

Summary report on the results of the Knowledge, Attitudes and Practices (KAP) Survey on Educational Workplace-Based Training (EWBT)

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The Noemí Project has assumed the challenge of working to change the negative perceptions among certain stakeholders which impede the practice of workplace-based training (WBT). The project's advocacy and outreach strategy is aimed at raising awareness and deconstructing and/or disarming existing prejudices, in order to create better conditions for the educational and occupational inclusion of adolescents and youth in situations of social vulnerability, and to promote accessible WBT opportunities.

In this sense, in order to evaluate the impact of the communication/awareness-raising efforts and the implementation of the Noemí Project on the perceptions, attitudes and practices of the stakeholders involved in the different phases of the project, it conducted a survey in order to measure these changes.

Methodological note

This study employed a quantitative methodological approach, based on a survey administered to an intentional sample of actors involved in the project. 206 individuals were surveyed in the 4 jurisdictions where Noemi is being implemented and at the national level.

The survey was designed based on the methodology developed by the WHO for surveys to assess knowledge, attitudes and practices (KAP). One unique aspect of the questionnaire is that it contains retrospective questions, aimed at identifying the knowledge, attitudes and practices of the different stakeholders before participating in the Noemí Project.

Among other things, the study was focused on two indicators that were specifically requested by USDOL:

- # of relevant stakeholders who changed their attitudes toward EWBT for adolescents and youth in situations of social vulnerability.
- # of relevant stakeholders who expanded their knowledge about EWBT for adolescents and youth in situations of social vulnerability.

PRELIMINARY RESULTS

Changes in perceptions about EWBT

The project achieved an impact on the perception of EWBT among 42.3% of stakeholders involved in the project over these years. The breakdown of the data indicates that:

- 25% of stakeholders interviewed either currently strongly disagree or somewhat disagree with EWBT positions (internships/apprenticeships) being considered an employer/employee relationship, and previously had a different opinion. This change in perception reaches 29.4% of implementing organizations.
- 36.5% of interviewees agree or strongly agree that EWBT programs should be managed by the school, because their purpose is educational, and held a different opinion previously. The biggest changes were again reported by the implementing organizations (47.1%), followed by youth (27.7%).
- 19.2% of stakeholders interviewed currently strongly disagree or somewhat disagree that EWBT should be managed by the company or workplace, because its purpose is to train workers, and held a different opinion before. 23.5% of implementing organizations reported a change in perception on this question.
- 25% of interviewees currently strongly disagree or somewhat disagree that EWBT should be done in school, and previously held a different opinion. 27.7% of young people interviewed changed their opinion on this issue.
- 7.7% of stakeholders interviewed currently strongly agree or agree that EWBT placements should be protected under the framework of a legal agreement between the parties, and had a different opinion before. This change in perception occurred among 6.4% of young people interviewed.
- 36.5% of interviewees stated that they strongly agree or agree that EWBT experiences offer knowledge, skills and attitudes that can only be obtained in the real-world context of the workplace, while previously their opinion was different. This change in perception was registered most commonly among government stakeholders: 38.9%.
- 40.4% of interviewees said that they strongly disagree or somewhat disagree that EWBT positions place an excessive workload and time demands on young people, while previously they held a different opinion. Among educational stakeholders, this change was recorded in 26.5% of respondents.
- 32.7% of interviewees said that they strongly disagree or somewhat disagree that EWBT is waste of time and energy for companies/cooperatives, and had previously held a different opinion. The percentage change among young people on this question was 30.9%.

Changes in practices related to EWBT

The data on the changes in the practices or measures that the different actors have taken after participating in the Noemí Project show that:

- 100% of employers interviewed adopted at least some of the following measures: receive additional young people to carry out internships; issue EWBT certificates; encourage other

companies or workplaces to take in young people as interns/apprentices, change their assessment of school or of the young people themselves.

- 100% of those interviewed from educational institutions indicated that they would support students to participate in EWBT, encourage other schools to offer internship programs, change their teaching practice and change their attitude toward companies.

- 96.9% of participating young people would recommend that their friends or classmates seek employment or work at companies or organizations that they didn't consider before, continue on to higher education, changed their opinion about companies, the school.

- 40% of social organizations, unions, government institutions and universities that worked with Noemi indicated that they would tell other organizations or individuals about the benefits of EWBT.

Increased knowledge about EWBT

59.6% of stakeholders report that they increased their knowledge of at least one of the following topics: the minimum age for participating in EWBT, legal-regulatory framework and governmental and social programs. The largest change occurred in relation to the minimum legal age for EWBT (50%) and the legal framework (48%), followed to a lesser extent by knowledge of state EWBT programs (28.9%).

An analysis of these indicators by type of stakeholder demonstrates that the implementing organizations experienced the greatest reported increase in knowledge (approximately 76.5% of these organizations expanded their knowledge about some or all of the above-mentioned aspects). In addition, aside from this group, the largest impact in terms of increased knowledge about the minimum legal age to do EWBT occurred among government entities (33.3%), followed by employers (27.8%) and participating young people (27.7%). The project had the greatest impact in terms of educating stakeholders about the legal and regulatory framework for EWBT among educational institutions (41.2%), followed by participating youth (29.8%). Finally, the increase in knowledge about social programs was most felt among educational institutions (32.4%).