



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

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

### Company 4

Name of company: Costan S.p.a.

Type of activity: manufacturing of equipment for commercial refrigeration

Status: public/private: private

Size: big size

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

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

Contact person and role: HR Specialist Marila Bernard

Email address: [info@costan.com](mailto:info@costan.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 23<sup>rd</sup>, 2014, with Celenit Spa on July 28<sup>th</sup>, 2014, with Arneg Spa on September 18<sup>th</sup>, 2014, and with Costan Spa on December 2<sup>nd</sup>, 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 4<sup>th</sup> and 5<sup>th</sup> class of secondary school (between 17 and 19 years old).

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

Costan Spa has been engaged in ASL projects for at least three years. The company has been collaborating mainly with two public VET providers: ITIS Segato in Belluno and ITIS Negrelli in Feltre. Generally, Costan Spa is more interested in recruiting students in mechanics; however, it welcomes the students schools choose to send, including students in informatics and accountancy. Usually schools take first contact with the enterprise.

Costan Spa has been collaborating also with Reviviscar, a private VET provider, which – at the beginning of the relationship – works as an intermediary between the school and the enterprise.

### ***Joint design/planning of training path***

The company takes part in the definition of training objectives and training paths, and is aware of the competences required to students. After the school take first contact and verifies the company's availability and willingness to implement ASL projects, the HR Specialist draws up a training plan.



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

Even though teachers have always shown a deep commitment, bureaucracy makes difficult the joint planning of training paths.

### ***Implementation: relations company-VET provider during project implementation***

Costan Spa implements two kind of trainings within the enterprise for secondary school students: traineeships which last 2-3 weeks and take place between school semesters (in February); and traineeships which last one month and take place during summer. During the first type of traineeship, the teacher pays a visit to the company and evaluates the students. The company takes part in the assessment too. According to Costan Spa, even though the second kind of traineeship is preferable, both types are too short.

During the project implementation contacts between Costan Spa and public VET providers are constant.

### ***SWOT analysis***

Even though their preparation is inadequate, the enterprise benefits from the students' presence. Indeed, they bring young and original points of view and give the company the opportunity to monitor the training and working reality. Bureaucracy, however, is a major obstacle to ASL projects.

According to the representative of the company, companies should be more present in the school reality: visits to schools should be organized and continuity in the relationship with VET providers should be fostered.

Evaluation of the cooperation: 5.

### ***Students' Skills***



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

The company has no particular expectation about the students' technical skills and knows that their training in school is purely theoretical. However, schools are working to offer students trainings more practice-oriented. Incoming students also lack transversal skills – e.g. they are not punctual – and this is mainly due to the social and domestic context.

Competences in Italian and in foreign languages, in mathematics, science and technology, in informatics, social skills and a positive attitude towards learning are fundamental employability skills.

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

The company has collaborated with private VET providers (Fòrema and Reviviscar) on other initiatives such as training and refresher courses for employees. These collaborations always had positive results.

### *Key messages and recommendations*

- Marila Bernard, HR Specialist, explains the **environmental difficulties** of the area: it is mountainous and public transports are inadequate; so, there are not so many business activities.
- As it concerns the local engineering industry, Costan is the most important company. It belongs to the Epta Group and it deals with **industrial refrigeration**.
- Costan Spa has been engaged in taking interns from ITIS Segato and ITIS Negrelli for at least 3 years; the most researched profile is the **mechanical expert** (complicated to find). Usually, the contact starts from the school.
- There are two options as regards the duration of the traineeship within the enterprise: two weeks between the school semesters; one month during summer. Costan prefers the second option, because with the first one the tutor spends time in teaching the student, but then the



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

company has very little in return, because of time constraints. However, even one month **is not long enough**; six months would be preferable (now this is possible with University internships).

- Bernard (and the company in general) has **no particular expectation** about the students because she perfectly knows that their school training is purely theoretical; actually, **the biggest gap concerns behaviour rules** in work situations such as punctuality or the low value given to this opportunity. However, Bernard thinks that this is related especially to family education. On the contrary, she notes how schools are working on giving the students a more practical preparation.
- When Costan needs human resources, the preference falls on hardly replaceable people or on young people who already did an internship there.
- Bernard has a crucial role during the internship: she **writes training plans** and provides **final assessments**. During the two-week-internship there is also an ongoing evaluation made by a professor.
- The company collaborates with Fòrema and other private VET providers on training and refresher courses.
- The **problems** of internships are: **bureaucracy** and inadequate preparation of students; on the other hand, **young people bring new and original points of view** and at the same time, the experience is an occasion for the company to monitor the training and working reality.
- Possible solutions: companies could organize **visits, go to schools** to explain who they are and what they do, keep contacts with schools also outside the internships; moreover, Bernard is planning an intervention of **Welfare**, to help the employees' children in their choice of school.

