 Wine cellar in the centre of Maribor and Maribor at night

## **Saturday, November 22<sup>nd</sup>**

8:00 Breakfast

9:00 Workshop 2: Discussing the questions

10:00 Making an agreement about the questionnaire`s content

10:30 Coffee-break

10:50 Setting the goals for the next stage of the project

11.30 Foothill of Pohorje at cable lift

12:00 Lunch on Pohorje

14:30 Closure of the 1<sup>st</sup> meeting

Option 1: Walking on Pohorje Hill and free time

Option 2: Departure of participants (Austria, Germany, Poland)

19.00 Dinner (Sweden, Italy)

## **Sunday, November 23<sup>rd</sup>**

8:00 Breakfast

9:00 Free time

Departure of participants (Sweden, Italy)

### **7.1.3 Meeting conclusion**

#### **1. Project: Analysis of involvement into the mobility projects in organizations size type S1 and S2**

- S1 (>20 employees)
- S2 (>50 employees)

Partnership: 6 countries (Italy, Sweden, Germany, Austria (2), Poland, Slovenia)

Working language: English.

#### **2. Draft progress of the project with the aims, results and project phases.**

- 1st PARTNERSHIP MEETING, 20th – 22th Nov., 2008, Maribor, Slovenia  
Organizer: ProFUTURUS d.o.o.

Aims and results:

- Presentation of the LdV partnership project.
- Agreement of the project plan.
- Plan the partnership meetings in the project period.
- Creating the questionnaire for the analysis.
- Organizer writes the report.

**First project phase, December 2008 - March 2009:**

- Translating the questionnaire into mother tongue.
  - Contact the companies in partners` countries.
  - Handing out the questionnaire.
- 
- 2nd PARTNERSHIP MEETING, 20th -24th January 2009, Klagenfurt, Austria  
Organizer: HOTEL OBIRBLICK  
Aims and results:
    - Creating the evaluation plan (our expectations, progress of the project).
    - Discussion about the problems in the process of interviewing and communicating the companies.
    - Organizer writes the meeting report.
    - Prepare the structure of questionnaire analysis.
    - Check of the Questionnaires in national languages.
    - Press conference.
  
  - 3rd PARTNERSHIP MEETING, 14-16 MAY 2009, Berlin, Germany  
Organizer: ILE-BERLIN  
Aims and results:
    - First presentation of the questionnaire.
    - Next project phase agreement.
    - Organizer writes the report.

**Second project phase, April 2009 -September 2009:**

- Analysis of involvement into the mobility projects.
  - Analysis of the types of the company involved in the mobility projects.
- 
- 4th PARTNERSHIP MEETING, 1-3 October 2009, Rimini, Italy  
Organizer: Sistema Turismo  
Aims and results:
    - Analysis reports.
    - Next project phase agreement.
    - Organizer writes the report.

**Third project phase, October 2009 - December 2009:**

- Analysis of expectations of mobility projects and other European projects.
  - Analysis of companies according to the level of interest into European project involvement.
- 
- 5th PARTNERSHIP MEETING, 14-16 January 2010, Wroclaw, Poland  
Organizer: Aviva Poland  
Aims and results:
    - Comparison of the results.
    - Next project phase agreement.
    - Organizer writes the report.

- 6th PARTNERSHIP MEETING, April 2010, St. Veit an der Glan, Austria  
Organizer: Fachberufsschule St. Veit/Glan  
Aims and results:
  - Planning the dissemination plan.
  - Discussion about the public report form.
  - Next project phase agreement.
  - Organizer writes the report.

**Fourth project phase, January 2010 - May 2010:**

- Partners write the reports in English and send to the lead partner.
  - Reporting the results for the final presentation and dissemination.
- 
- 7th PARTNERSHIP MEETING, \_\_\_\_\_ June 2010, Stockholm, Sweden  
Organizer: Amledo  
Aims and results:
    - Creating the final project report and presentation.
    - Discussion about the future cooperation.

**Fifth project phase, June 2010 - July 2010:**

- Dissemination of the project results in the local and national environment.

## **7.2 Meeting 2**

### **7.2.1 Place and date**

**Klagenfurt, Austria, 20<sup>th</sup>-23<sup>th</sup> January 2009,**

### **7.2.2 Meeting programme**

#### **Thursday, January 22<sup>nd</sup>**

Airport transfer of participants

Arrival and registration of participants at the hotel reception desk

18:30 Check-in hotel

19:30 Informal welcome dinner

#### **Friday, January 23<sup>rd</sup>**

8:00 Breakfast

9:00 Formal welcome speech

9:15 Brief summary of the project

Presentation of the internet-presentation to the LdV partnership project

»Analysis of involvement into the mobility projects in organizations size types S1 and S2«

10:30 Coffee-break

11:00

1. Final discussion and Check of the questionnaire
2. Translation of questionnaires in each partner language

12.30 Light lunch

14:00 Departure for visiting INFINEON AG

15:00 Visit of INFINEON

17:00 Return to seminar hotel

19:00 Early Dinner, Sightseeing-walk in Klagenfurt, Free evening

#### **Saturday, January 24<sup>th</sup>**

8:00 Breakfast

9:00 Speech: Mobility in Austria. Discussion

10:30 Coffee-break

- 11:00 Summary, setting the goals for the next stage of the project
- 13:00 Lunch
- 14:30 Closure the 2<sup>nd</sup> meeting  
Option 1: Skiing on the “Gerlitzten” or visit Spa Warmbad Villach  
Option 2: Departure of participants
- 19.00 Dinner. Visit Velden

### **Sunday, January 25<sup>th</sup>**

- 8:00 Breakfast
- 9:00 Free time  
Option 1: Departure of participants  
Option 2: Sightseeing Carinthia

## **7.2.3 Meeting conclusion**

- 1. Welcome speech by Dr. Maria Th. Semmelrock-Picej**
2. Presentation by Mrs. Karin Ziener
  - Cross Border Economic Cooperation between Carinthia, Slovenia and Friuli Venetia Giulia (in the Alps Adriatic region) - see Annex copy.
  - Expectations, problems, or success factors.
  - [www.kziener.de](http://www.kziener.de)
  - Brief discussion - partly finance - it is not an EU funding but "our" money - grants, etc.
- 3. Introduction of the website: [www.profuturus.si](http://www.profuturus.si) - Mr. Matej Požarnik**
  - Analysis of involvement into mobility projects.
  - Project Presentation LdV Partnership Project.
  - Presentation of the various meetings.
  - Platform - Declaration – Settlement.
  - Results from the 1st meeting – summary – guidelines for the handling concerning distribution of work material and homepage contents.
  - Creating the evaluation plan (our expectations, progress of the project):
  - Evaluation plan was discussed and agreed on. The final evaluation of the project will be carried out at the last meeting of the project partnership.
- 4. Presentation of the questionnaire by the coordinator**
  - Detailed Discussion.
  - Related Events - Project Phases.
  - Translation of the questions - for each partner – task.
  - Transmission of the translated question sheet from each partner to the coordinator.
  - The coordinator will upload the translated questionnaire on to the Homepage.
  - Discussion and fixing the questions.
- 5. Presentation (Mr. Marcin Kurnik) of questionnaire in Excel format**
  - Unification of the questionnaire.
  - Explanation of handling the excel file.

- Discussion of any online questionnaire.
  - Online questionnaire: problems, work, etc.
  - Questions are briefly explained.
  - App. 20 interviews - direct contact with entrepreneurs.
  - Amendments and optimization of the questionnaire.
  - Finally the questionnaire is agreed by all members (Decision - Without online questionnaire!)
6. **Excursion to St. Veit/Glan – enterprise – „GreenoneTec“** – production of solar panels and photovoltaic. Guided Tour through the company – after works discussion about mobility of employees from this company and in general ([www.greenonetec.com](http://www.greenonetec.com)).
7. **Setting the goals for the next stage of the project**
- Mr. Michael Götz will suggest in the middle of May - 14-17. May 2009 in Berlin.
  - Confirmation will come next week.
  - Mr. Francesco Di Bello suggested 24-27.9.2009 in Rimini.
  - Mrs. Konstancja Szymura 14-17. January 2010.
  - Mr. Karl Maicher 15–18. April 2010.
  - Final meeting – June 2010 – Sweden.
8. **End of 2<sup>nd</sup> meeting**

## **7.3 Meeting 3**

### **7.3.1 Place and date**

**Berlin, Germany, 14-16th May 2009.**

### **7.3.2 Meeting programme**

#### **Thursday, May 14<sup>th</sup> 2009**

Arrival and registration of participants at the hotel reception desk

19:30 Meeting of all participants at the hotel reception

20:00 Informal welcome dinner, „Max und Moritz“(German cuisine), Oranienstr. 162, 10969 Berlin-Kreuzberg

#### **Friday, May 15<sup>th</sup> May 2009**

08:30 Departure from the hotel to our office (Großbeerenstr. 24, 10963 Berlin-Kreuzberg)

9:00 Formal welcome speech by the director of ILE-Berlin Andreas Adrian

9:15 Brief presentation of the first results with respect to the research carried out by the partners

10:45 Departure to the vocational school Ernst Litfass ([www.ernst-litfass-schule.de](http://www.ernst-litfass-schule.de)) for print and media techniques, Cyclopstraße 1–5 13437 Berlin (Wittenau)

11:30 Visit of the school and presentation of their experiences and the ones of the cooperating companies with mobility projects

13.00 Light lunch and return to our office

15:00 Discussion of the questionnaire results and adaptation of the questionnaire to the experiences made by the partner

17:00 Return to the hotel

19:00 Meeting at the reception of the hotel

20:00 Dinner

#### **Saturday, May 16<sup>th</sup> 2009**

9:00 Breakfast and transfer to the ILE-Berlin office

10:00 Brainstorming with respect to possible common future projects

- 11:00 Summary. Setting the goals for the next stage of the project (e.g. interim report, next meeting(s))
- 13:00 Lunch
- 14:30 Closing the 3rd meeting by the ILE Berlin director Andreas Adrian; Touristic programme
- 20.00 Dinner

### **Sunday, May 17<sup>th</sup> 2009**

- 9:00 Breakfast and departure of participants

### **7.3.3 Meeting conclusion**

- 1. Formal Welcome speech by the director of ILE-Berlin Andreas Adrian**
  - Presentation of the programme
  - Adoption of the agenda with little changes
  
- 2. Brief presentation of the first results** with respect to the research carried out by the partners, each partner presented the first experiences/results made with the questionnaire most of the partners still have to carry out most of the research
  
- 3. Visit of the vocational school Ernst Litfass for print and media techniques**
  - Round tour through the school.
  - Presentation by Dirk Zellmer (teacher and responsible for the international relations of the school) about the involvement of the school in mobility projects.
  - Field report by Dirk Zellmer about the involvement of smaller companies in mobility projects (30% of the companies support the students to gain working experience abroad, 30% of the companies do not allow their students to go abroad and 40% are indifferent); according to the experience of Mr Zellmer, it is in most cases a bigger “problem” to motivate the students to work abroad than the attitude of the companies with respect to mobility projects (e.g. in 2008 around 150 students have applied for mobility projects and only in 8 cases the company did not support the application).
  - Information exchange.
  
- 4. Discussion of the questionnaire results** and adaptation of the questionnaire to the experiences made by the partner:
  - the Slovenian partner presented the results of its research in different tables and graphs, which have been discussed by the partner
  - all partner agreed that the questionnaire do not has to be changed according to the experience made
  
- 5. Brainstorming with respect to possible common future projects:**
  - several partner presented first ideas of future projects they would like to carry out with some of the partners of this learning partnership
  
- 6. Summary**

Setting the goals for the next stage of the project (interim report, next meeting(s)) ILE Berlin summarised the results and conclusions of this meeting

  - the Austrian partner presented a draft of the official interim report of this project;

- the partner agreed on the dates for the next two meetings in Rimini (Italy) and Wroclaw (Poland).

7. Closing the 3rd meeting by the ILE Berlin director Andreas Adrian

Conclusions:

The Austrian Partner sends the draft interim report to all partners by email the research (20 questionnaires) should be carried out by all partners until the next partnership meeting in Rimini, where the results should be presented by each partner the next meeting will be organised by the Italian partner in Rimini (1st October – 4<sup>th</sup> October 2009) the 5th partnership meeting will be in Wroclaw from the 14th of January – 17th of January 2010. The Slovenian report with respect to the results of the research will be translated into English and distributed to the partners before the next meeting in Rimini – the format and contents of the country reports shall be discussed during the next meeting.

Each partner who have a project idea which should be implemented in partnership with other members of this learning partnership, should summarise this idea in an abstract and distribute this document before the next meeting.

## **7.4 Meeting 4**

### **7.4.1 Place and date**

**Rimini, Italy, 01-04<sup>th</sup> October 2009**

### **7.4.2 Meeting programme**

#### **Thursday, October 1<sup>st</sup>**

Arrival and registration of participants in the hotel.

19:30 Informal welcome meeting

#### **Friday, October 2<sup>nd</sup>**

8:00 Breakfast

9:00 Formal welcome speech

9:30–12.30 Session of work:

- Briefing on the project
- Mobility projects and work placements in Italy: procedures, law, insurances aspects – Italian Team experiences

13.00 Lunch

15:00 Session of work:

- Organizations size types S1 and S2 and Mobility project:
- Visit in a host enterprise in Rimini.

18:30 Free time

19:00 Dinner, free evening.

#### **Saturday, October 3<sup>rd</sup>**

8:00 Breakfast

9:00–12.30 Culture Visit: The oldest Republic of Europe – San Marino

13.00 Lunch

15:00 Session of work:

- Mobility projects and management of work placements in Europe – European Partnership experiences
- Next meeting organization.

18:30 Free time

19:00 Dinner, free evening

## **Sunday, October 4<sup>th</sup>**

8:00 Breakfast  
Departure of participants

### **7.4.3 Meeting conclusion**

#### **1. Welcome speech by Francesco Di Bello**

Daily schedule – organisation by Stefano de Bonis

#### **2. Presentation of the analysis of the questionnaire by each partner**

- Fachberufsschule St. Veit/Glan – Mr. Karl Maicher,
- ILE-Berlin – Mr. Michael Goetz,
- Aviva – Mrs. Konstancja Szymura,
- Hotel Obirblick – Mr. Josef Picej (power point presentation will be sent),
- Amledo & Co. – Mr. Patrick Ärlemalm,
- Sistema turismo s.r.l. – (presentation will be sent),
- ProFUTURUS d.o.o. – Dr. Matej Požarnik.

#### **3. Presentation of the draft of the final report for dissemination of the project results, promotion of the project and publishing by dr. Matej Požarnik**

- The draft of the final report was presented and discussed.
- The partners share tasks in creating the context of the final report:
  - Part 1, 2, 4 – Fachberufsschule St. Veit/Glan,
  - Part 3 – ILE-Berlin,
  - Part 5 – on the next meeting,
  - Part 6 – Aviva,
  - Part 7 - ProFUTURUS d.o.o.,
  - Conclusions: Amledo & Co.

All the documents should be sent to Mr. Karl Maicher by latest 15<sup>th</sup> October 2009.

#### **4. Setting the goals for the next stage of the project**

Next project meetings will be held in:

- 5th project meeting in Wroclaw , Poland: 14<sup>th</sup>-17<sup>th</sup> January 2010,
- 6th project meeting in St. Veit/Glan, Austria: 15<sup>th</sup>-18<sup>th</sup> April 2010,
- Final project meeting in Stockholm, Sweden: June 2010.

#### **5. Presentation of the new cooperation opportunities by Mrs. Jelena Krivograd**

The new possibilities of international cooperation were presented:

- Cohesion policy,
- Transnational co-operation,
- Cross Border co-operation,
- Lifelong learning projects (LdV Partnership, LdV Transfer of Innovation, LdV Development of Innovation).

Partners were invited to think about new ideas and suggestions for further co-operation.

In case of the interest for the co-operation, partners should contact each other individually until 7<sup>th</sup> November 2009, so that the preparation time for successful project work in the future will be available. Most calls start in February 2010.

**6. Excursion to the company Febal in wooden industry producing kitchens – guided tour:**

- through the company, cultural trip to the castle of Gradara nearby and to the Republic of San Marino was organized including after work discussion.

**7. End of 4<sup>th</sup> meeting.**

## **7.5 Meeting 5**

### **7.5.1 Place and date**

**Wroclaw, Poland, 14-17<sup>th</sup> January 2010**

### **7.5.2 Meeting programme**

#### **Thursday, January 14<sup>th</sup>**

Arrival and registration of participants in the hotel.

20:00 Informal welcome dinner.

#### **Friday, January 15<sup>th</sup>**

8:00 Breakfast

9:05 Welcome speech by Konstancja Szymura.  
Presentation of the Program.

9:15 Brief summary of the project.

9:20 Presentation: Draft of the final report.

10:30 Coffee-break

10:45 Documents from the previous meetings (lists of participants, proofs of motilities).

11:30 Presentation: Congress and conference potential of Wrocław and Lower Silesia conducted by :Michał Zając , Convention Bureau,ul. Wystawowa 1, 51-618 Wrocław.  
Presentation: Wrocław : good for living, studying, investing conducted by : Marcello Murgia, Investment Support Unit, RAW S.A. z/s , ul. Ofiar Oświęcimskich 36, 50-059 Wrocław 1.

14:00 Lunch, Art. Hotel Restaurant.

14:45 Departure for a study visit in : Wrocław Technology Park,  
Muchoborska 18, 54-424 Wrocław.

16:30 Return to the Hotel.

17:30 Coffee or snack – Sightseeing - walk in Wrocław.

20:00 Dinner in “Pod Papugami”, Rynek 9a.

22:30 Wrocław by night.

## **Saturday, January 16<sup>th</sup>**

- 8:30 Breakfast
- 9:00 Discussion about future project's ideas.  
Setting the goals for the next stage of the project.
- 9:45 Summary of the sessions and closing the official part of the meeting.
- 10:05 Departure to Castle "Książ" – 3rd biggest castle in Poland.
- 11:00 Visiting charming Church of Peace, which is on UNESCO list.
- 13:00 Making historical route in the castle "Książ".
- 14:30 Lunch in the Castle.
- 16:30 Coffee & suburb dessert in Krasków Castle
- 18:00 Return to Wrocław.
- 20:30 Dinner in "Gospoda Wrocławska.

## **Sunday, January 18<sup>th</sup>**

- 8:30 Breakfast.
- Departure of participants.

## **7.5.3 Meeting conclusion**

### **1. Welcome speech by Konstancja Szymura**

Introduction to Wrocław and Lower Silesian cultural and industrial context

### **2. Brief summary of the project**

- Overview of all chapters of the Analysis of companies according to the level of interest into European project involvement considering the main conclusions made by every country.  
Tendencies observed:
  - Selectiveness of destinations: mentioned large tourist countries.
  - Limited will of small companies management to send employees abroad.
- Setting the goals for the next stage of project.  
Next meetings will be held in:
  - 6<sup>th</sup> project meeting in St. Veit/Glan, Austria 15<sup>th</sup> -18<sup>th</sup> April 2010.
  - 7<sup>th</sup> project meeting in Stockholm, Sweden 10<sup>th</sup> - 13<sup>th</sup> June 2010.
- Tasks to accomplish:
  - ProFUTURUS: publish the draft report on the project web-page ([www.profuturus.si](http://www.profuturus.si)).
  - ILE-Berlin: complete the methodology part by latest 5 of February.

- Amledo & Co: conclusions prepositions on the project by latest 5 of March.

### **3. Conclusions draft (open questions for the following meeting)**

Brainstorming ideas for setting the outlines of the final conclusions on the questionnaires results to be submitted in the final report:

- Discussion on the importance of participants' opinions and creative results for the final conclusions chapter.
- How to improve the European project involvement of smaller companies in the future.
- Also other countries are of interest as the destination for mobility, not just Spain and France. In future promote also other countries.
- Small companies cannot miss workers during the mobility.
- Managers should be convinced about the added value of mobility in order to send their workers abroad. What is the motivation?
- Suggestions: what could be done?

### **4. Presentation: Congress and conference potential of Wrocław and Lower Silesia** Conducted by: Michał Zając (Convention Bureau).

### **5. Presentation: Wrocław : good for living, studying, investing**

Conducted by: Marcello Murgia, (Investment Support Unit).

### **6. Study visit to Wrocław Technology Park**

An example of cooperation of the Municipality of Wrocław and universities with young small and medium-sized businesses related to advanced technologies.

The tour was followed by exchange of ideas about the future cooperation between the participants and the representatives of the Technology Park.

### **7. Cultural trip to the castle of Książ – 3rd biggest castle in Poland and a visit to the Underground Town Głuszyca in the Osówka Complex.**

### **8. Sightseeing-walk in Wrocław**

### **9. Closure of the 5<sup>th</sup> meeting**

## **7.6 Meeting 6**

### **7.6.1 Place and date**

**St. Veit/Glan, Austria, 15-18th April 2010**

### **7.6.2 Meeting programme**

#### **Thursday, April 15<sup>th</sup>**

Arrival and registration of participants in the hotel.

18:45 Departure for dinner

#### **Friday, April 16<sup>th</sup>**

8:30 Transfer from hotel to school

8:45 Opening the meeting

9:00 Work sequence

11:00 Coffee

11:15 Visit tour through the school

12:30 Transfer to location for lunch

13:00 Lunch on Magdalensberg

14:00 Work sequence

15:00 Transfer to castle Hochosterwitz

15:30 Visiting the castle

17:00 Transfer back to St. Veit

17:30 Free time

18:45 Transfer to location for dinner

#### **Saturday, April 17<sup>th</sup>**

Sightseeing.

#### **Sunday, April 18<sup>th</sup>**

Departure of participants.

### 7.6.3 Meeting conclusion

1. **Welcome speech by Mr. Karl Maicher, Fachberufsschule St. Veit / Glan and explanation of the schedule**
2. **Slide Show about Carinthia**
3. **Presentation of the draft for the final report by Mr. Matej Požarnik from Profuturus.**
  - As a task from the last meeting in Poland the report has been added with some chapters. After the presentation of these parts the partners discussed about what is to upgrade and what is still missing.
  - Especially the conclusions from some partners are not detailed enough. The conclusion should be divided in two parts:
    - general conclusion
    - hard facts
  - The report must also be corrected concerning language mistakes.

At the end of the morning session there was an intensive discussion about the handling, creating and construction referring to the final conclusions

4. **The guided tour around the vocational school and the students' home.**
  - The hall and the classrooms were decorated to represent the countries of the project partners and of the EU.
5. **Transfer to Magdalensberg for lunch.**
6. **Afternoon work session:**
  - Detailed Discussion about future projects.
7. **Results and tasks according to the 6th partnership meeting:**
  - Some partners have to upgrade their conclusions.
  - All partners should check and find language mistakes until last meeting
  - Mr. Patrick Årlemalm from Sweden will write a recommendation for further mobility projects.
  - He also will prepare the next meeting in Stockholm in June.
  - Fachberufsschule St. Veit / Glan will reserve the webdomain: [www.mobilitycheck.eu](http://www.mobilitycheck.eu)
  - Relationship between Amledo and vocational school Spittal/Drau for future.
  - Students exchanging projects will be started, Mr. Maicher has arranged a meeting for next day.
  - Each partner will send a project member list to ProFUTURUS until Friday, 23.4.2010

## **7.7 Meeting 7**

### **7.7.1 Place and date**

**Stockholm, Sweden, 10-13<sup>th</sup> June 2010**

### **7.7.2 Meeting programme**

#### **Thursday, June 10<sup>th</sup>**

Arrival and registration of participants in the hotel.

18:45 Departure for dinner

#### **Friday, June 11<sup>th</sup>**

8.30 Transfer from hotel to school St Erik gymnasium

8.45 Opening the meeting

9.00 Visit tour through the school St Erik gymnasium

11.00 Coffee

11.15 Work sequence

12.30 Transfer to location for lunch

13.00 Lunch

14.00 Work sequence

15.00 Transfer by boat to Fjäderholmarna

15.30 Visiting the Fjäderholmarna

17.00 Transfer back to the city of Stockholm

17.30 Free time

18.45 Transfer to location for dinner

#### **Saturday, June 12<sup>th</sup>**

Sightseeing

#### **Sunday, June 13<sup>th</sup>**

Departure, Transfer to the airport

## 7.7.3 Meeting conclusion

### 1. Welcome speech by Mr Patrick Årlemalm

- Introduction to Stockholm and meeting agenda.

### 2. Summary of the project

- Finalization of the analysis
- Overview of all chapters in the final report.
- Disposition of the final report and analysis is discussed.
- Dialogue concerning the change of templates used for graphics in the final report.
- Additions are made to the conclusion of the analysis.
- Open debate concerning the analysis.
- Discussion concerning the submission of the result of the analysis to the national agencies.
- Final report will be finished in the middle of august.
- Conversation concerning the goal fulfilment of the partnership.
- Discussion concerning the dissemination of the partnership, analysis and final report.
- Dialogue of the projects impact on different stakeholders.

### 3. Summary of the partnership

- The importance of these types of partnerships
- Discussion concerning mobility
- Conversation concerning new projects

### 4. Summary of the administrative task left

- The importance of knowledge and information sharing
- The work that partners has to do and to submit to their own national agency.
- Discussion concerning a leaflet to disseminate the result from the analysis. Aviva agrees to make a leaflet for each partner to use for dissemination.

### 5. Study visit to St Eriks gymnasium

- St Eriks gymnasium has been active in the field of mobility and gives an idea on how mobility project can benefit young people all over Europe. Conducted by: Astrid Persson.

### 6. Study visit to Stockholm archipelago

- The partners visit the island of Fjäderholmarna, which provides a glimpse in to Swedish culture as well as the connection to the Baltic Sea area. Partners are treated to traditional Swedish foods. Also accompanying the group is Mr Roger Gellerstam, a VET- teacher that has a long experience in mobility projects for IVT.

### 7. Sightseeing walk in Stockholm

### 8. Cultural trip to the Wasa museum, followed by an excursion to Södermalm in Stockholm

### 9. Closure of the 7th meeting

# 8.

## 8 ANNEX 2: QUESTIONNAIRE

»Analysis of involvement into the mobility projects in organizations size types S1 and S2«  
No. LLP-LDV-partnership-08-0879

Questionnaire number		
<b>1.COMPANY TYPE</b>	<b>Option</b>	<b>Answer</b>
Company size:	S1 / S2	
S1 (1 – 20 employees) S2 (20 – 50 employees)		
Main activities of the company (economic sector):	A...P	
<ul style="list-style-type: none"> <li>A- AGRICULTURE, FORESTRY AND FISHING</li> <li>B- MINING AND QUARRYING</li> <li>C- MANUFACTURING</li> <li>D- ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY</li> <li>E- WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES</li> <li>F- CONSTRUCTION</li> <li>G- WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES</li> <li>H- TRANSPORTATION AND STORAGE</li> <li>I- ACCOMMODATION AND FOOD SERVICE ACTIVITIES</li> <li>J- INFORMATION AND COMMUNICATION</li> <li>K- FINANCIAL AND INSURANCE ACTIVITIES</li> <li>L- REAL ESTATE ACTIVITIES</li> <li>M- PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES</li> <li>N- ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES</li> <li>O- PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY</li> <li>P- OTHER</li> </ul>		
Amount of employees of foreign nationality:	A...D	
A. 0%                      B. 1-10% C. 11-20%                D. more than 20%		
<b>2.EMPLOYER</b>		
Age:	A...C	
A. 20 – 35                      B. 36 – 50 C. more than 50		
Have you ever worked abroad?	YES /NO	
Do you speak any foreign languages?	YES /NO	
Level of education:	A...G	
<ul style="list-style-type: none"> <li>A. Primary education</li> <li>B. General secondary education</li> <li>C. Technical and vocational secondary education</li> <li>D. Higher education</li> <li>E. Post-secondary non-tertiary education</li> <li>F. Tertiary education</li> <li>G. Other education</li> </ul>		

<b>3.PROJECTS<sup>8</sup></b>		
Do you know any European Funds?	YES /NO	
If YES, which one/ones:	A...E	
<ul style="list-style-type: none"> <li>A. Cohesion Fund (CF)</li> <li>B. European Social Fund (ESF)</li> <li>C. European Regional Development Fund (ERDF)</li> <li>D. European Agricultural Fund for Rural Development (EAFRD)</li> <li>E. European Fisheries Fund (EFF)</li> </ul>		
Have you ever received money from European Funds?	YES /NO	
If YES, from which one/ones?	A...E	
<ul style="list-style-type: none"> <li>A. European Social Fund (ESF)</li> <li>B. European Regional Development Fund (ERDF)</li> <li>C. European Agricultural Fund for Rural Development (EAFRD)</li> <li>D. European Fisheries Fund (EFF)</li> <li>E. Other</li> </ul>		
Do you know Lifelong learning programmes (LLP)?	YES /NO	
If YES, which one/ones?	A...D	
<ul style="list-style-type: none"> <li>A. Socrates / Erasmus programme</li> <li>B. Leonardo da Vinci programme</li> <li>C. Grundtvig</li> <li>D. Other</li> </ul>		
Where did you get information about the LLP?	A...G	
<ul style="list-style-type: none"> <li>A. Newspapers</li> <li>B. Chamber of commerce</li> <li>C. Internet</li> <li>D. Colleagues</li> <li>E. Good practice</li> <li>F. National Agency seminar</li> <li>G. Other source</li> </ul>		
Have you ever taken a part in any kind of European mobility project?	YES /NO	
If YES, in which? Explain the role you have taken in the project.	Notes	

<sup>8</sup> **Leonardo da Vinci (LdV)** is the Vocational, Educational and Training (VET) Sectoral Programme within the Lifelong Learning Programme (LLP). It offers different types of actions: mobility, transfer of innovation, development of innovation, partnership, thematic network etc.

**Mobility:**

**The action Mobility for Trainees in Initial Vocational Training (IVT)** of LdV aims at the support of transnational mobility of persons undergoing initial vocational education and training.

**The action Mobility for People in the Labour Market** of LdV aims at the support of transnational mobility of workers, selfemployed or people available for employment (including graduates) undergoing a training period abroad in a vocational training context.

**The action Mobility for Professionals in Vocational Education and Training (VETPRO)** of LdV aims at the support of transnational mobility of persons responsible for vocational training and/or human resources.

**Mobility** means sending and receiving mentioned target groups in different institutions, companies for a defined period of time, where the participants work, learn, gain the skills etc. on their professional field.

Do you have any experience of hosting foreign employee?	YES /NO	
To what extent are you interested in sending employees to companies in other European member states if the stay is paid <sup>9</sup> ?	1...10	
1... low interest 5... medium interest 10... high interest		
If 1 to 5 please explain why.	Notes	
To what extent are you interested in receiving trainees or experts from other European member states if you don't have any costs?	1...10	
What would be the most appropriate duration for the training (incoming)?	A...D	
A. less than 1 week B. 1 week to 1 month C. 1 month to 3 months D. more		
What would be the most appropriate duration for the training (outgoing)?	A...D	
A. less than 1 week B. 1 week to 1 month C. 1 month to 3 months D. more		
How does the company and individual benefit by involving into the European mobility projects? (choose 3 answers)	A...I	
A. Improvement of language skills. B. Improvement of professional skills. C. Motivation of employees. D. Exchanging of knowledge and technology. E. Self confidence of employee. F. Improvement of intercultural skills. G. Networking. H. Benchmarking with exchange of knowledge. I. Others.		

<sup>9</sup> Costs: travelling, insurance, accomodation, food.

Which European countries are the most interesting for mobility for you? (write not more than 3 answers)	Note	
<b>4.FUTURE and PROJECTS</b>		
What kind of support does your company need to carry out the European mobility project? (choose 3 answers)	A...H or Notes	
<ul style="list-style-type: none"> <li>A. Language support</li> <li>B. Administration support (application, reporting, financing etc...)</li> <li>C. Replacement for the time of mobility</li> <li>D. Information support</li> <li>E. Higher level of financial support</li> <li>F. Logistical support</li> <li>G. No support necessary</li> <li>H. Other. Please explain:</li> </ul>		
Do you have any project ideas to improve the European mobility of knowledge?	YES /NO	
If YES, which? Please explain.	Notes	
Would you like to be contacted to get more information?	YES /NO	

# 9.

## 9 ANNEX 3: PUBLISHED ARTICLE

# EU aktuellt

FÖR YRKESLÄRARE, ARBETSGIVARE OCH FACKFÖRENINGAR

## Ökad konkurrenskraft tack vare EU-stöd

EU investerar stora pengar i projektstöd för att främja Europas utveckling. Det skapar möjligheter för att utveckla nya idéer och kunskaper. Det kan innebära ökade ekonomiska och personella resurser, stärkt attraktionskraft, ökad kompetens, ett högre tempo i förändringsarbetet och ökat inflytande på EU:s strategi på en rad områden.

Amledo & Co har utvecklat projekt och skrivit ansökningar för bland annat ABE, LO, Riksidrottsförbundet, Trä- och Möbelindustriförbundet, Fastighetsanställdas Förbund, Samhall AB, Swedwood International och Reumatikerförbundet i samarbete med Bemanningsföretagen.

Vi har också omfattande internationell erfarenhet av europeiska samarbetsprojekt. Ett lyckat exempel är det Socialfondsfinansierade projektet Amledo & Co utvecklade för Samhall AB i samarbete med Fastighetsanställdas Förbund. Det ligger nu som grund för ett helt nytt utvecklingskoncept för anställda inom Samhalls växande affärsområde för städtjänster.

Ett annat exempel är det valideringsystem, som vi utvecklade i samverkan med Trä- och Möbelindustriförbundet (TMF) och GS-facket, som idag används inom delar av träindustrin. Systemet har även stora möjligheter att överföras till andra branschområden.

## Nya yrkesutbildningar på gång

Amledo & Co startar nu två nya yrkesutbildningsprojekt för träindustrin.

Dels en europeisk on-lineutbildning för ökat europeisk kunskapsom byggnadskonstruktioner i trä.

Dels en yrkesutbildning för ekologisk möbeltillverkning. Vi samarbetar med partner i Lettland, Frankrike, Irland, Rumänien och Spanien med stöd från EU:s program för yrkesutbildning Leonardo da Vinci.

## Vinster med EU-praktik

Genom EU:s praktik- och utbytesprogram får ungdomar internationell arbetslivserfarenhet och kunskaper inom sitt yrkesområde, något som på sikt kan underlätta möjligheterna att få jobb. Genom dessa EU:s praktikprogram kan yrkeslever förbättra sina språkliga och kulturella färdigheter. Men det är också en unik möjlighet för företag att få tillgång till den kompetens de söker och skapa

nya kontakter, som är värdefulla för försäljning på EU:s inre marknad.

I ett europeiskt partnerskapsprojekt undersöker Amledo & Co och TMF i samarbete med partner i Slovenien, Österrike, Italien, Tyskland och Polen intresset hos svenska och europeiska företag att ta del av olika EU-program, bl a för ungdomspraktik. Hör gärna av dig om du vill samverka med oss.

## Så söker du EU-stöd

Att skriva EU-ansökningar är ofta arbetskrävande. Din projekttid ska rymmas inom en aktuell prioritering för varje utlysning. Det är därför viktigt att förbereda sig noga och ha god framförhållning. Ett vanligt krav är att projektet omfattar deltagare från flera med-

lemsländer och att det finns ett europeiskt syfte med projektet. Om du saknar tidigare erfarenhet kan det kännas krångligt att söka EU-stöd. Det är då viktigt att i början lägga extra tid och kraft på att utveckla ansökningar och driva EU-projekt.

## Här hittar du EU:s fonder och stödprogram

Det finns en mängd program och görs regelbundet nya utlysningar, som du kan få nytta av. EU-kommissionens olika generaldirektorat har aktuell information om ansökningsomgångar på: [www.europa.eu/comm/dgs\\_sv.htm](http://www.europa.eu/comm/dgs_sv.htm)

Flera av EU:s fonder och program har kontaktpunkter i Sverige som kan ge information om programmen och svara på frågor i samband med ansökan. Många kommuner har EU-samordnare eller någon som ansvarar för de europeiska och internationella kontakterna. De vet vilka fonder och program som är aktuella för kommunen och i vilka kommunen deltar.

Enterprise Europe Network riktar sig till små och medelstora företag med information och stöd i EU-frågor. Där kan du också få hjälp med att finna lämpligt program eller projektpartner i andra länder.

[www.enterpriseurope.se](http://www.enterpriseurope.se)

## Nytt nätverk för sociala företag

Kom med i det nya nätverket IRENET som ska utöka det europeiska samarbetet i frågor som gäller kompetensutveckling och yrkesutbildning för sociala företag. I nätverket medverkar partners från Italien, England, Grekland, Tyskland, Polen, Danmark, Slovenien, Cypern och Sverige.



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[www.amledo.com](http://www.amledo.com)