



# SILKC-Path Project

## D2.2 : Database of data from the partners' static and statistic studies

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# 1. Introduction

The SILKC-PATH project relies on existing initiatives to capitalise on current work performed at European and national level. The aim of this report is to present the results of the first field work on individual career and training paths carried out in Poland and Belgium at the end of 2019 and beginning of 2020. The collected data allows for specification of professional performance of the respondents and tracking one's training and professional growth. The conducted statistical analysis allows us to extract factors which are strongly connected with career development. The obtained data can be important information enabling to design tools supporting people looking for a job or wanting to retrain in a new line of work.

## 2. Field work results – online survey on training and career pathways

During the project implementation a short survey (online questionnaire) on training and career pathways of different individuals was conducted (see Annex). The research was carried out in two countries: Poland (mainly among the beneficiaries of the OIC Poland Foundation, Lubelskie voivodeship) and Belgium (network of contacts with a wider geographical coverage) in the period from November 2019 till February 2020. The questionnaire covered basic questions referring to sociometric issues: age, sex, country of origin, country of residence, information about the place of residence and the language the person speaks. Development-related issues were also asked about, e.g. starting time of the last course/ training; the level of education possessed, the current status on the labor market and the status on the labor market before completing the last training/ course; annual income level; name of the last training/ course and information about the implementing institution; the language in which the course was conducted, the content of the training program; the number of hours the course lasted and the exact time it took place; method of financing the training/ course; whether the training / course was completed with receiving a document confirming the acquired qualifications; information about the city where the training/ course took place.

People from Poland (N = 121), France (N = 9) and other countries (N = 2) were surveyed (as intended). Due to the very small size of the French sample and no findings obtained from Belgium, Italy and Spain, it was decided to present the data only from Poland.

The findings obtained in Poland are presented below.

There were more men - 52.1% than women 47.9% in the examined group. Most of the examined

people were 25 - 40 years old and together they accounted for around 60% of the respondents.

**Table 1. Participants' age**

Age category	n	%
0-17	0	0,0
17-24	24	19,8
25-31	43	35,5
32-40	31	25,6
41-50	17	14,0
51-65	4	3,3
66+	0	0,0

**Table 2. Level of education**

What is your highest level of study now? (after the last training/course you have followed)	n	%
Primary school	1	0,8
Secondary school	11	9,1
Bachelor Degree (2-3y)	4	3,3
Master Degree	83	68,6
PhD	8	6,6
Engineering studies	13	10,7
Other	3	2,5

The vast majority of the respondents declared possessing higher education (68.6%).

About 10% of the respondents had an engineering degree. Almost 7% of the respondents

reported having a PhD (see Table 2).

About one fifth of the respondents were people residing in the capital of Poland. The national language of all the respondents was Polish.

The findings obtained indicate that the respondents usually started participating in courses and trainings when they were in secondary school (24%), at university (about 36%) or just after graduation (21.5%). Another significant moment for enrolling on courses/ trainings was when they started work (14.9%) (see Table 3).

**Table 3. Starting time of the last course/training**

<b>When did you start your last training/course? When you were at what level of education?</b>	<b>n</b>	<b>%</b>
Secondary school	29	24,0
Bachelor Degree (2-3y)	20	16,5
Master Degree	24	19,8
PhD	1	0,8
Engineering studies	1	0,8
After I finished my studies	26	21,5
After I started to work	18	14,9
Other	4	3,3

**Table 4. Status on the labor market before participating in last training**

<b>What was your status on the labor market, previous to your last training/course?</b>	<b>n</b>	<b>%</b>
Student	7	5,8
Employee	69	57,0

Business owner/Self-employed	37	30,6
Other	4	3,3

The substantial majority of the respondents (57%) was employed or had their own business (30.6%) before starting the last course/ training. Only 5.8% of the respondents were studying or were in a different professional situation (3.3%) (see Table 4).

**Table 5. Current status on the labor market**

What is your current status on the labor market?	n	%
Unemployed	5	4,1
Student	0	0,0
Employee	61	50,4
Business owner/Self-employed	51	42,1
Other	4	3,3

Half of the respondents (50.4%) were employed while taking part in the survey. Over 40% of the group ran their own business. Only 4.4% of the respondents were unemployed (see Table 5).

About 50% of the respondents declared obtaining an annual income in the range from 0 to 20,000 Euros per year. People who earn from 30,000 to 40,000 Euro were also quite a significant group. Interestingly, about 6.6% of the respondents refused to provide detailed information on their annual earnings (see Table 6).

**Table 6. Income range**

What is your income range (per year, in Euros)?	n	%
0 - 10.000€/year	29	24,0

10.001 - 20.000€/year	32	26,4
20.001 - 30.000€/year	15	12,4
30.001 - 40.000€/year	22	18,2
40.001 - 50.000€/year	11	9,1
50.001 - 75.000€/year	2	1,7
75.001€/year or more	3	2,5
Other	0	0,0
I would prefer not to share this information	8	6,6

The analysis of training topics - trainings in which the respondents participated - shows that they relate to a wide variety of issues. Their detailed list is presented below:

- AGILE
- Academy of leaders
- Film acting
- School organizational sheets
- Assertiveness
- Lead auditor
- SMETA Social Audits
- Social Services Center
- Compliance
- Continuous improvement
- Cornerstones of Management
- Data Analytics in Python
- Design thinking
- Design thinking
- Plant-based diets
- Business advisor (13)
- Drug Commercialization course
- Gas steam generators (technical training)
- Investing in real estate
- ISAK certification
- HR and payroll
- Accounting – 1st degree
- Language course
- Computer course funded by the Employment Agency; school for parents (I am a foster

family)

- Machinery risk assessment
- Individual marketing with the President of a company who employs over 200 people
- Social media marketing
- MBA
- MBA and Business Consulting
- Active methods; Discipline in the classroom
- International CIMA certificate
- Negotiations
- Personal data protection
- Patient radiation protection
- Organization of courses/ trainings for adult learners
- Writing Erasmus + projects
- Taxes and accounting
- Acquisition of projects as part of Polish-German youth exchange
- Group work
- PRINCE 2 (2)
- Animator
- OWES specialist - training in key competences for advisers and animators (17)
- Public procurement
- Prophylaxis of behavioral addictions
- Project management
- Designing lighting with Dialux
- Sales psychology
- RAPID framework for decision making
- EU projects accounting
- Storytelling
- Accounting and HR training for startups
- B1LOS training for drone operators
- UX training
- Training in team management
- School of Pioneers of the Polish Development Fund
- Medical analytics techniques
- The theory of constraints TOC
- The Chartered Institute of Marketing
- Thinking Design
- Trends in the advertising market
- UR in education
- Social Assistance Act
- Introducing medical devices to the market
- Public procurement - training (Public Procurement Law)
- Public procurement in practice
- Education management - postgraduate studies
- Project management (2)
- Management in education

The analysis of training topics shows that they can be divided into two categories: soft skills training (e.g. assertiveness, management) and specialized courses that allow to acquire specific knowledge and skills necessary to work in various fields of the labor market. The respondents participated much more often in specialized courses.

The vast majority of the respondents participated in trainings provided in their mother tongue (80.2%). About 14% of the respondents participated in courses/ trainings delivered in English.

**Table 7. Duration of this last training**

In number of hours, what was the duration of this last training?	n	%
0-5h	17	14,0
6-10h	19	15,7
11-20h	16	13,2
21-40h	13	10,7
41-120h	12	9,9
121h or more	31	25,6

Most of the respondents participated in courses which lasted longer than 121 hours (25.6%). About 20% of the respondents participated in courses which lasted up to 10 hours. The courses taken by the respondents were usually offered for free (64.5%). Only one-fourth of the respondents paid for courses (25.6%). The vast majority of these courses ended up with receiving a certificate confirming the acquired qualifications and competences (67.8%). The courses indicated by the respondents were carried out in various parts of Poland (5.8% in Lublin), 17.4% of them took place in the capital of the country. About 7% of the respondents participated in online courses and trainings.

The last step of the analysis allows to check which variables differentiate people who are successful in the labour market from those who do not. For this purpose, the chi2 test was performed. It was assumed that successful people in the labour market are those who have a job or run their own business and earn more than 10,000 EUR per year. In the study group, such persons accounted for approximately 74%. Detailed information about the result of this analysis are presented in table 8.

**Table 8. Comparison of people with success on the labour market and those without success**

Variable	Category	Success on the labour market (%)	Lack of success on the labour market (%)	c2	p
<b>How old are you?</b>	17-24	18,9	22,6	0,198	0,657
	25-31	33,3	41,9	0,745	0,388
	32-40	26,7	22,6	0,202	0,653
	41-50	15,6	9,7	0,660	0,417
	51-65	4,4	0	1,425	0,233
	66+	-	-	-	-
<b>Gender</b>	Female	40,0	71,0	8,86	0,003
	Male	60,0	29,0		
<b>Place of residence</b>	Other	76,8	85,7	0,996	0,318
	Capital city	23,2	14,3		
<b>When did you start your last training/course? When you were at what level of education?</b>	Secondary school	23,3	25,8	0,07	0,781
	Bachelor degree	16,7	16,1	0,005	0,945
	Master degree	22,2	12,9	1,259	0,262
	PhD	1,1	0	0,347	0,556
	Engineering studies	1,1	0	0,347	0,556
	After I finished my studies	23,3	16,1	0,709	0,400
	After I started to	10,0	29,0	6,596	0,010

	work				
<b>What is your highest level of study now? (after the last training/course you have followed)</b>	Primary school	0	3,2	2,927	0,087
	Secondary school	5,6	19,4	5,313	0,021
	Bachelor degree	4,4	0	1,425	0,233
	Master degree	74,4	51,6	5,580	0,018
	Phd	5,6	9,7	0,634	0,426
	Engineering studies	10,0	12,9	0,203	0,653
<b>Training type</b>	Soft skills	35,6	18,5	2,694	0,101
	Hard skills	64,4	81,5		
<b>Language of the training</b>	Mother tongue	82,6	92,9	1,766	0,184
	Foreign language	17,4	7,1		
<b>Training duration</b>	0-5 h	14,4	12,9	0,045	0,831
	6-10 h	17,8	9,7	1,143	0,285
	11-20 h	8,9	25,8	5,751	0,016
	21-40 h	11,1	9,7	0,049	0,824
	41-120	11,1	6,5	0,560	0,454
	121 or more	25,6	25,8	0,001	0,978
<b>Was the training/course free to you? (co-financed by public/private/EU funds)</b>	Paid training	26,8	33,3	0,422	0,516
	Free training	73,2	66,7		
<b>Confirmation document</b>	Certificate	83,8	76,9	0,614	0,433
	Without certificate	16,2	23,1		

The results of the conducted analysis suggest that the selected groups differ only in terms of a few variables. These variables are: gender, level of education, the level of education on which respondents have participated in last training and training duration. Probably the main determinants of success may be participation in training at the same time as starting work, taking courses already in secondary school and participating in training courses lasting from 11 to 20 hours. Crucial element is also gender but this result may be specific for Polish context.

### 3. Summary

The aim of this report was to describe the result of a survey carried out in project partners countries and describe employee development in the labour market. The obtained results show that the success on the labour market may be the effect of several specific determinants. It would probably be hard to predict how the person will perform in the labour market by using single variables. Success on the labour market is most associated with: i.e. gender, level of education and training duration. However, the obtained results should be treated with caution due to the small size of the group and its homogeneity. The lack of strong relationships between the analysed variables may suggest that in the future a better solution would be to use more advanced statistical procedures with multidimensional and multilevel statistics.

The analysis conducted in the project and the data gathered by the partners allow to indicate crucial variables for career planning pathways and functioning on the labour market, as a guarantee for an employee' success.

Presented analysis shows that employers on the labour market are seeking both highly qualified workers and also those performing relatively simple jobs. The results of conducted analysis and explorations suggests that success on the labour market is probably the result of many variables.

The conducted survey shows that efficient functioning on the labour market may be connected with:

- gender
- level of education
- participation in training programmes while being employed
- training duration.

It is worth taking these predictors into account when designing the algorithm for the project's platform.

The analysis of the respondents' training experiences shows that usually the training they take part in is carried out in their country of origin and in their mother tongue. Courses/training

usually last up to 10 hours or over 120 hours, they end up with receiving a certificate and are usually provided for free. People usually enrol in courses/training when they are studying at university or working. The training topics are very diverse. They can be divided into topics related to soft and professional skills (which are more popular).

<sup>1</sup>Recognition of Qualifications, The official [Bologna Process webpage](#), 2007-2010, accessed 8.6.2016 <sup>2</sup>The overarching [framework of qualifications of the European Higher Education Area](#), Bergen 2005, The official Bologna Process website, July 2007 - June 2010, accessed 8.6.2016  
<sup>3</sup>ibidem

## **IV. Annex I – The survey template on individual career and training paths**

1. How old are you?

A: open-ended question

2. What is your gender?

A: male/female/other/ I would prefer not to share this information

3. In which country do you live?

A: Belgium/ France/ Italy/ Poland/ Spain/ other/ I would prefer not to share this information

4. In what city do you reside? (at this time, we don't collect data on a lot of different cities, so feel free to use a city close to you (if under 300km) or "Other" if no option matches your city even closely)

A: Ancona/ Antwerp/ Barcelona/ Brussels/ Lublin/ Lyon/Madrid/ Paris/ Warsaw/ other/ I would prefer not to share this information

5. What is your mother tongue?

A: Dutch/ French/ Italian/ Spanish/ English/ Polish/ other/ I would prefer not to share this information

6. What was your highest level of study before your last training/course?

A: None/ Primary/Secondary school/ Short term higher education (2-3y)/ Long term higher education (4-5y)/ Master/ PhD/ other/ I would prefer not to share this information

7. What is your highest level of study now? (after the last training/course you have followed)

A: None/ Primary/Secondary school/ Short term higher education (2-3y)/ Long term higher education (4-5y)/ Master/ PhD/ other/ I would prefer not to share this information

8. What was your daily job, previous to your last training?

A: unemployed/ student/ worker/ employee/ consultant/ manager/ other/ I would prefer not to share this information

9. What is your current job?

A: unemployed/ student/ worker/ employee/ consultant/ manager/ other/ I would prefer not to share this information

10. What is your income range (per year, in Euros)? (remember that this survey's answers are only used in a non-identifiable manner - we cannot identify who answered what at an individual level)

A: 0 - 10.000€/year, 10.001 - 20.000€/year, 20.001 - 30.000€/year, 30.001 - 40.000€/year, 40.001 - 50.000€/year, 50.001 - 75.000€/year, 75.001€/year or more, other/ I would prefer not to share this information

11. What was the title of your last training?

A: open-ended question

12. What was the name of the organization in which you followed this last training?

A: open-ended question

13. In which language did you follow this last training?

A: Dutch/ French/ Italian/ Spanish/ English/ Polish/ other/ I would prefer not to share this information

14. Can you share a link to, or paste here, the program of the training? (leave empty if you can't find it or don't want to share it)

A: open-ended question

15. In number of hours, what was the duration of this last training?

A: 0-5h, 6-10h, 11-20h, 21-40h, 21-120h, 121h and more, These options do not apply to my last training

16. In which months of which year did you follow this training (use the format "month/year - month/year", for example "09/2018 - 04/2019")

A: open-ended question

17. Was the training/course free to you? (if your organization or government paid for the training, please answer "Yes")

A: yes/ no/ other/ I would prefer not to share this information

18. Did this training provide any kind of official qualification/certification that could be useful to your professional career?

A: yes/no/ I don't know/ other/ I would prefer not to share this information

19. In which city did you follow this training? If you followed it online, use the "Online (Internet)" option.

A: Ancona/ Antwerp/ Barcelona/ Brussels/ Lublin/ Lyon/Madrid/ Paris/ Warsaw/ other/ I would prefer not to share this information

20. Optional: If you would like to allow us to keep you up to date on the progress of our project through a few e-mails over the next 3 years, please share your details with us, starting with your FULL NAME:

21. Optional: E-mail address

22. Optional: Name of your organization (if any)