

Company 1

General introduction:

Pictonio is a SME, based on Aveiro which main goal is to develop software solutions for their clients, based on their needs. The most usual services provided include the creation of content management platforms, online stores and social platforms, for either private and public clients. The interview was carried out by Tiago Marques with Francisco Almeida, IT Manager of the company, on 9th December 2014.

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

The students that do internships on the company are the ones ending their qualifications on Escola Profissional de Aveiro.

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

This cooperation started by the initiative of the company and from 5 years ago they have continuously received students from Escola Profissional de Aveiro as interns. The school provides enough information throughout all the internship to the company and the internship process starts with contacts between the school and the company that from a list of students select the one(s) that they think are more suitable to perform the planned tasks.

The school, during, the internship, keeps on following the students.

Joint design/planning of training path:

The company as an active role on defining the tasks that the students should perform (the interviewee is trainer and tutor of the interns).

Implementation: relations company-VET provider during project implementation

The communication is very fluid and besides three meetings per school year the contact is made by phone/email on a regular basis.

SWOT Analysis:

This type of activity/program allows the student to gain training/experience on a company level but, sometimes and depending on the work area the time the student spends on the company is short.

The quality of the training provided by the VET school is very important and have a direct impact on the relation created between the student and the company, so it is crucial that the training programs of these kind of entities are updated and keep up with the market demands and the evolution of the labour market.

The relationship between both actors is evaluated as a 5, on a scale from 1 to 6, with being one totally unsatisfied and 6 completely satisfied.

Students' Skills:

Students have the necessary skills to perform all the activities needed during the internship, especially learn to learn, IT and social skills (the skills perceived as most developed by the students tutor, achieving 5 on a scale from 1 to 6) and are very interested to be on the practical side of the training. On the other side, entrepreneurship could be a little more developed.

If needed the company gives practical training to allow the students to progress on the skills/competences/knowledge and be able to perform the tasks they are supposed to.

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

The company supports the idea that during the theoretic part of the training the students should learn and be introduced/aware to real/day to day cases that companies have to deal with and try to solve them (of course this would mean a more tight collaboration between both entities). It would also like to join efforts with training entities, developing projects, sharing experiences and of course discovering new opportunities.

Key messages and recommendations:

- More cooperation company and VET institution
- Use of real situations during classes