

“Patterns of recruitment and induction processes in selected European countries”



Healthcare questionnaire - Spain

Federal Institute for
Vocational Education
and Training

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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 **Spanish 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 adaptations.

I. General information

A. About the interviewee

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
- Care Director / Care Manager
- Ward manager
- Human Resources Manager
- Head of Initial and Continuing Training
- other (please state): _____

B. About the location/company

1. Since which year has the company you work for existed?

N/A

Read out the possible answers. Only one answer possible.

2. A) What is the organisational form of your company?

- Not for profit limited company
- Limited company
- Registered Association
- Public limited company
- Entity under public law
- Other (please state): _____ N/A

B) By which kind of body is your company run?

- Private economy
- Public body
- Church body
- Other social provider (e.g. welfare association)
- Other (please state): _____ 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): _____ N/A

B) Which areas does your company cover?

- General medical care
- Special/specialised/other medical care (please state area): _____
- Hospital attached to an institute of higher education
- Care for the elderly/disabled
- Other (please state): _____ N/A

Read out the possible answers. Only one response possible.

4. How would you describe the development of your company or your company's sales over the last ten years?

- Dynamic expansion
- Stable consolidation
- Shrinking
- N/A

Please state the number of employees in full-time equivalents (FTE).

ⓘ An employee who only works for half of the weekly working hours counts as 0.5. The same applies to members of staff who work full-time for only six months. Please apply the same conversion in the case of other part-time working models.

5. How many FTE staff do you currently employ?

_____ staff N/A

Please state the number of staff regardless of whether employed on a full-time or part-time basis (not FTE).

6. What is the total number of staff currently employed at your company?

_____ staff N/A

Please state either the number of employees or a percentage.

7. How many of your total staff performs tasks in the field of health / care?

_____ staff _____% N/A

Please state the number of staff or a percentage. Please check that the total number of staff stated for question 6 adds up to 100%.

8. What is the nature of the age distribution at your location?

Under 25: _____ staff _____%
25-35: _____ staff _____%
36-45: _____ staff _____%
46 and above: _____ staff _____% N/A

Read out the possible answers. Only one response possible.

9. How large is your catchment area?

- Local
- Regional
- National
- International
- N/A

In the case of in-patient care provision, please continue with question 10A. In the case of outpatient care provision, please continue with question 10B.

Read out the possible answers. Only one response possible.

10. A) How many places (beds) do you offer?

_____ places / beds

B) How many patients/customers do you look after?

_____ patients/customers 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 stated below who cover tasks in health and 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.

Occupational title	National Occupational Classification	Designation according to ISCO 08	Number of staff employed in such a position (full-time employees)	Average minimum wage for full-time employees <input type="radio"/> Hourly wage <input type="radio"/> Monthly wage <input type="radio"/> Annual wage	Average maximum wage for full-time employees <input type="radio"/> Hourly wage <input type="radio"/> Monthly wage <input type="radio"/> Annual wage
Diplom. Univ./grado en enfermería (ISCO 2121)		Healthcare assistant			
Diplom. Univ. /grado enfermera matrona (ISCO 2123)		Personal care worker in health services			
Diplom. Univ. /grado en enfermería especializados (sin matrona) (ISCO 2122)		Home-based personal care worker			
Diplom. Univ /grado en Fisioterapeutas (ISCO 2152)		Nursing professionals			
Diplom. Univ /grado en terapeutas ocupacionales (ISCO 2156)		Nursing professionals			
FP Superior Radioterapia		Nursing professionals			
FP Superior de Laboratorio		Health services managers			
FP Superior Higiene Bucodental		Environmental and occupational health inspectors and associates			
FP Medio Auxiliares de enfermería					
FP Medio Atención Socio-sanitaria					
FP Medio Atención a Personas en Situación de Dependencia (Aux. geriatría, auxiliar de ayuda a domicilio)					
FP Medio Higiene Bucodental					
	Own job profile 1	Own job profile 1			
	Own job profile 2	Own job profile 2			
	Own job profile 3	Own job profile 3			

III. Distribution of tasks and responsibilities

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

① 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 **realistic picture of everyday working life** in Spain. 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.

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

IV. Recruitment

A. Recruitment of new staff

Read out the possible answers. Indicate all relevant responses by placing a cross in the appropriate box.

1. Do you provide training/internship periods for students in health/care-related VET and nursing degrees?

YES

- Diplom. Univ./grado en enfermería
- Diplom. Univ. /grado enfermera matrona
- Diplom. Univ. /grado en enfermería especializados (sin matrona)
- Diplom. Univ /grado en Fisioterapeutas
- Diplom. Univ /grado en terapeutas ocupacionales
- FP Superior Radioterapia
- FP Superior Laboratorio
- FP Superior Higiene Bucodental
- FP Medio Auxiliares de enfermería
- FP Medio Atención Sociosanitaria
- FP Medio Geriatria(aux. ayuda a domicilio)
- FP Medio Higiene Bucodental
- Other 1: _____
- Other 2: _____
- Other 3: _____

NO

N/A

Please continue with question 6 if the answer is "NO" or "N/A".

This question does not apply to the Spanish questionnaire and is not part of the interview. To avoid misunderstandings with the numbering we recommend to keep the question

2. Which school-leaving qualification do you prefer when you recruit Apprentices in health/care occupations? Please state your preferred qualification for each of the apprentices occupations just named.

3. How many VET and nursing students in internship / training periods did you have in health / care – related activities in the last year?

_____ number of students in intership N/A

4. How many VET and nursing students in internship / training periods did you have in health / care – related activities in the past five years?

_____ number of students in intership N/A

Please continue with question 6 if the answer is "0" or "N/A". Otherwise continue with question 5.

Please state either the number of trainees or a percentage.

5. How many of these VET and nursing students in internship / training periods have been given an employment at your company following completion of training over the past five years? Either the number of trainees/student nurses or a percentage may be stated.

_____ number of trainees _____ % N/A

6. How many new employees (not including newly recruited VET and nursing students in internship / training periods and VET students in internship / training periods that have progressed to an employment) have you recruited in occupations in the field of health / care at this location in the past five years?

_____ staff N/A

Please continue with question 7 if you answered "0". Please continue with question 10 if you answered "N/A". Otherwise 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. (Only one answer is possible)

- Economic reasons
- Applicants too low qualified
- We do not require any further staff
- Other (please state): _____

Please continue with question 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 VET and nursing students having previously spent their compulsory training / internship periods in the company.

____ % of _____ employees in the field of health / care (number)

____ persons of _____ employees in the field of health / care (number) N/A

*Please continue with **question 9** if you answered "0". Otherwise continue with **question 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 main reason.

- 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): _____

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) 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 VET and nursing students?

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
- Other (please state): _____

NO, none

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 question 2.

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.

Vocational qualification	Number	School qualification			Type of HE				Including previous VET in a technical occupation (number)
		No school leaving qualifications	Lower secondary school	Upper/specialist secondary school	Healthcare management	Nursing studies	Nursing studies	Other healthcare sciences	
Employee with middle-level degree in health care					--	--	--	--	--
Employee with upper-level degree in health care					--	--	--	--	--
General nurses									
Specialized nurses									
Others									

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 important	Not important
References/previous employers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal recommendation/placement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Occupational skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School certificates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training qualifications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Motivation and attitude	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public selection process / public listing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please state):	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C. Recruitment pathways

Only one response possible per line.

1. Which of the following channels do you use when recruiting new staff (excluding VET / nursing students)?

Channels	YES	NO	N/A
Local or regional (daily) newspapers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National (daily) newspapers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public employment Agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cooperation with schools and HE institutes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Private employment agencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Regional networking events (e.g. job fairs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Online job exchanges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Own homepage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internet presences of chambers, associations etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Making use of unsolicited applications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff recommendations or proposals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Word of mouth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Own training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coordination with teachers regarding individual pupils/trainees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public selection process / public listing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please state): _____	○	○	○
_____	○	○	○

Read out the possible answers. Indicate all relevant responses.

2. How do you select suitable candidates? Please differentiate between the selection of future VET / nursing students and the selection of other employees.

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

V. Induction, continuing training, training

Only one response possible per line. Please convert other units of time (e.g. 1 week = 0.25 months).

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. 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 ...

	Information in months	Information in years	N/A
... to perform their work as well as experienced employees?	_____	_____	<input type="radio"/>

... to be viewed as fully competent in the following areas?

Theoretical professional knowledge	_____	_____	<input type="radio"/>
Occupational skills	_____	_____	<input type="radio"/>
General knowledge (e.g. reading, writing, arithmetic etc.)	_____	_____	<input type="radio"/>
Knowledge of specific company organisation	_____	_____	<input type="radio"/>
Autonomous work	_____	_____	<input type="radio"/>
Dealing with technical equipment	_____	_____	<input type="radio"/>
Ability to communicate with customers	_____	_____	<input type="radio"/>
Work attitude, motivation, commitment	_____	_____	<input type="radio"/>
Communication with colleagues	_____	_____	<input type="radio"/>

Indicate all relevant responses by placing a cross in the appropriate box

2. Which of the following induction measures do you offer at your location in order to support new employees in the field of health / care in developing their knowledge and competences to the extent that they are able to fulfil their tasks?

- Induction into the make-up, structure and organisation of the company and location (e.g. introductory seminars, meetings)
 - Company tour
 - Job rotation (= working at different workplaces and in different departments)
 - Familiarisation with other departments/divisions at the location and/or company (not involving new staff to work in these)
 - Scheduled meetings with selected contact persons (e.g. senior management)
 - Training courses
 - Job shadowing (= following and assisting an experienced member of staff)
 - Mentor system
 - Gradual increase in responsibility and complexity of tasks
 - Regular feedback from colleagues (including criticism)
 - Regular feedback from line managers (including criticism)
 - Other (please state): _____
- _____
- N/A

Please provide one response per group.

3. How much time you allow on average for these measures in the first three years following the recruitment of a new member of staff? Please differentiate between career entrants and new recruits with occupational experience.

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.

Career entrants			Experienced employees		
_____ hours	_____ days	_____ weeks	_____ hours	_____ days	_____ weeks
<input type="radio"/> None			<input type="radio"/> None		
<input type="radio"/> N/A			<input type="radio"/> N/A		

Only one response possible.

4. Are collective wage agreements or company agreements regarding initial and/or continuing training in place in your company?

Yes No N/A

VI. Human resources development

Only one response possible.

1. Do you have a fixed development of wages according to age / seniority (e.g., by agreements or by law)?

Yes No N/A

Please continue with question 2 if you answered "NO". Otherwise continue with question 3.

Only one response possible.

2. How long does it take on average for a career entrant in the field of health and care to earn exactly as much as an experienced employee? Please state the period in months or years.

_____ months

_____ years

N/A

More than one response possible

3. Which forms of structured HR development and continuing training are there in your company? Answer "yes" if the respective form of HR development or continuing training is available at your company and "no" if this is not the case.

Form of structured HR development and continuing training	Yes	No
Stipulated continuing training strategy	<input type="radio"/>	<input type="radio"/>
HR development programme	<input type="radio"/>	<input type="radio"/>
Regularly updated continuing training plan	<input type="radio"/>	<input type="radio"/>
Continuing training courses stipulated by the manufacturer, provider or similar	<input type="radio"/>	<input type="radio"/>
Target setting meetings	<input type="radio"/>	<input type="radio"/>
Meetings with employees to identify continuing training needs	<input type="radio"/>	<input type="radio"/>
Meetings with employees to provide feedback on performance (feedback meeting)	<input type="radio"/>	<input type="radio"/>
N/A		<input type="radio"/>

Please provide one response per group.

4. What is the average time per year spent on continuing training by newly recruited career entrants or experienced employees of the company? Please give your response in hours or days (one day is 8 Hours).

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. In the case of experienced staff, a distinction is drawn between newly recruited employees with occupational experience and staff who have gathered their occupational experience in the company in which they presently work (long-serving employees)

Career entrants		Newly recruited employees with experience		Experienced employees that have been in the company for a longer period	
_____ hours	_____ days	_____ hours	_____ days	_____ hours	_____ days
<input type="radio"/> None	<input type="radio"/> None	<input type="radio"/> None	<input type="radio"/> None	<input type="radio"/> None	<input type="radio"/> None
<input type="radio"/> N/A	<input type="radio"/> N/A	<input type="radio"/> N/A	<input type="radio"/> N/A	<input type="radio"/> N/A	<input type="radio"/> N/A

If you have replied "NONE" and "N/A", please continue with part VII.

Please state a percentage value.

5. What are the proportions of stipulated or voluntary continuing training measures? Stipulated continuing training measures include measures which are obligatory under law or prescribed by manufacturers.

_____ % of continuing training measures stipulated by law

_____ % continuing training courses stipulated by the manufacturer, provider or similar

_____ % of voluntary continuing training measures

Read out continuing training areas. State as a percentage only.

6. How much of the time stated is taken up by the following areas of continuing training (average value)? Please state as a percentage of general continuing training volume for both career entrants and experienced members of staff (newly recruited employees with occupational experience and long-serving employees).

Area of continuing training	Time proportion for career entrants	Time proportion for newly recruited employees with experience	Time proportion for experienced employees 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, symptoms etc.)	_____ %	_____ %	_____ %
General skills (e.g. reading, writing, arithmetic, languages)	_____ %	_____ %	_____ %
Business skills/entrepreneurship	_____ %	_____ %	_____ %

VII. Satisfaction with the (initial) education and training system (IETS)

Only one response possible per line.

ⓘ We define the initial education and training system for occupations in health and care as the VET system AND the nursing studies.

How satisfied are you with ...?	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	N/A
... general knowledge and basic competences of those completing the IETS (arithmetic, writing etc.)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... theoretical professional knowledge of those completing the IETS?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... practical professional skills of those completing the IETS?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... willingness to learn of those completing the IETS?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... communication skills of those completing the IETS?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... work attitudes (punctuality, motivation) of those completing the IETS?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... the professional competences of teachers?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... the equipment and facilities of training centres/schools/universities ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... cooperation with initial and continuing training institutions / universities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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