
REPORT ON NEEDS ANALYSIS

Quantitative online survey with target group members

Author: Vincent JOSEPH
Sabrina ABIAD
Erwan PICAUD
NAVIGUIDE

Project: www.naviguide.net

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Introduction to the Naviguide project

The Leonardo da Vinci project NAVIGUIDE has transferred and expanded an existing Austrian "guidance methods" database, a product officially owned by the Austrian Public Employment Agency AMS (www.ams-forschungsnetzwerk.at), into the European guidance system. The database developed between 2008 and 2010 contains more than 400 methods for guidance in group settings. NAVIGUIDE established a guidance methods database with 102 selected methods as a common knowledge base for European career counsellors.

Key products of the projects are among others a CD-ROM with all the projects products, an online methods database as well as a printable methods guidance handbook in the different languages of the partner countries (Austria, Croatia, France, Ireland, Poland and Turkey).

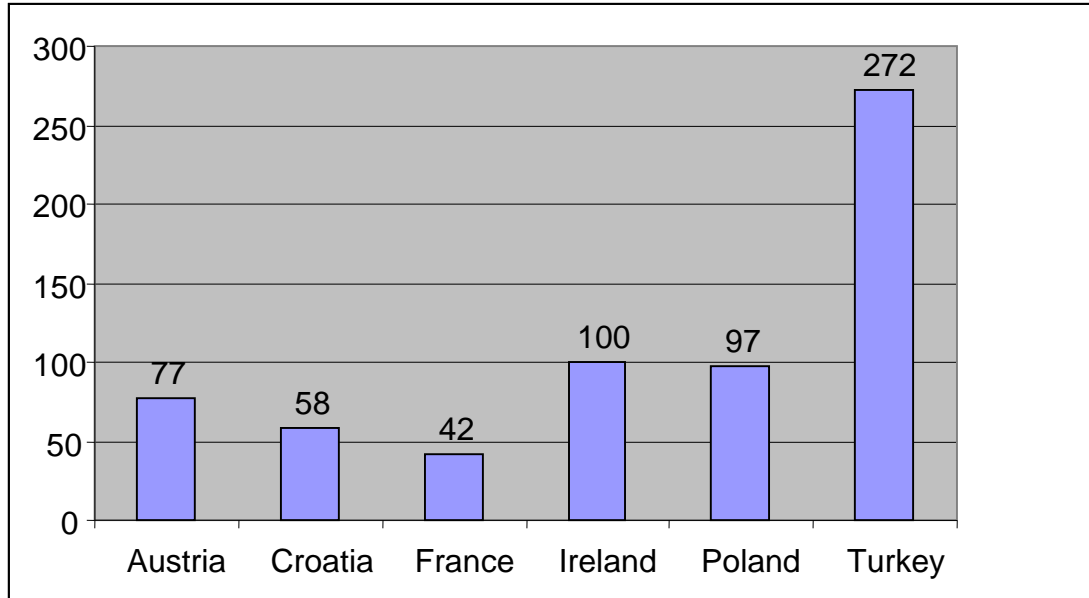
Needs analysis survey

As a key element of the project at least six one-day lasting face-to-face workshops took place in each partner country, in which the methods are tested and discussed among practitioners. Thus the practitioners in the field of vocational guidance become familiar with the methods themselves, as well as with the possibilities of usage. Within the scope of the project, also a needs-analysis-survey with career counsellors who work in group settings was carried out in each partner country (Austria, Croatia, France, Ireland, Poland, Turkey) in order to identify training needs and if applicable adjust the training designs for the WS in in each partner country.

In total 45 Workshops were conducted in different European regions. 11 in Austria, 6 in Croatia, 6 in France, 7 in Ireland, 6 in Poland and 9 in Turkey.

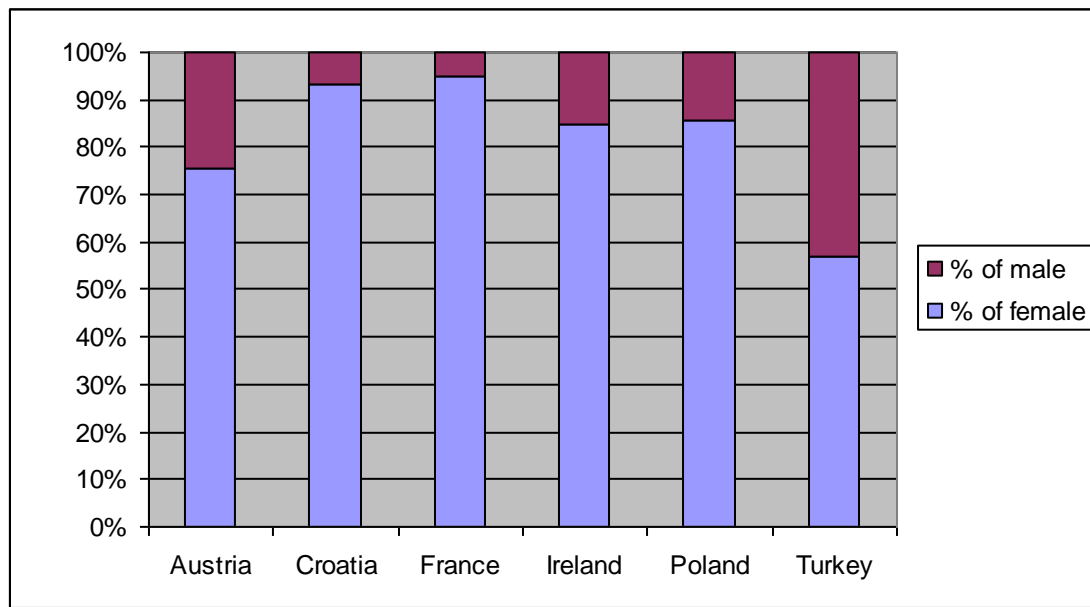
In total the needs-analysis online survey was completed by 646 respondents.

Number of answers per country



1. Information regarding the respondents

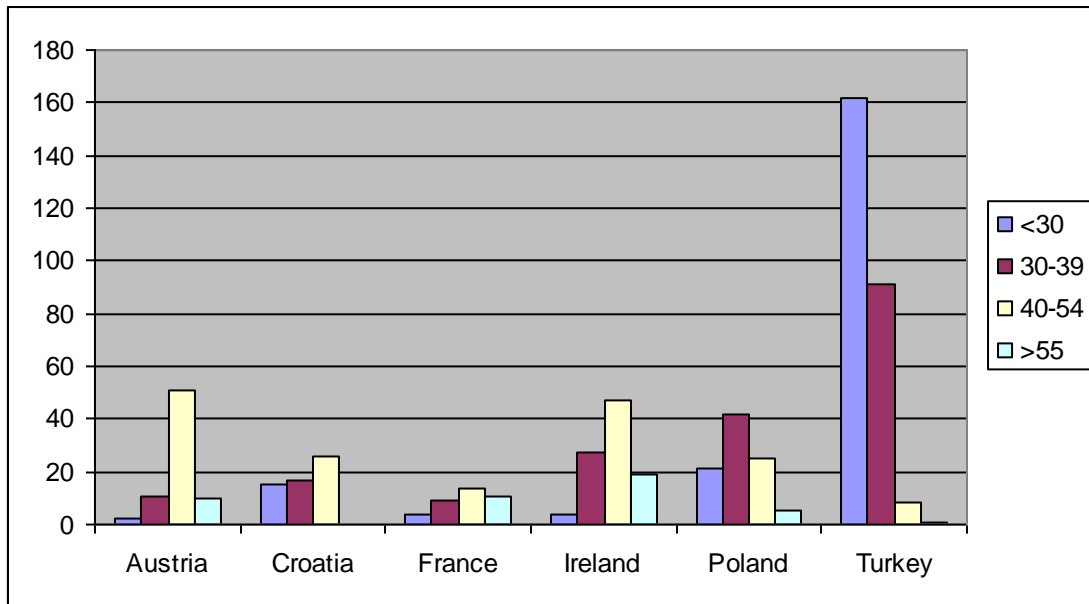
Gender / country



Majority of practitioners who responded to the survey were female, females making up at least 75% of respondents in all project partner countries, except in Turkey, where this rate was more balanced. This may be explained by the fact that in Turkey, participants were mainly part of the "employment" sector, which in Turkey has quite a balanced male/female ratio. In the other partner's countries, participants were mainly from the "Education" sector, which usually has a high proportion of females.

Age / country

The range of participants in Turkey was mainly composed of practitioners in the age brackets less than 30 years and between 30 and 39 years old. In the other partner countries, the majority of participants were between 30-39 years and 40-54 years of age.

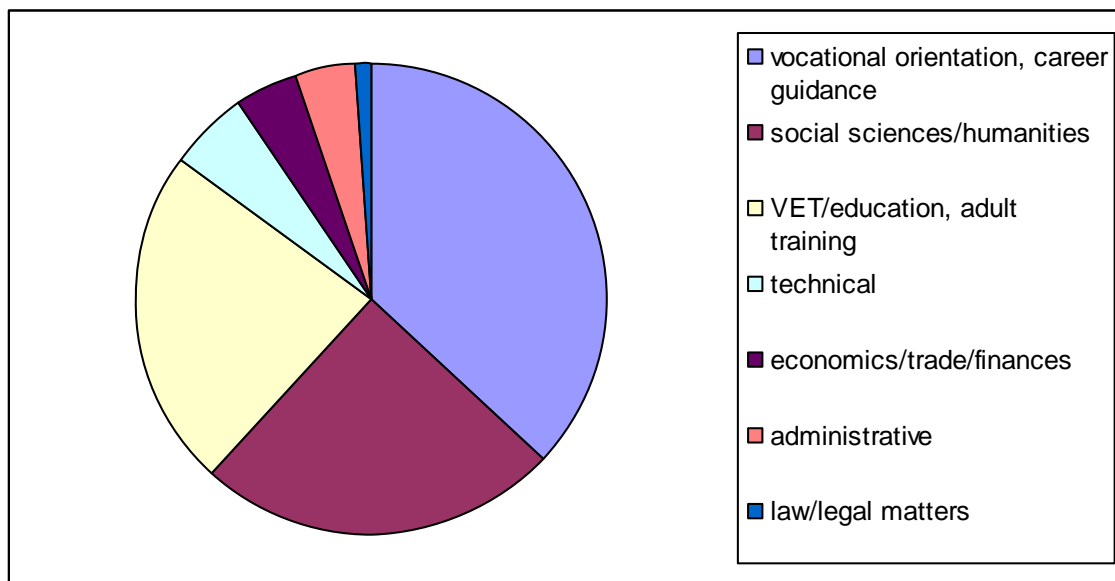


Level of education

More than 90% have a Tertiary Education level (Certificate/ University Degree/ Higher Diploma/ Masters/ PhD)

We do not observe any significant difference between the 6 countries.

Field of formal education



About participants' field of formal education

3 main fields were represented: The biggest one was the "vocational orientation and career guidance" field, with a total of 37 %.

Then, two other fields were nearly equally represented: "Social sciences and humanities" (25%) and "VET/education and adult training" (23%)

Finally, four other fields were slightly represented: technical (6%); economics/trade/finance (4%); administrative (4%) and law/legal matters (1%)

Professional identity

Participants define themselves as...

(several answers possible)

	Trainer	Teacher	Counselling practitioner	Other
Austria	7%	90%	6%	4%
Croatia	7%	12%	54%	25%
France	10%	0%	25%	59%
Ireland	28%	3%	24%	59%
Poland	23%	22%	63%	35%
Turkey	14%	32%	85%	12%

Participants who attended Naviguide workshops defined themselves differently according to the country where those workshops were organized.

As we can see, 90% of participants in Austria considered themselves teachers while 85% of participants in Turkey considered themselves counselling practitioners. Similarly in workshops held in Poland and Croatia, 63% and 54% of participants respectively considered themselves to be counselling practitioners.

The majority of those who attended workshops in France and Ireland selected the "other" category

Type of organisation

(Only answers above 10 %)

	School (for students up to 18 years)	University	Further training organisati on	Public Employment Service/A gency	Enterprise	Non-profit organisati on/NGO	Freelance r, self- employed
Austria	81%						
Croatia	17%			48%			
France			25%		14%	20%	12%
Ireland				50%		38%	
Poland	23%	17%	20%	20%		12%	
Turkey				80%			

There were huge differences between countries regarding the type of organisation practitioners worked in.

For example, in Austria participants were mainly teachers from schools, with a rate of 81%. In Turkey, 80% of participants were working in a public employment agency.

The French workshops involved almost an equal rate of people from further training organisations, Enterprises, Non-profit organisation/NGOs, and freelancer/self-employed.

The Polish workshops involved almost an equal rate of people from schools, universities and further training organisations. The Croatian and Irish workshops mainly involved two main types of organisations: The majority of these participants were from public employment agencies with a rate of half of the total participants. The second largest groups in Croatia was teachers from schools with a rate of 17% (from elementary school to high school); In Ireland non-profit/governmental organisations made up 38% of their participants

Number of years of experience

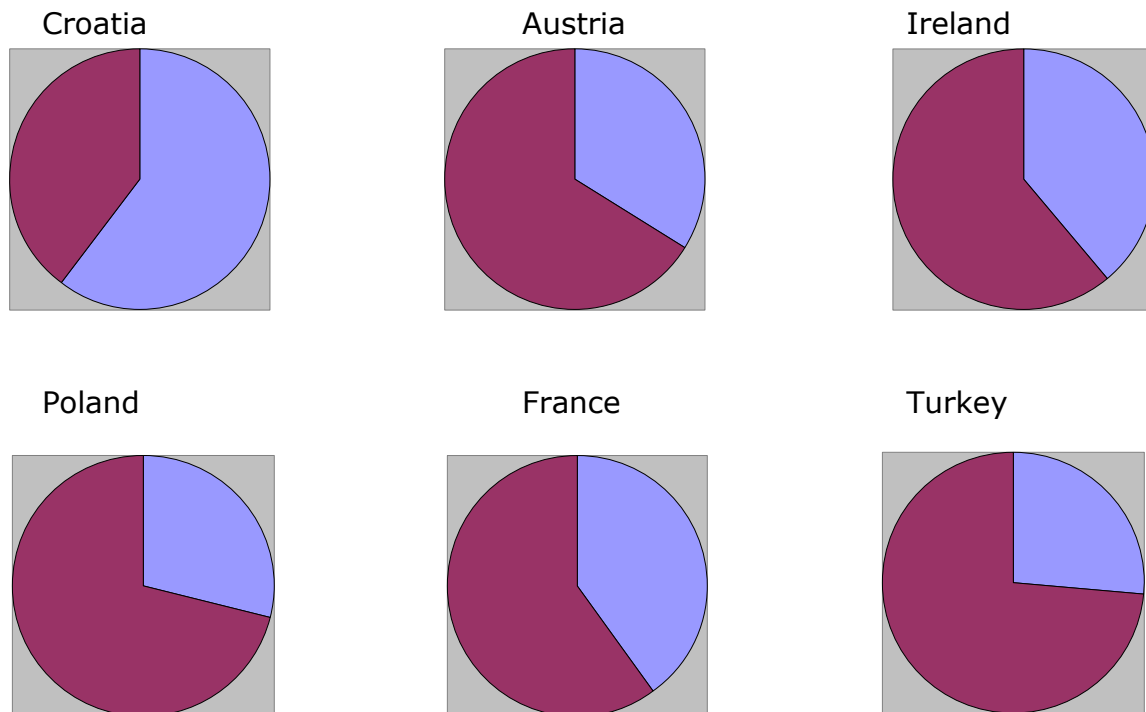
	<3	3-9	10-19	>20
Austria	29%	29%	21%	20%
Croatia	20%	41%	18%	21%
France	13%	44%	33%	10%
Ireland	8%	34%	44%	13%
Poland	22%	46%	26%	5%
Turkey	90%	5%	5%	0%

As seen in the above table, Turkish partner worked mainly with practitioners in the younger age groups, which explains why 90% of their participants had 3 or less than 3 years of professional experience. Other partners, worked mainly with those in older age groups.

Previous training in the field of guidance

Participants were asked if they had previously participated in some specific training in the field of guidance.

The purple part of the below pie charts represent those who stated that they had participated in some specific training in the field of guidance.

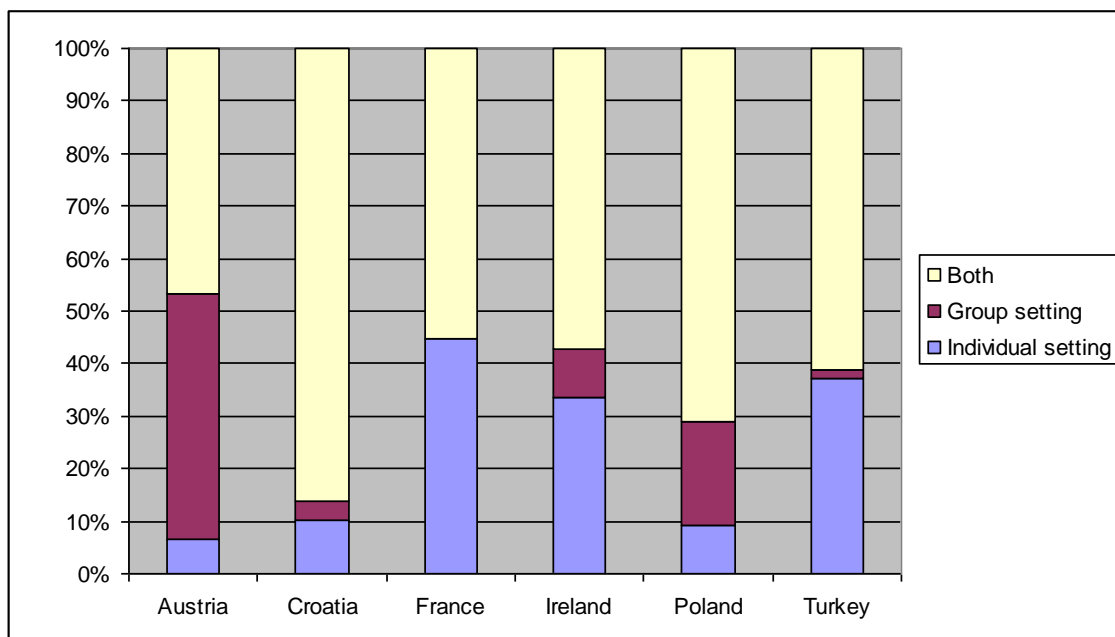


2. Target group characteristics

The second part of the questionnaire was intended to identify the target group(s) that the practitioners attending the workshops work with.

Guidance settings

The first question was about the kind of guidance setting the practitioners work in.



Target groups

The next question asked about the kind of target group(s) participants work with on a regular basis?

Aside from the Austrian practitioners who are teachers and work with "youngsters and young adults facing educational choices", the practitioners in the other countries work with all categories presented in the spreadsheet below.

	Youngsters and young adults facing educational choices	Youngsters and young adults during or after finishing their education	Women after an absence from the labour market	Job changers, people in the course of vocational reorientation
Austria	86%	2%	1%	0%
Croatia	58%	52%	35%	46%
France	35%	25%	33%	51%
Ireland	43%	63%	76%	62%
Poland	63%	69%	34%	34%
Turkey	49%	71%	69%	68%

The results also show that the participants of the Irish workshops work mainly with older unemployed people and long term unemployed people. There is a correlation between those two categories: older unemployed people (above 40/45 years old) are often subject to long term unemployment.

	Older unemployed people (above 40/45 years old)	People with health issues, rehabilitants	People with intellectual and or physical disabilities	Long term unemployed people (above 1 year of labour market absence)
Austria	0%	1%	2%	0%
Croatia	39%	48%	48%	46%
France	47%	37%	20%	49%
Ireland	85%	49%	43%	90%
Poland	38%	14%	28%	41%
Turkey	61%	47%	67%	73%

As the tables show, the participants of the Irish workshops work with all kinds of unemployment situations: lone parents, people who want to change their career and looking for a second chance in terms of both training and work, as well as those who are short term unemployed. This may be due to the fact that the Irish partner is a Job Centre and is part of the Local Employment Centre Network (LESN) in Ireland.

As a "Bilan de Compétences" center, the French partner works mainly with people that are willing to change their career and looking for a second chance in terms of both training and work.

	Lone Parent	Ones who are willing to change their career and looking for a second chance in terms of both training and work	Short term unemployed	Other
Austria	1%	1%	0%	8%
Croatia	20%	43%	32%	10%
France	20%	53%	43%	24%
Ireland	79%	63%	81%	7%
Poland	11%	40%	33%	10%
Turkey	51%	47%	61%	2%

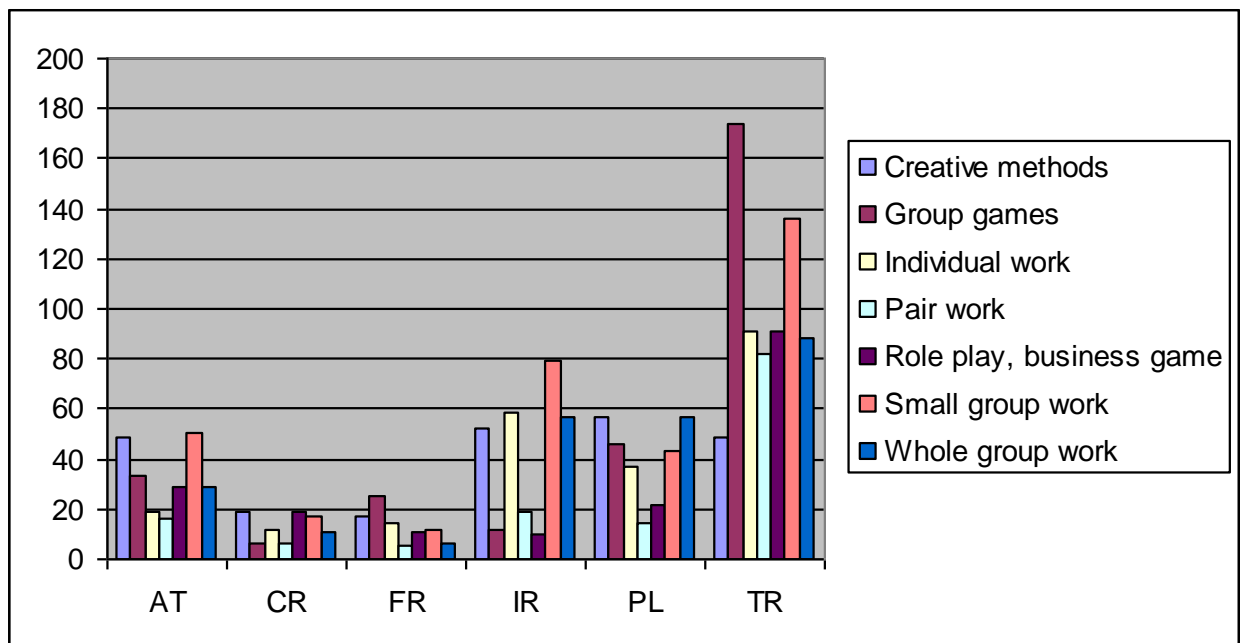
3. Expectations expressed by the respondents

The final section was intended to help identify the participants' expectations in relation to the NAVIGUIDE workshops' design.

Kind of training methods

Participants were invited to select the kind of training methods they are interested finding out more about at the NAVIGUIDE workshops.

The chart below shows the preferred kind of training methods.



Most of the participants wanted to learn about training methods for groups: mainly group games for the Turkish partner, and generally in small groups for all partners. The Irish participants also wished to learn about individual work methods to help people individually to get a job.

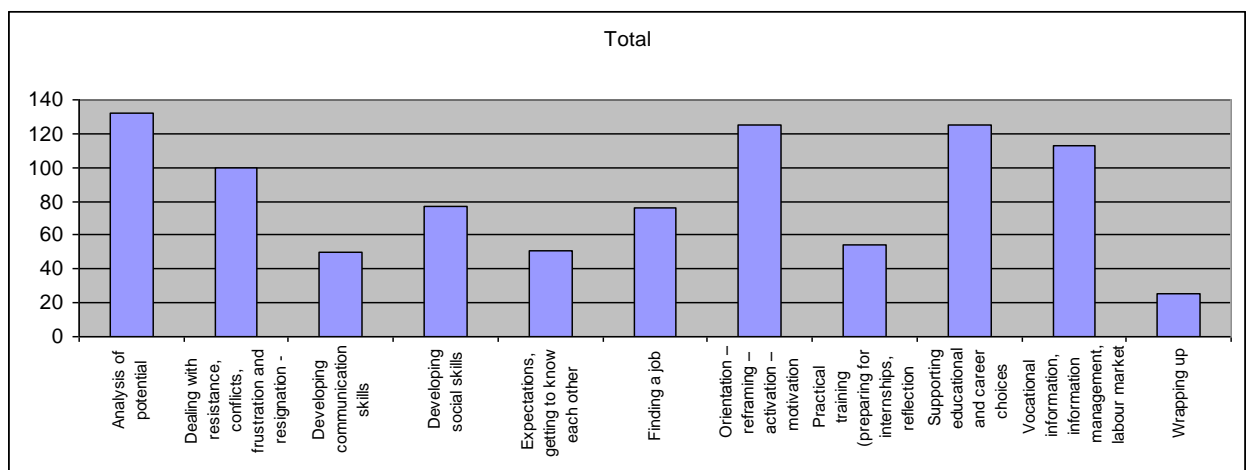
Finally, there was interest in finding out more about creative methods for all partner countries, except for Turkey, for whom this method was the least preferred.

Main topics of the methods

Participants were invited to select the topics they are interested finding out more about at the NAVIGUIDE workshops. The choice was between 10 main topics, the most favoured topics are highlighted:

- 1) Expectations, getting to know each other
- 2) Orientation, reframing, activation and motivation**
- 3) Dealing with resistance, conflicts, frustration, self-responsibility
- 4) Vocational information**
- 5) Analysis of potential**
- 6) Supporting educational and career choices**
- 7) Developing social skills
- 8) Practical training
- 9) Finding a job
- 10) Feedback

The chart below shows the choices.



Naviguide products

Participants were also asked which type of products they were most likely to use in their everyday work.

The respondents preferred the use of both the "old fashioned" paper style handbook, and the more modern online database. However, CD-ROM is less likely to be used, which may reflect the change of habit of digital users, who tend to mainly focus on the use of on-line resources.

Conclusion

The results of this survey draw a type picture of an European guidance practitioner. For instance, the gender issue with a dominant of females in this field of activity, is a characteristic that is common to all the countries of the partnership, except Turkey that has a more balanced gender ratio.

The diversity of practitioners' experiences, organisations and activities, is a reflection of the richness enabled by the partnership of the Naviguide project.

The results of this survey were taken into account by the Naviguide partners when designing the workshops and choosing the methods to be incorporated into the workshops. To find out more about these workshops and the evaluation of the Naviguide products, we invite you to read the related reports.