

General introduction:

Shortcut is a SME, based on Matosinhos that aims to become a permanent reference of innovation, using information and communication technologies, in opportunities that create passion, challenge and value.

The interview was carried out by Tiago Marques with Inês Domingues, Human Resources manager of the company, on 10th December 2014.

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

Shortcut interns are students from the last year from two different VET entities and courses: ATEC and Oficina de Santo Tirso.

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

The cooperation between the company and the schools became by the initiative of the schools and only happen from time to time. The students are chosen by the school and the company.

Joint design/planning of training path:

The company, together with the school, draws the path that the student should make during the internship.

Implementation: relations company-VET provider during project implementation

Shortcut meets with the VET entities two times during the internship period besides the necessary/usual communication and, regarding the evaluation, it's their role to firstly create a plan and then follow and monitor the student during the internship period. The evaluation of the students is another task performed by the company.

SWOT Analysis:

The strong aspects about this initiative is not only the work performed and the share of experiences between the employees and the interns, but also the development of synergies and other projects with the VET entities. To achieve better results/impact of the programme the bureaucracy should be reduced or better organized (and some help from schools when filling the paperwork), as well as the time management. Another necessity is to motivate the students and make the courses more practical, so that they have a better attitude during the internship, and after that on their jobs. 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:

The students are very well prepared for the conclusion of the activities during the internship, especially on IT, Science and Technology and Social and civic competences. The skill that is less developed is communication in other languages, and any other additional training needed is given by the company during the internship.

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

Besides the undergoing project with a VET provider, the company would be interested on engaging on cooperation with these entities to better suit the courses curricula to the needs of the job market.

Key messages and recommendations:

- Reduction of the bureaucracy and better time management
- Make the courses more practical