Results
Focus Group 1 - PACE-VET

Example of protocolled results of the first focus group "recruiting". It was organized along the "Prolight & Sound" trade fair on 29. April 2022. The working language was German. Results of all focus groups are summarized in WP 1.2.

1. *How is the absence of formal qualifications among employees affecting your work? How important are formal qualifications in the hiring process?*

Results from the discussion:

External technical requirements	Execution of specific tasks (e.g. Fly System operation)
Legal security	large technical expertise + practical experience vs. basic knowledge Importance depends on specialization In the case of positions legally prescribed by law Proof of qualification in case of damage/accident
External Requirements (Business / Signalling)	Expansion of business activities Demanded by customer

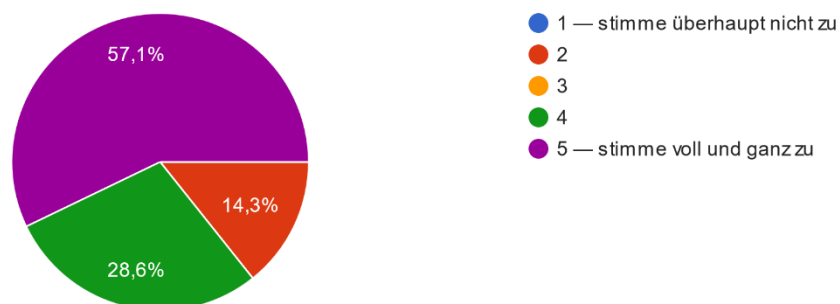| Informationasymmetries	Source of information Not so important in comparison to personal recommendations
Recruiting	Certifications Motivation for continuing training Absence of Skill Scans Proof of ability to learn Comparability of apllicants Potentially complicated selection process
Internal Business Perspective	Expectations of the firm vs expectations of employees Salary negotiations Grouping in collective agreement Salary grading

Small block of questions to be implemented via Sli.do. The idea is to shift the focus of the discussion away from the problem (qualifications and education) and concentrate on the solution (PACE-VET digital LifeLongLearning Infrastructure).

"Partial Certifications can positively contribute to the personnel recruiting in businesses"

Blue = I strongly disagree; Pink = I completely agree

Teilzertifizierungen können einen positiven Beitrag zur Personalrekrutierung in Unternehmen leisten
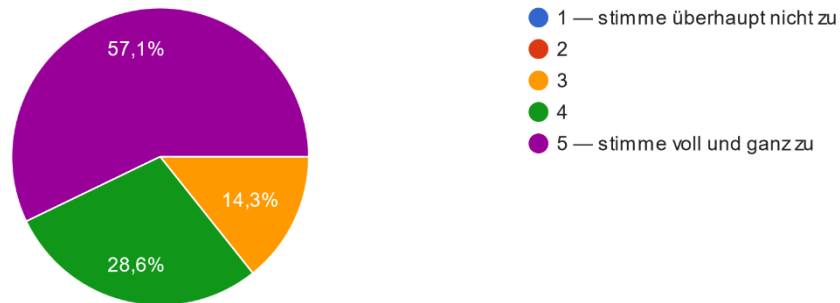7 Antworten

- 1 — stimme überhaupt nicht zu
- 2
- 3
- 4
- 5 — stimme voll und ganz zu

57,1%
14,3%
28,6%

"For our company it seems sensible to use partial certifications"

Blue = I strongly disagree; Pink = I completely agree

Für unser Unternehmen erscheint es sinnvoll, Teilzertifizierungen zu nutzen
7 Antworten

- 1 — stimme überhaupt nicht zu
- 2
- 3
- 4
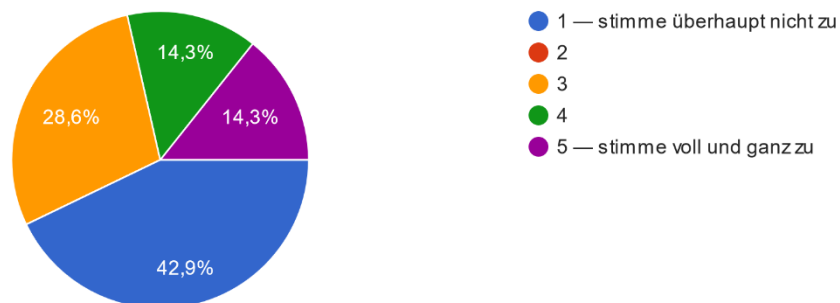- 5 — stimme voll und ganz zu

57,1%
14,3%
28,6%

"Our company has the necessary infrastructure and technology to strategically use partial certifications"

Blue = I strongly disagree; Pink = I completely agree

In unserem Unternehmen ist die notwendige Infrastruktur und Technologie vorhanden, um Teilzertifizierungen strategisch nutzen zu können
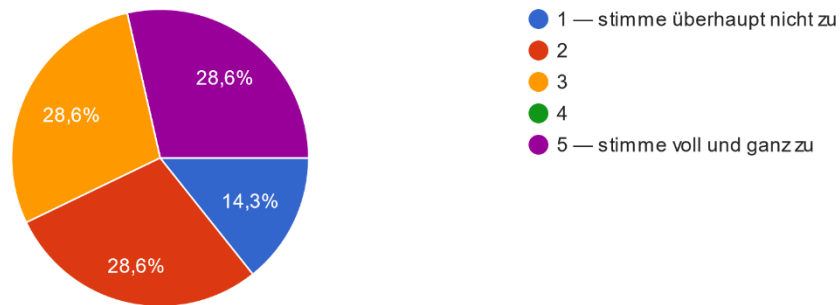7 Antworten

- 1 — stimme überhaupt nicht zu
- 2
- 3
- 4
- 5 — stimme voll und ganz zu

14,3%
28,6%
14,3%
42,9%

"Our company has an infrastructure and processes in place to record and strategically use partial certifications"

Blue = I strongly disagree; Pink = I completely agree

In unserem Unternehmen gibt es eine Infrastruktur und Prozesse, um (Teil-)Zertifizierungen zu erfassen und strategisch zu nutzen
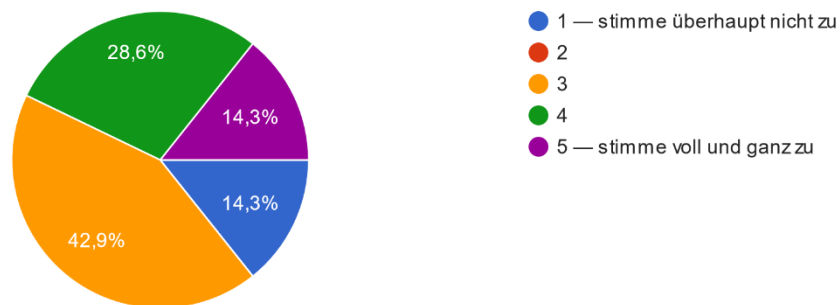7 Antworten

- 1 — stimme überhaupt nicht zu
- 2
- 3
- 4
- 5 — stimme voll und ganz zu

"Currently used technologies can be adapted to use partial certifications"

Blue = I strongly disagree; Pink = I completely agree

Derzeit verwendete Technologien können für die Nutzung von Teilzertifizierungen angepasst werden
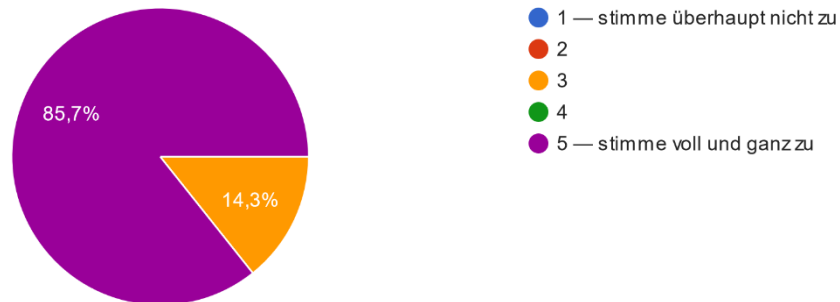7 Antworten

- 1 — stimme überhaupt nicht zu
- 2
- 3
- 4
- 5 — stimme voll und ganz zu

PACE
VET

"Lifelong learning will play an important role in our company in the future"

Blue = I strongly disagree; Pink = I completely agree

Lebenslanges Lernen wird in unserem Unternehmen in Zukunft eine wichtige Rolle spielen
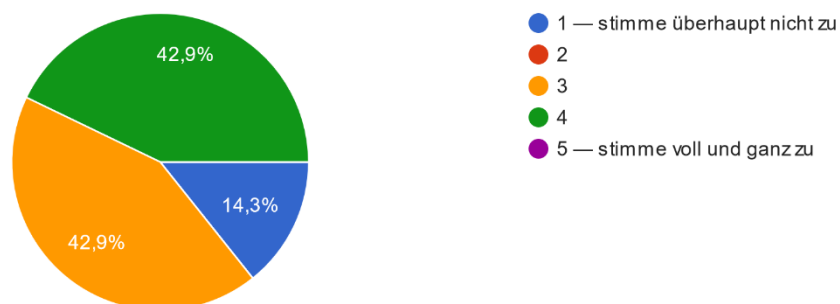7 Antworten

- 1 — stimme überhaupt nicht zu
- 2
- 3
- 4
- 5 — stimme voll und ganz zu

85,7%
14,3%

"Skills portfolios (evidence of learning outcomes: videos, photos, audio files) provide better information than formal qualifications"

Blue = I strongly disagree; Pink = I completely agree

Skills-Portfolios (Nachweis von Lernergebnissen: Videos, Fotos, Audiodateien) liefern bessere Informationen als formale Qualifikationen
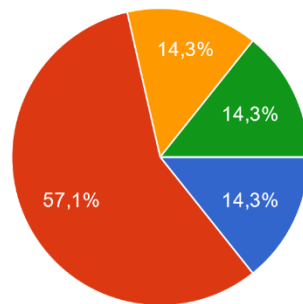7 Antworten

- 1 — stimme überhaupt nicht zu
- 2
- 3
- 4
- 5 — stimme voll und ganz zu

42,9%
14,3%
42,9%

"Formal qualifications provide me with all the information I need in the recruitment process"

Blue = I strongly disagree; Pink = I completely agree

Formale Qualifikationen liefern mir im Einstellungsprozess alle Informationen, die ich im Einstellungsprozess brauche

7 Antworten

- 1 — stimme überhaupt nicht zu
- 2
- 3
- 4
- 5 — stimme voll und ganz zu

"Formal qualifications provide me with all the information I need in the recruitment process"

Blue = I strongly disagree; Pink = I completely agree

3. *Digital infrastructure for lifelong learning:*
What features would an application for the documentation of lifelong learning need to
have to be attractive for routine usage?
~ 40 min

Results from the discussion:

Sustainable Transparency

„Assessability" of contents

Spread of Qualification of providers of a measure

Precise questioning → comparability

Validity