join-in-a-job!

New means of cross cultural clearing and counselling instruments for VET in order to grant access to qualification and training for juvenile migrants

LLP Leonardo da Vinci - Transfer of Innovation

No. - 2008-1-AT1-LEO05-00614

Phase 1: Preparing aggregated material about existing method/instruments to be transferred; Surveying applications for country specific solutions; Designing a training course for master coaches of intercultural clearing and counselling

WP2: Focus groups and interviews with juvenile migrants and employers

Interviews format for companies

List of items to be submitted to companies in a non structured questionnaire

Final version prepared by:
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Lifelong Learning Programme

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1. Self Introduction of the Company and attitude to employ juvenile migrants

Sector/field of activity of the company: ……

Type (for profit/non profit, private/public): ……

Total number of employees of the company: ……

Age of employees of the company (in terms of approximate percentage):

15-18 y : ……

19-25 y : ……

26-35 y : ……

36-45 y : ……

More than 46 y : ……

Does the company employ migrants? O Yes O No

If so, which is the total number of migrant employees? ……

Is such a number growing, stable or decreasing comparing to the last 5 years?
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……
……

If the company has migrant employees, which are their nationality (the ethnic group most representative by the company)?
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……

2. Previous experiences with juvenile migrants on the job

Has the company already received a job application by juvenile migrant? O Yes O No

In your sector, job application by juvenile migrant are frequent? O Yes O No

Does (or did) the company have juvenile migrants as employees? O Yes O No

If so, which is their role in the company?
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With which kind of contract they are employed (full time/part time, temporary, etc.)?
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How do you evaluate their professional performance (training, competences, skills)?
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Do you still employ juvenile migrants? O Yes O No

If not, is there any specific reason for that?
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3. Recruitment procedures

Do you carry out job interviews to employ juvenile migrants? O Yes O No

Do you have an internal structure to select juvenile migrants? O Yes O No

Do you have any specific tools to select juvenile migrants (interview scheme, Language test, etc.)? O Yes O No

If so, can you describe them?
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Do you work with Public Job Centres or private Job Agencies?
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Can you generally describe the procedure of recruitment of your company?
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4. Expectations of the Company

What do you in general expect from a future employee?
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Are such expectations different is the candidate is adult or young ? O Yes O No

In what are different?
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What are your experiences with juvenile migrants?
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Can you describe the pros and the cons of juvenile migrants as employees?
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