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SCALE UP

SURVEY OF YOUNG JOB SEEKERS AND BUSINESS SURVEY

A research and statistical analysis of the conditions of young jobseekers and the needs of companies.

Scaling-up Skills for
Strengthening Inclusion
and Youth Employability

Project Number: KA210-YOU-2F49B5FD-2



Joint



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STATISTICAL RESULTS SURVEYS

1. Survey of young jobseekers

General information: The survey was answered by 21 young Spaniards, 20 Italians and 23 Lithuanians. All responses were complete and could be analyzed (64 final responses). The survey was answered by 43 women (67.18%) and 21 men (32.82%), with an average age of 25.14 years (± 0.58) and with a level of education divided as follows: Regarding the scope of the respondents' qualifications, they were distributed as follows: 16 had studies related to business administration and economics (25%), 19 to social sciences (29.69%), 5 to aspects of communication and information technologies (7.81%), 4 to services (6.25%), 5 in the area of arts and humanities (7.81%), 4 in health (6.25%), one in education (1.56%), 4 in natural and exact sciences (6.25%), 5 engineering (7.81%) and one in generic areas (1.56%).

50 young people surveyed have worked before (78.13%), while the rest have never done so (21.87%). Of those who have worked before, they value work experience with an average score out of 10 points of 6.10 (± 0.27); 9 have worked in elementary jobs (18%), 4 as skilled workers (8%), 24 in administration and services (46%) and 13 in management or professional positions (26%), and the duration of their jobs has varied from young people with less than one year experience (36%), or between 1-2 years (32%), to those with more than 5 years of experience (12%, the other 20% have worked 3-4 years). Young people surveyed are mostly looking for jobs in management or professional positions (68.74%) or administration and services (25%), while only 6.26% are looking for elementary or qualified jobs.

Answers question 1: "Taking into account the job skills I currently possess as a jobseeker; I consider that I possess (the ability to) ..." (scale of 1 = strongly disagree to 7 = strongly agree). Colored cells for high values (greater than 6, green) and lower values (less than 5, red).

	Education and training	Specific expertise and experience	Adaptability	Initiative	Leadership	Teamwork	Fast learning	Creativity	Innovation	Problem solving and decision making	Communication (oral/written)	ICT skills	Time management	Resource Management	Personnel management
Media	5.70	4.92	6.16	6.02	5.83	5.31	6.14	6.10	5.60	5.42	5.75	5.81	5.41	5.57	5.56
Error	0.19	0.20	0.15	0.16	0.17	0.18	0.15	0.17	0.19	0.18	0.17	0.16	0.19	0.18	0.19

Viewing the results, the survey of young jobseekers reveals that the skills they believe they possess are adaptability, fast learning and creativity. And the worst specific expertise and experience followed by teamwork.

Answers question 2: "Based on your personal experience as a job seeker, assign a value from 1 to 7 to each statement: When I look for a job..." (1 = strongly disagree; 7 = strongly agree). Colored cells for high values (greater than 4, green) and lower values (less than 2, red).

	I only apply for positions that match the competencies of my CV	I request help from agencies that help job seekers	I adapt my CV, cover letter, references, etc. to each of the jobs	My age has been an obstacle	My gender has been an obstacle	My sexual orientation has been an obstacle	My ethnicity has been an obstacle	My political beliefs have been an obstacle	My religious beliefs have been an obstacle
Media	4.67	3.13	5.39	3.97	2.59	1.70	1.67	1.72	1.63
Error	0.22	0.27	0.20	0.26	0.25	0.20	0.20	0.19	0.18

In terms of what they do when they are looking for a job, the first answer is to adapt my CV, cover letter, references, etc. to each of the job postings followed by I only apply for positions that match the competencies on my CV and they do not see religion, ethnicity or sexual orientation as a barrier, rather than gender and age.

Answers question 3: "Given your current situation, rate the following statements from 1 to 7: If you are offered a job..." (1 = strongly disagree; 7 = strongly agree).

	I could move	I have an adequate space at home to telework	I could commute to my workplace
Media	4.83	5.53	5.23
Error	0.25	0.21	0.21

For the question referring to which in their current situation they prefer, the order of most accepted answer is

- I have an adequate space at home to telework,
- I could commute to my workplace
- I could move

There was an open question about if there were any additional skills you possess and you consider important?

The most repeated competence was empathy, followed by critical thinking and languages.

2. Business survey

General information: the survey was answered by 18 Spanish, 18 Italian and 13 Lithuanian companies. Of these, a total of 12 complete responses including open questions were obtained in Spain, 10 in Italy and 6 in Lithuania, which were included in the analysis. The survey was answered by 11 women (39.29%) and 16 men (57.14%); 3.57% preferred not to answer. who worked in 2 micro enterprises (7.14%), 5 small companies (17.86%), 7 medium enterprises (25%) and the rest large (50%).

Answers question 1: "When hiring a new ____, our company considers it important that he has (professional ability) ..." (0= no importance, 10= maximum importance; NA= not applicable). Colored cells for high values (greater than 8, green) and lower values (less than 5, red).

	Qualifications and training	Technical knowledge and experience	Adaptability	Self-management	Initiative	Leadership	Teamwork	Learn fast	Creativity	Innovation	Solve problems and make decisions	Communication (oral and written)	TIC	Time management	Resource Management	Personnel management
Managers/specialists	8,57	9,00	8,86	8,71	8,61	8,64	8,54	8,64	7,25	8,21	9,18	8,04	7,07	8,54	8,21	7,75
Administration/Services	7,54	8,32	8,54	7,71	7,39	5,93	8,07	8,36	6,14	6,68	8,00	8,07	7,54	8,21	6,75	6,00
Skilled workers	5,14	6,43	6,93	6,11	5,43	3,89	6,71	7,07	4,14	4,82	6,43	4,61	4,43	5,82	4,43	2,86
Elementary occupations	3,14	4,39	6,11	4,61	4,46	2,32	6,07	6,36	3,61	3,46	4,93	3,75	3,04	4,54	3,89	2,75

It is noted that professional skills are given importance in so far as they are positions with responsibility or specialized.

For Managers/specialists the most valued skills are

- Solve problems and make decisions
- Technical knowledge and experience

and the least valued

- TIC and creativity

For Administration/Services

the most valued skills are

- Adaptability
- Technical knowledge and experience

and the least valued

- Creativity
- Leadership

For skilled workers and elementary occupations, skills are not highly valued and we could highlight

- Learn fast

Answers question 2: "The Covid-19 pandemic affected the importance my company places on professional skills when hiring a new _____ in terms of..." (0= has not affected anything, 10= has affected a lot; NA= not applicable).

	Qualifications and training	Technical knowledge and experience	Adaptability	Self-management	Initiative	Leadership	Teamwork	Learn fast	Creativity	Innovation	Solve problems and make decisions	Communication (oral and written)	TIC	Time management	Resource Management	Personnel management
Managers/specialists	2.07	2.04	2.54	2.54	2.32	2.29	2.25	2.21	2.14	2.21	2.36	2.39	2.46	2.36	2.25	2.32
Administration/Services	2.11	2.11	2.39	2.36	2.18	2.11	2.21	2.21	2.07	2.07	2.29	2.29	2.32	2.32	2.18	2.18
Skilled workers	2.21	2.25	2.50	2.39	2.21	2.21	2.32	2.36	2.21	2.21	2.36	2.32	2.39	2.32	2.36	2.32
Elementary occupations	2.36	2.36	2.64	2.50	2.45	2.36	2.41	2.45	2.41	2.36	2.45	2.45	2.50	2.55	2.41	2.41

When asked whether covid-19 has affected the importance that companies attach to skills, the overall conclusion is that it has not. All values are very low, no relevant differences are appreciated.

Answers question 3: "In relation to the hiring processes in your company, assign a value from 1 to 7 to each statement (1 = strongly disagree; 7 = strongly agree). Colored cells for high values (greater than 5, green) and lower values (less than 4, red).

	<i>Media</i>	<i>Error</i>
We receive many CVs with extensive experience	4.00	0.32
We receive many highly qualified CVs (training)	4.32	0.33
Selection and recruitment are carried out in collaboration with external agencies	3.46	0.43
We search and hire directly in universities or educational centers	4.93	0.42
We rigorously apply selection methods (CV data collection, psychometric tests, interviews, references, etc.)	5.25	0.35
We prefer structured interviews to unstructured ones	4.29	0.36
We give relevance to non-official training	5.07	0.37
We give relevance to recommendation and personal familiarity/knowledge	4.29	0.39
We give relevance to attention to diversity	5.00	0.36

In relation to how they develop the selection process in their companies, the highest values were for “We rigorously apply selection methods (CV data collection, psychometric tests, interviews, references, etc.)”, followed by “We give relevance to non-official training” and the lowest rated option was “Selection and recruitment are carried out in collaboration with external agencies”.

For companies, there were three open questions,

1. Are there any additional important skills that you seek when hiring new employees.

As there are many different answers, we have selected the most repeated one: proactivity and motivation.

2. What are the hardest skills to find (for any of the occupational groups listed)?

Commitment and adaptation to change.

3. Considering the cases when you cannot find the ideal candidate for a position, what type of job skills are you most likely to consider non-negotiable and which ones are you most likely to overlook to get someone hired?

Learning capacity versus experience.

It is interesting to note that adaptability and fast learning are what young jobseekers put first in their survey, while experience came last.

SCALE-UP



Scaling-up Skills for Strengthening Inclusion and Youth Employability



KA210-YOU-2F49B5FD



Goals



Exploration and increased acquisition of new skills in young jobseekers in order to provide new opportunities to position themselves in the labour market

Stage 1 Market Study

1



Matching labour market and young jobseekers needs

Topics

- Inclusion
- promoting equality and non-discrimination
- Soft skills
- Youth employability

MARKET STUDY

SKILL ASSESSMENT

SCALE-UP ONLINE

FINAL MEETING EVENT

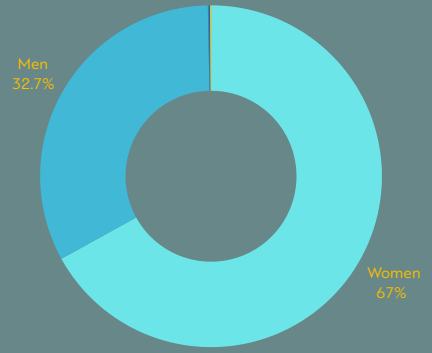
SURVEY OF YOUNG JOBSEEKERS

Spain

Italy

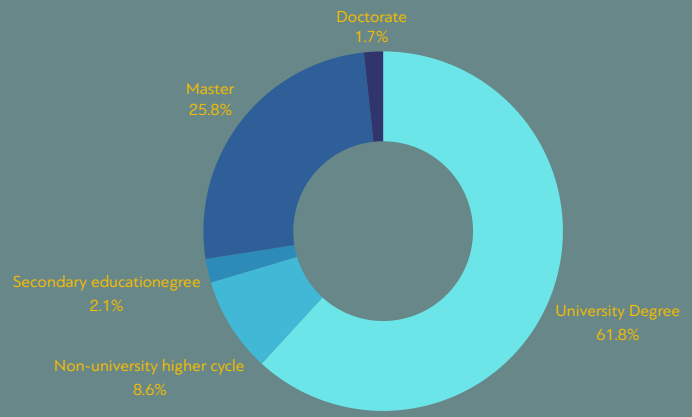
Lithuania

Average age: 25,14



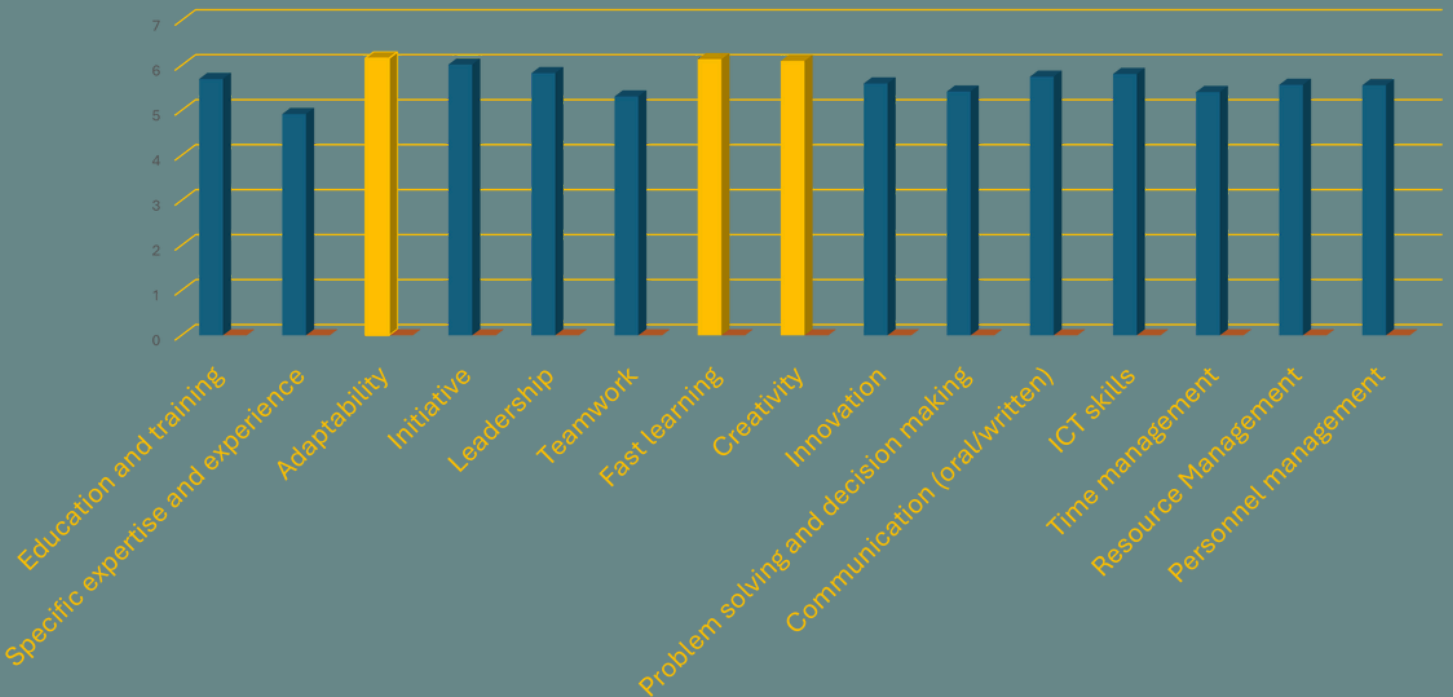
Women 67,18 % / Men 32,82%

#1	Secondary education	10,94%
#2	Non-university higher	7,81%
#3	cycle	56,25%
#4	University degree	23,44%
#5	Master	1,56%
	Doctorate	



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Skills valued by jobseekers



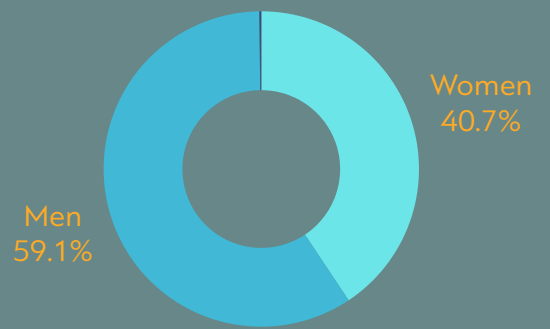
Joint



Erasmus+

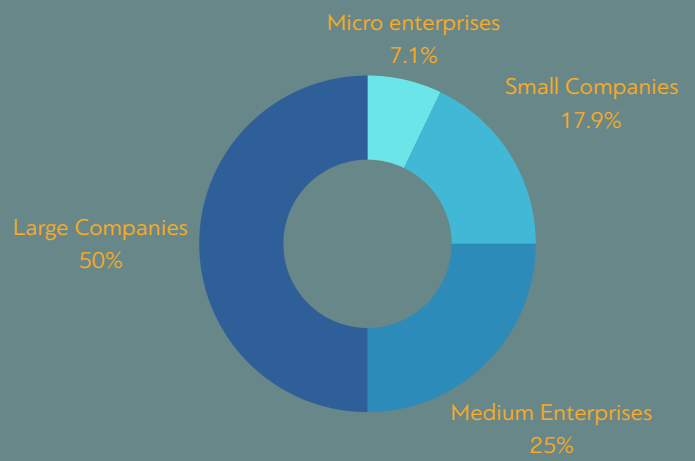
SURVEY FOR COMPANIES

Spain
Italy
Lithuania



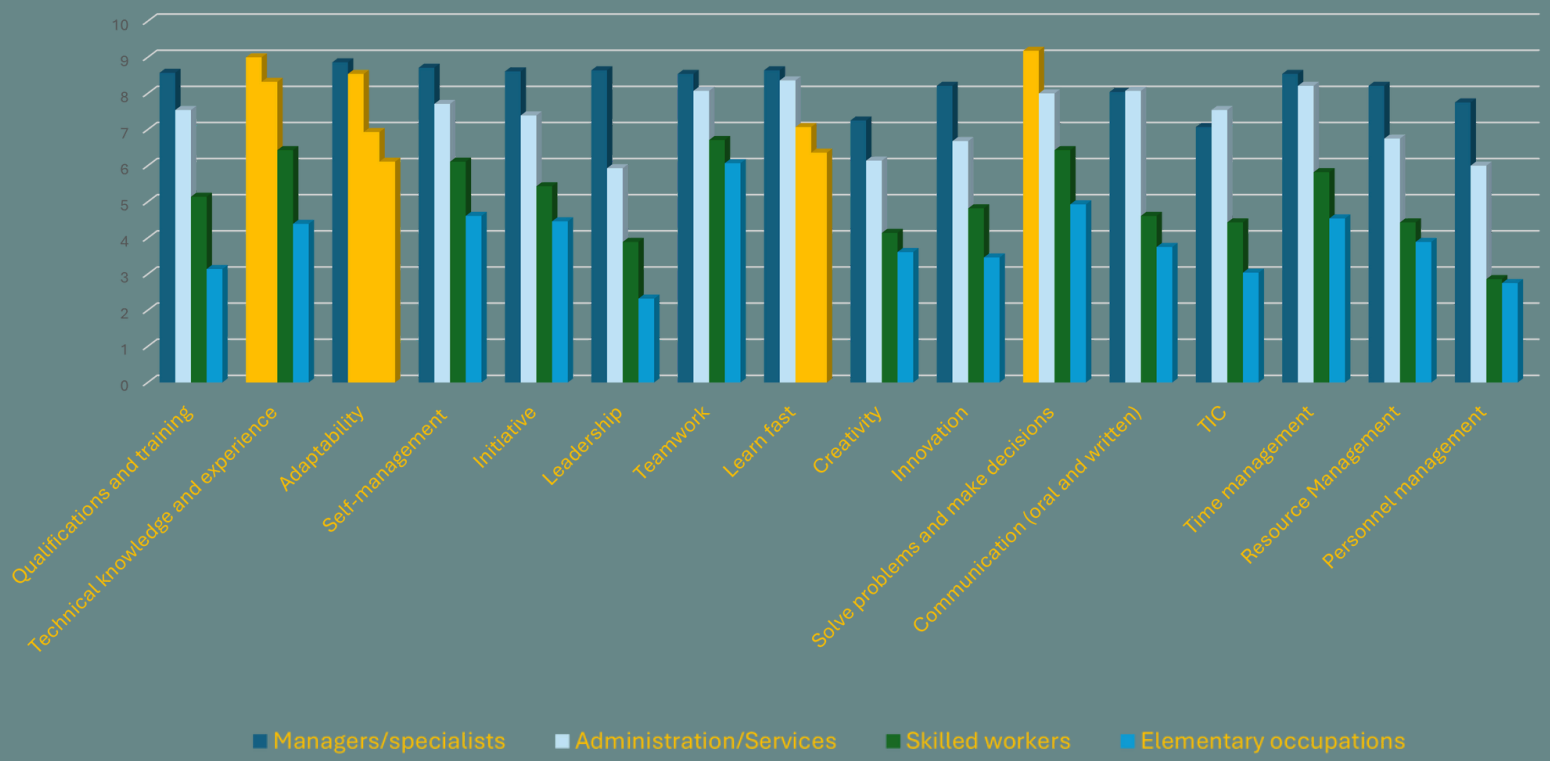
Women 39,29 % / Men 57,14%

#1	Micro Companies	7,14%
#2	Small Companies	17,86%
#3	Medium Companies	25%
#4	Large Companies	50%



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Skilled workers	5.14	6.43	6.93	6.11	5.43	3.89	6.71	7.07	4.14	4.82	6.43	4.61	4.43	5.82	4.43	2.86
Elementary occupations	3.14	4.39	6.11	4.61	4.46	2.32	6.07	6.36	3.61	3.46	4.93	3.75	3.04	4.54	3.89	2.75

skills valued by companies



By answering open questions, the companies highlighted these skills

- #1 Proactivity and motivation
- #2 Commitment and adaptation to change
- #3 Learning capacity

Skills selected



EMOTIONAL INTELLIGENCE



CRITICAL THINKING & PROBLEM SOLVING



DIGITAL SKILLS



ADAPTABILITY