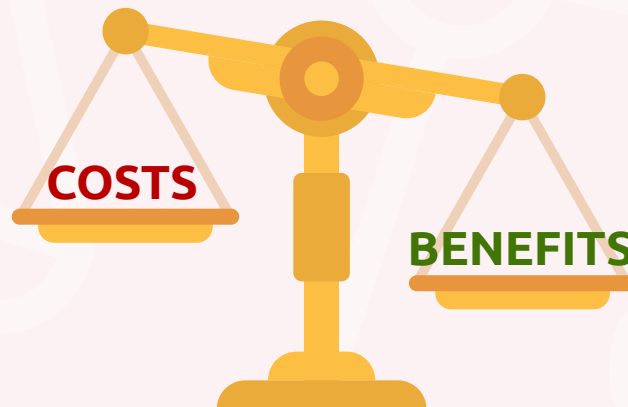


# Practical training for secondary vocational education students – bigger benefits than costs (companies research findings)



## THE COSTS AND BENEFITS IDENTIFIED BY THE COMPANIES

- ✗ In-company mentor (working hours)
- ✗ Mentors professional development
- ✗ Training equipment, tools, learning materials
- ✗ Students "salary"
- ✗ Students insurance
- ✗ Students transport



- ✓ Productive work of student
- ✓ Savings for recruitment
- ✓ Reduced risk of mismatch
- ✓ Job and company - specific skills of the student
- ✓ Company promotion and recognition in the community
- ✓ Positive influence on the company's climate
- ✓ Stronger links with the public sector

## KEY FINDINGS

- 🔑 Benefits to train students in companies are bigger or equal than the costs.
- 🔑 Accepting students does not create noticeable additional costs for the company.
- 🔑 Students contribute to the productive work of the company; the risk of errors is on acceptable level.
- 🔑 Most of the companies have solid cooperation with the VET schools, teachers and students.

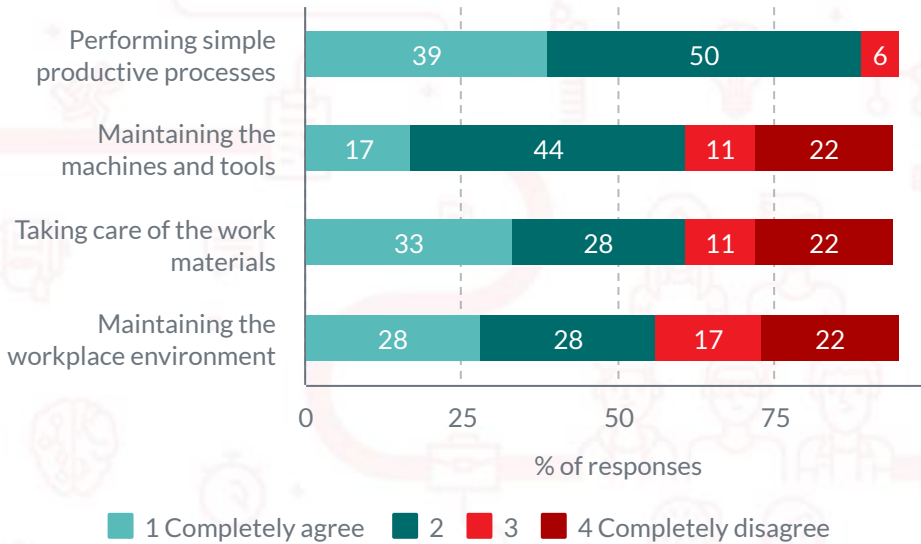
## FRAMEWORK FOR ACTION

- ➔ A clear strategy for students' placement in companies and stronger cooperation between VET schools and companies.
- ➔ Continuous adjustment and improvement of the curricula, guidelines and training materials.
- ➔ Better management and improved students preparation process in VET schools.
- ➔ Earlier start and continuity with the practical training in companies.
- ➔ Awareness raising among different stakeholders on the practical benefits of training.
- ➔ Financial incentives for companies, primarily for materials and certain compensation for students.
- ➔ Joint decision-making and responsibility for conducting practical training.

**In Republic of North Macedonia there are 75 secondary schools that currently provide vocational education and training to about 42,000 students. In the school year 2021/22, more than 25,000 students should be placed in companies to obtain practical training.**

## VARIOUS BENEFITS FOR THE COMPANIES

### Companies' statements about student's contribution



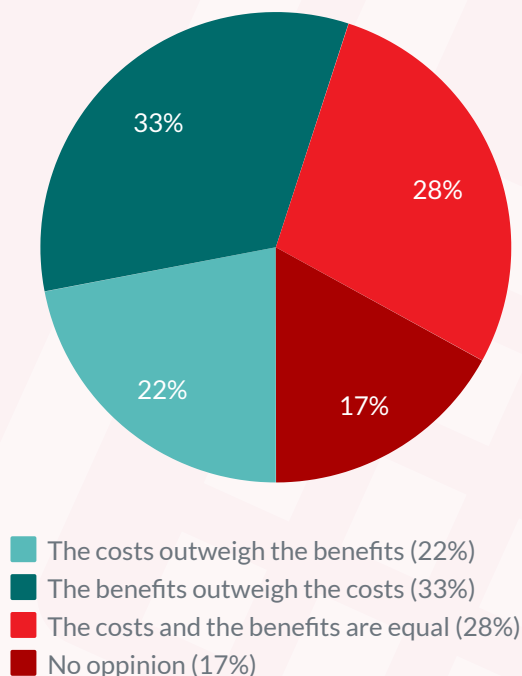
"We leave a positive image among the customers and they are more satisfied."

"The work efficiency increases when we work with students."

Long-term benefits identified as: facilitation of the procedures and reduction of the costs of recruiting new employees, easier to recruit people with the adequate skills, positive influence on the company's climate and contribution to the improvement of employee's loyalty.

**61% of the respondents** stated that **students positively influence the increase** of employee's commitment and work; **58%** stated that **students contribute to company's productive work** (unskilled or semi-skilled); **42%** stated that **students influence the improvement of skills** of the majority of employees.

### Costs vs. benefits from the practical training

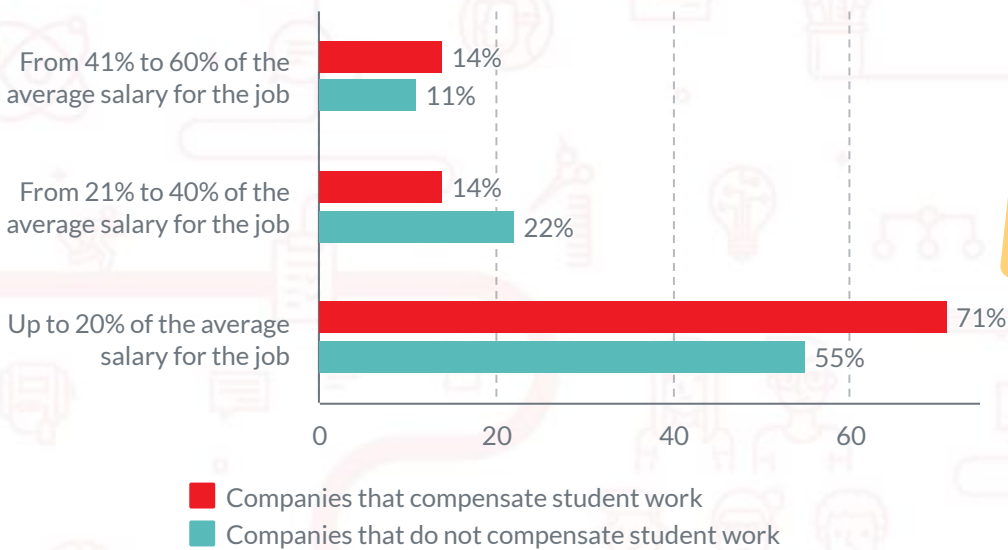


About **2/3 of the companies** stated that the **benefits to train students** in the company are **bigger or equal than the costs**.

"If the process works properly, the benefits are much greater"

## COSTS FOR THE COMPANIES

### Amount of compensation for the student's work



"We can provide the funds, we already have them allocated in the budget and we think that every company should provide compensation, at least for food, transportation and other costs."

"In order to attract students, we have to pay them, because most of them have financial difficulties."

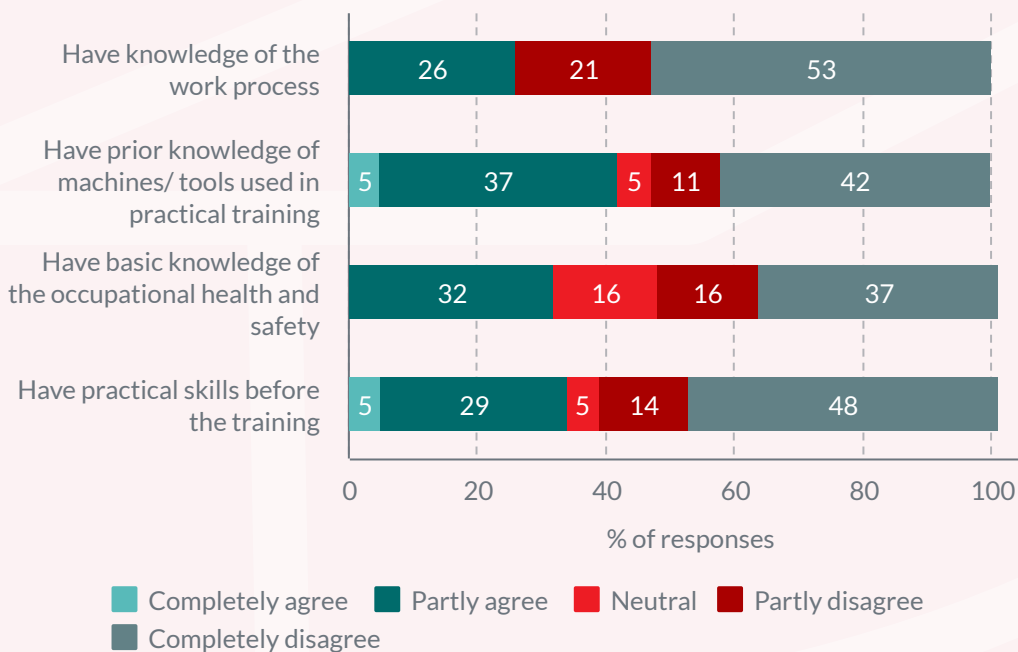
"It is difficult to provide compensation, therefore it would be of great assistance if the state or the school helps us, at least at the beginning/early years of schooling".

**More than two-thirds** pay the students a **compensation not higher than 20%** of the average salary for the respective job position, and do not consider as a financial burden.

**Accepting students** does not create noticeable additional costs for the company.

## COMPANIES PARTICIPATE IN THE ORGANIZATION OF PRACTICAL TRAINING PROCESS

### Specific skills and knowledge acquired by students in the VET school before joining the company



"We know that in schools, students do not get all the necessary knowledge and we gladly include them in our company for the practical activities"

**Most of the companies** included in the research **have solid cooperation** with the VET schools, teachers and students. **Half of the companies** consider that **practical training is important** and should be organized in a longer periods during the school year. **About three-fourth of the companies** have a certain **influence on the curriculum** implemented in their company. In **nearly two-thirds of the companies'** selection of the work activities and student's tasks are done by the **mentor, or mentor and the teacher together.**