

Survey for the identification of skill needs

Work Package 2/ Task 2.2

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DEVELOPMENT OF A MASTER PROGRAMME IN THE MANAGEMENT OF INDUSTRIAL
ENTREPRENEURSHIP FOR TRANSITION COUNTRIES

610198-EPP-1-2019-1-ES-EPPKA2-CBHE-JP

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Survey for the identification of skill needs

Invitation

As part of the project “Development of a Master Programme in the Management of Industrial Entrepreneurship for Transition Countries” (MIETC), 610198-EPP-1-2019-1-ES-EPPKA2-CBHE-JP, we are conducting this interview. The purpose behind the MIETC project is to build the capacity of the human capital in the HEIs of Central Asian countries on industrial entrepreneurship aiming to provide students skills and competences more aligned to the needs of their labour markets (more details about this project are in <http://www.mietc.unina.it>). This exercise will help us to determine skills in shortage, sectoral mismatch, and future skills required for sustainable industrial development. The interview should take no more than 20 minutes of your time. Your opinion is very important to us and your feedback will be greatly appreciated.

General questions:

I. Sex/Gender

- a. Male
- b. Female

II. Age

- a. Under 30
- b. 30- 49
- c. Above 50

III. Country or Region

- a. East-Kazakhstan Region
- b. Karaganda Region
- c. Turkmenistan
- d. Tajikistan

Q1. Firstly, we would like to ask you which of the following group you belong to:

- a. Graduate
- b. HEI / Academic (researcher)
- c. Local/regional government (Представитель государственного управления)
- d. Firm
- e. Incubator/Technopark

Q1a1: if reply is a.: Which is the knowledge area you belong to?

- a. Social sciences (Economics, Business, Geography, Law, Politics, Sociology, etc.)
- b. Science (Chemistry, Physics, Maths, etc.)
- c. Engineering (Metallurgy, Construction, Mining, etc.)
- d. Other

Q1c1: if reply is **c.:** **Which department do you work in?**

- a. Labour/social policy
- b. Industrial policy
- c. Education
- d. Other

Q1d1: if reply is **d.:** **Which is the sector that your organisation belong to?**

- e. Mining
- f. Food-processing
- g. Manufacture of metals products
- h. Manufacture of non-metallic mineral products
- i. Textile
- j. Other

Q1d2: if reply is **d.:** **Which is the size of your company? /or company where you working with?**

- k. Micro enterprise (<10 employees)
- l. Small enterprise (10-49 employees)
- m. Medium-sized enterprises (50 to 249 employees)
- n. Large enterprise (more than 250 employees)

Skills questions:

Q2a (Graduates): Which of the following skill will be more valuable to find a job?
Please, indicate for each skill how valuable are in the market, rating them from "very hard to find" to "very easy", and "not required" for skills not needed at all in your labour market

Q2b (HEI, Academy): Do you think the following skills are in shortage in the labour market?
Please, indicate for each skill how difficult is to find them in the market, rating them from "very hard to find" to "very easy", and "not required" for skills not needed at all in your labour market

Q2c (Policy makers): Do you think the following skills are difficult to find on the labour market?

Q2d (Firm): Do you think the following skills are difficult to find on the labour market?

SKILLS	Very hard to find	Hard to find	Fair	Easy to find /most of the workers has	Very easy to find/all workers has	Not required
Basic skills						
Numeracy						
Literacy						
Communication /Presentation skills						
IT skills / Information Technology skills						
Professional skills						
Teamworking skills						
Marketing/sales skills						
Data management						
Foreign languages						
Creativity/ Initiative						
Information/data management						
Ability to learn/Lifelong learning						
Ability to follow instructions						
Problem-solving skills						



Manual dexterity						
Reliability/precision						
Management skills						
Responsibility						
Teambuilding						
Honesty/integrity/loyalty						
Leadership						
Entrepreneurial skills						

Please, include if you consider any other skill not mentioned above

Q3: Please, indicate how important are the following reasons for the skills shortage mentioned above, basic, professional and management, from “Very important reason” to “Not important at all”

BASIC SKILLS PROFESSIONAL SKILLS MANAGEMENT SKILLS	Very important	Impo rtant	Fair	Not very important	Not important at all
Inappropriate quality of educational institutions					
Insufficient mobility of the workforce					
Subjects not offer locally					
Work environment					
Limited career development opportunities					
lack of motivation / lack of right attitude					
lack the qualifications market wants					
Speed of changes in the given field					
Employer cannot afford staff to have time off for training					
Employer is not providing on job training					
Employer is not able to find good trainers to train employees					
Training not relevant for these skills					

Please, include if you consider any other skill not mentioned above

Q4: Please, rank the measures to tackle the skills gap from companies or Universities

Measures	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree	N/A
Nothing, Leave to market						
Increasing educational programmes						
Providing further on job training						
Changing working environment and worker conditions						
Relocating work opportunities						
Increasing and improving recruitment services						

Please, include if you consider any other measure not mentioned above

Q5: Select where the skills should be acquired

SKILLS	At the University/educational	On job Training	Innate/can not be learned
Basic skills			
Numeracy			
Literacy			
Communication /Presentation skills			
IT skills / Information Technology skills			
Professional skills			
Teamworking skills			

Marketing/sales skills			
Data management			
Foreign languages			
Creativity/ Initiative			
Information/data management			
Ability to learn/Lifelong learning			
Ability to follow instructions			
Problem-solving skills			
Manual dexterity			
Reliability/precision			
Management skills			
Responsibility			
Teambuilding			
Honesty/integrity/loyalty			
Leadership			
Entrepreneurial skills			

Q6: Indicate how much do you agree these trends might change the required skills on the market

SKILLS	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly disagree	N/A
Environmental knowledge						
Feminist movement: Equality in the labour market						



New technologies: 4.0 industry						
Covid19: new forms of work (teleworking)						
Migration movements: minority integration						
Any other skill (out and specify)						

Thank you very much for completing this survey. Please, keep in mind that you will be receiving the second round of this survey in the following weeks, together with the analysis of the first round