"Patterns of recruitment and induction processes in selected European countries"



# **UK - Healthcare questionnaire**

Federal Institute for Vocational Education and Training



- Researching
- Advising
- Shaping the future



research & consultancy



## Information on the study and the questionnaire

#### Please read out

The aim of the study is to obtain information on the recruitment, induction and continuing training of new employees. We would like to know how satisfied employers are with the education and training system and in which form they cooperate and/or exert an influence. The questionnaire is directed at managers or staff from the field of human resources or recruitment. The person completing the questionnaire should have knowledge of everyday work in the healthcare sector. He or she should also be able to provide general data such as the number of employees and information on recruitment and/or continuing training strategies. It should take about **20 minutes** to complete the interview.

## Information on confidentiality and further use of the data

#### Please read out

The data collected in this survey will be processed in accordance with the **British Data Protection Act** and anonymised for further use within the scope of the study. No information will be published which permits the identification of any particular person, company or location. Please notify us after the survey if you wish to receive information about the **results of this study**. We will then send you a copy of the report.

Questions which are not highlighted are part of section 1 of the data set. Questions which are highlighted in blue are part of section 2 of the data set that contains country specific adaptions.

## I. General information

#### About the interviewee Δ. Read out the possible answers. Please tick the most appropriate answer. What is your position within the company? Please state what most closely reflects your role. Owner / Director / CEO O Care Director / Care Manager O Ward manager **O** Human Resources Manager **O** Head of Initial and Continuing Training **O** other (please state): About the location/company Β. 1. Since which year has the company you work for existed? O N/A Read out the possible answers. Only one anser possible. 2. A) What is the organisational form of your company? **O** Not for profit limited company O Limited company **O** Registered Association • Public limited company **O** Entity under public law Other (please state): \_ O N/A B) By which kind of body is your company run? O Private economy **O** Public body **O** Church body O Other social provider (e.g. welfare association) O Other (please state): O N/A Read out the possible answers. Indicate all relevant responses by placing a cross in the appropriate box.

3. A) What form(s) of treatment does	your company cover?		
In-patient care			
Partly residential care			
Outpatient care			
Other (please state):			<b>O</b> N/A
B) Which areas does your compar	ny cover?		
General medical care			
Special/specialised/other media	cal care (please state ar	ea):	
Hospital attached to an institut		,	
Care for the elderly/disabled	U		
Other (please state):			<b>O</b> N/A
Read out the possible answers. Only or	ne response nossible		
4. How would you describe the develo			uny's sales over the last ten years?
O Dynamic expansion	opinient of your compa		ing s sales over the last tell years:
• Stable consolidation			
O Shrinking			
O N/A			
	in full time equivalent	- <i>(ETE</i> )	
Please state the number of employees			0.5. The same analise to membrane of
An employee who only works for ha			
staff who work full-time for only six mo	inths. Please apply the s	ame conversion i	n the case of other part-time working
models.			
5. How many FTE staff do you current	ly employ?		
staff	10	I/A	
Please state the number of staff regard	dless of whether emplo	yed on a full-time	e or part-time basis (not FTE).
6. What is the total number of staff c			
staff		N/A	
Please state either the number of emp			
7 How many of your total staff perf			
staff	%	O N/A	
Please state the mumber of staff <u>or</u> a p	percentage. Please che	ck that the total r	mber of staff stated for question 6
adds up to 100%).			
8. What is the nature of the age distri	bution at your location		
Under 25: st	aff	%	
	aff	%	
36-45: st	aff	%	
46 and above:sta	aff	%	O N/A
Read out the possible answers. Only or	ne response possible.		
9. How large is your catchment area?			
O Local			
O Regional			
O National			
O International			
<b>O</b> N/A			
In the case of in-patient care provision	, please continue with	question 10A. In t	he case of outpatient care provision.
please continue with question 10B.			
Read out the possible answers. Only or	ne response possible.		
10. A) How many places (beds) do you			
places / beds			
	ha yay laak aftar?		
B) How many patients/customers of patients/customers	io you look after?	- ·	
		<b>O</b> N/A	

#### II. Organisational framework/jobs at the medium qualifications level

Please state the number of staff and the minimum and maximum average wage for the job profiles named. Supplement the stipulated job profiles by adding your own where necessary.

(1) This question focuses on the tasks employees perform or the position they occupy rather than on the qualifications they hold.

Please tell us the number of staff for the job descriptions at medium qualifications level stated below who cover tasks in health care. Please state up to three additional job profiles if the stipulated job descriptions do not cover the jobs in your workshop area. Please state the average minimum and maximum gross wage of each of these employees.

-	iop alea. Please state the average in				1
Occupati- onal title	Title of Level 2 or 3 qualification or NMC registration	Designation ac- cording to ISCO 08	Number of staff em- ployed in such a posi- tion (full-time employees)	Average mini- mum wage for full-time em- ployees O Hourly wage O Monthly wage O Annual wage	Average maxi- mum wage for full-time employ- ees O Hourly wage O Monthly wage O Annual wage
Medical assistant	Healthcare Support Qualification (Level 2 or 3)	Healthcare assis- tant			
Healthcare support workers	Health and Social Care Qualifica- tion (Health, up to Level 3)	Personal care worker in health services			
Domiciliary care work- ers in the communi- ty	Health and Social Care Qualifica- tion (Health and Social Care Level 2)	Home-based per- sonal care worker			
Registered nurse (General)	Registered Nursing and Midwife- ry Council nurse	Nursing professio- nals			
Geriatric nurse	Registered Nursing and Midwife- ry Council nurse	Nursing professio- nals			
Specialist nurse	Registered Nursing and Midwife- ry Council nurse	Nursing professio- nals			
Senior nurse, ward man- ager or similar	Management staff – healthcare and nursing, emergency services and midwifery	Health services managers			
Lead nurse	OR Management staff – old age care	Health services managers			
Quality manage- ment staff	Quality representatives in the healthcare system – complex specialist activities	Environmental and occupational health inspectors and associates			
	Own job profile 1	Own job profile 1			
	Own job profile 2 Own job profile 3	Own job profile 2 Own job profile 3			
	Own job prome 5	own job prome 3			

## III. Distribution of tasks and responsibilities

Please state all groups of employees for which the respective activity is relevant in daily operations.

() Various distributions of tasks and areas of responsibility can be observed internationally with regard to care activities. The aim of this question is to obtain a <u>realistic picture of everyday working life</u> in the UK. We will also surveying the same information in other countries. In this way, we hope to be able to facilitate a realistic comparison between the countries.

#### 1. Please study the following list of tasks and work descriptions. By whom are these tasks fulfilled predominantly? Multiple answers per line are possible.

		1		1	1
Is carried out by:	Unskilled/semi- skilled assistants	Qualified healthcare support occupations	Qualified nurses	Other (highly) qualified medical staff	N/A
Communicate with patients and family members to answer questions or distribute and explain information					
Act autonomously in the planning and organisation of business and work processes (e.g. room allocation, patient transports etc.)					
Act autonomously in the planning and organisation of nursing processes					
Act autonomously in the preparation of healthcare documentation					
Act autonomously in the surveying and identification of care requirements					
Act autonomously in the securing and development of quality of care					
Be involved in the carrying out of medical diagnostic, treatment or rehabilitation measures					
Process human resources administration tasks					
Identify patient data and administer patients					
Prepare medical histories					
Give infusions or other medicines prescribed by a doctor, carry out PEG tube feeding					
Prescribe medicines					
Blood withdrawal, give injections, set intravenous access, start a drip/IV					
Assist at operations					
Prepare patients for diagnostic, treatment and operative procedures and explain such proce-					
dures when required (in Germany, this does NOT include a doctor's duty to provide infor-					
mation to patients and merely involves independent/additional explanations)					
Look after patients during diagnostic, treatment and operative procedures					
Support patients in daily tasks (such as eating, daily hygiene, mobility)					
Identify, asses, support and foster patients' psychological, physical and intellectual needs					
(e.g. by engaging in conversation or other leisure activities)					
Perform simple auxiliary activities (e.g. logistical tasks, transport)					
Carry out simple medical observational tasks and collect and pass on medical data (e.g. pulse, temperature, blood pressure and blood sugar levels)					
Interdisciplinary cooperation for the development of holistic solutions to health problems					
Cooperate in an interdisciplinary manner with other institutions and occupational groups in					
the support and assistance of ill and disabled persons					
Care and support for ill and disabled persons in stable care situations on the basis of					
healthcare assistant care planning			-		
Preparation and management of instruments and medical appliances (e.g. catheters, sounds)					
Physical procedures (e.g. application of heat carriers, heat treatments) and apply and change dressings					
Psychological and emotional support for dying patients and their family members					

### **IV. Recruitment**

A. Recruitment of new staff

Read out the possible answers. Indicate all rel		by placing a cross in	the appropriate	box.
1. Do you provide training for health / care s	staff?			
YES				
Registered general nurse				
Healthcare assistant				
Medical assistant				
Children's nurse				
Geriatric nurse				
Care assistant for older people				
• Other 1:				
• Other 2:				
<b>O</b> ther 3:				
O NO				
<b>O</b> N/A				
Please continue with <u>question 6</u> if the answer	is "NO" or "N/A"			
Read out the possible answers. Only one resp				
2. Which school-leaving qualification do you state your preferred qualification for each				ccupations? Pleas
	Preferre	d school-leaving qua	lification on rec	ruitment
	A-level,	Secondary School	GCSE at	Type of
Training occupation	International	GCSE at grades	grades D-G or	qualification
	Baccalaureate	A*–C or equivalent	-	does not
	or similar		equivalent	matter
Pre-registration/student nurse				
Advanced level health and care assistence				
(Level 3 Specialised support qualifications				
such as Allied Health, Blood Donor, Materni-				
ty and Paediatric, Pathology, Perioperative,				
Clinical Healthcare, Healthcare Services)				
Social care (Level 3)				
Intermediate level health and care assistence				
(Level 2)				
Social care occupations (Level 2)				
Care assistant for older people				
Medical assistant				
Other 1				
Other 2				
Other 3				
3. How many apprentices/student nurses do	vou currently en	nploy in the health /	are occupation	s stated?
number of trainees	<b>O</b> N/A	, , , , , , , , , , , , , , , , , , , ,	• • • •	
4. How many of the apprentices /student n	urses have you e	mployed in the heal	th / care occupa	tions just stated
over the past five years?				
number of trainees	<b>O</b> N/			
Please continue with <u>question 6</u> if you ar	nswered "O" or "N	I/A". Otherwise cont	inue with <u>quest</u>	<u>ion 5</u> .
Please state either the number of trainees <u>or</u>	a percentage.			
5. How many of these apprentices /studen completion of training over the past five may be stated.			-	
number of trainees	%	<b>O</b> N/A		

Inverse who have progressed to an employment) have you recruited in occupations in the field of health / care at this location in the past five years? O N/A Pleose continue with guestion 1 if the answer is "0". Please continue with guestion 10 if the answer is "N/A". Otherwise continue with guestion 2. Read out the possible answers. Only one recruited any new health / care staff at your location over the past five years. Please tell us the main reason for this. O Applicants too low qualified O We do not require any further staff O Other (please state) Please state: a provide the number of employees gr a percentage. O We do not require any further staff O Other (please state) Please state in the number of employees gr a percentage. O We do not require any further staff O Concentre easing. Bease continue with guestion 12 if you answered "0". Otherwise continue with guestion or training. Please continue with guestion 12 if you answered "0". Otherwise continue with guestion of training. Mease continue with guestion 0 if you answered "0". Otherwise continue with guestion 10. Read out the possible answers. Only one response possible. 8. You have stated that you have not recruited any career entrants in the past five years. Please tell us the most important reason. (Only one!) N/A Please continue with guestion 12 if you answered "0". Otherwise continue with guestion 10. Read out the possible answers. Only one response possible. 8. You have stated that you have not recruited any career entrants in the past five years. Please tell us the most important reason. (Only one!) N/A N/A Please continue with guestion 21 if you answerd "0". Otherwise continue with guestion 10. Read out the possible answers. Only one are entrants into particular roles O un jobs are to domanding for career entrants into particular roles O un/A	6. How many new employees (not including newly recruited apprentices /student nurses and apprentices /student
staff ON/A           Please continue with question 2 if the answer is "0". Please continue with question 10 if the answer is "V(A". Otherwise continue with question 10 if the answer is "V(A". Otherwise continue with question 20 if the answer is "V(A". Otherwise continue with question 2 if the answer is a provide and the answer is "V(A". Otherwise continue with question 2 if the answer is "V(A". Otherwise continue with question 2 if the answer is "V(A". Otherwise continue with question 2 if the answer is "V(A". Otherwise continue with question 2 if the answer is "V(A". Otherwise continue with question 2 if the answer is a provide and answer is a provide and and the answer is and apapentites/student nurses and appendice/	nurses who have progressed to an employment) have you recruited in occupations in the field of health / care at
Please continue with guestion 10 if the answer is "0". Please continue with guestion 10 if the answer is "N/A". Otherwise continue with guestion 18.           Read out the possible answers. Only one response possible           7. You have stated that you have not recruited any new health / care staff at your location over the past five years.           0 Economic reasons           0 Applicants too low qualified           0. We do not require any further staff           0. Uter (please state):           Please title with guestion 10           Please title with guestion 10           Please state either the number of employees at a percentage.           0. We define career entrants as new employees who have completed their vocational education and training or nursing studies and have less than two years' experience in the accupation.           8. How many of the new staff you have recruited in the last five years were career entrants? This does not include newly recruited apprentice/student nurses offer an employment on completion of training.	this location in the past five years?
wise continue with question 8.           Read out the possible answers. Only one response possible           7. You have stated that you have not recruited any new health / care staff at your location over the past five years. Please tell us the main reason for this. O Conomic reasons O Applicants too low qualified O We do not require any further staff O Other (please state): Please continue with question 10 Please state either the number of employees as a percentage. O We define career entrants a new employees who have completed their vocational education and training or nursing studies and have less than two years' experience in the occupation.           8. How many of the new staff you have recruited in the last five years were career entrants? This does not include newly recruited apprentice/student nurses and apprentice/student nurses offered an employment on completion of training. — ** of employees in the field of care (number) — persons of employees in the field of care (number) O N/A Please continue with <u>guestion 10</u> . Read out the possible onswers. Only one response possible.           9. You have stated that you have not recruited any career entrants in the past five years. Please tell us the most im- portant reason. (only one) O No career entrants applied To to time consming/expensive to induct career entrants in oparticular roles O Dur Jobs are too demanding for career entrants. C Competences of career entrants are not sufficient Lack of occupational experience O N/A Read out the possible answers. Indicate all relevant responses by placing a curing training)? month(s) O N/A Read out the possible answers. Indicate all relevant responses by placing a cross in the appropriate box. 11. Are there advantages in recruiting apprentices / student nurses? YES D Evelopment of competences and skills can be adapted to company requirements	
Read out the possible answers. Only and response possible         7. You have stated that you have not recruited any new health / care staff at your location over the past five years. Please tell us the main reason for this. O Economic reasons O Applicants too low qualified O We do not require any further staff O We do not require any further staff O We define career entrants as new employees or a percentage. We define career entrants as new employees who have completed their vocational education and training or nursing studies and have less than two years' experience in the occupation.         8. How many of the new staff you have recruited in the last five years were career entrants? This does not include newly recruited apprentices/student nurses and apprentices/student nurses offered an employment on completion of training. 	
<ul> <li>7. You have stated that you have not recruited any new health / care staff at your location over the past five years. Please tell us the main reason for this.</li> <li>0 Economic reasons</li> <li>0 Applicants too low qualified</li> <li>0 Other (please state):</li></ul>	
Please tell us the main reason for this.         O Economic reasons         Applicants too low qualified         O We do not require any further staff         Other (please state):         Please state either the number of employees or a percentage.         (We define career entrants as new employees who have completed their vocational education and training or nursing studies and have less than two years' experience in the occupation.         8. How many of the new staff you have recruited in the last five years were career entrants? This does not include newly recruited apprentices/student nurses and apprentices/student nurses offered an employment on completion of training.        %       ofemployees in the field of care (number)        %       of	Read out the possible answers. <u>Only one</u> response possible
Commutic reasons      Applicants too low qualified      We do not require any further staff      Other (please state):     Please continue with question 10      Please continue with question 10      Please state either the number of employees or a percentage.      We define caree retrants as ane wenghoyees who have completed their vocational education and training or nursing     studies and have less than two years' experience in the occupation.      How many of the new staff you have recruited in the last five years were career entrants? This does not include     newly recruited apprentices/student nurses and apprentices/student nurses of degreent nurses offered an employment on     completion of training.      — ** ofemployees in the field of care (number)    Persons ofemployees in the field of care (number)	
<ul> <li>Applicate too low qualified</li> <li>We do not require any further staff</li> <li>Other (please state):</li> <li>Please state either the number of employees or a percentage.</li> <li>We define career entrants as new employees who have completed their vocational education and training or nursing studies and have less than two year's experience in the occupation.</li> <li>How many of the new staff you have recruited in the last five years were career entrants? This does not include newly recruited apprentice/student nurses offered an employment on completion of training.</li> <li>% ofemployees in the field of care (number)</li> <li>% Not are entrants and apprentice/student nurses offered an employment on completion of training.</li> <li>% ofemployees in the field of care (number)</li> <li>% Not have stated that you have not recruited any career entrants in the field of care (number)</li> <li>% Not career entrants applied</li> <li>So too have stated that you have not recruited any career entrants in the past five years. Please tell us the most important reason. (Only one)</li> <li>No career entrants applied</li> <li>Too time consuming/expensive to induct career entrants into particular roles</li> <li>O ur jobs are too demanding for career entrants.</li> <li>Competences of career entrants are not sufficient</li> <li>Lack of occupational experience</li> <li>We only recruit career entrants internally</li> <li>Other (please state):</li> <li></li></ul>	
O We do not require any further staff         O Other (please state):         Please continue with guestion 10         Please state either the number of employees or a percentage.         O We define career entrants as new employees in the base (row completed their vocational education and training or nursing studies and have less than two years' experience in the occupation.         8. How many of the new staff you have recruited in the last five years were career entrants? This does not include newly recruited apprentices/student nurses of different an employment on completion of training.	
O Other (please state):         Please continue with guestion 10         Please state either the number of employees or a percentage.         ① We define career entrants as new employees who have completed their vocational education and training or nursing studies and have less than two years' experience in the occupation.         8. How many of the new staff you have recruited in the last five years were career entrants? This does not include newly recruited apprentices/student nurses offered an employment on completion of training.        %       ofemployees in the field of care (number)        %       ofenployees in the field of care (number)        %       N/A         Read out the possible answers. Only one recruited any career entrants in the field of care (number)       O N/A	
Please continue with guession 10         Please state either the number of employees or a percentage.         Q We define career entrants as new employees in the cocupation.         8. How many of the new staff you have recruited in the last five years were career entrants? This does not include newly recruited apprentices/student nurses and apprentices/student nurses offered an employment on completion of training.        % ofemployees in the field of care (number)      % N/A         Please continue with guession 21 you answered '0''. Otherwise continue with guession 10.       Read out the possible answers. Only one response possible.         9. You have stated that you have not recruited any career entrants in the past five years. Please tell us the most important reason. (Only one!)       No career entrants applied         0 Too time consuming/expensive to induct career entrants into particular roles       Our jobs are too demanding for career entrants         0 Competences of career entrants are not sufficient       Lack of occupational experience         0 N/A	
Please state either the number of employees who have completed their vocational education and training or nursing studies and have less than two year's experience in the occupation.         8. How many of the new staff you have recruited in the last five years were career entrants? This does not include newly recruited apprentices/student nurses offered an employment on completion of training.        %       ofemployees in the field of care (number)        %       ofemployees provide.         Not career entrants applied       0         0       No career entrants internation for career entrants into particular roles         0       Our jobs are too demanding for career entrants         0       on the (please state):	
① We define career entrants as new employees who have completed their vocational education and training or nursing studies and have less than two years' experience in the occupation.         8. How many of the new staff you have recruited in the last five years were career entrants? This does not include newly recruited apprentices/student nurses and apprentices/student nurses offered an employment on completion of training.        %       ofemployees in the field of care (number)       O N/A         Please continue with guestion 21 you answered "0". Otherwise continue with guestion 10.       Read out the possible answers. Only one response possible.         9. You have stated that you have not recruited any career entrants in the past five years. Please tell us the most important reason. (Only one!)       No career entrants applied         0. No career entrants applied       0. No career entrants applied       Too time consuming/expensive to induct career entrants into particular roles         0. Our jobs are too demanding for career entrants       Competences of career entrants internally       O         0. Lack of accupational experience       We only recruit career entrants internally       O N/A         10. If you are specifically seeking new staff with occupational experience, how much (minimum) occupational experience should such employees be able to demonstrate (including practical phases during training)?       O N/A         O N/A         O N/A         Development of competences and skills can be adapted to company requirements	
studies and have less than two years' experience in the occupation.         8. How many of the new staff you have recruited in the last five years were career entrants? This does not include newly recruited apprentices/student nurses and apprentices/student nurses offered an employment on completion of training.        %       ofemployees in the field of care (number)       O N/A        persons       ofemployees in the field of care (number)       O N/A         Please continue with <u>austion 2 if you answerd</u> "0". Otherwise continue with <u>austion 10</u> .       Read out the possible answers. Only one response possible.         9. You have stated that you have not recruited any career entrants in the past five years. Please tell us the most important reason. (Only one!)       No career entrants applied         0       No career entrants applied       Too time consuming/expensive to induct career entrants into particular roles         0       u/ jobs are too demanding for career entrants       Competences of career entrants internally         0       Too time consuming/expensive to induct career entrants into particular roles         0       N/A         10. If you are specifically seeking new staff with occupational experience, how much (minimum) occupational experience should such employees be able to demonstrate (including practical phases during training)?        month(s)       O N/A         11. Are there advantages in recruiting apprentices / student nurses?         YES       Developm	
<ul> <li>8. How many of the new staff you have recruited in the last five years were career entrants? This does not include newly recruited apprentices/student nurses and apprentices/student nurses offered an employment on completion of training.</li> <li>% ofemployees in the field of care (number)</li> <li>% persons ofemployees in the field of care (number)</li> <li>% N/A</li> <li>Read out the possible answers. Only one response possible.</li> <li>9. You have stated that you have not recruited any career entrants in the past five years. Please tell us the most important reason. (Only one!)</li> <li>No career entrants applied</li> <li>O to time consuming/expensive to induct career entrants into particular roles</li> <li>O Our jobs are too demanding for career entrants.</li> <li>Competences of career entrants are not sufficient</li> <li>Lack of occupational experience</li> <li>We only recruit career entrants internally</li> <li>O ther (please state):</li> <li>month(s)</li> <li>O N/A</li> </ul> Read out the possible answers. Indicate all relevant response by placing a cross in the appropriate box. 11. Are there advantages in recruiting apprentices / student nurses? YES <ul> <li>Development of competences and skills can be adapted to company requirements</li> <li>Loyalty to the company can be developed</li> <li>Subsidies</li> <li>Cost benefits</li> <li>O N/A</li> </ul> 12. Are there advantages in recruiting career entrants (who have completed VET or nursing studies) as opposed to an experience shuld worker? YES <ul> <li>Development of competences and skills can be adapted to company requirements</li> <li>Loyalty to the company can be developed</li> <li>Subsidies</li> <li>Cost benefits</li> <li>O N/A</li> </ul> 12. Are there advantages in recruiting career entrants (who have completed VET or nursing studies) as opposed to an experience of competences and skills can be adapted to company requirements <ul> <li>Loyalty to the company can</li></ul>	
newly recruited apprentices/student nurses and apprentices/student nurses offered an employment on completion of training.        %       ofemployees in the field of care (number)        persons       ofemployees in the field of care (number)        persons       ofemployees in the field of care (number)        persons       ofemployees in the field of care (number)	
completion of training.      %       of employees in the field of care (number)	
%       of      employees in the field of care (number)       O N/A         Please continue with guestion 2 if you answerd "O". Otherwise continue with guestion 10.       Read out the possible answers. Only one response possible.         9. You have stated that you have not recruited any career entrants in the past five years. Please tell us the most important reason. (Only one!)       No career entrants applied         0       No career entrants applied       Too time consuming/expensive to induct career entrants into particular roles         0. Our jobs are too demanding for career entrants       Competences of career entrants are not sufficient         0       Lack of occupational experience         0       We only recruit career entrants internally         0       Other (please state):	
persons ofemployees in the field of care (number) © N/A Please continue with guestion 2 if you answered "0". Otherwise continue with guestion 10. Read out the possible answers. Only one response possible. 9. You have stated that you have not recruited any career entrants in the past five years. Please tell us the most important reason. (Only one!) O No career entrants applied Too time consuming/expensive to induct career entrants into particular roles O Ur jobs are too demanding for career entrants Competences of career entrants are not sufficient Lack of occupational experience We only recruit career entrants internally O Ther (please state): O N/A 10. If you are specifically seeking new staff with occupational experience, how much (minimum) occupational experience should such employees be able to demonstrate (including practical phases during training)? Mother the possible answers. Indicate all relevant responses by placing a CN/A Read out the possible answers. Indicate all relevant responses by placing a cross in the appropriate box. 11. Are there advantages in recruiting apprentices / student nurses? YES Development of competences and skills can be adapted to company requirements Cost benefits Co	
Please continue with guestion 10.         Read out the possible answers. Only one response possible.         9. You have stated that you have not recruited any career entrants in the past five years. Please tell us the most important reason. (Only one!)         No career entrants applied         Too time consuming/expensive to induct career entrants into particular roles         Our jobs are too demanding for career entrants         Competences of career entrants are not sufficient         Lack of occupational experience         We only recruit career entrants internally         Other (please state):	
9. You have stated that you have not recruited any career entrants in the past five years. Please tell us the most important reason. (Only one!)         No career entrants applied         Too time consuming/expensive to induct career entrants into particular roles         Our jobs are too demanding for career entrants         Competences of career entrants are not sufficient         Lack of occupational experience         We only recruit career entrants internally         Other (please state):	
<ul> <li>9. You have stated that you have not recruited any career entrants in the past five years. Please tell us the most important reason. (Only one!) <ul> <li>No career entrants applied</li> <li>Too time consuming/expensive to induct career entrants into particular roles</li> <li>Our jobs are too demanding for career entrants</li> <li>Competences of career entrants are not sufficient</li> <li>Lack of occupational experience</li> <li>We only recruit career entrants internally</li> <li>Other (please state):</li> <li></li></ul></li></ul>	
portant reason. (Only one!)         No career entrants applied         Too time consuming/expensive to induct career entrants into particular roles         Our jobs are too demanding for career entrants         Competences of career entrants are not sufficient         Lack of occupational experience         We only recruit career entrants internally         Other (please state):	
<ul> <li>No career entrants applied</li> <li>Too time consuming/expensive to induct career entrants into particular roles</li> <li>Our jobs are too demanding for career entrants</li> <li>Competences of career entrants are not sufficient</li> <li>Lack of occupational experience</li> <li>We only recruit career entrants internally</li> <li>Other (please state):</li></ul>	
<ul> <li>Our jobs are too demanding for career entrants</li> <li>Competences of career entrants are not sufficient</li> <li>Lack of occupational experience</li> <li>We only recruit career entrants internally</li> <li>Other (please state):</li></ul>	
<ul> <li>Competences of career entrants are not sufficient <ul> <li>Lack of occupational experience</li> <li>We only recruit career entrants internally</li> <li>Other (please state):</li> <li>O N/A</li> </ul> </li> <li>10. If you are specifically seeking new staff with occupational experience, how much (minimum) occupational experience should such employees be able to demonstrate (including practical phases during training)? <ul> <li>month(s)</li> <li>N/A</li> </ul> </li> <li>Read out the possible answers. Indicate all relevant responses by placing a cross in the appropriate box.</li> <li>11. Are there advantages in recruiting apprentices / student nurses?</li> <li>YES</li> <li>Development of competences and skills can be adapted to company requirements</li> <li>Loyalty to the company can be developed</li> <li>Subsidies</li> <li>Cost benefits</li> <li>Other (please state):</li> <li>NO, none</li> <li>N/A</li> </ul> Read out the possible answers. Indicate all relevant responses by placing a cross in the appropriate box. 12. Are there advantages in recruiting career entrants (who have completed VET or nursing studies) as opposed to an experienced skilled worker? <ul> <li>YES</li> <li>Development of competences and skills can be adapted to company requirements</li> <li>Loyalty to the company can be developed</li> <li>Subsidies</li> <li>Cost benefits</li> <li>Development of competences and skills can be adapted VET or nursing studies) as opposed to an experienced skilled worker?</li> <li>YES</li> <li>Development of competences and skills can be adapted to company requirements</li> <li>Loyalty to the company can be developed</li> <li>Subsidies</li> <li>Cost benefits</li> <li>Other (please state):</li> <li>Other (please state):</li> <li>Other (please state):</li> <li>NO, none</li> </ul>	• Too time consuming/expensive to induct career entrants into particular roles
<ul> <li>Lack of occupational experience</li> <li>We only recruit career entrants internally</li> <li>Other (please state):</li></ul>	• Our jobs are too demanding for career entrants
<ul> <li>We only recruit career entrants internally</li> <li>Other (please state):</li></ul>	• Competences of career entrants are not sufficient
<ul> <li>Other (please state):</li></ul>	
<ul> <li>O N/A</li> <li>10. If you are specifically seeking new staff with occupational experience, how much (minimum) occupational experience should such employees be able to demonstrate (including practical phases during training)?</li></ul>	
<ul> <li>10. If you are specifically seeking new staff with occupational experience, how much (minimum) occupational experience should such employees be able to demonstrate (including practical phases during training)?</li></ul>	O Other (please state):
<ul> <li>10. If you are specifically seeking new staff with occupational experience, how much (minimum) occupational experience should such employees be able to demonstrate (including practical phases during training)?</li></ul>	
rience should such employees be able to demonstrate (including practical phases during training)? month(s) O N/A Read out the possible answers. Indicate all relevant responses by placing a cross in the appropriate box. 11. Are there advantages in recruiting apprentices / student nurses? YES Development of competences and skills can be adapted to company requirements Loyalty to the company can be developed Subsidies Cost benefits Other (please state): NO, none N/A Read out the possible answers. Indicate all relevant responses by placing a cross in the appropriate box. 12. Are there advantages in recruiting career entrants (who have completed VET or nursing studies) as opposed to an experienced skilled worker? YES Development of competences and skills can be adapted to company requirements Loyalty to the company can be developed Subsidies Out the possible answers. Indicate all relevant responses by placing a cross in the appropriate box. 12. Are there advantages in recruiting career entrants (who have completed VET or nursing studies) as opposed to an experienced skilled worker? YES Development of competences and skills can be adapted to company requirements Loyalty to the company can be developed Subsidies Cost benefits Other (please state): Other (p	
month(s)       O N/A         Read out the possible answers. Indicate all relevant responses by placing a cross in the appropriate box.         11.       Are there advantages in recruiting apprentices / student nurses?         YES       Development of competences and skills can be adapted to company requirements         Loyalty to the company can be developed       Subsidies         Cost benefits       Other (please state):	
11.       Are there advantages in recruiting apprentices / student nurses?         YES       Development of competences and skills can be adapted to company requirements         Loyalty to the company can be developed       Subsidies         Cost benefits       Other (please state):         O       N/A         Read out the possible answers. Indicate all relevant responses by placing a cross in the appropriate box.         12. Are there advantages in recruiting career entrants (who have completed VET or nursing studies) as opposed to an experienced skilled worker?         YES       Development of competences and skills can be adapted to company requirements         Loyalty to the company can be developed       Subsidies         Subsidies       Cost benefits         O       N/A         Prevelopment of competences and skills can be adapted to company requirements         Loyalty to the company can be developed       Subsidies         Cost benefits       Cost benefits         O       Other (please state):         O       NO, none	
11.       Are there advantages in recruiting apprentices / student nurses?         YES       Development of competences and skills can be adapted to company requirements         Loyalty to the company can be developed       Subsidies         Cost benefits       Other (please state):         O       N/A         Read out the possible answers. Indicate all relevant responses by placing a cross in the appropriate box.         12. Are there advantages in recruiting career entrants (who have completed VET or nursing studies) as opposed to an experienced skilled worker?         YES         Development of competences and skills can be adapted to company requirements         Loyalty to the company can be developed         Subsidies         Ostare there advantages in recruiting career entrants (who have completed VET or nursing studies) as opposed to an experienced skilled worker?         YES         Development of competences and skills can be adapted to company requirements         Loyalty to the company can be developed         Subsidies         Cost benefits         Other (please state):         Other (please state):         O         NO, none	
YES         Development of competences and skills can be adapted to company requirements         Loyalty to the company can be developed         Subsidies         Cost benefits         Other (please state):         NO, none         N/A         Read out the possible answers. Indicate all relevant responses by placing a cross in the appropriate box.         12. Are there advantages in recruiting career entrants (who have completed VET or nursing studies) as opposed to an experienced skilled worker?         YES         Development of competences and skills can be adapted to company requirements         Loyalty to the company can be developed         Subsidies         Cost benefits         Development of competences and skills can be adapted to company requirements         Loyalty to the company can be developed         Subsidies         Cost benefits         Other (please state):         NO, none	
<ul> <li>Development of competences and skills can be adapted to company requirements</li> <li>Loyalty to the company can be developed</li> <li>Subsidies</li> <li>Cost benefits</li> <li>Other (please state):</li></ul>	
<ul> <li>Loyalty to the company can be developed</li> <li>Subsidies</li> <li>Cost benefits</li> <li>Other (please state):</li></ul>	
<ul> <li>Subsidies</li> <li>Cost benefits</li> <li>Other (please state):</li></ul>	
<ul> <li>Cost benefits</li> <li>Other (please state):</li></ul>	
<ul> <li>Other (please state):</li></ul>	
<ul> <li>NO, none</li> <li>N/A</li> <li>Read out the possible answers. Indicate all relevant responses by placing a cross in the appropriate box.</li> <li>12. Are there advantages in recruiting career entrants (who have completed VET or nursing studies) as opposed to an experienced skilled worker?         <ul> <li>YES</li> <li>Development of competences and skills can be adapted to company requirements</li> <li>Loyalty to the company can be developed</li> <li>Subsidies</li> <li>Cost benefits</li> <li>Other (please state):</li></ul></li></ul>	
<ul> <li>N/A</li> <li>Read out the possible answers. Indicate all relevant responses by placing a cross in the appropriate box.</li> <li>12. Are there advantages in recruiting career entrants (who have completed VET or nursing studies) as opposed to an experienced skilled worker?         <ul> <li>YES</li> <li>Development of competences and skills can be adapted to company requirements</li> <li>Loyalty to the company can be developed</li> <li>Subsidies</li> <li>Cost benefits</li> <li>Other (please state):</li> <li>NO, none</li> </ul> </li> </ul>	
<ul> <li>12. Are there advantages in recruiting career entrants (who have completed VET or nursing studies) as opposed to an experienced skilled worker? <ul> <li>YES</li> <li>Development of competences and skills can be adapted to company requirements</li> <li>Loyalty to the company can be developed</li> <li>Subsidies</li> <li>Cost benefits</li> <li>Other (please state):</li> <li>NO, none</li> </ul></li></ul>	O N/A
experienced skilled worker?         YES         Development of competences and skills can be adapted to company requirements         Loyalty to the company can be developed         Subsidies         Cost benefits         Other (please state):         NO, none	Read out the possible answers. Indicate all relevant responses by placing a cross in the appropriate box.
YES  Development of competences and skills can be adapted to company requirements Loyalty to the company can be developed Subsidies Cost benefits Other (please state):	12. Are there advantages in recruiting career entrants (who have completed VET or nursing studies) as opposed to an
<ul> <li>Development of competences and skills can be adapted to company requirements</li> <li>Loyalty to the company can be developed</li> <li>Subsidies</li> <li>Cost benefits</li> <li>Other (please state):</li></ul>	experienced skilled worker?
<ul> <li>Loyalty to the company can be developed</li> <li>Subsidies</li> <li>Cost benefits</li> <li>Other (please state):</li></ul>	YES
<ul> <li>Subsidies</li> <li>Cost benefits</li> <li>Other (please state):</li></ul>	Development of competences and skills can be adapted to company requirements
<ul> <li>Cost benefits</li> <li>Other (please state):</li></ul>	Loyalty to the company can be developed
<ul> <li>Other (please state):</li> <li>NO, none</li> </ul>	
O NO, none	
<b>O</b> N/A	
	O N/A

#### B. Skills and qualifications of new staff

Please only ask this question if new staff have been recruited over the past five years (IVA6 > 0)! Otherwise please continue with <u>question 2.</u>

1. How many staff newly recruited in the last five years (not including trainees/student nurses) had which general educational qualification? Please also state if higher education graduates have completed VET in a medically related occupation.

occupation.											L
		Sc	hool qu	alificat	ion		Тур	e of H	E study		
Vocational qualification	Number	No school leaving qualificatios	Lower secondary school	Intermediate secondary school	Upper/specialist secondary school	Healtcare management	Healthcare teaching	Nursing studies	Other healthcare sciences	Inluding previous VET in a technical ocupation (number)	
Care assistant for older people											
Medical assistant											
Health and care assistants (Level 2)											
Social care occupations (Level 2)											
Specialised support worker with Level 3											
qualification in health (for example in Allied											
Health, Blood Donor, Maternity and Paediat-											
ric, Pathology, Perioperative, Clinical											
Healthcare, Healthcare Services											
Social care (Level 3)											
Children's nurse											
Registered general nurse											
Geriatric nurse											
Specialist nurse											
Certified senior clerk in old age care and nursing											
Carer											
Staff with degree-level qualifications											

#### Read out the possible answers. State weighting for each response.

# 2. How important are the following factors for selection and recruitment of new staff (not including VET / nursing students)?

Factor	Very important	Important	Less im- portant	Not im- portant
References/previous employers	0	0	0	0
Availability	0	0	0	0
Personal recommendation/placement	0	0	0	0
Occupational skills	0	0	0	0
Age	0	0	0	0
School certificates	0	0	0	0
Training qualifications	0	0	0	0
Experience	0	0	0	0
Motivation and attitude	0	0	0	0
Public selection process / public listing	0	0	0	0
Other (please state):	0	0	0	0

## C. Recruitment pathways

#### Only <u>one</u> response possible per line.

${f 1.}$ Which of the following channels do you use v	when recruiting new staff (excl	uding VET / nursing	students)?
Channels	YES	NO	N/A
Local or regional (daily) newspapers	0	0	0
National (daily) newspapers	0	0	0
Public employment Agency	0	0	0

Cooperation with schools and HE institutes	0		0	0
Private employment agencies	0		0	0
Regional networking events (e.g. job fairs)	0		0	0
Online job exchanges	0		0	0
Own homepage	0		0	0
Internet presences of chambers, associations etc.	0		0	0
Making use of unsolicited applications	0		0	0
Staff recommendations or proposals	0		0	0
Word of mouth	0		0	0
Own training	0		0	0
Coordination with teachers regarding individual pu- pils/trainees	0		0	ο
Public selection process / public listing	0		0	0
Other (please state):	0		0	0
	0		0	0
Read out the possible answers. Indicate all relevant re	esponses.			
2. How do you select suitable candidates? Please diffunction of other employees.	-	selection	of future tra	inees/student
Selection procedure	Trainees/studer	nt nurses	Oth	ner employees
Job interview				

Selection procedure	Trainees/student nurses	Other employees
Job interview		•
Practical tests/trials		•
Written tests		
General intelligence/general knowledge		
Professional knowledge		
Personality/attitude		
Internship		0
Probationary period or fixed-term contract of employment		
Public selection process / public listing		

## V. Induction, continuing training, training

Only one response possible per line. Please convert other units of time (e.g. 1 week = 0.25 months).
 We define career entrants as new employees who have completed their vocational education and training or nursing studies and have less than two years' experience in the occupation. If you have only previously recruited new employees with occupational experience, please attempt to provide estimations in response to the following questions.

1. How long does it take on average for career entrants	i		
	Information in months	Information in years	N/A
to perform their work as well as experienced employees?			0
to be viewed as fully competent in the following areas?			
Theoretical professional knowledge			0
Occupational skills			0
General knowledge (e.g. reading, writing, arithmetic etc.)			0
Knowledge of specific company organisation			0
Autonomous work			0
Dealing with technical equipment			0
Ability to communicate with customers			0
Work attitude, motivation, commitment			0
Communication with colleagues			0
Indicate all relevant responses by placing a cross in the ap	ppropriate box		

		e following induc th / care in devel		-	-					
task				iomicuge ai				it that they are		
		tion into the mak ntroductory sem		-	isation of the	e compa	ny and l	ocation		
		any tour								
		otation (= working	-							
		iarisation with ot in these)	her departme	nts/division	s at the locati	ion and/	or com	bany (not invo	ving ne	w staff to
		fuled meetings w	ith selected co	ontact nerso	ins le gi senio	r manag	vement)			
		ing courses			113 (0.8. 30110	i manag	Semency			
		nadowing (= follo	wing and assis	ting an expe	erienced men	nber of s	staff)			
		or system								
		ual increase in res								
	-	ar feedback from ar feedback from		-						
	-	r (please state):	-	s (including	criticisiiij					
		()								
0	N/A									
		<u>one</u> response per		-						
		ime you allow or	-				-	-		
ence		er of staff? Please	differentiate	between ca	areer entrant	s and ne	ew recru	lits with occup	pational	experi-
		e career entrants	as new emplo	ovees who h	ave complete	d their v	vocatior	nal education o	or nursir	ng studies
		and have less that	-	-			location			15 staares
		Career entran	-				xperien	ced employee	s	
ho	ours	days		weeks	ho	urs		days		weeks
	None				_	None				
	N/A				0	N/A				
Only on	e respon	se nossible.								
4 4 4 4	-	-					und/au a			
	collectiv	e wage agreeme	nts or compar	ny agreeme	nts regarding	; initial a	ind/or c	ontinuing trai	ning in	place in
	-	e wage agreeme ny?	-	ny agreeme No	nts regarding O N/A	; initial a	ind/or c	ontinuing trai	ning in	place in
you	collectiv r compa O Yes	e wage agreeme ny?	0			; initial a	ind/or c	ontinuing trai	ning in	place in
your	collectiv r compa O Yes an resc	e wage agreeme ny?	0			; initial a	ind/or c	ontinuing trai	ning in	place in
your VI. Hum Only on	collectiv r compa O Yes an resc respon	e wage agreeme ny? Durces develop nse possible. e a fixed develop	O oment ment of wages	No	<b>O</b> N/A					
your VI. Hum Only on 1. Do y O Yes	collectiv r compa O Yes an resc respor you have	e wage agreeme ny? Durces develop nse possible. e a fixed develop	oment ment of wages No O	No s according	O N/A to age / senio	ority (e.	g., by ag	reements or b		
your VI. Hum Only on 1. Do y O Yes Please of	collectiv r compa O Yes an resc respon you have continue	e wage agreeme ny? Durces develop nse possible. a fixed develop With question 2	oment ment of wages No O	No s according	O N/A to age / senio	ority (e.	g., by ag	reements or b		
your VI. Hum Only on 1. Do y O Yes Please o Only on	collectiv r compa O Yes an reso respon you have continue respon	e wage agreeme ny? Durces develop nse possible. e a fixed develop with question 2 nse possible.	Oment ment of wages No O if you answer	No s according N/A ed "NO". Of	O N/A to age / senio	ority (e.ş	g., by ag th quest	reements or b	by law)?	· ·
your VI. Hum Only on 1. Do y O Yes Please o Only on 2. How	collectiv r compa O Yes an resc respon you have continue respon y long do	e wage agreeme ny? Durces develop nse possible. e a fixed develop with question 2 nse possible. bes it take on ave	ment of wages No O if you answerd	No s according N/A ed "NO". Ot eer entrant	O N/A to age / senio therwise cont in the field o	ority (e.ş tinue wit	g., by ag th quest	reements or b	by law)?	· ·
your VI. Hum Only on 1. Do y O Yes Please o Only on 2. How	collectiv r compa O Yes an resc respon you have continue respon y long do	e wage agreeme ny? Durces develop ase possible. e a fixed develop with question 2 ase possible. bes it take on ave mployee? Please	ment of wages No O if you answerd	No s according N/A ed "NO". Ot eer entrant	O N/A to age / senio therwise cont in the field o	ority (e.ş tinue wit	g., by ag th quest	reements or b	by law)?	, ,
your VI. Hum Only on 1. Do y O Yes Please o Only on 2. How	collectiv r compa O Yes an resc respon you have continue respon y long do	e wage agreeme ny? Durces develop nse possible. e a fixed develop with question 2 nse possible. bes it take on ave	ment of wages No O if you answerd	No s according N/A ed "NO". Ot eer entrant	O N/A to age / senio therwise cont in the field o	ority (e.ş tinue wit	g., by ag th quest	reements or b	by law)?	, ,
your VI. Hum Only on 1. Do y O Yes Please o Only on 2. How	collectiv r compa O Yes an resc respon you have continue respon y long do	e wage agreeme ny? Durces develop nse possible. e a fixed develop with question 2 nse possible. Des it take on ave mployee? Please _ months	ment of wages No O if you answerd	No s according N/A ed "NO". Ot eer entrant	O N/A to age / senio therwise cont in the field o	ority (e.ş tinue wit	g., by ag th quest	reements or b	by law)?	, ,
your VI. Hum Only on 1. Do y O Yes Please o Only on 2. How peri O O More th	collectiv r compa O Yes an resc respon you have continue respon y long do enced en N/A	e wage agreeme ny? Durces develop ase possible. e a fixed develop with question 2 ase possible. Des it take on ave mployee? Please 	ment of wages No O if you answerd trage for a card state the peri	No s according N/A ed "NO". Of eer entrant fod in mont	O N/A to age / senio therwise cont in the field o hs or years.	ority (e.Į tinue wit	g., by ag th quest / care t	tion 3.	oy law)? 7 as muc	ch as an ex-
your VI. Hum 1. Do y O Yes <i>Please o</i> <i>Only on</i> 2. How peri 0 <u>More th</u> 3. Which f	collectiv r compa O Yes an resc respon you have continue respon y long do enced en N/A han one forms of	e wage agreeme ny? Durces develop ase possible. e a fixed develop with question 2 nse possible. Des it take on ave mployee? Please months years response possible structured HR de	oment ment of wages No O if you answerd trage for a card state the peri	No s according N/A ed "NO". Of eer entrant fod in mont	O N/A to age / senio therwise cont in the field o hs or years.	ority (e. <sub>i</sub> tinue with f health e there	g., by ag th quest / care t in your	reements or b tion 3. to earn exactly company? An	y law)? as muc swer "y	ch as an ex-
your VI. Hum 1. Do y O Yes <i>Please o</i> <i>Only on</i> 2. How peri 0 <u>More th</u> 3. Which f	collectiv r compa O Yes an resc respor you have continue respor y long do enced en N/A han one forms of ive form	e wage agreeme ny? Durces develop nse possible. e a fixed develop with question 2 nse possible. Des it take on ave mployee? Please months years response possible structured HR de of HR developm	Coment ment of wages No Co if you answer trage for a card state the period state the period evelopment and ent or continu	No s according N/A ed "NO". Of eer entrant fod in mont nod in mont nod in mont	O N/A to age / senio therwise cont in the field o hs or years.	ority (e.ş tinue wit f health e there at your	g., by ag th quest / care t in your	reements or b tion 3. to earn exactly company? An	y law)? as muc swer "y this is n	ch as an ex-
your VI. Hum Only on 1. Do y O Yes Please o Only on 2. How peri 2. How peri 0 More th 3. Which f respect Form of str	collectiv r compa O Yes an resc respon you have continue respon y long do enced en N/A han one forms of ive form ructured	e wage agreeme ny? Durces develop ise possible. a fixed develop with question 2 ise possible. Des it take on ave mployee? Please 	oment ment of wages No O if you answerd trage for a card state the peri evelopment and ent or continue t and continue	No s according N/A ed "NO". Of eer entrant fod in mont nod in mont nod in mont	O N/A to age / senio therwise cont in the field o hs or years.	ority (e. tinue with f health e there at your t	g., by ag th quest / care t in your	reements or b tion 3. to earn exactly company? An	y law)? as muc swer "y this is n No	ch as an ex-
your VI. Hum Only on 1. Do y O Yes Please o Only on 2. How peri 2. How peri 3. Which f respect Form of str Stipulated o	collectiv r compa O Yes an resc respon you have continue respon y long do enced en N/A han one forms of ive form ructured continuin	e wage agreeme ny? Durces develop ase possible. a fixed develop with question 2 nse possible. Des it take on ave mployee? Please 	oment ment of wages No O if you answerd trage for a card state the peri evelopment and ent or continue t and continue	No s according N/A ed "NO". Of eer entrant fod in mont nod in mont nod in mont	O N/A to age / senio therwise cont in the field o hs or years.	ority (e. finue with f health e there at your Yes O	g., by ag th quest / care t in your	reements or b tion 3. to earn exactly company? An	y law)? as muc swer "y this is n No O	ch as an ex-
your VI. Hum 1. Do y O Yes <i>Please of</i> <i>Only on</i> 2. How peri 2. How peri 3. Which f respect Form of str Stipulated of HR develop	collectiv r compa O Yes an resc respon you have continue respon y long do enced en N/A forms of ive form ructured continuin pment pr	e wage agreeme ny? Durces develop ase possible. e a fixed develop with question 2 over it take on ave mployee? Please months years response possible structured HR de of HR development ng training strate ogramme	Coment ment of wages No O if you answerd trage for a card state the period state the period evelopment and ent or continui gy	No s according N/A ed "NO". Of eer entrant fod in mont nod in mont nod in mont	O N/A to age / senio therwise cont in the field o hs or years.	ority (e. finue with f health e there at your Yes O O	g., by ag th quest / care t in your	reements or b tion 3. to earn exactly company? An	y law)? as muc swer "y this is n No O O	ch as an ex-
your VI. Hum Only on 1. Do y O Yes Please o Only on 2. How peri 2. How peri 3. Which f respect Form of str Stipulated o HR develop Regularly u	collectiv r compa O Yes an resc respon you have continue respon v long do enced en N/A han one forms of ive form ructured continuin poment pr pdated of	e wage agreeme ny? Durces develop ase possible. e a fixed develop with question 2 oses it take on ave mployee? Please months years response possible structured HR de of HR development ng training strate ogramme continuing trainin	oment ment of wages No O if you answerd trage for a card state the period evelopment and ent or continui t and continui gy	No s according N/A ed "NO". Of eer entrant fod in mont nod continuin ung training ng training	O N/A to age / senio therwise cont in the field o hs or years.	ority (e. finue with f health e there at your Yes O O O	g., by ag th quest / care t in your	reements or b tion 3. to earn exactly company? An	y law)? y as muc swer "y this is n No O O O	ch as an ex-
your VI. Hum Only on 1. Do y O Yes Please o Only on 2. How peri 2. How peri 3. Which f respect Form of str Stipulated o HR develop Regularly u	collectiv r compa O Yes an resc respon you have continue respon y long do enced en N/A forms of ive form ructured continuin pdated o training	e wage agreeme ny? Durces develop ase possible. e a fixed develop with question 2 over it take on ave mployee? Please months vears response possible structured HR development of HR development ng training strategogramme	oment ment of wages No O if you answerd trage for a card state the period evelopment and ent or continui t and continui gy	No s according N/A ed "NO". Of eer entrant fod in mont nod continuin ung training ng training	O N/A to age / senio therwise cont in the field o hs or years.	ority (e. finue with f health e there at your Yes O O	g., by ag th quest / care t in your	reements or b tion 3. to earn exactly company? An	y law)? as muc swer "y this is n No O O	ch as an ex-
your VI. Hum Only on 1. Do y O Yes Please of Only on 2. How peri 2. How peri 3. Which f respect Form of str Stipulated of HR develop Regularly u Continuing provider or Target setti	collectiv r compa O Yes an resc respon you have continue respon y long dc enced en N/A han one forms of ive form ructured continuin pdated o training similar ing meet	e wage agreeme ny? Durces develop ase possible. a fixed develop with question 2 nse possible. Des it take on ave mployee? Please 	Coment ment of wages No O if you answerd trage for a card state the period state the period evelopment and ent or continui gy ag plan ed by the manu	No s according N/A ed "NO". Of eer entrant fod in mont iod in mont ng training ng training ufacturer,	O N/A to age / senio therwise cont in the field o hs or years.	ority (e. finue with f health e there at your Yes O O O	g., by ag th quest / care t in your	reements or b tion 3. to earn exactly company? An	y law)? y as muc swer "y this is n No O O O	ch as an ex-
VI. Hum Only on 1. Do y O Yes Please of Only on 2. How peri 0 More th 3. Which f respect Form of str Stipulated of HR develop Regularly u Continuing provider or Target setti Meetings w	collectiv r compa O Yes an resc respon you have continue respon y long dc enced en N/A han one forms of ive form ructured continuin pdated o training similar ing meet	e wage agreeme ny? Durces develop ase possible. a fixed develop with question 2 nse possible. Des it take on ave mployee? Please months years response possible structured HR development de of HR development ng training stratego continuing trainin courses stipulate	Coment ment of wages No O if you answerd trage for a card state the period state the period evelopment and ent or continui gy ag plan ed by the manu	No s according N/A ed "NO". Of eer entrant fod in mont iod in mont ng training ng training ufacturer,	O N/A to age / senio therwise cont in the field o hs or years.	ority (e. finue with f health e there at your Yes O O O O	g., by ag th quest / care t in your	reements or b tion 3. to earn exactly company? An	y law)? as muc swer "y this is n No O O O O	ch as an ex-
VI. Hum Only on 1. Do y O Yes Please of Only on 2. How peri 0 More th 3. Which f respect Form of str Stipulated of HR develop Regularly u Continuing provider or Target setti Meetings w needs	collectiv r compa O Yes an resc respon you have continue respon v long do enced en N/A forms of forms of forms of ructured continuin pdated o training similar ing meet	e wage agreeme ny? Durces develop ase possible. e a fixed develop with question 2 over the question 2 over	ment of wages No O if you answerd arage for a card state the period evelopment and ent or continuing t and continuing gy g plan ed by the manuary	No s according N/A ed "NO". Of eer entrant fod in month ind continuin ung training ng training ufacturer, aining	O N/A to age / senio therwise cont in the field o hs or years.	ority (e. <i>inue wil</i> f health f health e there at your Yes O O O O O O O O	g., by ag th quest / care t in your	reements or b tion 3. to earn exactly company? An	y law)? y as muc swer "y this is n No O O O O O O O O	ch as an ex-
VI. Hum Only on 1. Do y O Yes Please of Only on 2. How peri O <u>More th</u> 3. Which for respect Form of str Stipulated of HR develop Regularly u Continuing provider or Target setti Meetings w needs Meetings w	collectiv r compa O Yes an resc respon you have continue respon y long do enced en enced en N/A forms of ive form ructured continuin pdated o training similar ing meet vith emp	e wage agreeme ny? Durces develop ase possible. a fixed develop with question 2 ase possible. Des it take on ave mployee? Please 	ment of wages No O if you answerd arage for a card state the period evelopment and ent or continuing t and continuing gy g plan ed by the manuary	No s according N/A ed "NO". Of eer entrant fod in month ind continuin ung training ng training ufacturer, aining	O N/A to age / senio therwise cont in the field o hs or years.	ority (e.ş tinue wit f health f health e there at your Yes O O O O O	g., by ag th quest / care t in your	reements or b tion 3. to earn exactly company? An	y law)? as muc swer "y this is n No O O O O O	ch as an ex-
VI. Hum Only on 1. Do y O Yes Please of Only on 2. How peri 0 More th 3. Which f respect Form of str Stipulated of HR develop Regularly u Continuing provider or Target setti Meetings w mance (fee N/A	collective r compare O Yes an resc respon you have continue respon y long do enced en N/A han one forms of ive form ructured continuin pdated o training similar ing meet yith emp	e wage agreeme ny? Durces develop ase possible. a fixed develop with question 2 ase possible. Des it take on ave mployee? Please 	Coment ment of wages No O if you answerd trage for a card state the period state the period evelopment and ent or continuing trand continuing y g plan ed by the manu- continuing tra- e feedback on p	No s according N/A ed "NO". Of eer entrant fod in month ind continuin ung training ng training ufacturer, aining	O N/A to age / senio therwise cont in the field o hs or years.	ority (e. <i>inue wil</i> f health f health e there at your Yes O O O O O O O O	g., by ag th quest / care t in your	reements or b tion 3. to earn exactly company? An	y law)? y as muc swer "y this is n No O O O O O O O O	ch as an ex-

Please provide <u>one</u> response per group.

4. What is the average time per year s	-		-			ants	or experie	nced	
employees of the company? Please				•	-				
<ol> <li>We define career entrants as new en</li> </ol>	· ·						-	-	
studies and have less than two years				-					
drawn between newly recruited emp		-			nave ga	there	ed their oco	cupa-	
tional experience in the company in				nployees)					
Career entrants	Newly recruited	Newly recruited employees with ex-			Experienced employees that have been				
	p	erience		in the	compa	ny fo	r a longer j	period	
hours days	hours	days		hours			days		
O None O None	O None	O None		O None			O None		
O N/A O N/A	O N/A	<b>O</b> N/A <b>O</b> N/A				O N/A			
If you have replied "NONE" and "N/	'A", please continu	e with part V	11.				· · · · ·		
Please state a percentage value.									
5. What are the proportions of stipula	ted or voluntary o	ontinuing trai	ining meas	ures? Stin	ulated	conti	inuing trair	ning	
measures include measures which a	-	-	-	-		cont	intering train		
			-	manulacti	11013.				
% continuing training courses stipulated by the manufacturer, provider or similar									
% of voluntary	continuing training	g measures							
Read out continuing training areas.	State as a percent	age only.							
6. How much of the time stated is taken	up by the followi	ng areas of co	ontinuing t	raining (av	/erage	value	e)? Please s	tate as a	
percentage of general continuing trai	ning volume for bo	oth career en	trants and	experienc	ed mei	nber	s of staff (r	newly re-	
cruited employees with occupational	-			-				-	
Area of continuing training	-	Time propo	r			Time proportion for			
		tion for ca-		e proportion		experienced employees			
		reer entrants em		for newly recruited employees with experience		that have been in the company for a longer period			
Specialist healthcare knowledge									
(e.g. relating to nursing, treatments etc.	%		%		%				
Specialist medical knowledge									
(e.g. relating to medicines, illnesses, syn	%		%		%				
General skills	,								
(e.g. reading, writing, arithmetic, languages)		%		%		%			
Business skills/entrepreneurship		%		%	%		%		
· · · · ·				/0			/	0	
VII. Satisfaction with the (initial) ed	ducation and trai	ning system	(IETS)						
Only <u>one</u> response possible per line.									
How satisfied are you with 2	Very dis-	Dissatis-	Neither	Neither satisfied nor dissatisfied		5-	Very	NI / A	
How satisfied are you with?	satisfied	fied	nor diss				satisfied	N/A	
general knowledge and basic compete	enc-								
es of those completing the IETS (arithme		0	C	0			0	0	
writing etc.)?									
theoretical professional knowledge of	•			•			•	•	
those completing the IETS?	0	0	C	0			0	0	
practical professional skills of those co	om-						-	-	
pleting the VET system?	···· 0	0	C	0			0	0	
willingness to learn of those completing	ηø			_					
the IETS?	<sup>16</sup> O	0	0		0		0	0	
communication skills of those completion	ting								
the IETS?		0	C	0			0	0	
	n)	+							
work attitudes (punctuality, motivatio	<sup>n)</sup> O	0	0		0		0	0	
of those completing the IETS?	<b>b</b>								
the professional competences of teac	<sup>n-</sup> O	0	C	>	0		0	0	
ers?									
the equipment and facilities of trainin	g o	0	Ċ	<b>)</b>	0		0	0	
centres/schools/universities?		-					-	-	
cooperation with initial and continuin	<sup>g</sup> o	0	Ċ	<b>)</b>	0		ο	0	
training institutions/ universities?	•	-		-	<b>.</b>		-	-	

## QUESTIONNAIRE ENDS HERE!!! Please thank the respondent for participating in the survey.