

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

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



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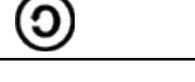
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