

## SME Panel survey on “Quality traineeships” – summary report

An SME Panel survey (the “survey”) was conducted between 12 October and 9 November 2023, with the support of the Enterprise Europe Network (EEN).

This document provides a brief overview and some highlights of the analysis conducted by the services of the European Commission on the results of the survey, without however any claim of completeness. Annex 1 to this document provides charts of the results, where possible. Annex 2, provided separately, includes the “micro data” of the responses to the survey, allowing the reader to conduct further analysis, subject to all applicable requirements under EU and national laws.

The survey was part of the data-gathering activities of the European Commission, in preparation of an initiative on Quality Traineeships. The initiative aims to update the 2014 Recommendation on a Quality Framework for Traineeships (QFT). The latter sets out 21 quality principles for traineeships that Member States are recommended to put into practice to ensure high-quality learning and adequate working conditions, to make it easier for people to move from education, unemployment, or inactivity to work. The 2014 Recommendation also outlines how the Commission supports Member States’ action through EU funds, the exchange of good practices, and monitoring. In January 2023 the Commission evaluated the 2014 Recommendation, concluding that the Recommendation has helped Member States implement policy and legislative changes but there is room for improvement in several areas, such as by including access to remuneration and social protection.

As part of the preparation of the new initiative, SMEs being an important stakeholder in this area, the Commission asked the support of the Enterprise Europe Network (EEN) to collect evidence from SMEs on: (1) the main characteristics of traineeships in SMEs, and related business practices; (2) the costs and benefits of traineeships for SMEs; (3) the support made available to SMEs to offer quality traineeships.

While this survey was open, the Commission was also conducting two-stage social partner consultation in accordance with Article 154(2) of the Treaty. This survey was not part of such Treaty-based consultation.

Respondents were informed that, for the purposes of the survey, a traineeship should be understood as *“a limited period of work practice, whether paid or not, which includes a learning and training component, undertaken in order to gain practical and professional experience with a view to improving employability and facilitating transition to regular employment.”* Furthermore, respondents were informed that traineeships are different from apprenticeships, which are formal vocational education and training schemes that combine learning in education or training institutions with substantial work-based learning, and lead to nationally recognised qualifications.

The questionnaire was translated in all EU official languages and received 170 responses, mostly from Spain (50 responses), Portugal (34), Italy (27), and Poland (21).<sup>1</sup>

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<sup>1</sup> On 27 November 2023, the European Commission was informed that 8 Spanish SMEs could not provide their responses within the deadline that had been announced for the survey. The Commission would like to clarify that such responses will be taken into account in the overall preparation of the initiative, even though, due to the internal timeline, it was unfortunately not possible to analyze these responses in the context of its Impact Assessment.

Among the respondents, there were single person businesses (10 responses), as well as SMEs with 1-9 employees (57), 10-49 employees (60), and 50-249 employees (43). Most respondent SMEs are active in the manufacturing sector (36 responses), in other service activities (27) or in professional, scientific and technical activities (22).

About 73% of respondents (124) had trainees in the past five years. For the most part, these traineeships constituted less than 5% of the workforce (65 responses) or between 6% and 20% (39 responses). The tasks of trainees were either significantly different (44 responses) or with minor differences (41) from the tasks of entry-level employees, but in 40 cases trainees performed to a large extent the same task.

Only 19 respondents never offered the possibility to extend or renew a traineeship. Most respondents provide information on various elements of the traineeships (working conditions, remuneration, social protection, contents of the tasks, contents of the learning elements) through various channels, with only a minority explicitly stating they do not provide any such information at all (respectively 6, 8, 9, 5, 4 responses).

Very few respondents (2) offer traineeships longer than 12 months, with the majority being up to 3 months (36 respondents), between 4 and 6 months (58) and between 7 and 12 months (30). Many respondents have different strategies to ensure that trainees acquire skills needed by the company, including via dedicated mentoring (79 responses), clear instructions and follow-up by supervisors (78) and defining learning and training objectives at the beginning of the traineeship (75).

Among the top reasons why SMEs did not offer traineeships was the fact that training trainees is time-consuming (score 5.94). Administrative burden was scored the lowest among the obstacles (score 2.82). On this point, the survey enquired about the number of hours necessary for (1) registering the trainee to payroll including preparatory work, (2) registering the trainee to social security, if different from payroll registration, (3) registering the trainee to healthcare or accident insurance, if different from social security. With the exception of three outliers (from two Member States, IT and EL) it appears that the number of hours necessary for the above mentioned tasks did not exceed a total of 24 hours; in some cases, it was below 3 hours for all the tasks combined.



Among the benefits for SMEs of having trainees, respondents highlighted increases in productivity of the company (score 8.61), the ability to develop supervisors' and/or mentors' managerial skills (score 7.93), reduction of labour costs (score 7.78), reduction of training costs when trainees are later hired (score 7.61) as well as their better performance (score 6.82).

Among the respondents, 93 said that they offer remuneration (including compensation and/or allowances) to trainees, mostly at (39) or below (26) minimum wage levels (14 respondents above minimum wage level; 19 did not know, 72 did not answer) and 58 that they offer social protection coverage.





In terms of currently received support, respondents identified primarily support to find suitable candidates (37), followed by financial support (35), support to fill administrative formalities (20) and for training and monitoring trainees (18). However, 51 respondents said they receive no support at all.

## Annex 1 – Export of survey results of 10.9.2023






### How did you learn about this survey?






		Answers	Ratio
Enterprise Europe Network		138	81.18%
Other		32	18.82%
No Answer		0	0%

### 1. What is the size of your business? Please tick one option.

		Answers	Ratio
Single person business/ self-employed		10	5.88%
Business with 1 to 9 employees		57	33.53%
Business with 10 to 49 employees		60	35.29%
Business with 50 to 249 employees		43	25.29%
No Answer		0	0%


### 2. Which country is your business based in?

		Answers	Ratio
Belgium		3	1.76%
Bulgaria		4	2.35%
Czechia		0	0%
Denmark		0	0%
Germany		3	1.76%
Estonia		0	0%
Ireland		0	0%
Greece		8	4.71%
Spain		50	29.41%
France		1	0.59%
Croatia		0	0%

Italy		27	15.88%
Cyprus		0	0%
Latvia		0	0%
Lithuania		1	0.59%
Luxembourg		0	0%
Hungary		6	3.53%
Malta		0	0%
Netherlands		0	0%
Austria		0	0%
Poland		21	12.35%
Portugal		34	20%
Romania		11	6.47%
Slovenia		0	0%
Slovakia		0	0%
Finland		0	0%
Sweden		0	0%
United Kingdom		0	0%
Iceland		0	0%
Liechtenstein		0	0%
Norway		1	0.59%
Switzerland		0	0%
Montenegro		0	0%
North Macedonia		0	0%
Albania		0	0%
Serbia		0	0%
Turkey		0	0%
Bosnia and Herzegovina		0	0%
Ukraine		0	0%


Moldova		0	0%
No Answer		0	0%

### Region


		Answers	Ratio
Région de Bruxelles-Capitale/ Brussels Hoofdstedelijk GewestProv.		0	0%
AntwerpenProv.		0	0%
Limburg (BE)		0	0%
Prov. Oost-Vlaanderen		0	0%
Prov. Vlaams-Brabant		0	0%
Prov. West-Vlaanderen		0	0%
Prov. Brabant Wallon		1	0.59%
Prov. Hainaut		0	0%
Prov. Liège		1	0.59%
Prov. Luxembourg (BE)		0	0%
Prov. Namur		1	0.59%
No Answer		167	98.24%

### Region

		Answers	Ratio
Praha		0	0%
Střední Čechy		0	0%
Jihozápad		0	0%
Severozápad		0	0%
Severovýchod		0	0%
Jihovýchod		0	0%
Střední Morava		0	0%


Moravskoslezsko		0	0%
No Answer		170	100%

### Region

		Answers	Ratio
Hovedstaden		0	0%
Sjælland		0	0%
Syddanmark		0	0%
Midtjylland		0	0%
Nordjylland		0	0%
No Answer		170	100%

### Region

		Answers	Ratio
Stuttgart		1	0.59%
Karlsruhe		0	0%
Freiburg		0	0%
Tübingen		1	0.59%
Oberbayern		1	0.59%
Niederbayern		0	0%
Oberpfalz		0	0%
Oberfranken		0	0%
Mittelfranken		0	0%
Unterfranken		0	0%
Schwaben		0	0%
Berlin		0	0%
Brandenburg		0	0%
Bremen		0	0%

Hamburg		0	0%
Darmstadt		0	0%
Gießen		0	0%
Kassel		0	0%
Mecklenburg-Vorpommern		0	0%
Braunschweig		0	0%
Hannover		0	0%
Lüneburg		0	0%
Weser-Ems		0	0%
Düsseldorf		0	0%
Köln		0	0%
Münster		0	0%
Detmold		0	0%
Arnsberg		0	0%
Koblenz		0	0%
Trier		0	0%
Rheinhessen-Pfalz		0	0%
Saarland		0	0%
Dresden		0	0%
Chemnitz		0	0%
Leipzig		0	0%
Sachsen-Anhalt		0	0%
Schleswig-Holstein		0	0%
Thüringen		0	0%
No Answer		167	98.24%

**Region**

		Answers	Ratio
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Severozapaden		0	0%
Severen tsentralen		1	0.59%
Severoiztochen		1	0.59%
Yugoiztochen		2	1.18%
Yugozapaden		0	0%
Yuzhen tsentralen		0	0%
No Answer	█	166	97.65%


### Region

		Answers	Ratio
Northern and Western		0	0%
Southern		0	0%
Eastern and Midland		0	0%
No Answer	█	170	100%








### Region

		Answers	Ratio
Attiki		7	4.12%
Voreio Aigaio		0	0%
Notio Aigaio		0	0%
Kriti		0	0%
Anatoliki Makedonia, Thraki		0	0%
Kentriki Makedonia		1	0.59%
Dytiki Makedonia		0	0%
Ipeiros		0	0%
Thessalia		0	0%
Ionia Nisia		0	0%
Dytiki Elláda		0	0%




Stereia Elláda		0	0%
Peloponnisos		0	0%
No Answer		162	95.29%

## Region


		Answers	Ratio
Galicia		1	0.59%
Principado de Asturias		9	5.29%
Cantabria		6	3.53%
País Vasco		12	7.06%
Comunidad Foral de Navarra		0	0%
La Rioja		0	0%
Aragón		0	0%
Comunidad de Madrid		1	0.59%
Castilla y León		6	3.53%
Castilla-La Mancha		4	2.35%
Extremadura		0	0%
Cataluña		0	0%
Comunitat Valenciana		0	0%
Illes Balears		0	0%
Andalucía		11	6.47%
Región de Murcia		0	0%
Ciudad de Ceuta		0	0%
Ciudad de Melilla		0	0%
Canarias		0	0%
No Answer		120	70.59%

## Region



		<b>Answers</b>	<b>Ratio</b>
Ile-de-France		0	0%
Centre — Val de Loire		0	0%
Bourgogne		0	0%
Franche-Comté		0	0%
Basse-Normandie		0	0%
Haute-Normandie		0	0%
Nord-Pas de Calais		0	0%
Picardie		0	0%
Alsace		0	0%
Champagne-Ardenne		0	0%
Lorraine		0	0%
Pays de la Loire		0	0%
Bretagne		0	0%
Aquitaine		0	0%
Limousin		0	0%
Poitou-Charentes		0	0%
Languedoc-Roussillon		0	0%
Midi-Pyrénées		0	0%
Auvergne		0	0%
Rhône-Alpes		0	0%
Provence-Alpes-Côte d'Azur		1	0.59%
Corse		0	0%
Guadeloupe		0	0%
Martinique		0	0%
Guyane		0	0%
La Réunion		0	0%


Mayotte		0	0%
No Answer		169	99.41%

### Region


		Answers	Ratio
Panonska Hrvatska		0	0%
Jadranska Hrvatska		0	0%
Grad Zagreb		0	0%
Sjeverna Hrvatska		0	0%
No Answer		170	100%

### Region



		Answers	Ratio
Piemonte		1	0.59%
Valle d'Aosta/Vallée d'Aoste		0	0%
Liguria		0	0%
Lombardia		0	0%
Abruzzo		0	0%
Molise		0	0%
Campania		0	0%
Puglia		0	0%
Basilicata		0	0%
Calabria		0	0%
Sicilia		13	7.65%
Sardegna		0	0%
Provincia Autonoma di Bolzano/Bozen		0	0%
Provincia Autonoma di Trento		0	0%
Veneto		13	7.65%

Friuli-Venezia Giulia		0	0%
Emilia-Romagna		0	0%
Toscana		0	0%
Umbria		0	0%
Marche		0	0%
Lazio		0	0%
No Answer		143	84.12%

### Region


		Answers	Ratio
Sostinės regionas		0	0%
Vidurio ir vakarų Lietuvos regionas		1	0.59%
No Answer		169	99.41%

### Region


		Answers	Ratio
Budapest		1	0.59%
Pest		0	0%
Közép-Dunántúl		5	2.94%
Nyugat-Dunántúl		0	0%
Dél-Dunántúl		0	0%
Észak-Magyarország		0	0%
Észak-Alföld		0	0%
Dél-Alföld		0	0%
No Answer		164	96.47%

### Region

		Answers	Ratio
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Groningen		0	0%
Friesland (NL)		0	0%
Drenthe		0	0%
Overijssel		0	0%
Gelderland		0	0%
Flevoland		0	0%
Utrecht		0	0%
Noord-Holland		0	0%
Zuid-Holland		0	0%
Zeeland		0	0%
Noord-Brabant		0	0%
Limburg (NL)		0	0%
No Answer		170	100%



### Region


		Answers	Ratio
Burgenland		0	0%
Niederösterreich		0	0%
Wien		0	0%
Kärnten		0	0%
Steiermark		0	0%
Oberösterreich		0	0%
Salzburg		0	0%
Tirol		0	0%
Vorarlberg		0	0%
No Answer		170	100%

**Region**


		<b>Answers</b>	<b>Ratio</b>
Małopolskie		1	0.59%
Śląskie		0	0%
Wielkopolskie		5	2.94%
Zachodniopomorskie		0	0%
Lubuskie		1	0.59%
Dolnośląskie		13	7.65%
Opolskie		0	0%
Kujawsko-pomorskie		0	0%
Warmińsko-mazurskie		0	0%
Pomorskie		0	0%
Łódzkie		1	0.59%
Świętokrzyskie		0	0%
Lubelskie		0	0%
Podkarpackie		0	0%
Podlaskie		0	0%
Warszawski stołeczny		0	0%
Mazowiecki regionalny		0	0%
No Answer		149	87.65%

**Region**


		<b>Answers</b>	<b>Ratio</b>
Norte		6	3.53%
Algarve		0	0%
Centro (PT)		26	15.29%
Área Metropolitana de Lisboa		0	0%
Alentejo		0	0%

Região Autónoma dos Açores		0	0%
Região Autónoma da Madeira		2	1.18%
No Answer		136	80%

### Region


		Answers	Ratio
Nord-Vest		3	1.76%
Centru	█	7	4.12%
Nord-Est		0	0%
Sud-Est		1	0.59%
Sud-Muntenia		0	0%
București-Ilfov		0	0%
Sud-Vest Oltenia		0	0%
Vest		0	0%
No Answer		159	93.53%

### Region


		Answers	Ratio
Vzhodna Slovenija		0	0%
Zahodna Slovenija		0	0%
No Answer		170	100%

### Region


		Answers	Ratio
Bratislavský kraj		0	0%
Západné Slovensko		0	0%
Stredné Slovensko		0	0%
Východné Slovensko		0	0%

No Answer		170	100%
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### Region

		Answers	Ratio
Länsi-Suomi		0	0%
Helsinki-Uusimaa		0	0%
Etelä-Suomi		0	0%
Pohjois- ja Itä-Suomi		0	0%
Åland		0	0%
No Answer		170	100%

### Region


		Answers	Ratio
Stockholm		0	0%
Östra Mellansverige		0	0%
Småland med öarna		0	0%
Sydsverige		0	0%
Västsverige		0	0%
Norra Mellansverige		0	0%
Mellersta Norrland		0	0%
Övre Norrland		0	0%
No Answer		170	100%

### Region


		Answers	Ratio
Tees Valley and Durham		0	0%
Northumberland and Tyne and Wear		0	0%
Cumbria		0	0%



Greater Manchester		0	0%
Lancashire		0	0%
Cheshire		0	0%
Merseyside		0	0%
East Yorkshire and Northern Lincolnshire		0	0%
North Yorkshire		0	0%
South Yorkshire		0	0%
West Yorkshire		0	0%
Derbyshire and Nottinghamshire		0	0%
Leicestershire, Rutland and Northamptonshire		0	0%
Lincolnshire		0	0%
Herefordshire, Worcestershire and Warwickshire		0	0%
Shropshire and Staffordshire		0	0%
West Midlands		0	0%
East Anglia		0	0%
Bedfordshire and Hertfordshire		0	0%
Essex		0	0%
Inner London — West		0	0%
Inner London — East		0	0%
Outer London — East and North East		0	0%
Outer London — South		0	0%
Outer London — West and North West		0	0%
Berkshire, Buckinghamshire and Oxfordshire		0	0%
Surrey, East and West Sussex		0	0%
Hampshire and Isle of Wight		0	0%
Kent		0	0%
Gloucestershire, Wiltshire and Bristol/Bath area		0	0%
Dorset and Somerset		0	0%


Cornwall and Isles of Scilly		0	0%
Devon		0	0%
West Wales and The Valleys		0	0%
East Wales		0	0%
North Eastern Scotland		0	0%
Highlands and Islands		0	0%
Eastern Scotland		0	0%
West Central Scotland		0	0%
Southern Scotland		0	0%
Northern Ireland		0	0%
No Answer		170	100%

### Region


		Answers	Ratio
Innlandet		0	0%
Trøndelag		0	0%
Nord-Norge		0	0%
Oslo og Viken		0	0%
Agder og Sør-Østlandet		0	0%
Vestlandet		1	0.59%
Svalbard og Jan Mayen		0	0%
No Answer		169	99.41%

### Region


		Answers	Ratio
Région lémanique		0	0%
Espace Mittelland		0	0%
Nordwestschweiz		0	0%

Zürich		0	0%
Ostschweiz		0	0%
Zentralschweiz		0	0%
Ticino		0	0%
No Answer		170	100%

### Region


		Answers	Ratio
Veri		0	0%
Qender		0	0%
Jug		0	0%
No Answer		170	100%

### Region



		Answers	Ratio
City of Belgrade		0	0%
Autonomous Province of Vojvodina		0	0%
Region Šumadije i Zapadne Srbije		0	0%
Region Južne i Istočne Srbije		0	0%
No Answer		170	100%














### Region

		Answers	Ratio
İstanbul		0	0%
Tekirdağ, Edirne, Kırklareli		0	0%
Balıkesir, Çanakkale		0	0%
İzmir		0	0%
Aydın, Denizli, Muğla		0	0%




Manisa, Afyonkarahisar, Kütahya, Uşak		0	0%
Bursa, Eskişehir, Bilecik		0	0%
Kocaeli, Sakarya, Düzce, Bolu, Yalova		0	0%
Ankara		0	0%
Konya, Karaman		0	0%
Antalya, Isparta, Burdur		0	0%
Adana, Mersin		0	0%
Hatay, Kahramanmaraş, Osmaniye		0	0%
Kırıkkale, Aksaray, Niğde, Nevşehir, Kırşehir		0	0%
Kayseri, Sivas, Yozgat		0	0%
Zonguldak, Karabük, Bartın		0	0%
Kastamonu, Çankırı, Sinop		0	0%
Samsun, Tokat, Çorum, Amasya		0	0%
Trabzon, Ordu, Giresun, Rize, Artvin, Gümüşhane		0	0%
Erzurum, Erzincan, Bayburt		0	0%
Ağrı, Kars, Iğdır, Ardahan		0	0%
Malatya, Elazığ, Bingöl, Tunceli		0	0%
Van, Muş, Bitlis, Hakkari		0	0%
Gaziantep, Adıyaman, Kilis		0	0%
Şanlıurfa, Diyarbakır		0	0%
Mardin, Batman, Şırnak, Siirt		0	0%
No Answer		170	100%

### 3. Please select your business' main sector of activity







		Answers	Ratio
1. Agriculture, forestry and fishing		11	6.47%
2. Mining and quarrying		0	0%
3. Manufacturing		36	21.18%

4. Electricity, gas, steam and air conditioning supply		5	2.94%
5. Water supply; sewerage; waste management and remediation activities		0	0%
6. Construction		8	4.71%
7. Wholesale and retail trade; repair of motor vehicles and motorcycles		14	8.24%
8. Transportation and storage		6	3.53%
9. Accommodation and food service activities		7	4.12%
10. Information and communication		10	5.88%
11. Financial and insurance activities		4	2.35%
12. Real estate activities		2	1.18%
13. Professional, scientific and technical activities		22	12.94%
14. Administrative and support service activities		9	5.29%
15. Public administration and defence; compulsory social security		1	0.59%
16. Education		3	1.76%
17. Human health and social work activities		2	1.18%
18. Arts, entertainment and recreation		1	0.59%
19. Other service activities		27	15.88%
20. Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use		0	0%
21. Activities of extraterritorial organisations and bodies		1	0.59%
No Answer		1	0.59%






**4. In your company, do you have or have you had trainees in the past five years?**

		Answers	Ratio
Yes		124	72.94%
No		42	24.71%
No Answer		4	2.35%







**6. During the past five years, how many trainees, compared to the number of employees, did you have on average per year?**

		Answers	Ratio
Less than 5%		65	38.24%
Between 6% and 20%		39	22.94%
More than 20%		12	7.06%
Do not know		7	4.12%
No Answer		10	5.88%
No Answer		37	21.76%

**7. Are the tasks of trainees in your company significantly different from those of entry-level employees?**








		Answers	Ratio
Yes, they are significantly different		44	25.88%
There are some insignificant differences		41	24.12%
No, trainees perform to a large extent the same tasks as entry-level employees		40	23.53%
Do not know		1	0.59%
No Answer		8	4.71%
No Answer		36	21.18%

**8. Does your company offer the possibility to extend or renew a traineeship (for the same person)?**








		Answers	Ratio
Never		19	11.18%
Sometimes		50	29.41%
Often		41	24.12%
Always		11	6.47%
Do not know		7	4.12%
No Answer		6	3.53%

No Answer		36	21.18%
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**9. Does your company usually offer information on the following elements (prior to the traineeship)?:  
Information on working conditions**






		Answers	Ratio
In the vacancy notice		40	23.53%
In the traineeship agreement		55	32.35%
Orally		23	13.53%
We don't provide this information in advance		6	3.53%
Do not know		2	1.18%
No Answer		8	4.71%
No Answer		36	21.18%

**9. Does your company usually offer information on the following elements (prior to the traineeship)?:  
Information on remuneration**







		Answers	Ratio
In the vacancy notice		23	13.53%
In the traineeship agreement		64	37.65%
Orally		21	12.35%
We don't provide this information in advance		8	4.71%
Do not know		2	1.18%
No Answer		13	7.65%
No Answer		39	22.94%

**9. Does your company usually offer information on the following elements (prior to the traineeship)?:  
Information on social protection**







		Answers	Ratio
In the vacancy notice		17	10%
In the traineeship agreement		60	35.29%

Orally		25	14.71%
We don't provide this information in advance		9	5.29%
Do not know		8	4.71%
No Answer		12	7.06%
No Answer		39	22.94%

**9. Does your company usually offer information on the following elements (prior to the traineeship)?:  
Information on the contents of the tasks**








		Answers	Ratio
In the vacancy notice		37	21.76%
In the traineeship agreement		57	33.53%
Orally		28	16.47%
We don't provide this information in advance		5	2.94%
Do not know		1	0.59%
No Answer		5	2.94%
No Answer		37	21.76%

**9. Does your company usually offer information on the following elements (prior to the traineeship)?:  
Information on the contents of the learning elements**








		Answers	Ratio
In the vacancy notice		18	10.59%
In the traineeship agreement		71	41.76%
Orally		32	18.82%
We don't provide this information in advance		4	2.35%
Do not know		1	0.59%
No Answer		6	3.53%
No Answer		38	22.35%






**10. What is the average duration of the traineeships offered by your company?**



		Answers	Ratio
Up to 3 months		36	21.18%
Between 4 and 6 months		58	34.12%
Between 7 and 12 months		30	17.65%
More than 12 months		2	1.18%
Do not know		2	1.18%
No Answer		6	3.53%
No Answer		36	21.18%

**11. How do you ensure that the trainee acquires the skills needed for your company?**






		Answers	Ratio
Learning and training objectives are defined at the beginning of the traineeship		75	44.12%
Clear instructions and follow-up by a supervisor		78	45.88%
With mentoring by a dedicated person		79	46.47%
We deliver a skill certificate or letter of reference at the end of the traineeship		21	12.35%
We offer training courses		14	8.24%
Do not know		0	0%
No Answer		5	2.94%
No Answer		36	21.18%

**12. Does your company offer traineeships that can be done remotely (e.g. telework)?**







		Answers	Ratio
Yes		13	7.65%
No		93	54.71%
Partially		23	13.53%
Do not know		1	0.59%

No Answer		4	2.35%
No Answer		36	21.18%





**13. In the past five years, did your company have one or more trainees who were resident in another EU country?**




		Answers	Ratio
Yes		19	11.18%
No (please specify why not by choosing the most appropriate:)		96	56.47%
Do not know		7	4.12%
No Answer		12	7.06%
No Answer		36	21.18%

**If the answer is "no" to question 13, please specify:**

		Answers	Ratio
Difficult to find trainees		42	24.71%
Cost		14	8.24%
Administrative burden to recruit trainees from another country		23	13.53%
Language barriers		26	15.29%
Difficult to assess the level of education, training or other experience of the trainee		22	12.94%
No Answer		82	48.24%

**14. Over the past five years, how often did you hire a trainee shortly following his/her traineeship at your company?**

		Answers	Ratio
Never		15	8.82%
Sometimes		46	27.06%
Often		47	27.65%
Always		15	8.82%

Do not know		2	1.18%
No Answer		9	5.29%
No Answer		36	21.18%

**15. Why did you not take any trainees in the past five years? Please rank the following reasons from most important to least important: (If you do not know, please move "do not know" in the first place. If you prefer not to answer, please move "no answer" in the first place.)**

	1	2	3	4	5	6	7	Score
Time-consuming to train trainees	22.64%	57.54%	12.26%	6.6%	0.94%	0%	0%	5.94
	24	61	13	7	1	0	0	106
Other (please specify)	4.71%	5.66%	46.22%	10.37%	20.75%	4.71%	7.54%	4.18
	5	6	49	11	22	5	8	106
Do not know	6.6%	6.6%	8.49%	38.67%	16.03%	21.69%	1.88%	3.76
	7	7	9	41	17	23	2	106
No Answer	36.79%	0%	0.94%	15.09%	9.43%	12.26%	25.47%	4.0
	39	0	1	16	10	13	27	106
Difficult to find trainees	16.98%	10.37%	5.66%	10.37%	48.11%	6.6%	1.88%	4.1
	18	11	6	11	51	7	2	106
Cost	8.49%	7.54%	9.43%	10.37%	2.83%	53.77%	7.54%	3.16
	9	8	10	11	3	57	8	106
Administrative burden to recruit trainees	3.77%	12.26%	16.98%	8.49%	1.88%	0.94%	55.66%	2.82
	4	13	18	9	2	1	59	106




**16. What are the benefits of having trainees for your company? Please rank the following benefits from most important to least important: (If you do not know, please move "do not know" in the first place. If you prefer not to answer, please move "no answer" in the first place.)**

	1	2	3	4	5	6	7	8	9	10	11	Score
It increases the productivity of the company	18.96%	31.03%	14.65%	7.75%	7.75%	5.17%	6.89%	6.03%	0.86%	0.86%	0%	8.61
	22	36	17	9	9	6	8	7	1	1	0	116





It develops supervisors' and/or mentors' managerial skills	5.17%	12.06%	28.44%	18.96%	15.51%	7.75%	6.03%	4.31%	1.72%	0%	0%	7.93
	6	14	33	22	18	9	7	5	2	0	0	116
It reduces labour costs for entry level tasks	12.06%	6.89%	10.34%	30.17%	18.96%	12.06%	3.44%	3.44%	1.72%	0%	0.86%	7.78
	14	8	12	35	22	14	4	4	2	0	1	116
It reduces training costs for your company if the trainee is hired by your company after his/her traineeship	6.03%	19.82%	10.34%	10.34%	25%	14.65%	6.89%	2.58%	4.31%	0%	0%	7.61
	7	23	12	12	29	17	8	3	5	0	0	116
The performance of retained trainees is better than that of new hires	13.79%	5.17%	6.89%	4.31%	12.06%	27.58%	15.51%	12.06%	1.72%	0.86%	0%	6.82
	16	6	8	5	14	32	18	14	2	1	0	116
Trainees bring innovative methods or tools	7.75%	6.89%	6.03%	7.75%	4.31%	18.1%	25.86%	14.65%	6.89%	0.86%	0.86%	6.2
	9	8	7	9	5	21	30	17	8	1	1	116
Offering traineeships improves the reputation and attractiveness of the company	3.44%	6.03%	10.34%	9.48%	8.62%	5.17%	25%	19.82%	11.2%	0%	0.86%	5.97
	4	7	12	11	10	6	29	23	13	0	1	116
Short-term traineeship contracts offer more flexibility for	3.44%	5.17%	7.75%	6.03%	6.03%	6.89%	3.44%	30.17%	27.58%	3.44%	0%	5.18

human resource management												
	4	6	9	7	7	8	4	35	32	4	0	116
Having trainees allows to receive incentives/subsidies from public authorities (for example from the Public Employment Service or local authorities)	8.62%	2.58%	4.31%	4.31%	1.72%	1.72%	6.89%	5.17%	38.79%	23.27%	2.58%	4.37%
	10	3	5	5	2	2	8	6	45	27	3	116
Other (please specify)	1.72%	2.58%	0.86%	0%	0%	0%	0%	1.72%	4.31%	66.37%	22.41%	2.27%
	2	3	1	0	0	0	0	2	5	77	26	116
No Answer	18.96%	1.72%	0%	0.86%	0%	0.86%	0%	0%	0.86%	4.31%	72.41%	3.21%
	22	2	0	1	0	1	0	0	1	5	84	116

**17. Do trainees in your company receive the following benefits?**







		Answers	Ratio
Remuneration (including compensation and/or allowance)		93	54.71%
Social protection coverage (e.g. sickness and healthcare benefits, pension contribution, etc.)		58	34.12%
No Answer		66	38.82%

**17.1 If applicable, please specify if they trainees receive:**









		Answers	Ratio
Full social protection, just like an employee		42	24.71%
Some elements of social protection		35	20.59%
None		16	9.41%
No Answer		29	17.06%

No Answer		52	30.59%
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**18. Can you specify the amount of remuneration provided, if applicable?**

		Answers	Ratio
Above minimum wage (please specify in % of minimum wage)		14	8.24%
At minimum wage level		39	22.94%
Below minimum wage (please specify in % of minimum wage)		26	15.29%
Do not know		19	11.18%
No Answer		31	18.24%
No Answer		41	24.12%

**20. What kind of support do you receive (e.g. from public authorities, business associations, chambre of commerce, etcetera) for offering quality traineeships?**

		Answers	Ratio
Support to find suitable candidates		37	21.76%
Financial support		35	20.59%
Support for filling administrative formalities		20	11.76%
Support for training and monitoring trainees		18	10.59%
Other (please specify)		2	1.18%
We receive no support		51	30%
Do not know		9	5.29%
No Answer		41	24.12%