



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

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

Company 2

Name of company: Celenit S.p.a.

Type of activity: manufacturing of wood-wool and cement boards for new thermal and acoustic solutions

Status: public/private: private

Size: small size (34 employees)

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

Website: <http://www.celenit.com>

Contact person and role: Managing Director Giulia Svegliado

Email address: info@celenit.com

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



This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



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

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

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

Celenit Spa has been engaged in ASL programmes for over 6 years and has been cooperating mostly with one public VET provider: Istituto Girardi in Cittadella. The partnership started thanks to a very active and committed teacher from the school. Indeed, before she came contacted the company, Celenit Spa did not know anything about Alternanza Scuola-Lavoro. Since then, ASL projects with Istituto Girardi have been regularly implemented and the company has assumed a role more and more active.

Celenit Spa has cooperated also with private VET providers (with Fòrema only once). Generally, private VET providers are more active, motivated and committed than public VET providers, where the implementation of ASL projects depends on the single teacher.

The company is not actively involved in the students' recruitment but receives the trainees VET providers send.

Joint design/planning of training path



This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



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

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

Celenit Spa has never taken part in the definition of training objectives for students engaged in ASL but would like to do so. The company is willing to undertake a dialogue with schools involved, in order to set up coherent training paths, but school tutors are not active in this sense. As a result – among other things – Celenit Spa laments over the students’ inability to put into practice what they have learnt in school.

The company is aware of the competencies required to students and is more interested in receiving students with profiles such as accountants, administrators and production specialists.

Implementation: relations company-VET provider during project implementation

At the beginning of the partnership between Celenit and Istituto Girardi, the teacher involved used to pay regular visits to the company. In fact, it was necessary to know each other better. Later on, contacts were held only via telephone.

In general, for ASL projects, the company prefers to have a face-to-face contact at the beginning and, when the students start the traineeship, to be given a certain latitude in handling the project. Moreover, Celenit Spa is not interested in meeting the students before their training within the enterprise. Indeed, they stay only a few weeks (2-4 weeks), and the company does not wish to hire them afterwards.

Celenit Spa takes part in the evaluation of students. Trainees’ assessment is done only after the traineeship.

SWOT analysis

About Alternanza Scuola-Lavoro, the company appreciates the students’ willingness to learn. They fulfil their duties and behave properly. However, schools should prepare them better. Indeed, students are not inclined to the practice as a result of the lack of proper tools in schools, and of a teaching too much oriented on theory.



This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



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

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

Celenit Spa deeply values the relationship with certain teachers and professional: direct contact with them is a precondition for success.

Evaluation of the cooperation: 2.

Students' Skills

Celenit Spa reckons incoming students' competences are inadequate. The company is more interested in students' hard skills rather than in their soft skills, and in profiles such as accountants, administrators and production specialists. Competences in Italian and foreign languages, in mathematics, science and technology, in informatics, ability in taking the initiative and in entrepreneurship are fundamental employability skills.

The company recognizes and appreciates the great value of students' ICT skills. However, students lack technical skills and are incapable of putting into practice the theory they have learnt in school. Also, they are not pro-active and need to be constantly supervised; they are shy and unable to handle interpersonal relationships (e.g. they are afraid to answer the phone). Nevertheless, students are willing to learn, motivated and hard working, and, as a consequence, they learn quickly.

Among transversal skills, Celenit Spa values knowledge of Italian and foreign languages – even though the company has never had the opportunity to test them.



Lifelong
Learning
Programme

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



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

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

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

Besides Alternanza Scuola-Lavoro, Celenit Spa has collaborated with VET providers on other initiatives. For example, the company's experts hold seminars and courses in training institutes and private VET providers' premises. Celenit Spa also collaborates with freelance professionals for the realization of safety at work courses.

Celenit Spa hosts traditional traineeships too. Moreover, the company has collaborated with ITS Red form Padua on projects concerning trainings for young people between 18 and 21 years old.

With regard to the cooperation with Fòrema, only once a project was successful. The company laments that other projects suggested by Fòrema never resulted in concrete actions.

Key messages and recommendations

- Celenit Spa has been engaged in the programme “Alternanza Scuola-Lavoro” for over 6 years, and has been cooperating mostly with one VET provider (Istituto Girardi).
- Key to make the cooperation successful is **direct contact** and **trustworthy relationship** with VET provider's professionals/tutors/teachers.
- General **lack of commitment by public VET providers** (low motivation and no financial incentives), private providers are more active and cooperative.
- VET providers usually took the initiative to begin ASL, after that Celenit became more proactive.
- Very **low job-specific skills** of incoming students; yet they have willingness to learn and curiosity. Gap between theoretical and practical knowledge, weak preparation received at school.
- The company is **more interested in “hard skills”** rather than “soft skills” and in profiles like accountants, administrators and production specialists.
- **ICT skills** are the most important among transversal skills; students generally perform well.



Lifelong
Learning
Programme

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



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

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

- **Interpersonal skills:** widespread shyness of incoming students when they have to answer the phone.
- Short length of students' stay within the company with ASL (2-4 weeks):
 - makes it difficult to assess improvement of their skills;
 - students are not seen as potential future employees (too young, too soon, too inexperienced).
- Celenit never took part in the ex-ante **definition of training needs** and in **designing training programmes** for students engaged in ASL but would like to do so.
- Celenit's experts hold seminars and courses in training institutes and VET providers' premises, and cooperate with freelance professionals for the realization of safety at work courses.



Lifelong
Learning
Programme

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.