



IDÍLICA
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COMPARISON BETWEEN COMPANIES AND YOUTH

YOUTH & EMPOWERMENT

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1. INTRODUCTION

This report complements the reports on youth and companies, providing a brief comparison between them. We believe its content is valuable both for justifying the need for the proposed training in the project and for understanding the differences in the perception of both groups regarding the performance of professionals with little or no work experience. These differences offer us insights to tailor the training content.

Before we delve into the comparison itself, we would like to emphasize that Idilica, the consortium entity with closer contact to companies, has encountered difficulties in reaching young individuals (for survey participation and interviews), whereas KANE, which has more interaction with young individuals, has faced the same problem, but with companies. **This highlights the gap between the worlds of young individuals and companies,** simultaneously demonstrating the consortium's need to effectively reach all segments.

2. COMPARISON OF YOUTH AND COMPANIES SURVEYS

In general, the most significant aspect observed is a significant difference between the self-perception of young individuals and the perception of companies about young individuals. This dissonance can be especially observed in the rating questions related to specific tasks within a company. While young individuals tend to rate their performance positively, companies give lower ratings.

The following section will discuss the different perceptions of young individuals and companies in the questions common to both surveys.

2.1. How much time do you think a person with little or no work experience needs to be able to perform their tasks at the level of their more experienced colleagues within a company?

Regarding the time young individuals and companies believe is needed to reach the level of experienced colleagues, there are some discrepancies: 56,1% of young individuals think that they can achieve that level in 1 to 3 months, while only 22% of companies share this view. The period where they are closest in alignment is the range of 3 to 6 months: 18,9% of surveyed young individuals and 13% of companies believe that reaching the level of experienced colleagues is achievable in this timeframe. 7,4% of young individuals think it takes between 6 months and 1 year to reach that level, whereas 42% of companies consider this to be the necessary time frame. Finally, only 4,5% of the surveyed young individuals

believe it takes more than a year to reach that level of experience, while 20% of companies deem this length of time necessary to attain an experience level comparable to experienced colleagues. While most young individuals believe they don't need as much time to assimilate their experience to that of their more seasoned peers, companies hold the opposite opinion.

2.2. Comparison regarding the preparedness of a person with little or no work experience concerning the performance of specific tasks.

2.2.1. Holding a meeting with a client

73% of the interviewed young individuals believe they are prepared for this situation, possessing the necessary skills to ensure effective communication and good interactions with customers. However, when we look at the companies' perception in this regard, the view is opposite: 13.3% of the surveyed companies consider that young individuals are adequately prepared to face this situation.

2.2.2. Write an email to a client

In this case, more than 80% of the young participants in the survey believe they can write an email to a client correctly, emphasizing their abilities to communicate their ideas accurately and effectively. However, when we look at the companies' perception in this regard, they have another vision of this situation. Only 37,7% of the companies consider that they are prepared for this activity.

2.2.3. Participate actively in an internal team meeting

More than 75% of the surveyed young individuals believe they are prepared to face this situation, demonstrating abilities to participate in debates and team decision-making. In the case of companies, opinions are very evenly split, with 46% of them believing that young people are indeed qualified to successfully perform this task.

2.2.4. Understand a payroll

75,4% of young individuals believe they have a sufficient level to understand the complexity of a payroll, although there is also a notable number of young individuals who admit to not having these capabilities at all. However, companies' opinion is that young individuals' understanding of a payroll is insufficient, with the majority scoring below passing, and even a significant percentage believe that young individuals have no understanding of these concepts at all. Only 28.8% of companies have a positive opinion in this regard.

2.2.5. Manage a crisis

A high percentage of young individuals (71.3%) believe they have the skills to manage a crisis within the company effectively. It is striking that the opinion of the interviewed companies is exactly the opposite, as the vast majority (86.7%) believe that young individuals do not have sufficient capabilities to handle a crisis.

2.2.6. Understand the strategic objectives of the company

Once again, the opinion of the vast majority of young individuals (76.6%) is that they can understand the strategic objectives of the company and, therefore, align their work and goals with a broader organizational vision, contributing to the overall strategic direction. Companies' opinions on this matter hover around a passing grade, being more negative than young individuals' self-perception, with only 33.3% considering that young individuals can perform this task successfully.

2.2.7. Prioritize its work autonomously

Nearly 80% of the interviewed young individuals believe they have the ability to independently prioritize their tasks and responsibilities at work. In contrast, companies express that only 22.2% of young people are equipped to do so, highlighting a significant discrepancy between young individuals' perception and companies' evaluation of this skill.

2.2.8. Assume a critique of its work

The 81% of surveyed young individuals claim they are capable of receiving constructive criticism in the workplace. They feel comfortable with the feedback they receive to enhance their performance, demonstrating a growth-oriented mindset. Regarding the opinions of companies, they show considerable variation, with 46.6% considering that young individuals are qualified to do so.

2.2.9. Writing a business proposal

In this case, it is noteworthy that almost 80% of young individuals (75.4%) believe they can successfully make a business proposal. This data contrasts significantly with the opinion of the companies, as only 13.3% consider that young people can do it adequately.

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