

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



## UK - Healthcare questionnaire

Federal Institute for  
Vocational Education  
and Training

**BiBB** ▶

- ▶ Researching
- ▶ Advising
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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 **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 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	_____ %	<input type="radio"/> 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.**

**ⓘ** 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.**

Occupational title	Title of Level 2 or 3 qualification or NMC registration	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
Medical assistant	Healthcare Support Qualification (Level 2 or 3)	Healthcare assistant			
Healthcare support workers	Health and Social Care Qualification (Health, up to Level 3)	Personal care worker in health services			
Domiciliary care workers in the community	Health and Social Care Qualification (Health and Social Care Level 2)	Home-based personal care worker			
Registered nurse (General)	Registered Nursing and Midwifery Council nurse	Nursing professionals			
Geriatric nurse	Registered Nursing and Midwifery Council nurse	Nursing professionals			
Specialist nurse	Registered Nursing and Midwifery Council nurse	Nursing professionals			
Senior nurse, ward manager or similar	Management staff – healthcare and nursing, emergency services and midwifery	Health services managers			
Lead nurse	<b>OR</b> Management staff – old age care	Health services managers			
Quality management 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 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 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.**

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 for health / care staff?**

**YES**

- Registered general nurse
- Healthcare assistant
- Medical assistant
- Children's nurse
- Geriatric nurse
- Care assistant for older people
- Other 1: \_\_\_\_\_
- Other 2: \_\_\_\_\_
- Other 3: \_\_\_\_\_

NO

N/A

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

**Read out the possible answers. Only one response per training occupation is possible.**

**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.**

Training occupation	Preferred school-leaving qualification on recruitment			
	A-level, International Baccalaureate or similar	Secondary School GCSE at grades A*-C or equivalent	GCSE at grades D-G or equivalent	Type of qualification does not matter
Pre-registration/student nurse				
Advanced level health and care assistance (Level 3 Specialised support qualifications such as Allied Health, Blood Donor, Maternity and Paediatric, Pathology, Perioperative, Clinical Healthcare, Healthcare Services)				
Social care (Level 3)				
Intermediate level health and care assistance (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 you currently employ in the health /care occupations stated?**

\_\_\_\_\_ number of trainees  N/A

**4. How many of the apprentices /student nurses have you employed in the health / care occupations just stated over the past five years?**

\_\_\_\_\_ number of trainees  N/A

**Please continue with question 6 if you answered "0" or "N/A". Otherwise continue with question 5.**

**Please state either the number of trainees or a percentage.**

**5. How many of these apprentices /student nurses 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 apprentices /student nurses and apprentices /student nurses 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?  
 \_\_\_\_\_ staff  N/A  
*Please continue with question 7 if the answer is "0". Please continue with question 10 if the answer is "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.  
 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.**

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.  
 \_\_\_\_\_% of \_\_\_\_\_ employees in the field of care (number)  
 \_\_\_\_\_ persons of \_\_\_\_\_ employees in the field of 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 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): \_\_\_\_\_  
 \_\_\_\_\_  
 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 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  
 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 study				Including previous VET in a technical occupation (number)
		No school leaving qualifications	Lower secondary school	Intermediate secondary school	Upper/specialist secondary school	Healthcare management	Healthcare teaching	Nursing studies	Other healthcare sciences	
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 Paediatric, 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 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):	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
_____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Read out the possible answers. Indicate all relevant responses.**

**2. How do you select suitable candidates? Please differentiate between the selection of future trainees/student nurses 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"/>
<b>... to be viewed as fully competent in the following areas?</b>			
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**



**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.*

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 VET system?	<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.*