Best Practices over Europe
for Education in Entrepreneurship

COUNTRY REPORT

2021

As part of the Erasmus+ project, "BEST4ENT - Best practice over the Europe for Education to Entrepreneurship (" Best4Ent - Best practices in Europe on entrepreneurship education ") n. 2020-1-IT01-KA202-008516, the Economic and Technological Technical Institute "F. Palizzi", Vasto (Italy) circulated a questionnaire aimed at local and regional entrepreneurs, HR managers and company managers. There were altogether 26 questions which collected information about the field of operation, employing practices and mostly the required soft skills each employer seeks in the future employee. 45 answers were collected.
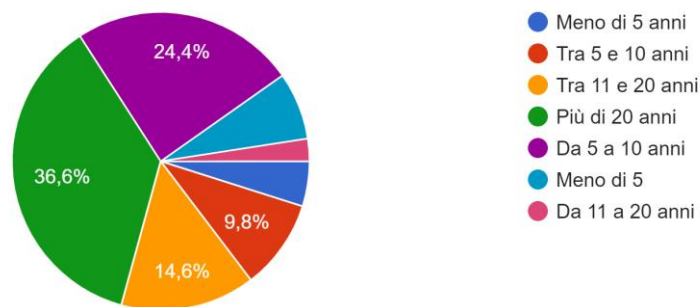
This paper shows the results of the survey carried out by ITSET "F. Palizzi".

The first questions asked about the country of workplace and time spent in HR.

All of those surveyed declared they operate in Italy. Most of them also have a mid-term or long-term experience. Over 75% have been operating for more than 5 years.

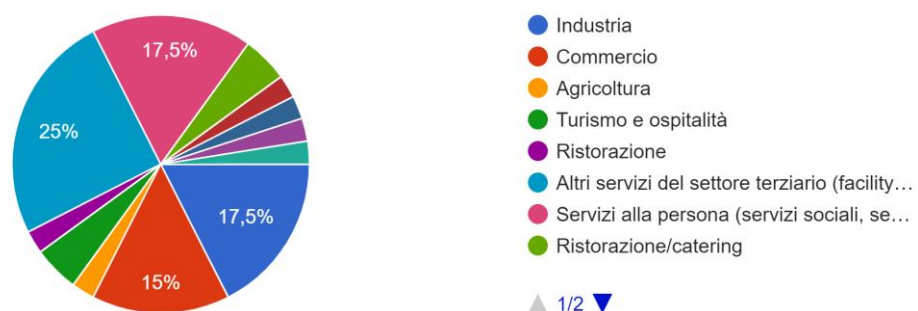Quanti anni di esperienza hai nella gestione delle aziende/delle risorse umane?
41 risposte

- Meno di 5 anni
- Tra 5 e 10 anni
- Tra 11 e 20 anni
- Più di 20 anni
- Da 5 a 10 anni
- Meno di 5
- Da 11 a 20 anni

The most represented sectors are industry, services and social care.

In quale settore opera la tua azienda?
40 risposte

- Industria
- Commercio
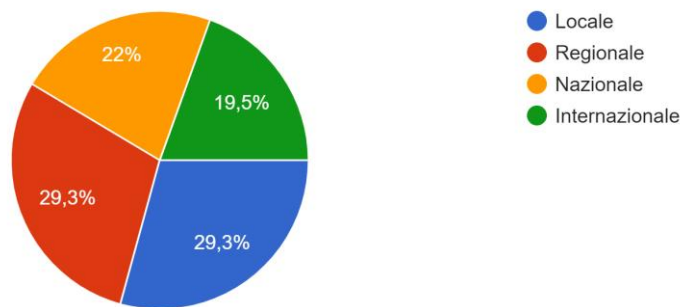- Agricoltura
- Turismo e ospitalità
- Ristorazione
- Altri servizi del settore terziario (facility…
- Servizi alla persona (servizi sociali, se…
- Ristorazione/catering

1/2

Most companies stated they operate on a national basis, whereas about 20% claimed they are focussed on international markets.

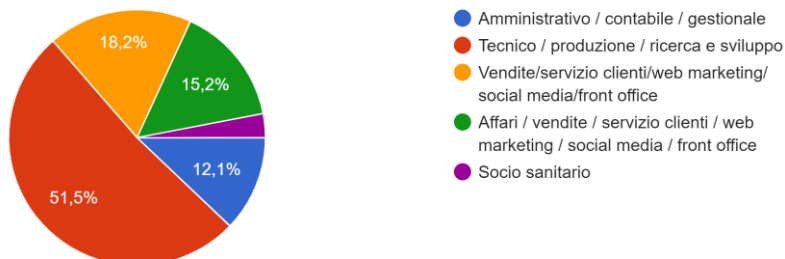**A che livello opera la tua azienda?**
41 risposte

Legenda:
- Locale
- Regionale
- Nazionale
- Internazionale

(22%, 19,5%, 29,3%, 29,3%)

Over 75% of those surveyed envisage the chance of a company growth over the next 3 years, consequently hiring new staff. This relates to the technical, productive and R&D sectors (about 52%), followed by the commerce field (about 32%).

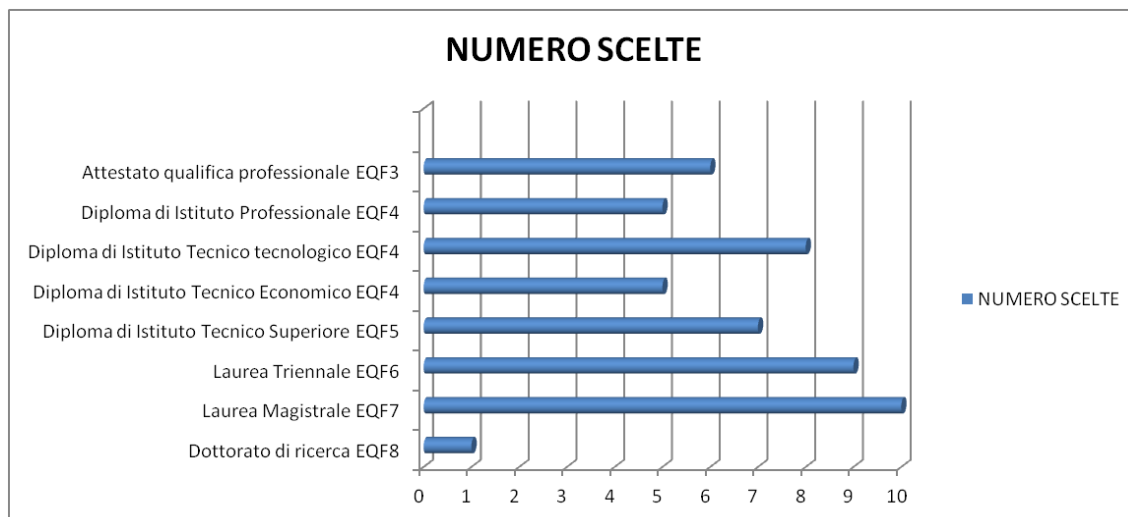**In quale dipartimento della tua azienda prevedi di assumere persone?**
33 risposte

Legenda:
- Amministrativo / contabile / gestionale
- Tecnico / produzione / ricerca e sviluppo
- Vendite/servizio clienti/web marketing/ social media/front office
- Affari / vendite / servizio clienti / web marketing / social media / front office
- Socio sanitario

(18,2%, 15,2%, 12,1%, 51,5%)

A master's degree emerges as the standard requirement, followed by a technical high school diploma and other profiles (among several choices made available).

NUMERO SCELTE

	NUMERO SCELTE
Attestato qualifica professionale EQF3	
Diploma di Istituto Professionale EQF4	
Diploma di Istituto Tecnico tecnologico EQF4	
Diploma di Istituto Tecnico Economico EQF4	
Diploma di Istituto Tecnico Superiore EQF5	
Laurea Triennale EQF6	
Laurea Magistrale EQF7	
Dottorato di ricerca EQF8	

As for the required age range, the first and foremost is absolutely 25-35 (among several choices made available).

NUMERO SCELTE

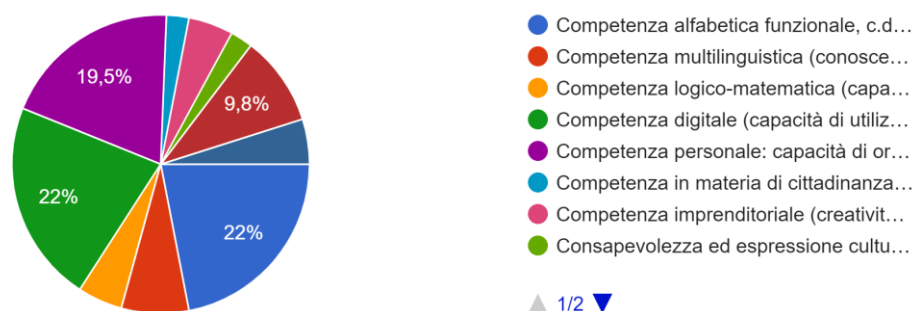|	NUMERO SCELTE
Età 35 - 45	
Età 25 - 35	
Età 21 - 25	
Età 16 - 20	
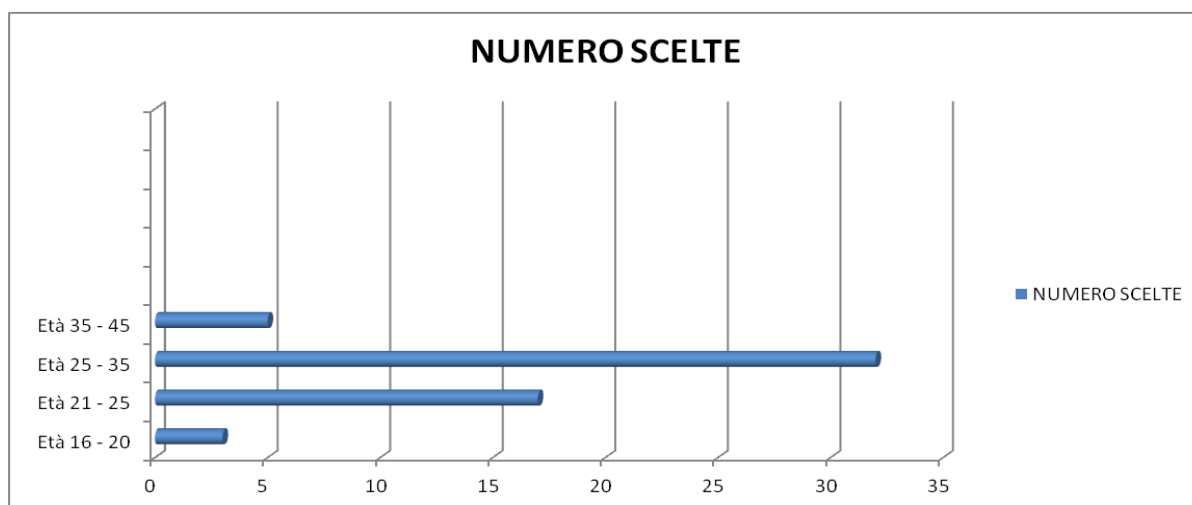
Regarding the necessary key competences of the employees, digital competence gets the first place, followed shortly by functional literacy and personal competences.

Quale tra le suddette competenze chiave ritieni sia prioritaria e imprescindibile per la tua azienda? (scegline solo 1, la più importante)
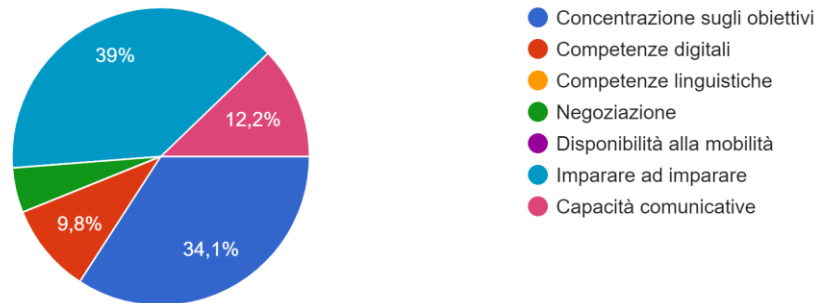
41 risposte

- ● Competenza alfabetica funzionale, c.d...
- ● Competenza multilinguistica (conosce...
- ● Competenza logico-matematica (capa...
- ● Competenza digitale (capacità di utiliz...
- ● Competenza personale: capacità di or...
- ● Competenza in materia di cittadinanza...
- ● Competenza imprenditoriale (creativit...
- ● Consapevolezza ed espressione cultu...

▲ 1/2 ▼

Which ones of the aforementioned key competences do you consider essential for your company? (choose only one, the most important)
Functional alphabetic competence, c.d. literacy (full ability to communicate, both in oral and written form, in one's own language, adapting one's register to contexts and situations)
Multilingual competence (knowledge of foreign languages lexicon resulting in the ability to communicate both orally and in writing)
Logical-mathematical competence (ability to solve problems related to everyday life)
Digital competence (ability to use new technologies with fluency, with the aim of education, training and work).
Personal competence (ability to organize information and time, to manage one's own training and career path).
Competence in matters of citizenship (ability to act as a conscious and responsible citizen, fully participating in the social and political life of one's country).
Entrepreneurial competence (creativity in analyzing reality and finding solutions for complex problems by using imagination, strategic thinking and critical reflection).
Cultural awareness and expression (knowledge of cultural heritage and ability to connect the individual elements that compose it).

Of the professional skills required from each employee, learning to learn prevails (40%), followed by the ability to focus on goals (35%) and other items (communicative, language, digital, negotiation and mobility skills).

Quale delle suddette competenze professionali ritieni essenziale per la tua azienda? (scegline solo una, la più importante)

41 risposte

Legend:
- Concentrazione sugli obiettivi
- Competenze digitali
- Competenze linguistiche
- Negoziazione
- Disponibilità alla mobilità
- Imparare ad imparare
- Capacità comunicative

Pie chart values: 39%, 12,2%, 34,1%, 9,8%

Which one of the aforementioned professional skills do you consider essential for your company? (choose only one, the most important)
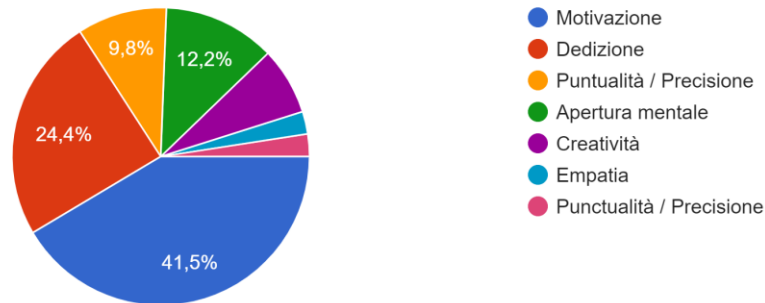Focus on goals
Digital skills
Negotiation
Language skills
Availability for mobility
Learning to learn
Communication skills

As for soft skills analysis, it can be seen clearly how they all are considered as essential aspects by those surveyed. In a given list of soft skills, professionalism – defined as showing a certain degree of maturity and responsibility – gets the first place, followed by team working

Among the personal features required, the most important for those surveyed is motivation (about 42%), followed by dedication (25%) and openness (about 12%).

Quale delle suddette caratteristiche personali consideri essenziale per la tua azienda? (scegline solo una, la più importante)
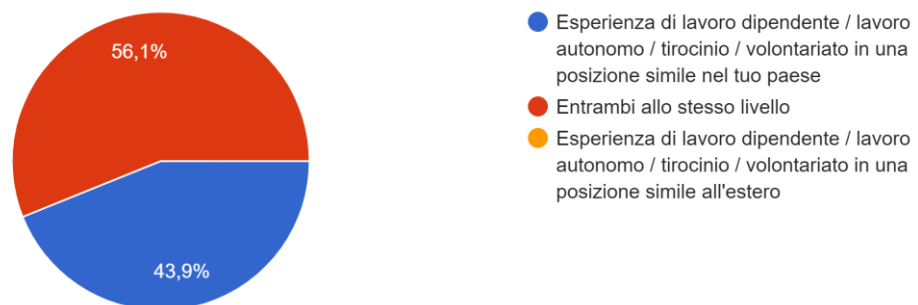
41 risposte

- ● Motivazione
- ● Dedizione
- ● Puntualità / Precisione
- ● Apertura mentale
- ● Creatività
- ● Empatia
- ● Punctualità / Precisione

9,8%   12,2%   24,4%   41,5%

As for previous experience, it can be seen how over half of those surveyed consider a previous work experience in Italy or abroad as an important feature, slightly prevailing over those who claim that work experience must be made on a national basis.

Quale di queste due categorie di esperienze precedenti consideri più importante al momento di valutare una candidatura?

41 risposte

- ● Esperienza di lavoro dipendente / lavoro autonomo / tirocinio / volontariato in una posizione simile nel tuo paese
- ● Entrambi allo stesso livello
- ● Esperienza di lavoro dipendente / lavoro autonomo / tirocinio / volontariato in una posizione simile all'estero

56,1%   43,9%

The majority of those surveyed (over 77%) stated they check whether the work requirements are met through a job interview, while choosing training courses and field practice inside their companies as the most suitable ways to improve skills.

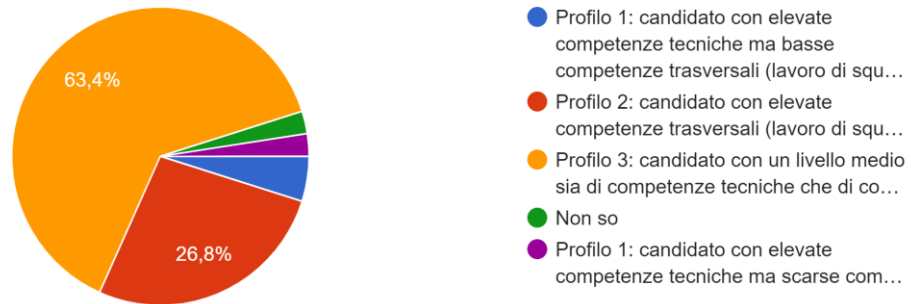Quanto ritieni efficaci questi metodi per migliorare le competenze di un dipendente? (scala da 1 a 5)
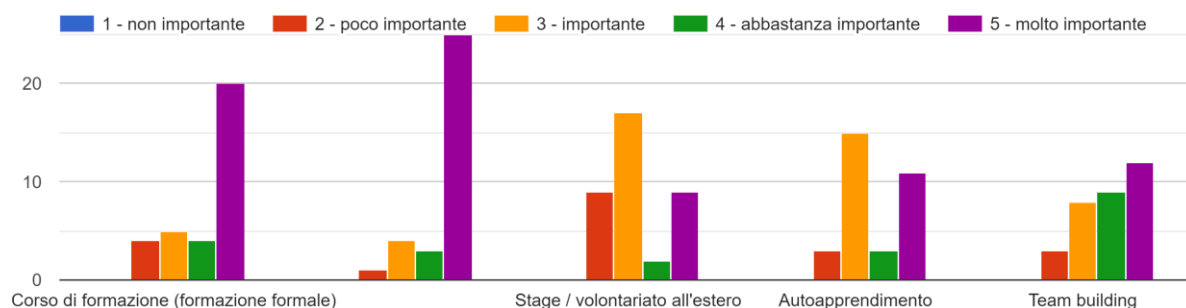
When assessing job applicants, previous experience in self-entrepreneurship is significant for the majority of those surveyed (about 63%). The most suitable applicants show on average both technical and transversal skills compared with applicants having low-level skills in terms of team working, communication and so on.

Quale dei seguenti profili selezionereste durante la valutazione di una candidatura?

41 risposte

- Profilo 1: candidato con elevate competenze tecniche ma basse competenze trasversali (lavoro di squ…
- Profilo 2: candidato con elevate competenze trasversali (lavoro di squ…
- Profilo 3: candidato con un livello medio sia di competenze tecniche che di co…
- Non so
- Profilo 1: candidato con elevate competenze tecniche ma scarse com…

63,4%

26,8%

Round-up

As it can be seen from the above-listed survey, soft skills are one of the most important features as far as the professional field is concerned. Most companies are likely to hire new staff on the basis of previous abroad and national work experience. An outstanding aspect lies in the fact that the majority of those surveyed stated that the most suitable job applicants show, on average, both hard skills and soft skills in contrast with candidates showing high-level hard skills and low-level soft skills.