

IN-WORK

Survey Questionnaire: Public and Private Organisations

2022-1-IT02-KA220-HED-000087184



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SURVEY QUESTIONNAIRE: PUBLIC AND PRIVATE ORGANISATIONS

| Area | Content |
|---|---|
| <p>Respondent Profile</p> | <p>Please answer the following questions:</p> <p>Where are you located?</p> <ul style="list-style-type: none"> - Finland - Italy - Spain - Other – please specify <p>Which is your organization type?</p> <ul style="list-style-type: none"> - Public - Private <p>Which is the sector of your organization? <i>[Eurostat classification]</i></p> <ul style="list-style-type: none"> - Mining and quarrying - Manufacturing - Electricity, gas, steam and air conditioning supply - Water supply; sewerage, waste management and remediation activities - Construction - Distributive trades - Transportation and storage services - Accommodation and food service activities - Information and communication services - Real estate activities - Professional, scientific and technical activities - Administrative and support service activities - Repair of computers and personal and household goods <p>Dimension – How many employees have your organization?</p> <ul style="list-style-type: none"> - <10 employees - 11 – 50 employees - 51 - 100 employees - 101 - 250 employees - >250 employees |
| <p>Job insertion for youths with special needs</p> | <p>Do you have any legal obligation to hire special need employees? Y/N</p> <p>How many employees with special needs are enrolled in your organization</p> <ul style="list-style-type: none"> - 0 - 1-4 - 5-10 - >10 |

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| | <p>Special Need</p> <ul style="list-style-type: none"> - Physical impairment - Intellectual impairment - Specific learning disorder - Other <p>What method do you use to include workers with disabilities?</p> <ul style="list-style-type: none"> - Insertion managed directly by the company - Nominative goodwill with Targeted Placement Service - Numerical start-up (sent ex officio by the Placement Service) - agreements with social cooperatives - internship - Other, please specify <p>What internal and external advantages do you perceive in the inclusion of employees with disabilities?</p> <ul style="list-style-type: none"> - Nothing, it is only a legal obligation - Social Responsibility performance improvement - Enrichment of the skills present in the company - A human resource management strategy - Improvement of the company climate - Productivity improvement - Enrichment for the employees - Other, please specify _____ <p>What management tools aimed at the job placement of employees with disabilities do you use in the company?</p> <ul style="list-style-type: none"> - Promotions for comparative merits under the contract - A specific job description that takes into account abilities and limits, - Identification of the most suitable tasks among those routinely carried out in part also by the rest of the employees in agreement with the occupational doctor - Restoring awareness that they are part of an active cycle - According to the worker's special need, placement in a suitable company area with related training and tutoring - Training dedicated to employee placement and career development - Other, please specify <p>What would you need to encourage greater inclusion and a higher hiring level of people with special needs in your company?</p> <ul style="list-style-type: none"> - Greater knowledge of work limitations - Greater knowledge of the types of disability - Greater knowledge of Disability and health and safety - Comparison/sharing with other companies - Specific training for company tutors - Insights on aids and workplace adaptations - Specific insights on the Social Responsibility theme applied to placement |
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| | <ul style="list-style-type: none"> - Knowledge of issues had with previous employers - Other, please specify |
| <p>Perceived potential of the university role</p> | <p>What support actions could be useful for the inclusion of people with special needs in your company?</p> <ul style="list-style-type: none"> - Pre-selection service - A constant support in the post-insertion phase - Activation and tutoring of training internships - Information regarding the provision of incentives - Environmental analysis (barriers and facilitators) - Specialist consultancy on legal questions - Consultancy and support in the detection of needs - Tutoring and collaboration with specific projects for integration (e.g. psychologists, educators, etc.) - Others, please specify <p>Is anything that the university can do in this field? Y/N</p> <p>If yes, please specify</p> |
| <p>Perceived mismatch between profiles/competences and the labour market needs</p> | <p>Do you believe that youths are prepared to work? Y/N</p> <p>What about people with special needs? Do you see any difference in competences and skills? Y/N</p> <p>If yes, please specify</p> <p>Which obstacles do you see in hiring people with special needs?</p> <ul style="list-style-type: none"> - Environmental issue - Legal problem - Productivity issue - Problems with employees - Other, please specify <p>Would you hire a youth who possesses the competences you need, regardless of his/her potential disadvantage? Y/N</p> <p>What are the training needs of your employees to facilitate onboarding?</p> <ul style="list-style-type: none"> - Inclusion topics - Training for tutors about the different disabilities - Training on tutoring and mentoring competencies - Other _____ |

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| | <p>What kind of training do you think is necessary for candidates with special needs to facilitate their hiring and inclusion into your company?</p> <ul style="list-style-type: none">- Specific pre-insertion internships for the target role- Training courses prior to insertion into the company- Educational/psychological support- Other _____ <p>Are you available to deepen these topics in a focus group? Y/N</p> |
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Authors: IN-WORK project

Contact: info@in-work-project.eu





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