



**SMARTLY**

## **R2 & R5 REVEALING THE POTENTIAL: GREEN AND DIGITAL PROFILING TOOLS**

14/11/2023

Hrvatski zavod za zapošljavanje / Croatian employment service



Co-funded by  
the European Union

## RESULT 2 - Enhanced profiling questionnaire for needs

- **Primary objective: to develop, test and adjust a profiling tool**
- Developed for youths (aged 16-29) from different educational levels and fields
- Objectives of the tool:
  - to gather information on attitudes, competences, and skills relevant to the Green and Digital industries
  - to provide a general recommendation for improvement

## RESULT 2 - Enhanced profiling questionnaire for needs

### Structure of the tool

#### 1. Demographic information

- Gender
- Age
- Country
- Preferred job
- Educational level
- Educational area



## RESULT 2 - Enhanced profiling questionnaire for neets

### 2. Digital tool

- 3 different forms of the tool (based on EQF level)
- 5 categories:
  - Communication and collaboration
  - Digital content creation
  - Information and data literacy
  - Problem solving
  - Safety

### 3. Green tool

- 8 categories:
  - Communication, collaboration, and creativity skills
  - Information skills
  - Assisting and caring skills
  - Management skills
  - Working with computer skills
  - Handling and moving skills
  - Constructing skills
  - Working with machinery and specialized equipment

## RESULT 2 - Enhanced profiling questionnaire for needs

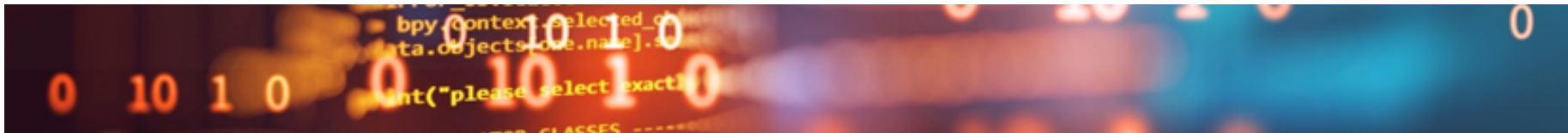
### 4. Feedback form

- Three sections:
  - Ease of use
  - Feedback and recommendations
  - Overall impressions



## R5 - Testing of Profiling with target group

- The tool developed within R2 was to be tested on 100 youths in NEET status
- Carried out in three countries: Malta, Croatia and Cyprus (translated into Croatian and Greek)
- Feedback gathered from PES staff and external providers

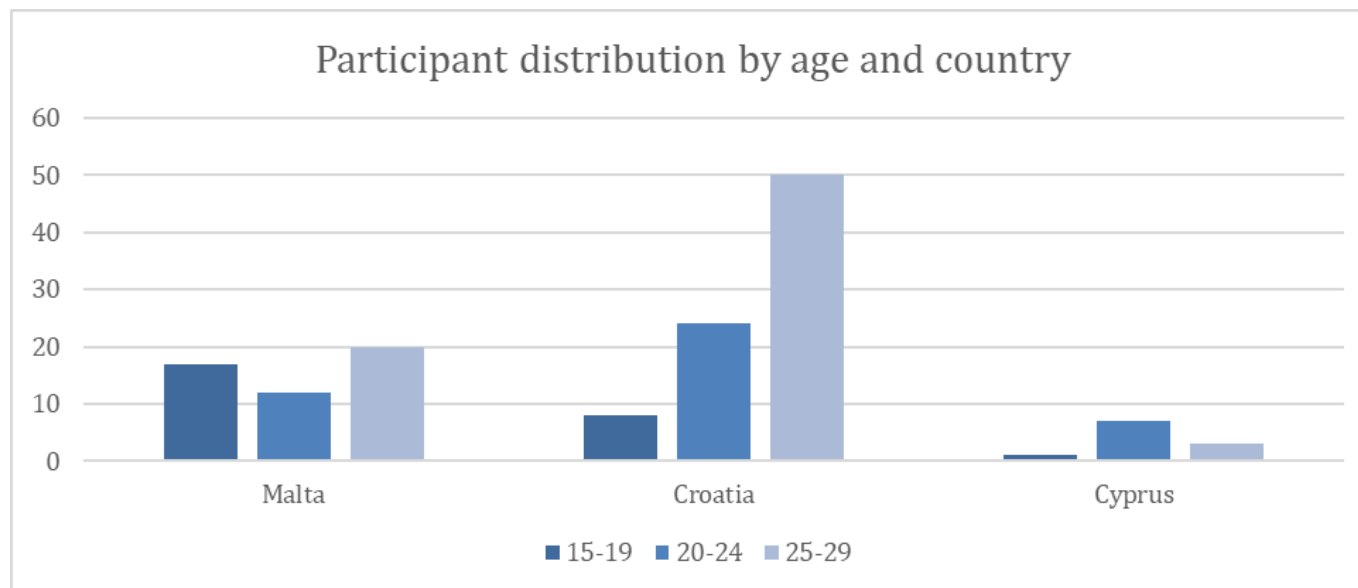


R5 - Results

# DIGITAL TOOL

- 142 completed questionnaires

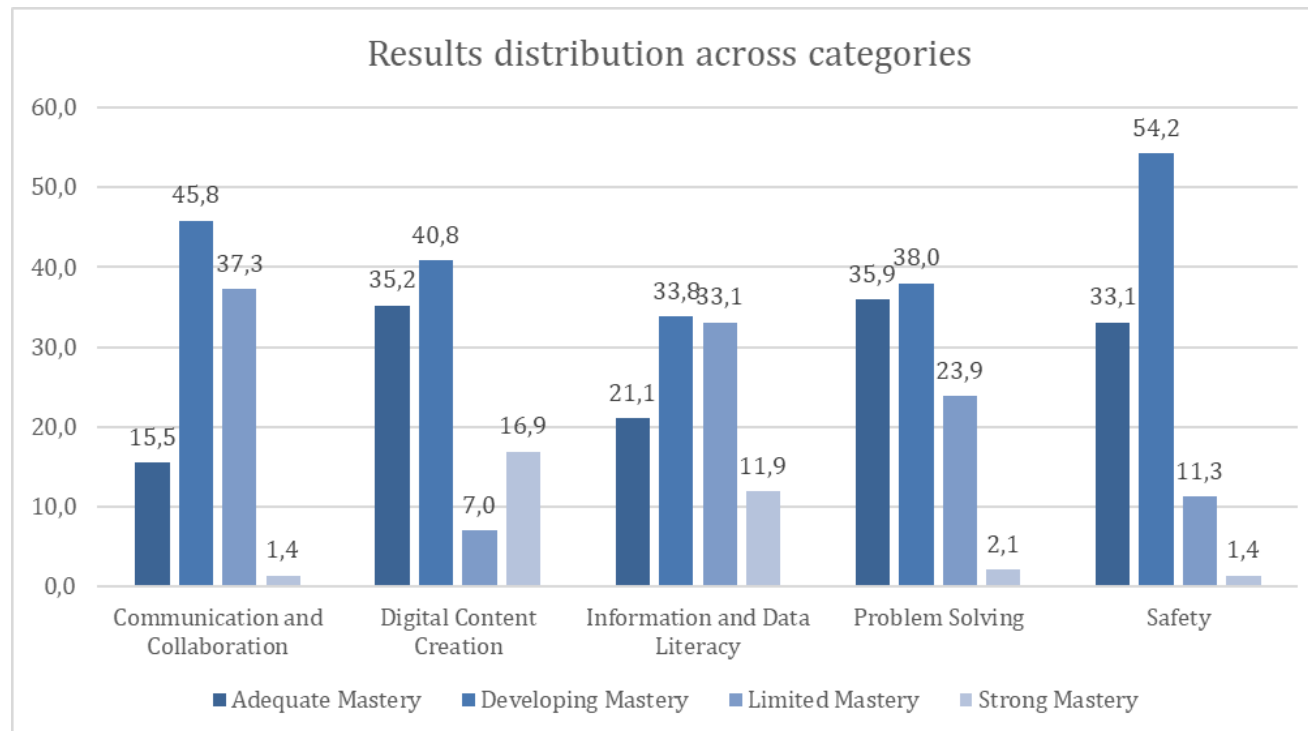
Country	Level 2	Level 4	Level 6	TOTAL
Malta	18	16	15	49
Croatia	27	8	47	82
Cyprus	4	1	6	11
<b>TOTAL</b>	<b>49</b>	<b>25</b>	<b>68</b>	<b>142</b>



## R5 - Results

### DIGITAL TOOL

- Participants could be placed in one of four categories:
  - Strong mastery of basic knowledge
  - Adequate mastery of basic knowledge
  - Developing mastery of basic knowledge
  - Limited mastery of basic knowledge





## R5 - Results

### DIGITAL TOOL

	LIMITED			DEVELOPING			ADEQUATE			STRONG		
	Croatia	Cyprus	Malta	Croatia	Cyprus	Malta	Croatia	Cyprus	Malta	Croatia	Cyprus	Malta
<b>COMMUNICATION &amp; COLLABORATION</b>	29	4	20	42	2	21	10	4	8	1	1	0
LEVEL 2	21	3	10	6	1	8	0	0	0	0	0	0
LEVEL 4	0	1	7	8	0	8	0	0	1	0	0	0
LEVEL 6	8	0	3	28	1	5	10	4	7	1	1	0
<b>DIGITAL CONTENT CREATION</b>	4	1	5	35	5	18	31	5	14	12	0	12
LEVEL 2	1	0	3	6	3	5	9	1	5	11	0	5
LEVEL 4	0	0	0	4	0	3	3	1	6	1	0	7
LEVEL 6	3	1	2	25	2	10	19	3	3	0	0	0
<b>INFORMATION &amp; DATA LITERACY</b>	29	4	14	28	3	17	15	1	14	10	3	4
LEVEL 2	20	3	12	7	1	6	0	0	0	0	0	0
LEVEL 4	3	0	1	1	1	8	2	0	5	2	0	2
LEVEL 6	6	1	1	20	1	3	13	1	9	8	3	2
<b>PROBLEM SOLVING</b>	16	3	15	56	5	16	31	3	17	2	0	1
LEVEL 2	5	2	3	10	2	8	10	0	6	2	0	1
LEVEL 4	0	0	6	3	1	3	5	0	7	0	0	0
LEVEL 6	11	1	6	20	2	5	16	3	4	0	0	0
<b>SAFETY</b>	10	1	5	42	5	30	29	5	13	1	0	1
LEVEL 2	4	0	5	9	1	10	14	3	3	0	0	0
LEVEL 4	0	0	0	1	0	6	6	1	9	1	0	1
LEVEL 6	6	1	0	32	4	14	9	1	1	0	0	0
<b>Grand Total</b>	<b>88</b>	<b>13</b>	<b>59</b>	<b>180</b>	<b>20</b>	<b>102</b>	<b>116</b>	<b>18</b>	<b>66</b>	<b>26</b>	<b>4</b>	<b>18</b>

## R5 - Results

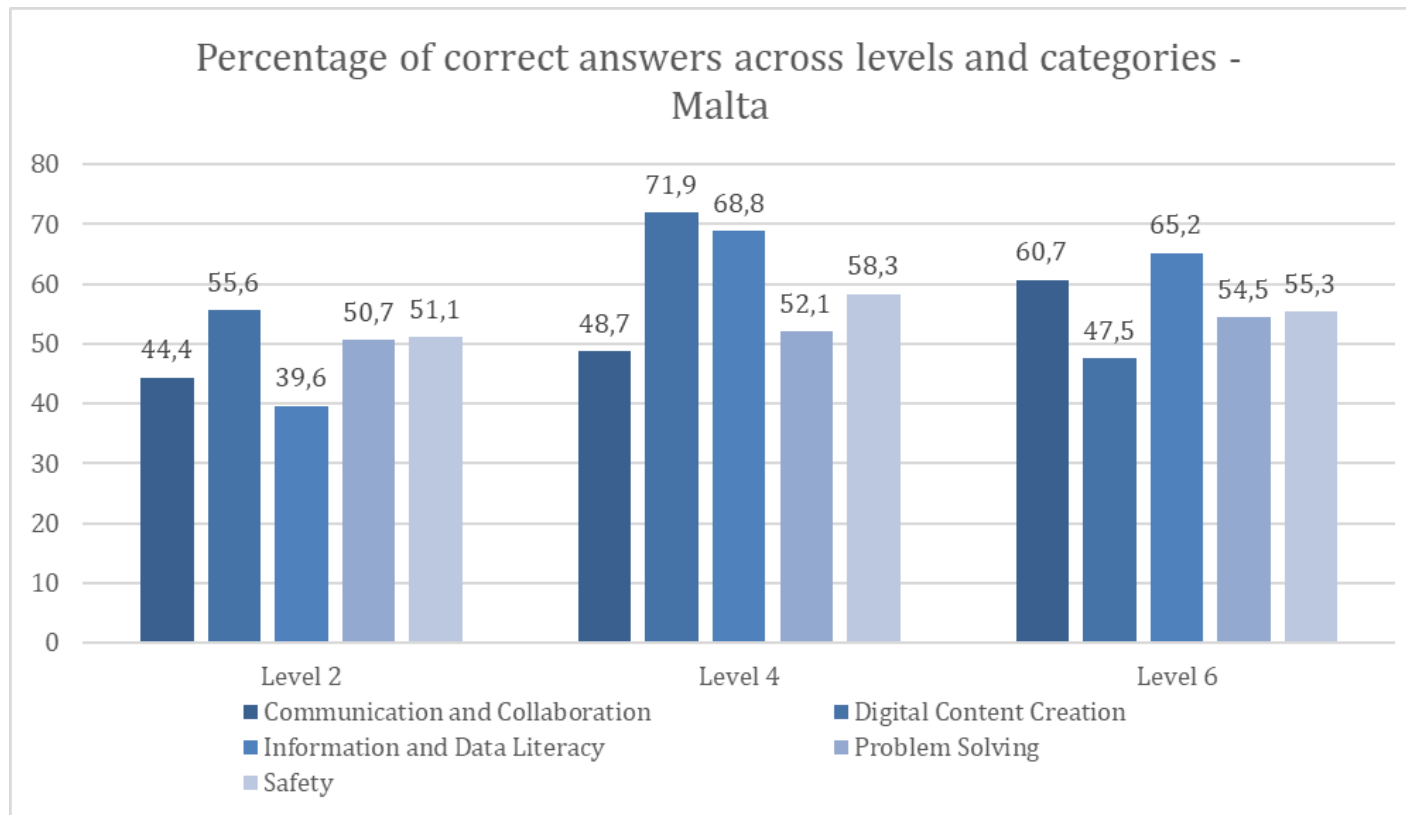
### DIGITAL TOOL

- Results were further analysed based on the percentage of correct answers by country and EQF level → bases for further recommendations
- Criteria used:
  - High level of knowledge: above 60% of correct answers
  - Poor knowledge: 40% and less of correct answers



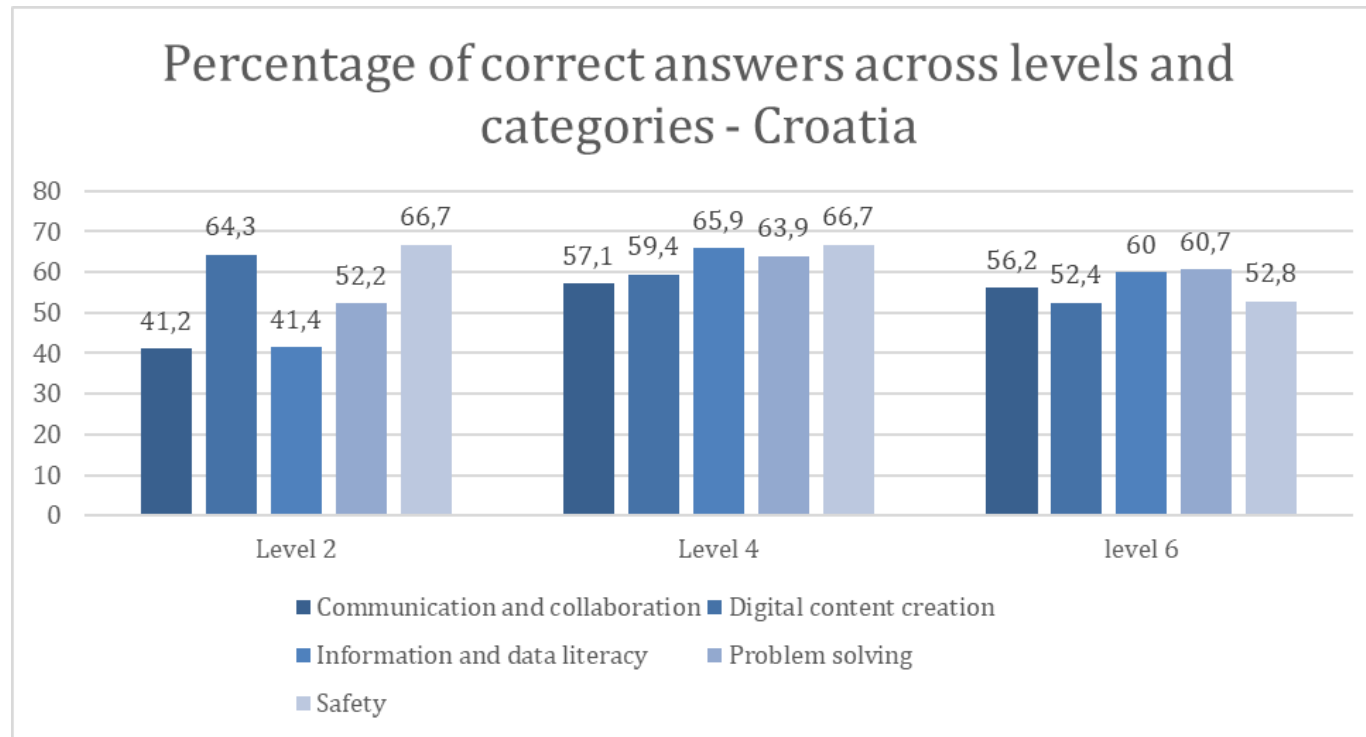
## R5 - Results

### DIGITAL TOOL



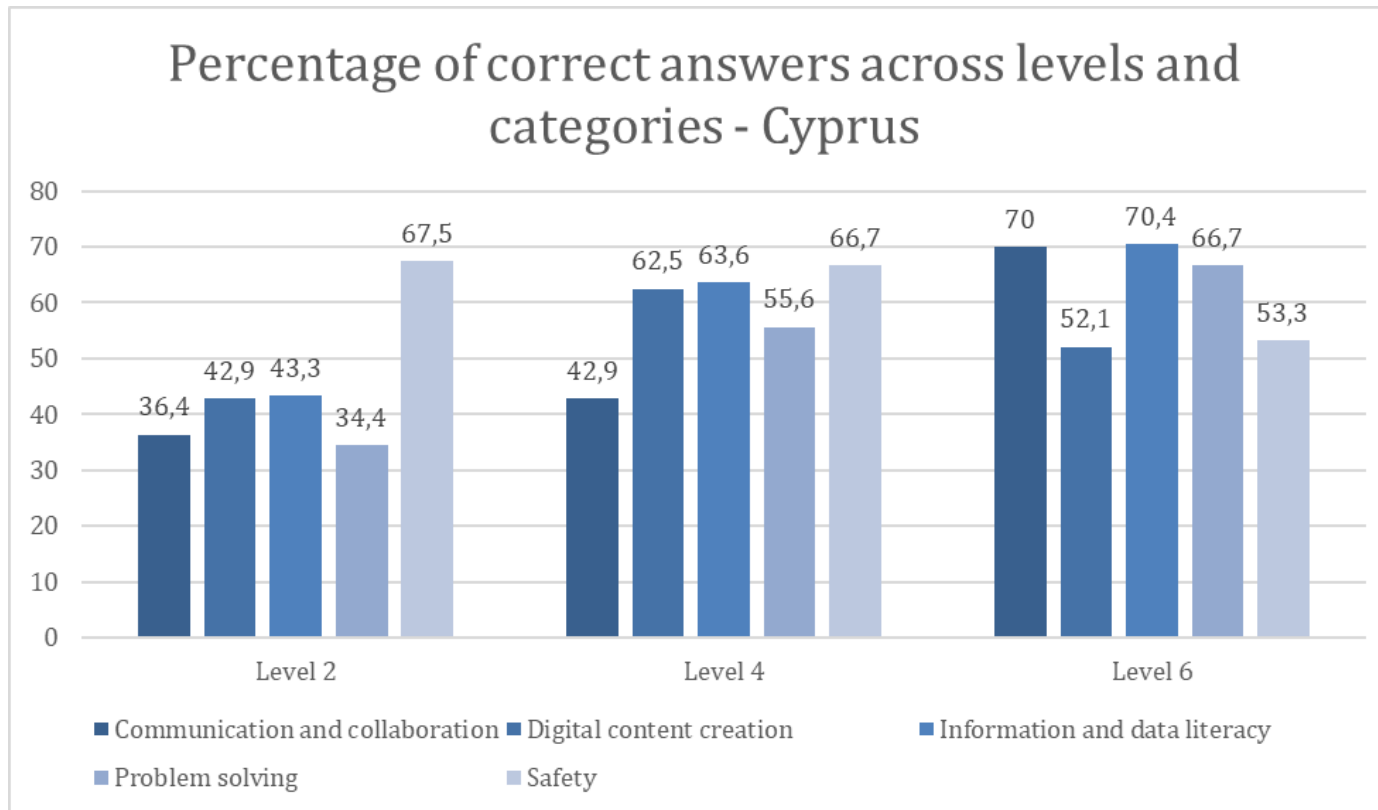
## R5 - Results

### DIGITAL TOOL



## R5 - Results

### DIGITAL TOOL

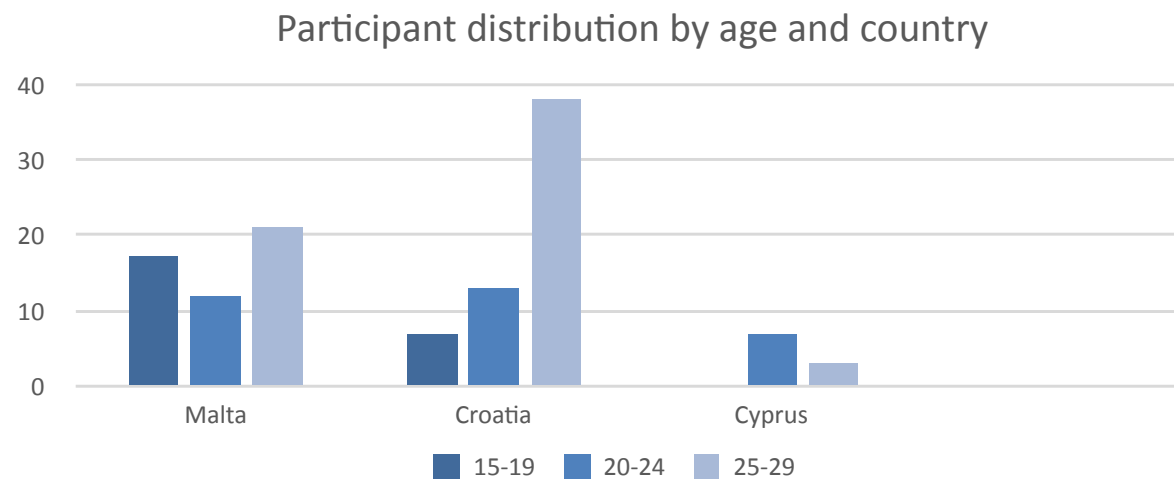


R5 - Results

# GREEN TOOL

- 115 completed questionnaires

Country	Number of participants
Malta	48
Croatia	57
Cyprus	10
<b>TOTAL</b>	<b>115</b>



## R5 - Results

### GREEN TOOL

- Participants could be placed in one of four categories:
  - Exceptional skill proficiency
  - Strong skill proficiency
  - Developing skill proficiency
  - Limited skill proficiency

## R5 - Results

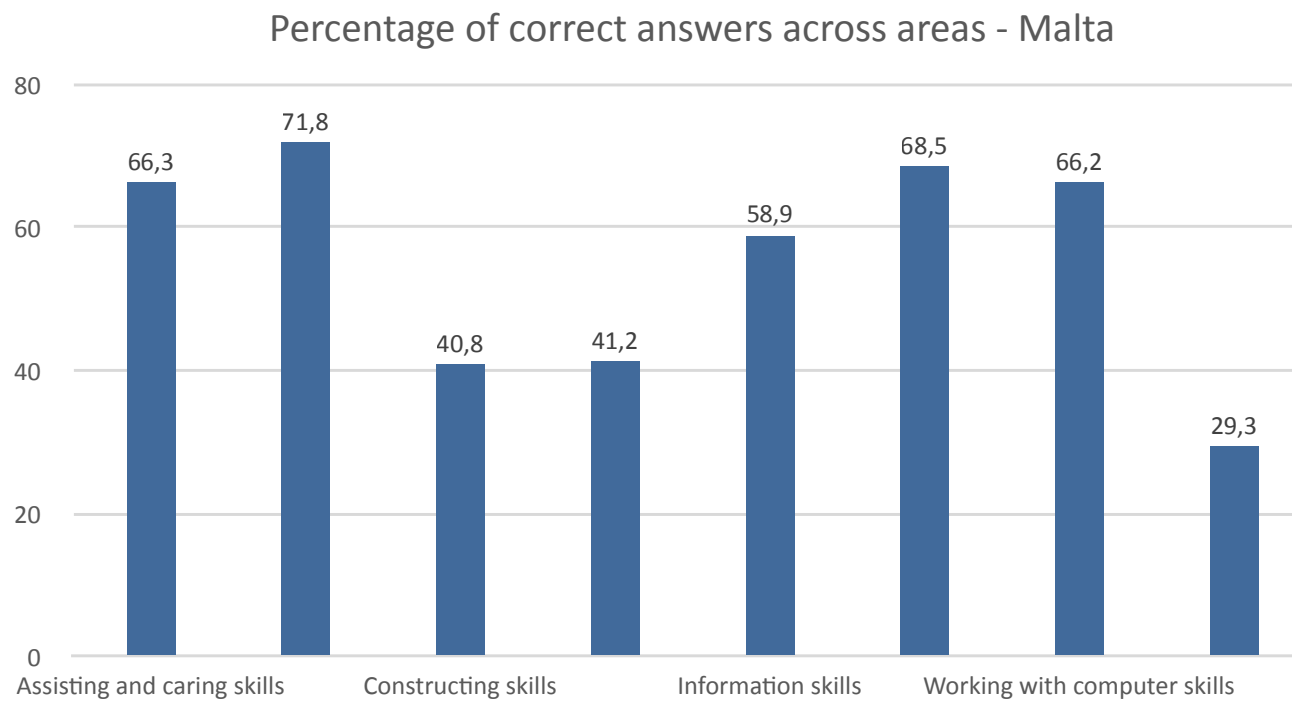
### GREEN TOOL

	EXCEPTIONAL			STRONG			DEVELOPING			LIMITED		
	Croatia	Cyprus	Malta	Croatia	Cyprus	Malta	Croatia	Cyprus	Malta	Croatia	Cyprus	Malta
Communication, collaboration, and creativity skills	3	1	5	36	6	32	18	3	8	0	0	3
Information skills	2	1	1	13	3	13	29	3	22	13	3	12
Assisting and caring skills	2	1	0	31	7	26	20	2	18	4	0	4
Management skills	2	0	0	38	6	36	17	4	10	0	0	2
Working with computer skills	5	1	1	30	2	26	17	5	17	5	2	4
Handling and moving skills	1	0	0	3	0	3	20	1	10	33	9	35
Constructing skills	2	0	0	3	0	4	9	1	6	43	9	38
Working with machinery and specialized equipment	0	0	1	4	0	0	2	1	4	51	9	43
<b>TOTAL</b>	<b>17</b>	<b>4</b>	<b>8</b>	<b>158</b>	<b>24</b>	<b>140</b>	<b>132</b>	<b>20</b>	<b>95</b>	<b>149</b>	<b>32</b>	<b>141</b>



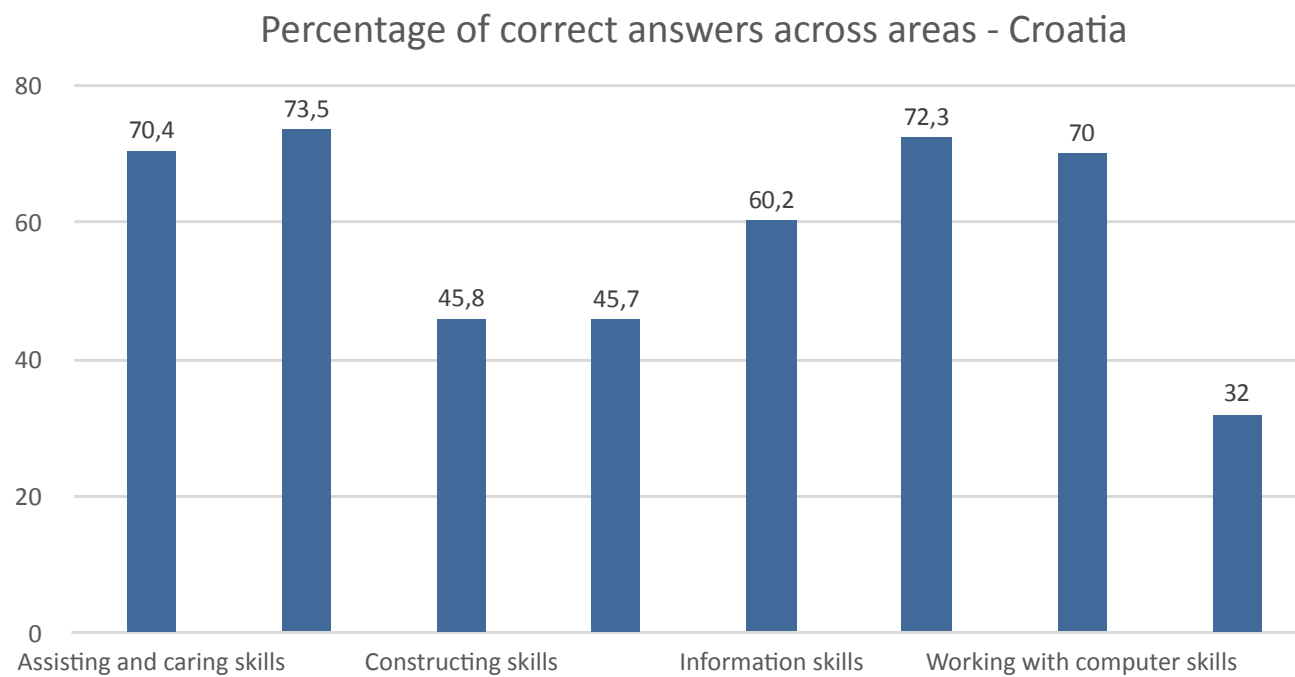
R5 - Results

GREEN TOOL



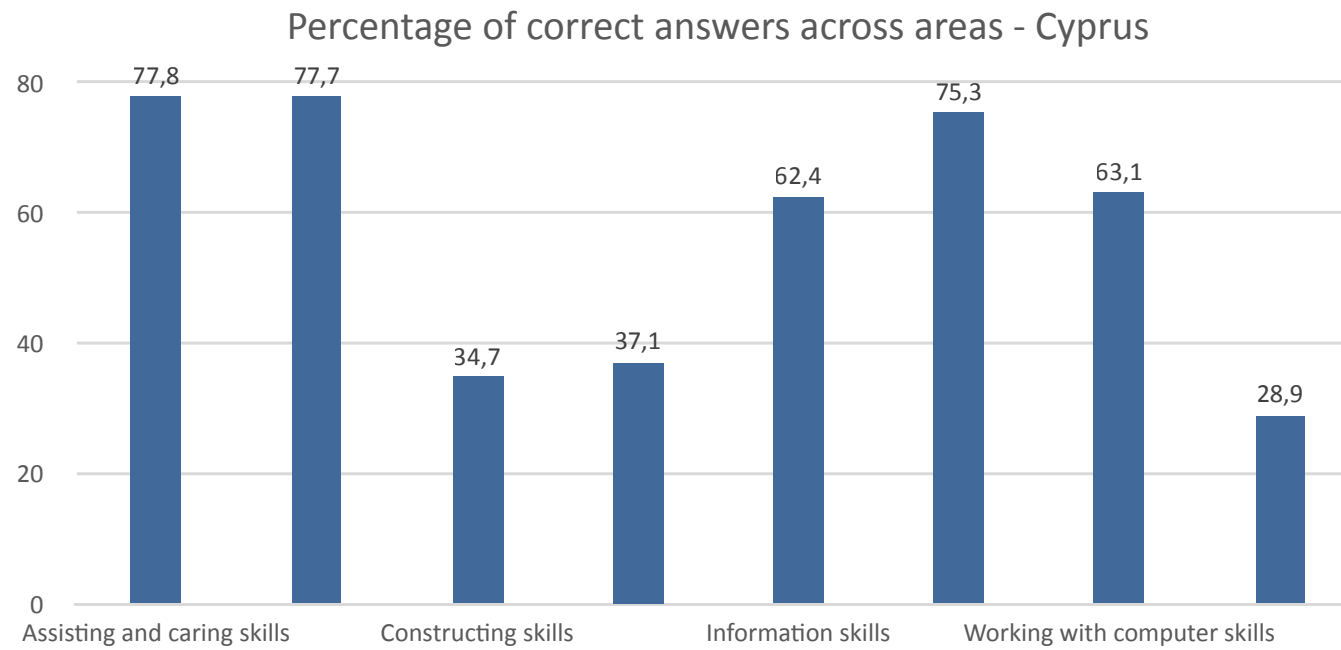
## R5 - Results

### GREEN TOOL



## R5 - Results

### GREEN TOOL



# R5 – Results

## FEEDBACK

- Mostly positive from both participants and experts
- Some recommendations for improvement

### Section A - Ease of Use

Please rank the below statements:

	1 (Strongly Disagree:	2 (Disagree)	3 (Neutral)	4 (Agree)	4 (Strongly Agree)
The tool's interface is intuitive and user-friendly.					
The instructions provided are clear and easy to follow.					
The contents of questions were clear and understandable.					
The questionnaire is of an appropriate length.					

### Section B - Feedback and Recommendations

Please rank the below statements:

	1 (Strongly Disagree:	2 (Disagree)	3 (Neutral)	4 (Agree)	4 (Strongly Agree)
The tool provides detailed feedback on my strengths and areas for improvement.					
The assessment results of the tool are relevant and beneficial for my personal and professional development.					

### Section C: Overall Impression

Please answer the below questions:

- Which sections of the questionnaire do you find particularly engaging and beneficial?
- Which sections of the questionnaire do you find less useful or redundant?
- Would you recommend it to others looking to assess their digital skills?

## R5 – Results

### FEEDBACK - RECOMMENDATIONS

#### DIGITAL TOOL

- HIGH PRIORITY: questions need to be made more understandable and logically compatible with the answers
- MEDIUM PRIORITY: to introduce a *save the answers* option; adjust feedback given to participants
- LOW PRIORITY: the tool should be shortened; some of the more complicated questions could be omitted

## R5 – Results

### FEEDBACK - RECOMMENDATIONS

#### GREEN TOOL

- MEDIUM PRIORITY: to introduce a *save the answers* option; adjust feedback given to participants
- LOW PRIORITY: the tool should be shortened; some of the more complicated questions could be omitted

skills highlighted by the tool are broader and more general than solely those related to the green economy → more specific questions could be introduced



# SMARTLY

**Thank you.**

Hrvatski zavod za zapošljavanje / Croatian Employment Service

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