

General introduction:

Trust it is a SME, based on Aveiro that aims to provide technology services and develop innovating and creative solutions to allow their clients to prosper and succeed. To achieve the goals the company relies on its core values - proximity, trust, flexibility, adaptability and pragmatism. 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 and Escola Profissional de Agricultura e Desenvolvimento Local

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

This cooperation started by the initiative of the school and from 5 years ago they have continuously received students two schools as interns. The school provides enough information throughout all the internship to the company.

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

Joint design/planning of training path:

The company helps the schools defining the tasks that the students should perform and is pretty aware about what competences/skills students should develop during the internship program.

Implementation: relations company-VET provider during project implementation

The communication is constant between the company and the VET providers, with monthly meetings occurring on the company.

SWOT Analysis:

According to the interviewee the contact with the VET system, with some interns that might be recruited to work on the company and the creation of synergies on a local/regional basis are the strong points of this cooperation. On the other side teachers should have a more active role on the process.

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. This relationship could be improved with bigger involvement of the companies on the entire learning process and more interaction.

Students' Skills:

Students have low skills to perform the activities foreseen during the internship (most of them achieving 3 or 4 on the one to six scale developed), so the company needs to train the interns in almost all the skills. The skill seen as less developed it foreign languages.

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

The company would like to join efforts with VET entities on new and innovative projects/initiatives and even on designing the courses curricula, as they think that is essential that VET institutions have a perfect understanding of the present job market to constantly adapt the courses

Key messages and recommendations:

- Teachers should be more active on these type of initiatives
- The companies should have an active role during the entire learning process