



Leonardo da Vinci Multilateral Network Employer-Led Vocational Educational and Training in Europe

Ref. No.: 539154-LLP-1-2013-1-UK-LEONARDO-LNW

Company 3

Name of company: Arneg S.p.a.

Type of activity: design, manufacturing and installation of complete equipment for the retail sector

Status: public/private: private

Size: big size (690 employees)

Level of education targeted: the company offers trainings in mechanics, electronics, hydraulics and economics for students in 4th-5th class (17-19)

Website: <http://www.arneg.it>

Contact person and role: HR Manager Armando De Crescenzo

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General introduction

Four representatives of four private companies have been interviewed. The companies at issue all work in mechanical engineering: Reffo Srl manufactures plants and machines for the rural sector, Celenit Spa realizes wood-wool and cement boards for thermal and acoustic solutions, Arneg Spa and Costan Spa manufacture equipment for commercial refrigeration. Arneg Spa and Costan Spa are big-sized enterprises, Reffo Srl is medium-sized and Celenit Spa is small-sized.

All the interviews were carried out in the companies' headquarters. The interviews took place: with Reffo Srl on July 23rd, 2014, with Celenit Spa on July 28th, 2014, with Arneg Spa on September 18th, 2014, and with Costan Spa on December 2nd, 2014. Project Manager Angela Caiazzo, from Fòrema Srl, carried out the first three interviews together with Gianfranco Gonzato. The last interview was carried out with Beatrice Persico. Both Gonzato and Persico are Project Assistants from Fòrema Srl.

Reffo Srl, Celenit Spa and Arneg Spa were selected on the basis of their partnership with Fòrema Srl. Costan Spa was chosen to provide a different example about Veneto's reality. Indeed, the first three companies are based in the province of Padua, whereas Costan Spa is based in Belluno and, presents a different socio-cultural situation. Padua lies in the Po Valley, an area



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characterized by the presence of numerous industries; instead, Belluno is in the mountains, where business activities are rare.

Information on the implementation of the selected programme/project (ASL for Fòrema) in the four companies

The target group involved in ASL projects in the four companies are students in mechanics from the 4th and 5th class of secondary school (between 17 and 19 years old).

Relationship company-training agency/VET provider and management of incoming students

Arneg Spa has been engaged in ASL for many years and has been cooperating with some VET providers in the province of Padua, e.g. with Camerini Rossi. Both the company and VET providers take first contacts. Unfortunately, due especially to a complicated bureaucracy, collaborations with VET providers have never led to altogether positive results.

The company has never been actively involved in the students' recruitment but receives the trainees VET providers send.

Joint design/planning of training path

The training within the enterprise lasts only two weeks. Therefore, it is difficult to establish a real collaboration between the school and the company. In the past, Arneg Spa used to implement "true" ASL projects with some technical schools: thanks to a two-month training within the enterprise supported by a school training, results were overall positive.



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Arneg Spa has never collaborated with VET providers in the definition of training objectives and training paths, but would like to do so. The company believes that students should work on their transversal skills (which only the school can provide for) rather than on their technical skills.

Implementation: relations company-VET provider during project implementation

Contacts with VET providers are rare. Company visits should be implemented, but there is neither enough time, nor interest on the VET providers' side. Indeed, company visits have not been organized for two years.

The company does not take part in the evaluation of students. However, internal assessments are carried out for each employee, even for trainees.

SWOT analysis

Arneg Spa considers the collaboration with VET providers in ASL projects very negative. Complicated bureaucracy, lack of motivation and interest on the VET providers' side, and weak training in school are major obstacles.

Moreover, the success of ASL projects much depends on the commitment of single teachers, and on their willingness in keeping constant contacts with the enterprise. Unfortunately, such teachers are not so many.

Finally, only students can benefit from this kind of projects because thanks to the training in the enterprise they can have a real contact with the labour market.

Evaluation of the cooperation: 2.

Students' Skills



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Arneg Spa reckons incoming students' competences are inadequate. Except for a few cases, students involved in ASL projects lack both technical and transversal skills.

Arneg Spa values transversal skills the most. Above all, young students lack a series of values about life, work, commitment and money. They are absent-minded and overprotected by their parents. As a consequence, the teen-agers' generation undergoes a widespread cultural impoverishment: schools and VET systems should teach them how to face real life challenges. Although they behave correctly, students trained within the company lack common sense, motivation and a solid value structure, which the company cannot teach them in 2 weeks.

The lack of technical skills is of minor importance since students can be taught – better, helped to improve – on the field. Indeed, Arneg Spa organizes internal trainings for its own employees. The company, however, is not interested in employing students after ASL projects. Due to the recent economic crisis, it prefers to invest on mature and experienced people, such as engineers and economists in possession of a degree.

Competences in Italian, in mathematics, science and technology, in informatics, ability in taking the initiative and in entrepreneurship are fundamental employability skills.

Cooperation company-VET institute/training agency on other projects/initiatives

The company has a very solid “internal tradition” with regard to training – internal courses, career guidance and advancement –, which sometimes compensates for the lack of training provided by traditional education systems. It also happened that Arneg Spa's experts held courses, seminars, and organized training meetings in schools and private VET providers' premises.

Important occasions for initiatives proposed by the company have been missed due to a lack of interest on the part of schools, universities and students themselves.

Key messages and recommendations



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- Arneg has been engaged in ASL for many years, as well as in other traineeship and dual training programmes.
- Training within the company foreseen in ASL is too short (2 weeks): it should be longer and embedded more strongly in school curricula.
- Bureaucracy is a major obstacle in implementing any training project with public institutes.
- The company has a very solid “internal tradition” with regards to training (internal courses, career planning, career guidance and advancement), which sometimes caters for the lack of training provided by traditional education systems.
- Lack of interest by schools, private VET providers and universities in initiatives proposed by the company (internal Masters, traineeships and other project works) coupled with lack of responsiveness by students. Many good occasions have been missed.
- The company values transversal skills the most and expects students to have them (especially self-awareness, cultural awareness, pro-activity). Technical skills can be taught on the spot (if the person starts with solid foundations the company can help him boost these skills).
- Above all, students lack strong values, cultural awareness, and sense of responsibility: education and VET systems should do their part in teaching them how to face life’s challenges.
- The reason for Italy’s economic decline should be sought in the widespread cultural and social decline.



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