

General introduction:

Inova-Ria is a not for profit SME, based on Aveiro which main goal is to create an IT cluster, focused on mobile communications, involving companies, schools and R&D entities. The interview was carried out by Tiago Marques with Regina Sacchetti, Human Resources manager, on 12th December 2014.

Information on the implementation of the selected programme/project in the company:

The students that do internships on the company come from very different backgrounds, as the company cooperates with 12 different schools and courses (from two schools interns come from different courses).

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

This cooperation started by the initiative of the company and from more than 5 years ago they have continuously received students as interns, selected by the schools. Although there is enough communication during the internship, the information given by the schools could be better.

Joint design/planning of training path:

The company takes part on the design of the activities that the students have to perform during the internship and is aware of the competences the students should develop.

Implementation: relations company-VET provider during project implementation

The company has an active role on the evaluation of the interns as it oversees and follows the entire internship. In addition to phone and email contacts, personal communication is made every three months, on a meeting.

SWOT Analysis:

The biggest success of these internships is the learning of the students and the interest they have to start the professional career, but in order for this kind of activities to achieve better results they must last more than six months, adding to a strict cooperation between VET schools and companies.

The relationship between both actors is evaluated as a 3, on a scale from 1 to 6, with 1 being totally unsatisfied and 6 completely satisfied. It could be improved by additional information on the courses curricula and internship programmes.

Students' Skills:

The students are moderately well prepared to perform the tasks needed. In some cases there is the need to give some practical training.

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

The company only receives students for internships.

Key messages and recommendations:

- Strict cooperation between VET schools and companies.
- Courses with more practical activities and focused on the companies' realities