

A Questionnaire – what do Employers and Furthering Education Organisations need to train potential staff members and participants ?

Goal: find out needs and skills of potential staff members for Employers
Design, finetune and streamline potential course topics accordingly

The online Questionnaire:

- Presented in 5 languages, German, Hungarian, Polish, Romanian + English
- Open November 2016 – March 2017
- Total of 1.866 addresses sent to
- 400 in each consortium country
- Total of 112 questions asked:
 - ❖ 20 open questions
 - ❖ 23 „Yes“ – „No“ Questions
 - ❖ 69 questions that could be assessed from „1= not important at all to „6 = very important“

The Questionnaire was supported by structured interviews, 5 in each consortium country

Reflux quote:

Reflux	Germany	Poland	Rumania	Hungary	Total
Employers	45	9	5	25	84
	9,57%	4,54%	3,67%	13,03%	8,9%
Furthering education and financing bodies	15	31	10	23	79
	8,02%	14,02%	4,54%	9,87%	9,17%
Total	60	40	15	48	163
	9,13%	9,54%	4,16%	11,32%	8,73%

Statistical Evaluation Techniques

In categories: Country, Organisation, Employer / Furthering education and Financing body

Statistical Data:

Arithmetic Mean, Median
Standard deviation, Confidence Intervall,
Confidence level 95%, Confidence intervall +/-
Skewness

Hypothesis check

Not true Medium true true !

Hypothesis	Result	Method
Hypothesis 1: Larger Institutions need more Qualification or new Staff in Environmental topics.	Not true	No correlation
Hypothesis 2: Everyone needs qualification in environmental topics.	Medium true	Statistical data
Hypothesis 3: The duration on the market does not correlate with more qualification / recruitment of personnel.	Not true	No correlation
Hypothesis 4.1: In recruiting personnel, also non-formal certificates are accepted.	Not true	Statistical data
Hypothesis 4.2: Smaller institutions accept non-formal certificates better than large institutions.	Medium true	Statistical data, correlations, Histogrammes
Hypothesis 5: At institutions of all sizes, environmental topics play a large role.	Medium true	Statistical data, correlations, Histogrammes
Hypothesis 6: The larger an institution, the more unimportant become cross-sectoral topics.	Not true	Statistical data, correlations, Histogrammes
Hypothesis 7.1: The larger the organisation, the more important is the Topic: "Project Management".	Not true	No correlation, Histogrammes
Hypothesis 7.2: The larger the organisation, the more important is the Topic: "Team Work".	Not true	No correlation, Histogrammes
Hypothesis 7.3: The larger the organisation, the more important are IT-Skills	Not true	No correlation, Histogrammes
Hypothesis 7.4: The larger the organisation, the more important is the Topic: "Proposal Writing".	Not true	Negative correlation, Histogrammes, Trendline
Hypothesis 8: The larger the organisation, the more they need "Green" Knowledge.	Medium true	correlations, Histogrammes, 1 extreme value
Hypothesis 9: Furthering education topics in the environmental frame are not known.	Medium true	Statistical data
Hypothesis 10: The larger the organisation the more important are environmental topics.	Not true	Negative correlation, Histogrammes, Trendline

Employers and Furthering education / Financing organisations – their wishes

What is important?	Employer	Furthering education and Financing	Remarks*
Furthering education is important	Bar chart	Bar chart	* more important less important
An official Certificate is important	Bar chart	Bar chart	
Own Contributions of participants /Job Applicants are important (i.e. study, assessment, paper, presentation)	Bar chart	Bar chart	Poland
Internship	Bar chart	Bar chart	Hungary Poland, Rumania less significant
Cross-sectoral knowledge is important	Bar chart	Bar chart	
Selfmanagement is important	Bar chart	Bar chart	
Team work is important	Bar chart	Bar chart	Poland
Leadership is important	Bar chart	Bar chart	Germany < Hungary/Rumania, Poland insignificant
Presentation skills are important	Bar chart	Bar chart	Hungary
Languages are important	Bar chart	Bar chart	Hungary Poland Rumania insignificant
Internationalisation is important	Bar chart	Bar chart	
Cross-sectoral problem-solving skills are important	Bar chart	Bar chart	Hungary and Poland very significant
Proposal writing skills are important	Bar chart	Bar chart	Germany and Hungary: very important Poland/Romania: insignificant
A rise of jobs with "Green" skills and knowledge is expected	Bar chart	Bar chart	Romania