



Questionnaire for individuals aged 50+ years

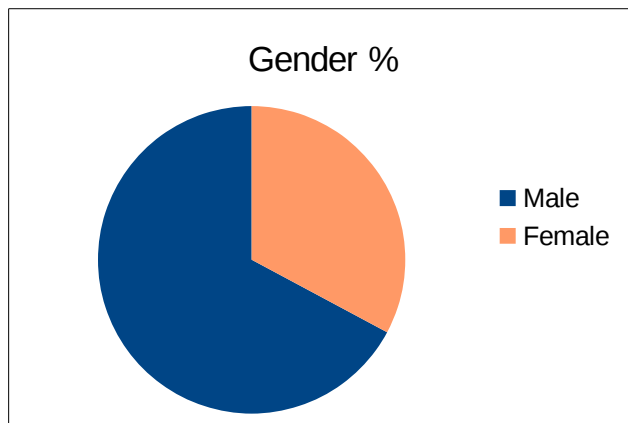
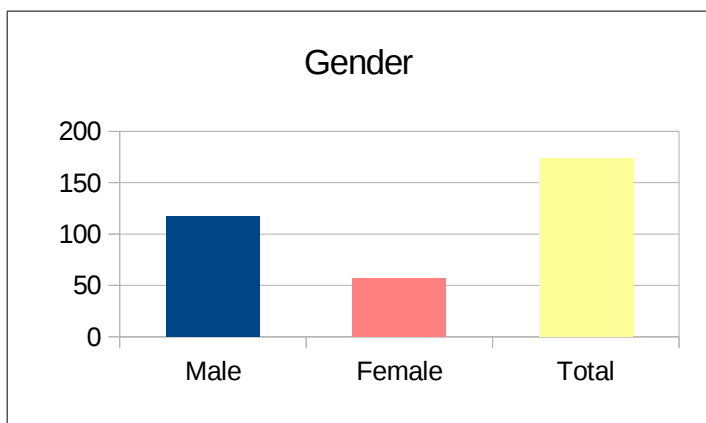
Part A' – Demographic Information (for statistical purposes only)

To sum up, we confirm that the total number of students who has responded to the survey is 174.

Also, they are in their 50s - 60s, have attended to college and currently have a paid job.

Gender

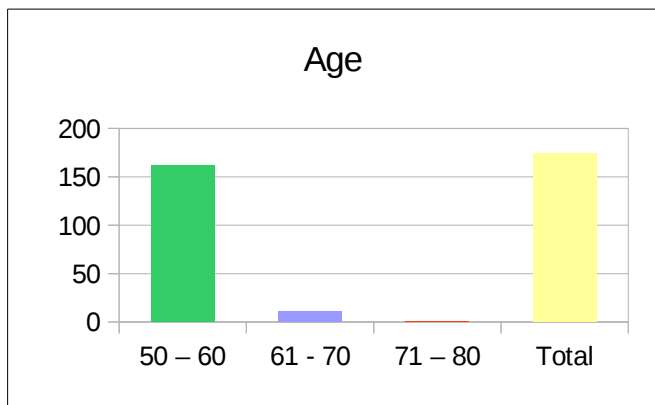
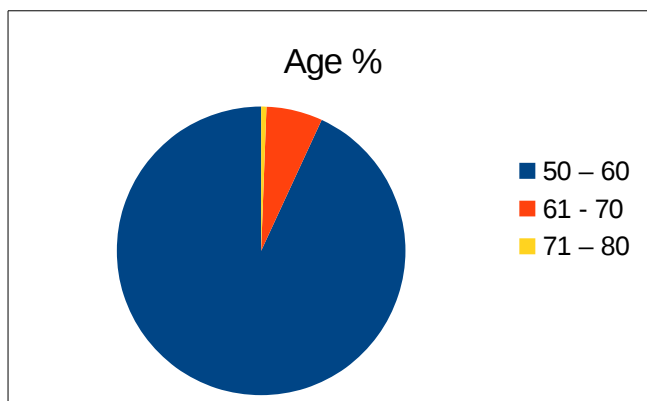
Gender	Nº of People	%
Male	117	67,20%
Female	57	32,80%
Total	174	100,00%



The total amount of students who have answered the questionnaire is on one hand 67.2% of male, and in the other hand 32.8% women.

Age

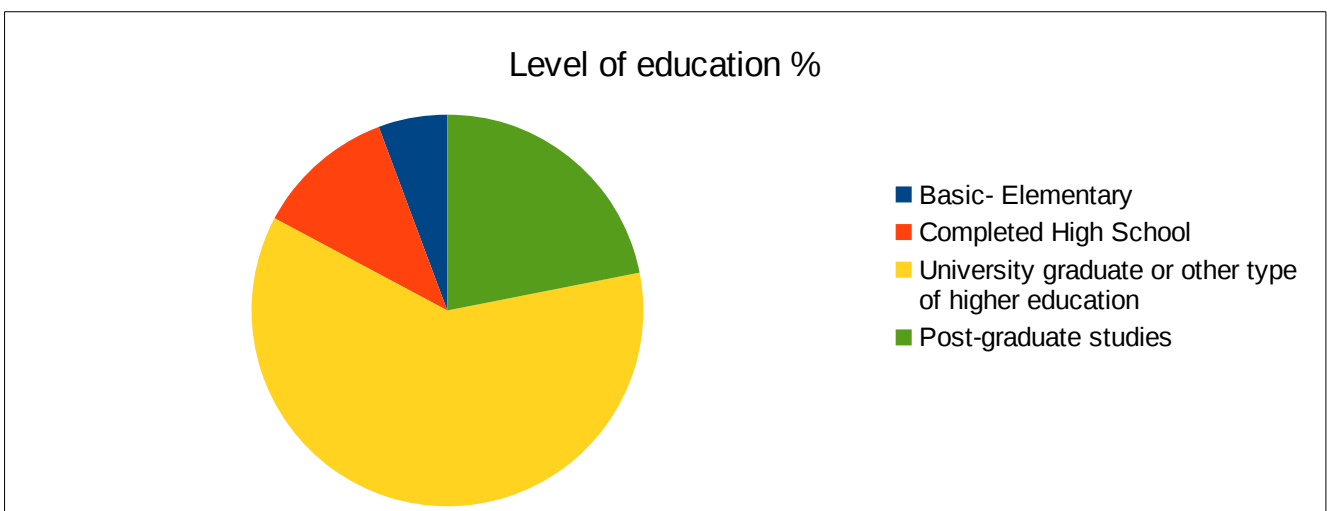
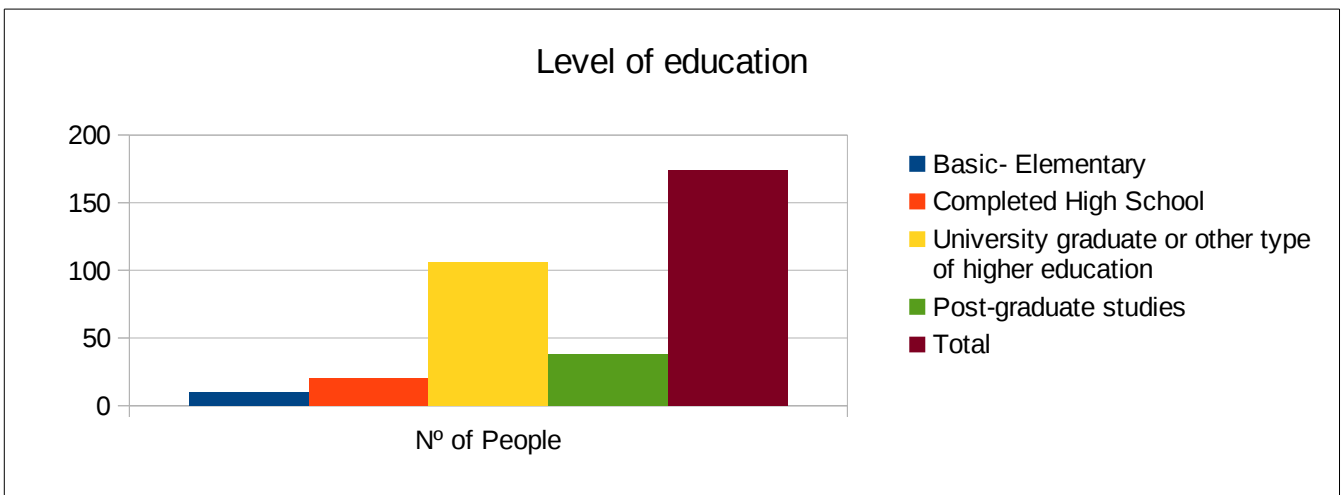
Age	Nº of People	%
50 – 60	162	93,10%
61 - 70	11	6,30%
71 – 80	1	0,60%
Total	174	100,00%



The graphs shows that our students over 50 are within an age range of 50-60 years old.

Level of education

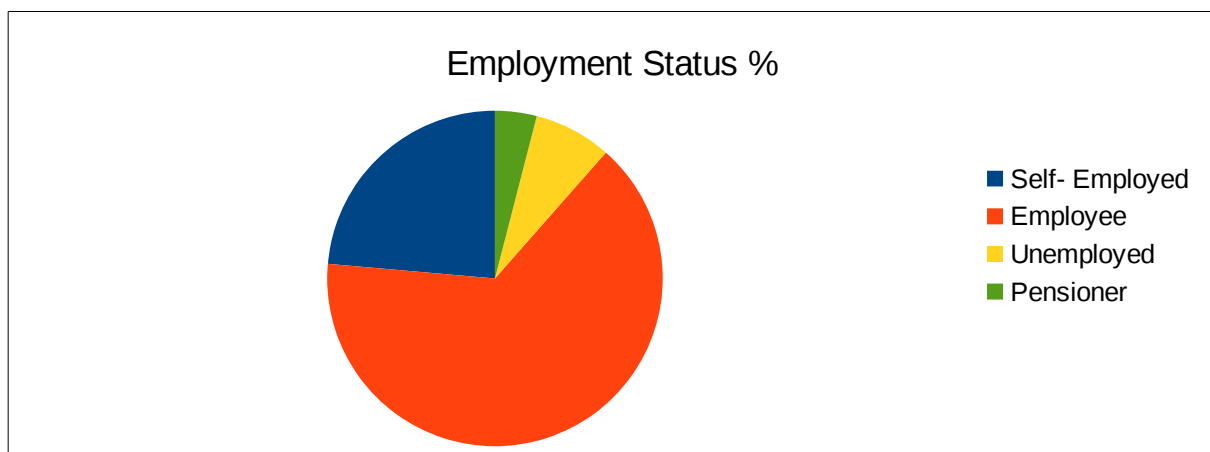
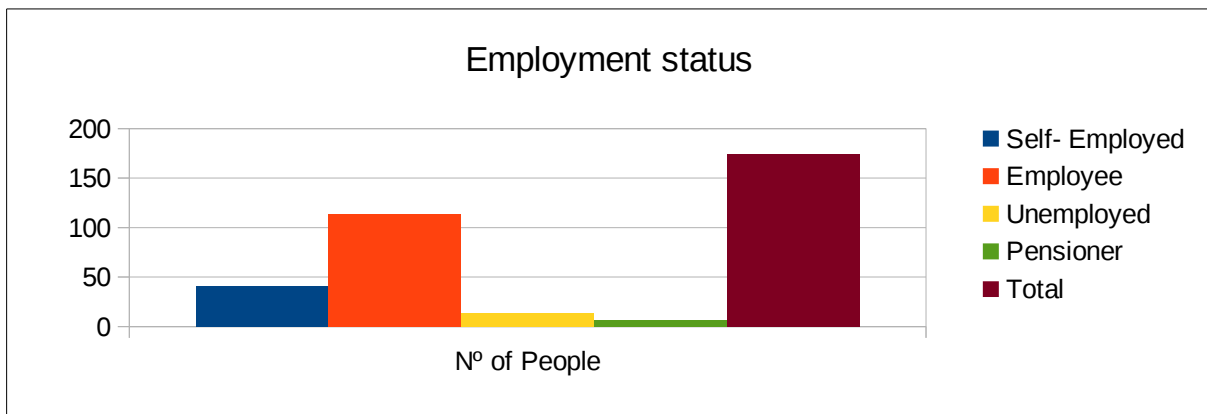
Level of education	Nº of People	%
Basic- Elementary	10	5,70%
Completed High School	20	11,50%
University graduate or other type of higher education	106	60,90%
Post-graduate studies	38	21,90%
Total	174	100,00%



The graph shows that the majority of respondents possess a higher education level (graduates and postgraduates) and just a small minority of the respondents have an elementary level.

Employment status

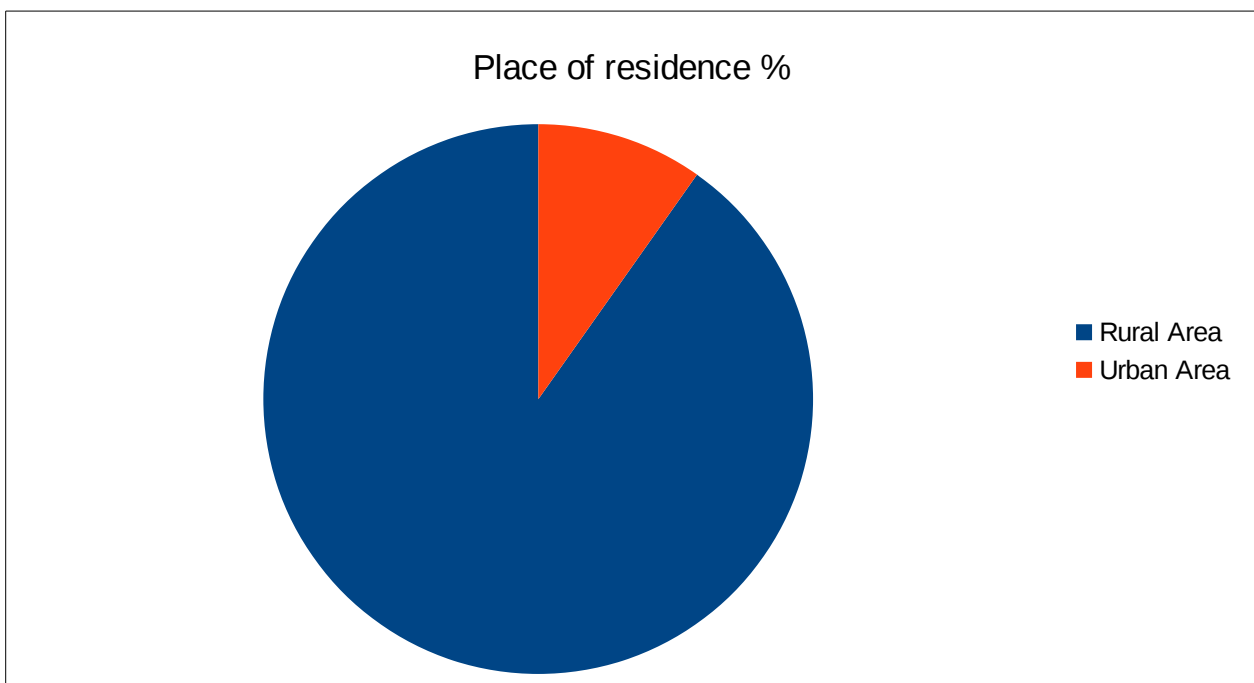
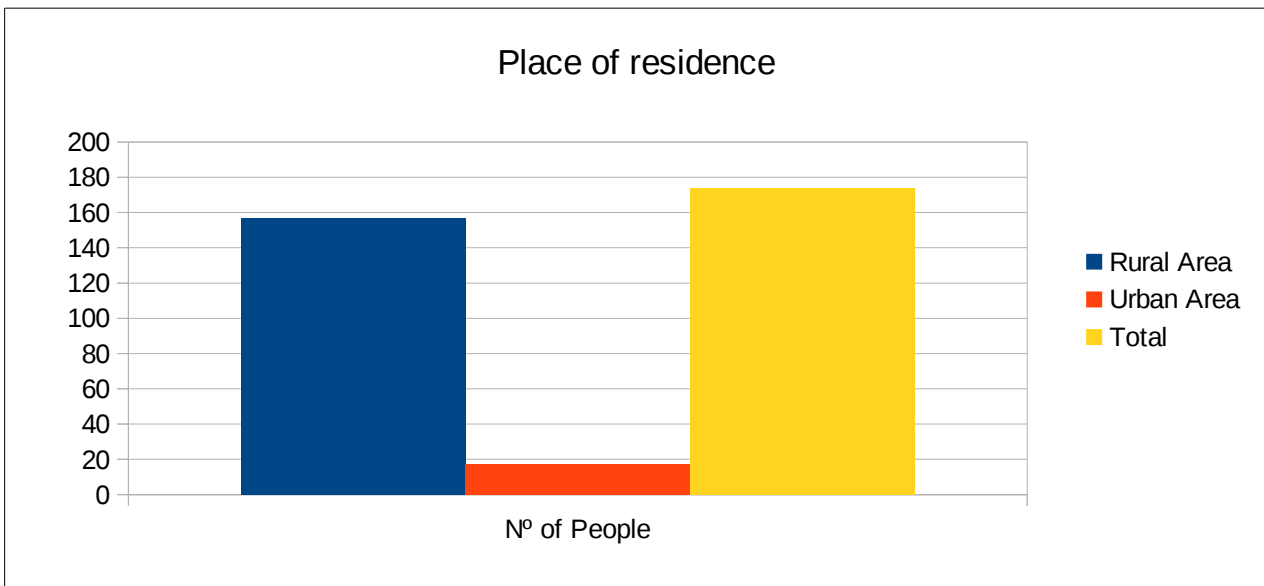
Employment Status	Nº of People	%
Self- Employed	41	23,60%
Employee	113	64,90%
Unemployed	13	7,50%
Pensioner	7	4,00%
Total	174	100,00%



According to the data obtained in the surveys, we found that most of our students over 50, are actively employed.

Place of residence

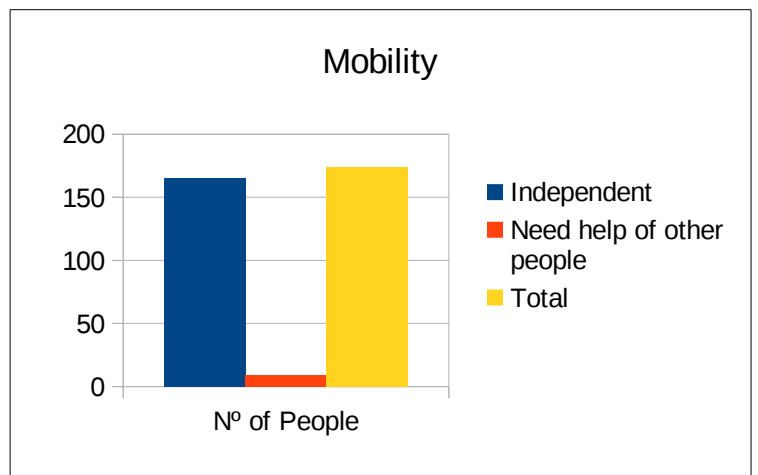
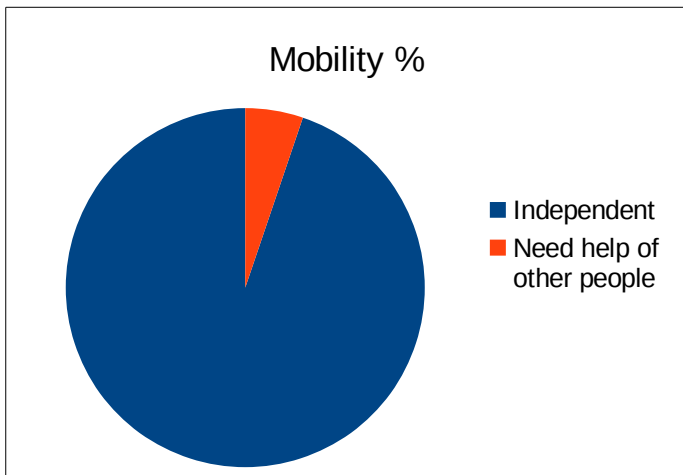
Place of residence	Nº of People	%
Rural Area	157	90,20%
Urban Area	17	9,80%
Total	174	100,00%



The graphs show a clear majority of students that lives in urban areas (90.2%), just a 9.8% of students live in rural areas.

Mobility

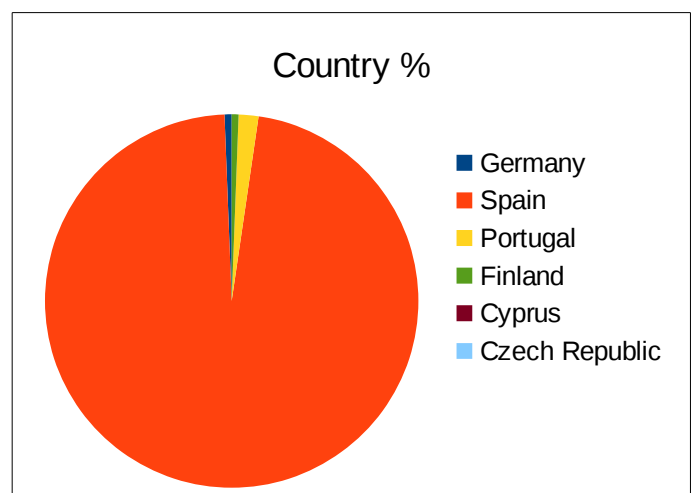
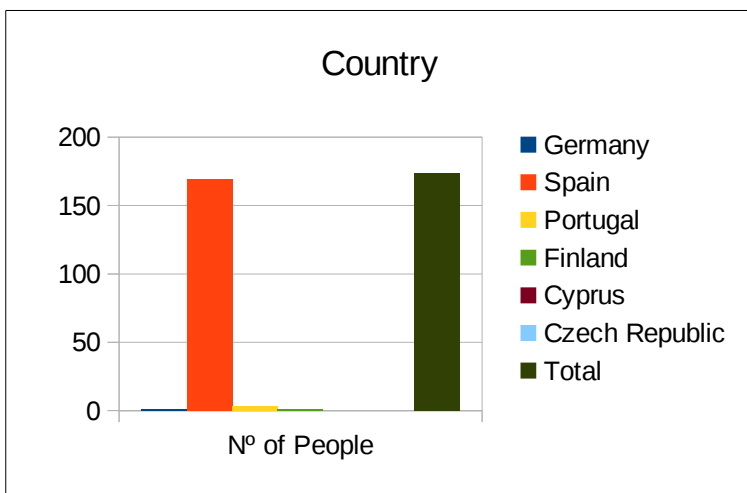
Mobility	Nº of People	%
Independent	165	94,80%
Need help of other people	9	5,20%
Total	174	100,00%



Regarding mobility, the graph shows that only a small group of few people need help from other people when moving.

Country

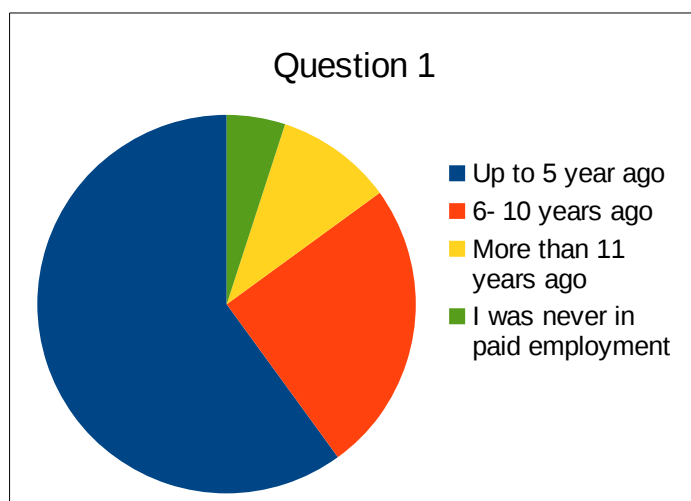
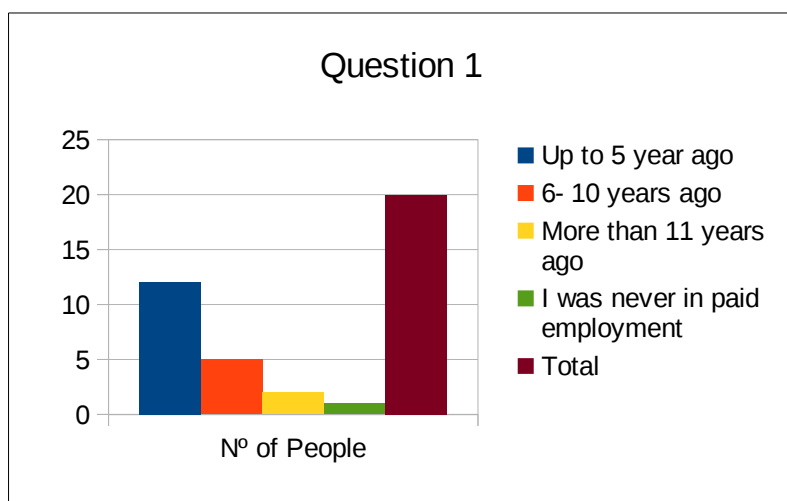
Country	Nº of People	%
Germany	1	0,60%
Spain	169	97,10%
Portugal	3	1,70%
Finland	1	0,60%
Cyprus	0	0,00%
Czech Republic	0	0,00%
Total	174	100,00%



Part B' – Assessment of Current Situation

1. ANSWER THIS Q. IF YOU ARE NOT CURRENTLY WORKING, OTHERWISE GO TO Q.3. If you are currently not in paid employment, when was the last time you were employed? Please select the answer that suits you most.

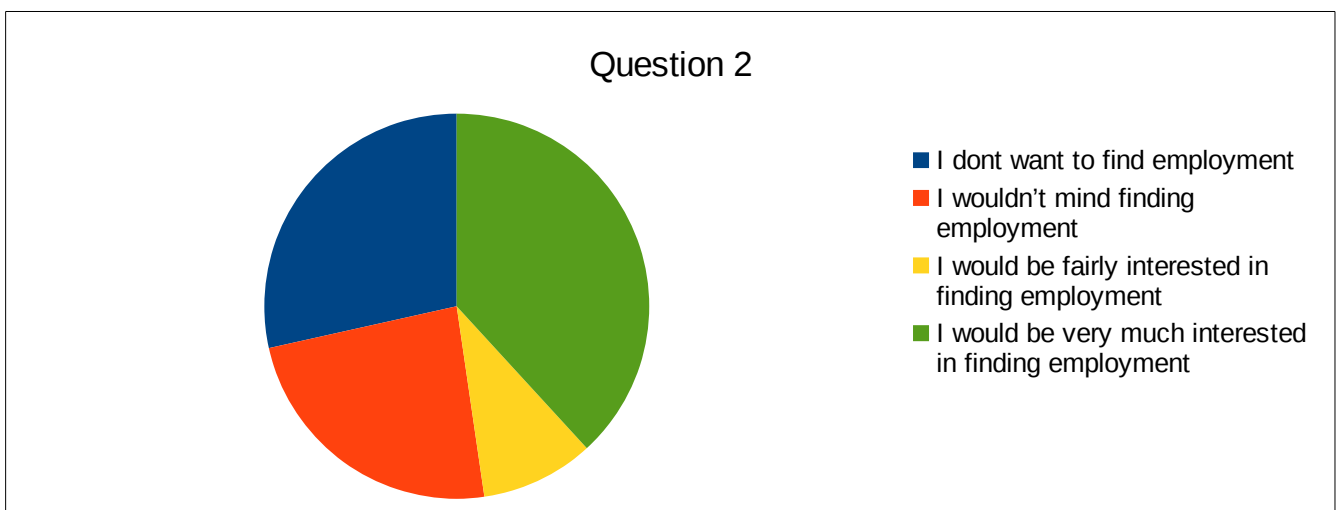
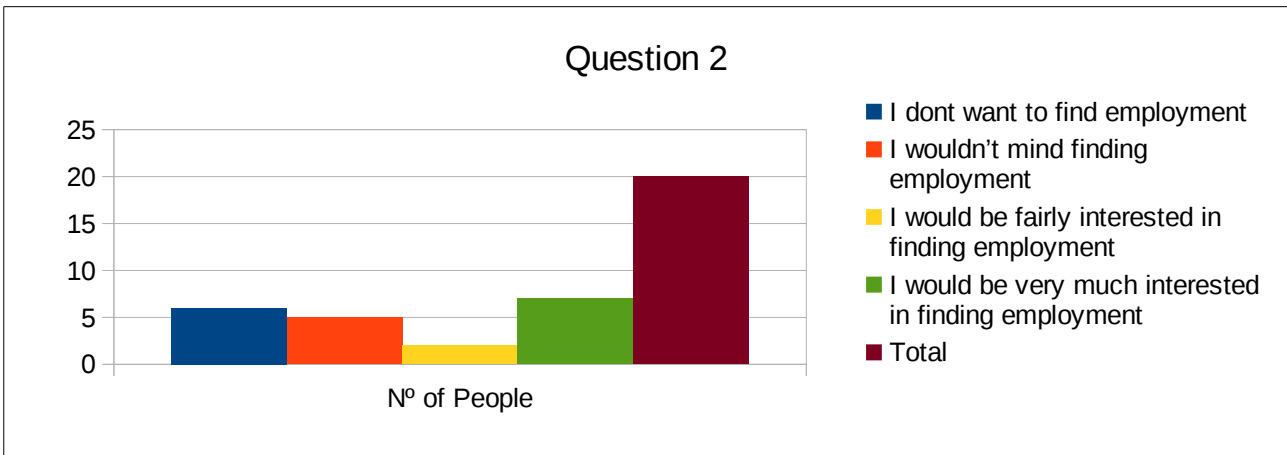
Question 1	Nº of People	%
Up to 5 year ago	12	60,00%
6- 10 years ago	5	25,00%
More than 11 years ago	2	10,00%
I was never in paid employment	1	5,00%
Total	20	100,00%



Those students that are not currently doing paid work, mostly of them, last time they have a paid work was during the last five years. This is pretty much related to the economic recession in Spain and the actual economic situation. Those students that are unemployed and who have spent many years without working, is just they are already retired.

2. ANSWER THIS Q. IF YOU ARE NOT CURRENTLY WORKING, OTHERWISE GO TO Q.3. To what extent would you be interested in finding paid employment?

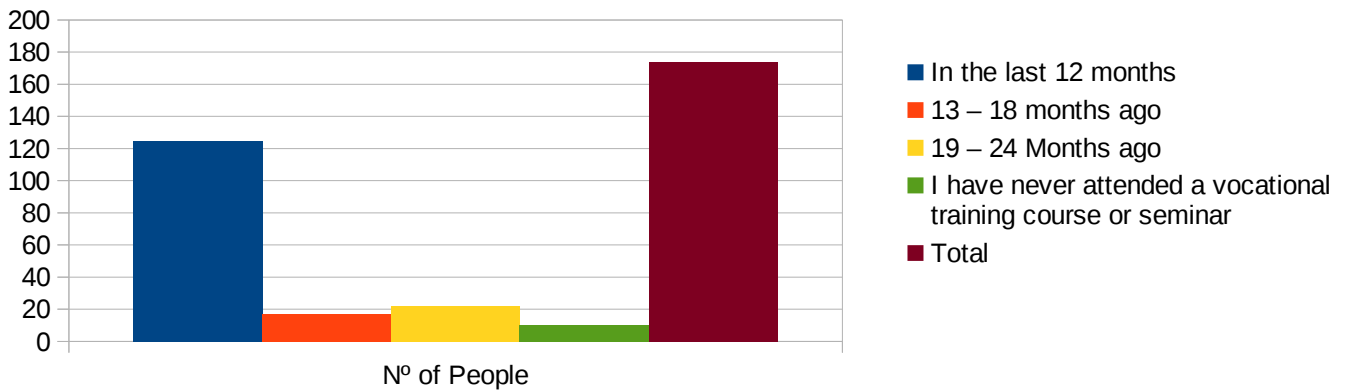
Question 2	Nº of People	%
I dont want to find employment	6	28,50%
I wouldn't mind finding employment	5	23,80%
I would be fairly interested in finding employment	2	9,50%
I would be very much interested in finding employment	7	38,20%
Total	20	100,00%



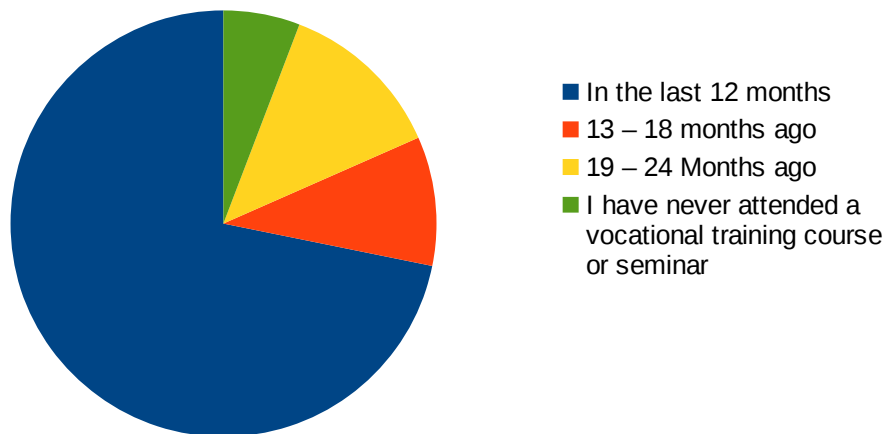
3. When was the last time you attended a vocational/professional training course or seminar? Please select the answer that suits you most.

Question 3	Nº of People	%
In the last 12 months	125	71,80%
13 – 18 months ago	17	9,80%
19 – 24 Months ago	22	12,60%
I have never attended a vocational training course or seminar	10	5,80%
Total	174	100,00%

Question 3



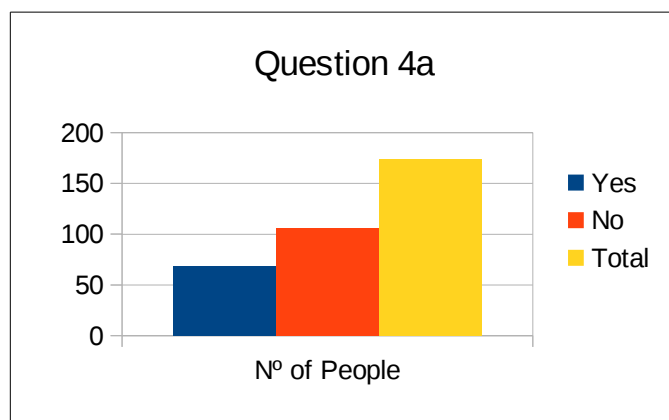
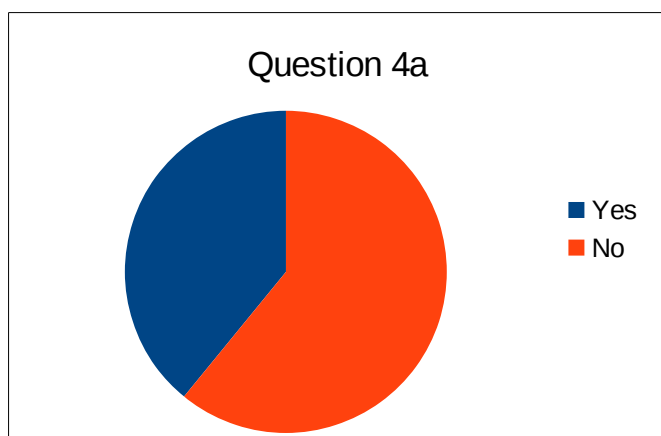
Question 3 %



Most of the students surveyed, have carried out a course or training in the last 12 months, since the need to retrain and adapt to ongoing changes in society is fundamental.

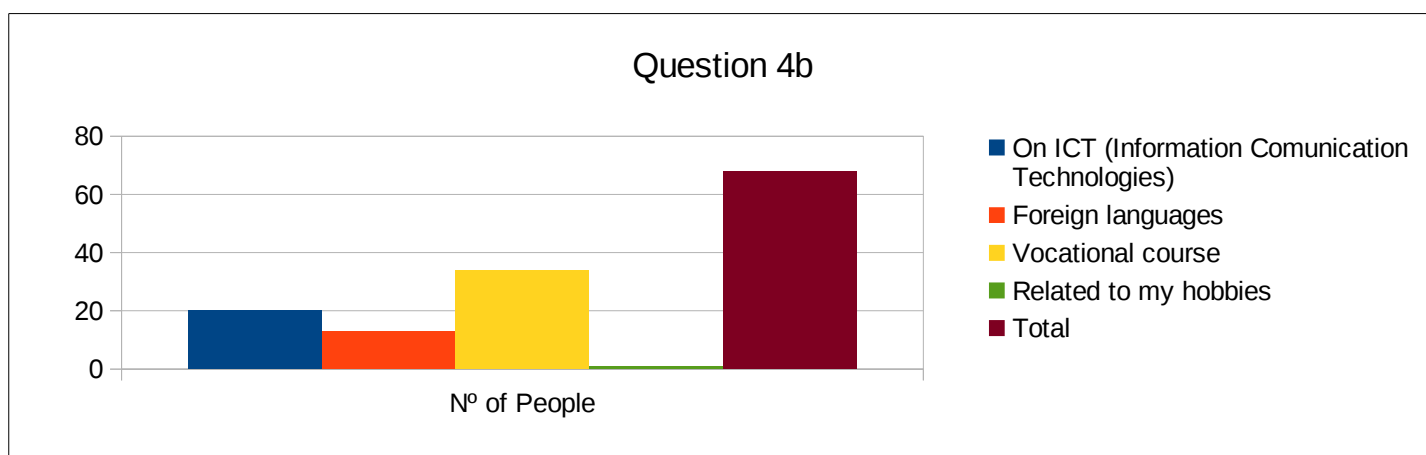
4. Are you currently involved in any form of adult education (i.e. attending any educational program or course including e-learning)? If so, what is the topic of the course? Please select all that apply, unless the answer is “No, I’m not attending courses”.

Question 4a	N° of People	%
Yes	68	39,10%
No	106	60,90%
Total	174	100,00%

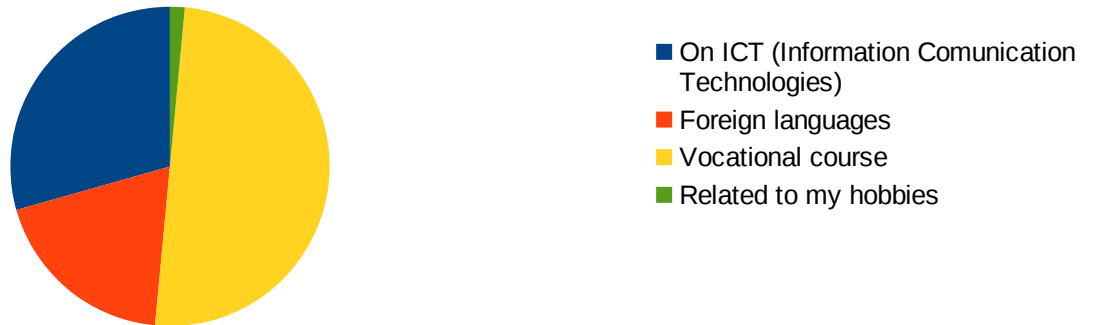


Only 39.1% of respondents performed a training course today.

Question 4b	N° of People	%
On ICT (Information Communication Technologies)	20	29,40%
Foreign languages	13	19,10%
Vocational course	34	50,00%
Related to my hobbies	1	1,50%
Total	68	100,00%



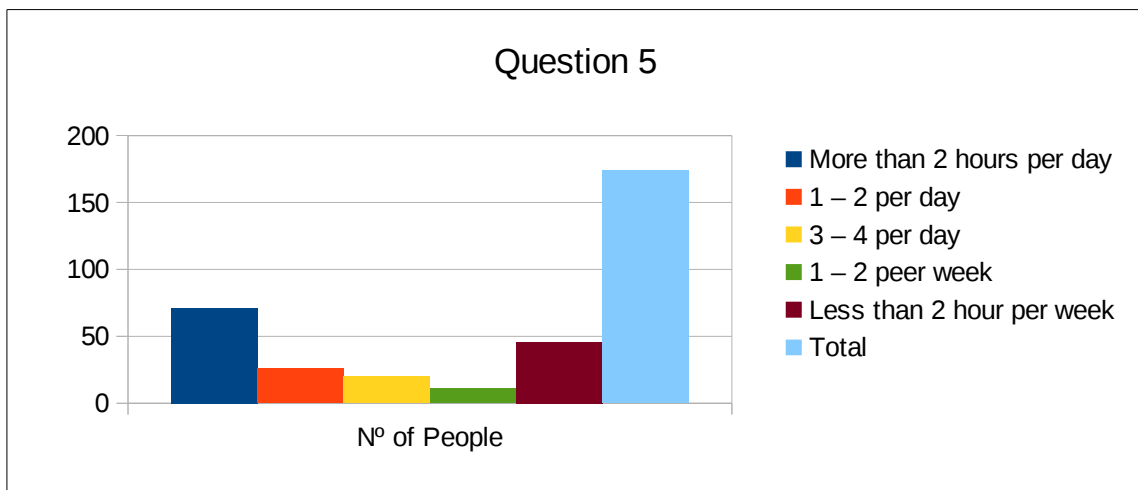
Question 4b %

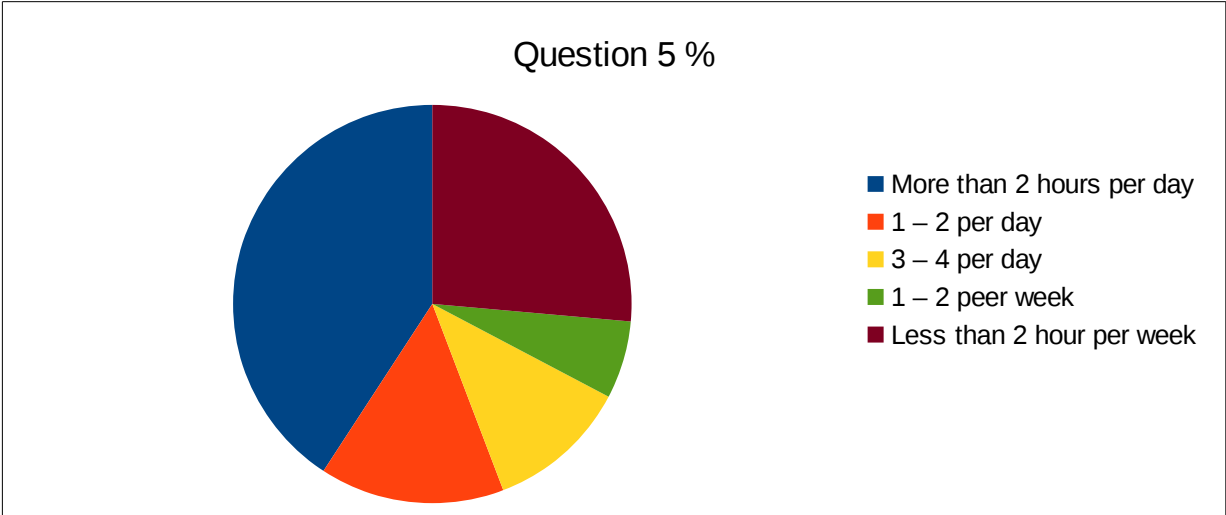


39.14% of 50% attend to a course that is related to any aspect of their personal and professional development. The most demanded courses are those that are about professional aspects, ICT and languages skills. Only a small minority is taking courses for progressing on their hobbies.

5. How much of your time is devoted to learning and self-development?

Question 5	Nº of People	%
More than 2 hours per day	71	40,80%
1 – 2 per day	26	15,00%
3 – 4 per day	20	11,50%
1 – 2 peer week	11	6,30%
Less than 2 hour per week	46	26,40%
Total	174	100,00%

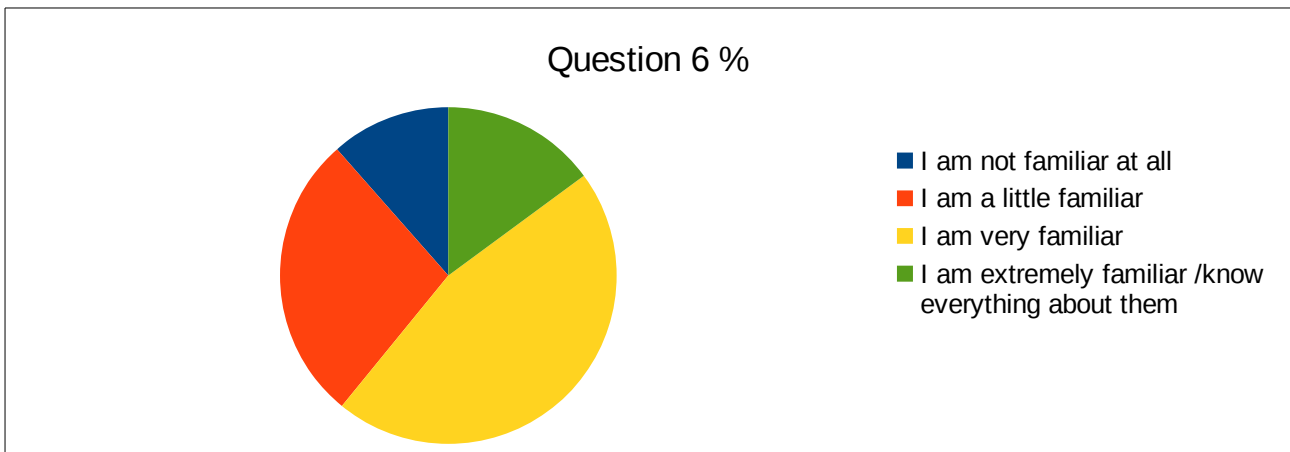
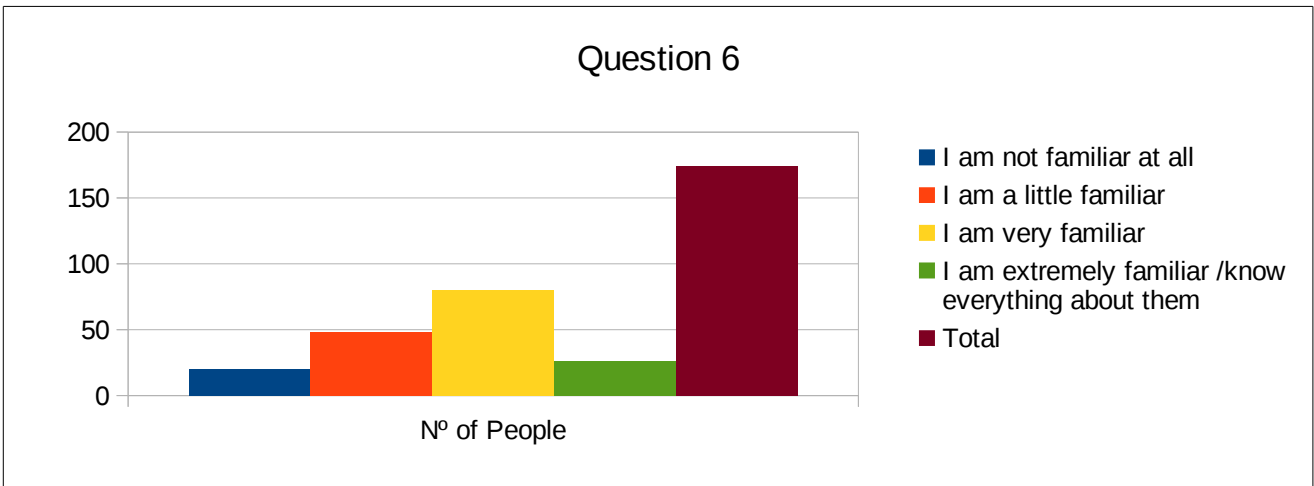




A big amount of the respondents expend quite a lot time to take courses and personal development. However, we also find a group that do not dedicate much time to it, maybe due to the lack of time.

6. To what extent do you feel you are familiar with the “Social Media”, i.e. a group of Internet-based applications used to create, share and exchange information with others? Please select one response only.

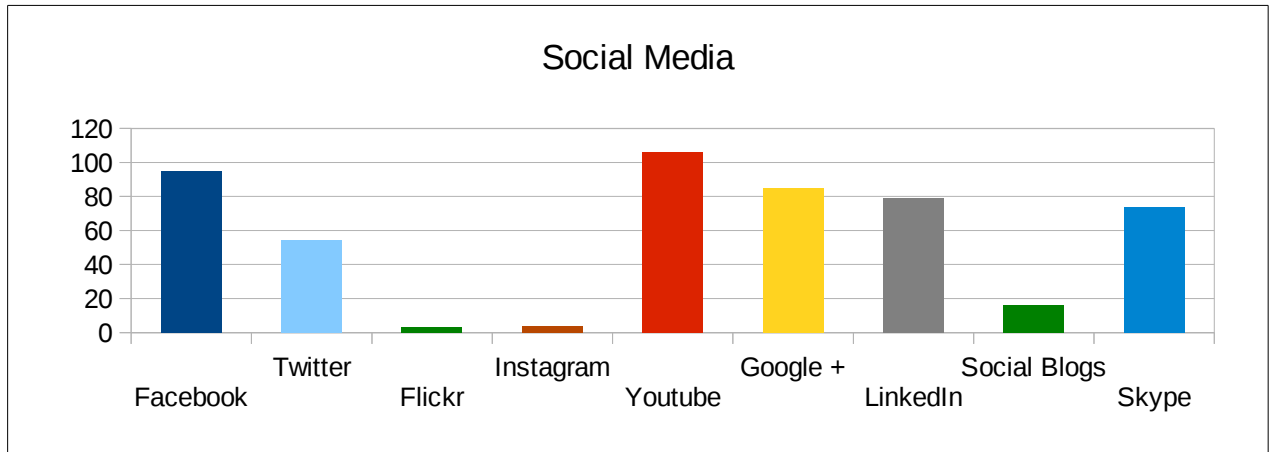
Question 6	N° of People	%
I am not familiar at all	20	11,50%
I am a little familiar	48	27,60%
I am very familiar	80	46,00%
I am extremely familiar /know everything about them	26	14,90%
Total	174	100,00%



The graph shows that the majority of respondents are quite familiar with social media, or if not, have at least some notion of how to use them, even when there are not very used by them.

7. Which of the following “Social Media” would you say that you make regular use of? By “regular use” it is meant at least once a week.

Question 7	N° of People	%
Facebook	95	54,60%
Twitter	54	31,00%
Flickr	3	1,70%
Instagram	4	2,30%
Youtube	106	60,90%
Google +	85	48,80%
LinkedIn	79	45,40%
Social Blogs	16	9,20%
Skype	74	42,50%



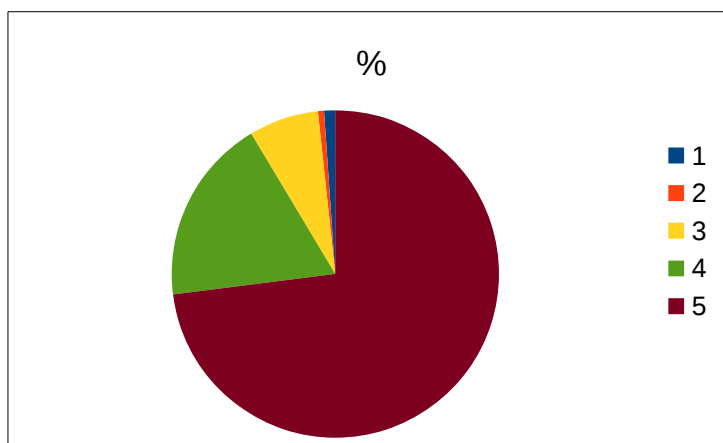
The graphic shows that those Social Media that are most used by respondents are Youtube, followed by Facebook, Google +, LinkedIn, Skype and Twitter. The least used are the Social Blogs, Flickr and Instagram.

Part C' – Needs and expectations

8. Please select the box according to the degree to which you agree with each one of the following statements. 1=Strongly disagree, 2=Fairly disagree, 3=Neither disagree, nor agree, 4=Fairly agree, 5=Strongly agree.

8a. Continuous learning is crucial in making people over 50 more employable

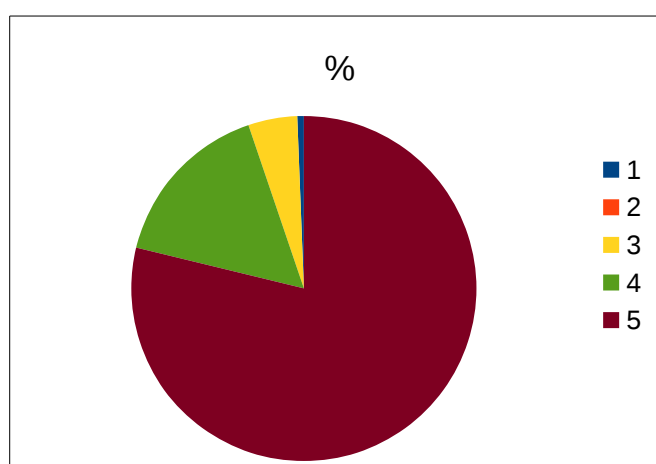
Question 8a	Nº of People	%
1	2	1,10%
2	1	0,60%
3	12	6,90%
4	32	18,40%
5	127	73,00%
Total	174	100,00%



The graph shows that over 80% of respondents think that it is essential to continue learning after reaching 50 years old in order to be the same or more employable than before.

8b. Improvement of skills and competences is important for people over 50 years

Questions 8b	Nº of People	%
1	1	0,60%
2	0	0,00%
3	8	4,60%
4	28	16,00%
5	137	78,80%
Total	174	100,00%

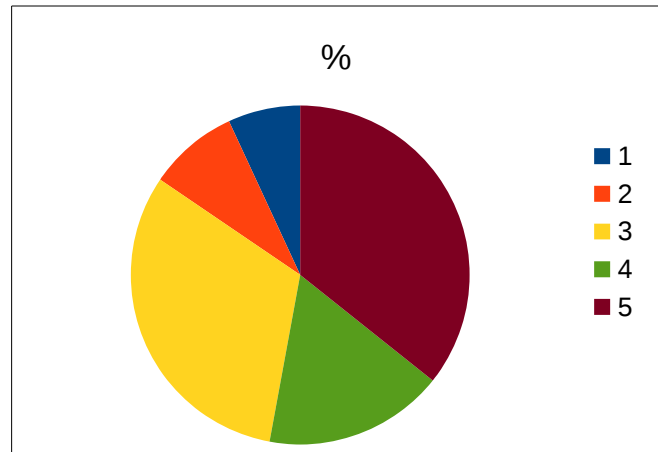


As in the previous case, the majority of the students surveyed think that improving different

skills and abilities is very important for people over 50.

8c. Individuals aged 50+ find it difficult to identify suitable training courses for them

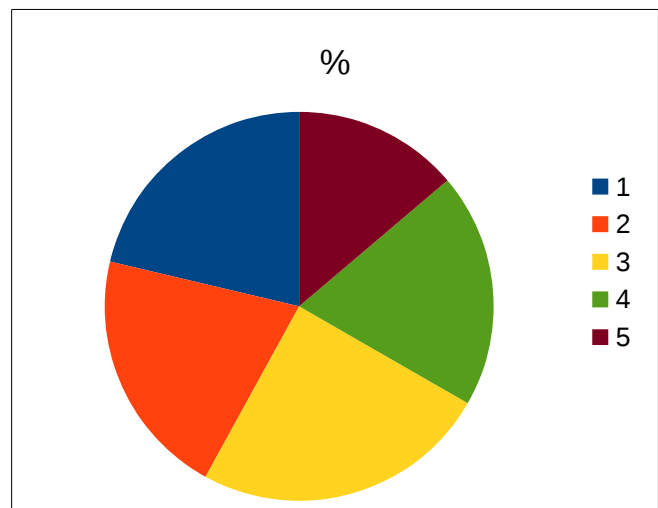
Question 8c	Nº of People	%
1	12	6,90%
2	15	8,60%
3	55	31,60%
4	30	17,20%
5	62	35,70%
Total	174	100,00%



The general opinion among our students, is that people over 50 have many difficulties identifying appropriate training opportunities to them.

8d. There are not many learning opportunities available for individuals aged 50+

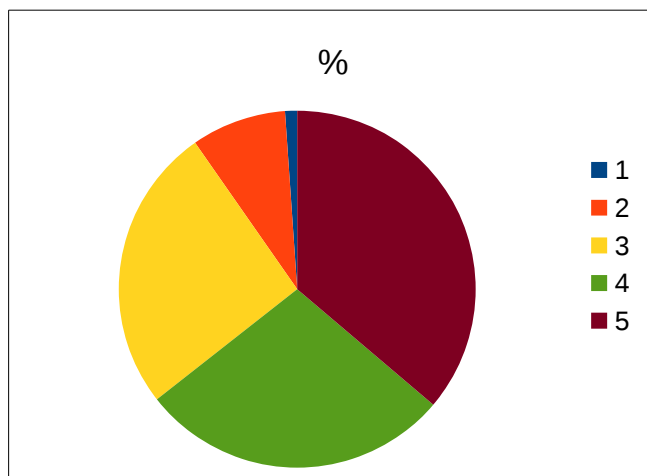
Question 8d	Nº of People	%
1	37	21,30%
2	36	20,70%
3	43	24,70%
4	34	19,50%
5	24	13,80%
Total	174	100,00%



The respondents opinion here is quite equalized. The majority think that there are not are many training opportunities for people over 50.

8e. Social activities for people over 50 years are equally important to learning activities

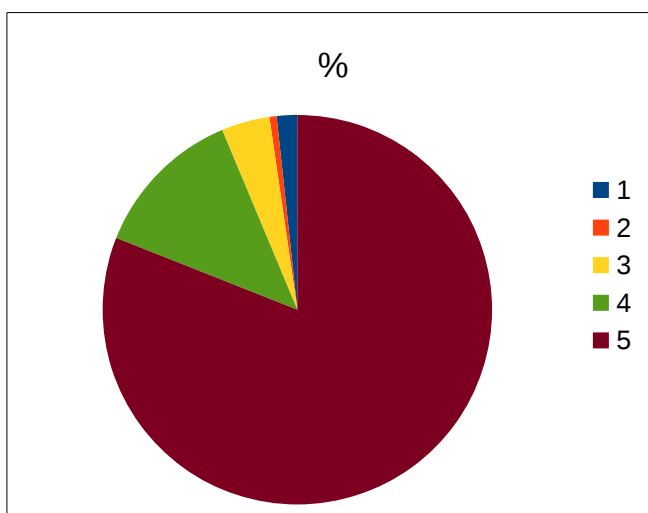
Question 8e	Nº of People	%
1	2	1,10%
2	15	8,60%
3	45	25,90%
4	49	28,20%
5	63	36,20%
Total	174	100,00%



According to the percentages, our students believe that social activities are as important as training activities for their personal development.

8f. I am interested in learning something new

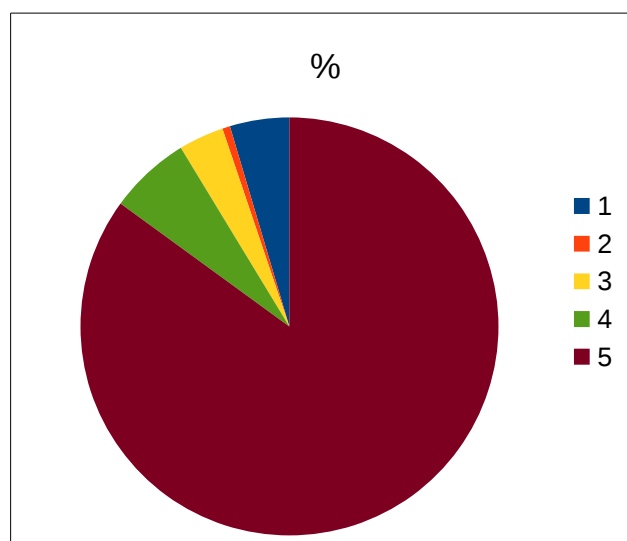
Question 8f	Nº of People	%
1	3	1,70%
2	1	0,60%
3	7	4,00%
4	22	12,70%
5	141	81,00%
Total	174	100,00%



More than the 90% of respondents are interested in learning something new, on the contrary the percentage of those that are not interested in learning something new is less than 10%.

8g. I don't have motivation to learn

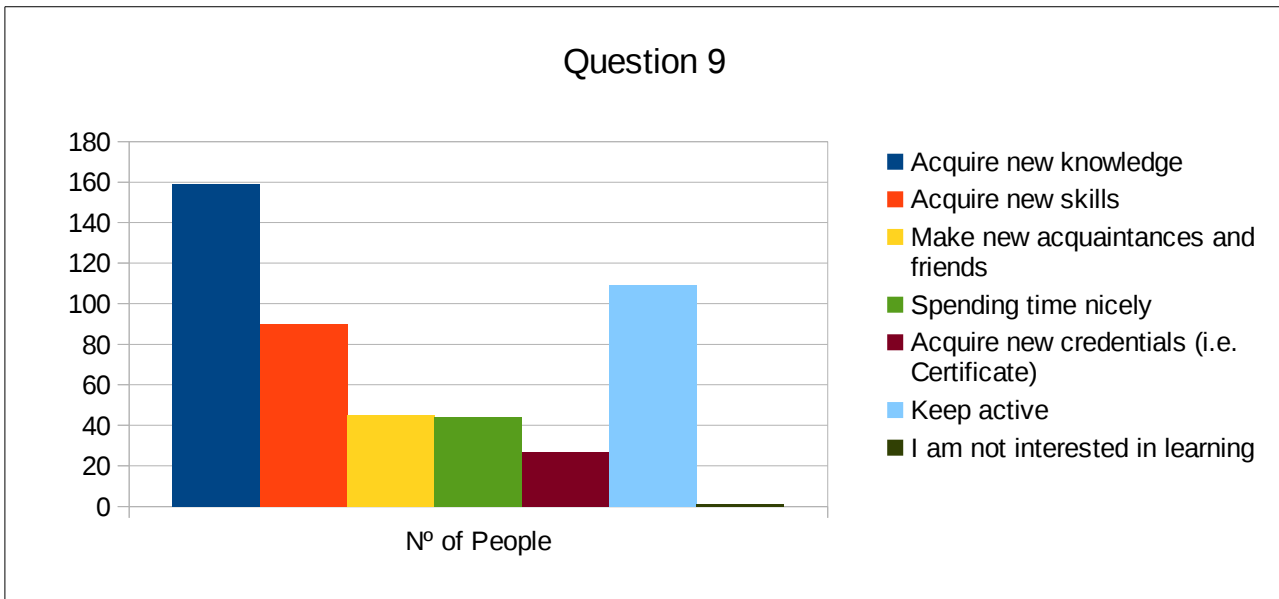
Question 8g	Nº of People	%
1	8	4,60%
2	1	0,60%
3	6	3,50%
4	11	6,30%
5	148	85,00%
Total	174	100,00%



Following the data shown in the graph, the respondents have motivation to learn and those with no motivation is minimal. This is also due to the sample as the respondents are HEI students and therefore their profiles are characterized by their high expectations of wanting to learn.

9. What are your ultimate objectives from learning, i.e. what do you expect to learn? You may select all that apply.

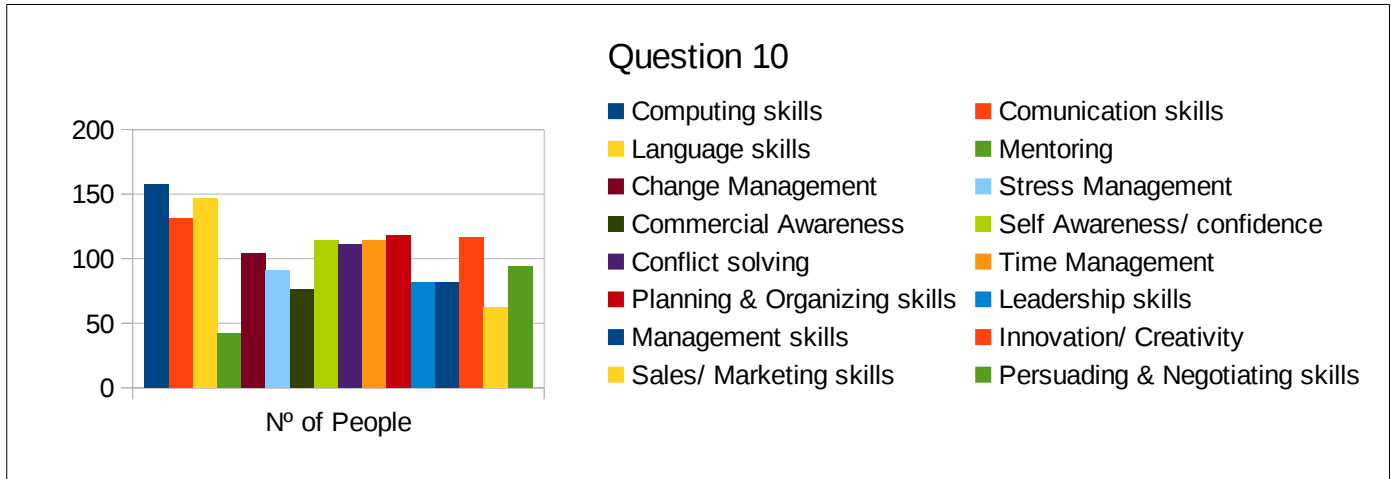
Question 9	Nº of People	%
Acquire new knowledge	159	91,40%
Acquire new skills	90	51,70%
Make new acquaintances and friends	45	25,90%
Spending time nicely	44	25,30%
Acquire new credentials (i.e. Certificate)	27	15,50%
Keep active	109	62,60%
I am not interested in learning	1	0,60%



The learning objectives best valued by our students when they are being trained are the acquisition of new knowledge, the acquirement of new skills as well as being active.

10. Now thinking about the skills and competences necessary for professional development, what types of skills and competences are in your own opinion necessary for 50+ to become more employable? You may select all that apply.

Question 10	Nº of People	%
Computing skills	158	90,80%
Communication skills	131	75,30%
Language skills	147	84,50%
Mentoring	42	24,10%
Change Management	104	59,80%
Stress Management	91	52,30%
Commercial Awareness	76	43,70%
Self Awareness/ confidence	114	65,50%
Conflict solving	111	63,80%
Time Management	114	65,50%
Planning & Organizing skills	118	67,80%
Leadership skills	82	47,10%
Management skills	82	47,10%
Innovation/ Creativity	117	67,20%
Sales/ Marketing skills	62	35,60%
Persuading & Negotiating skills	94	54,00%

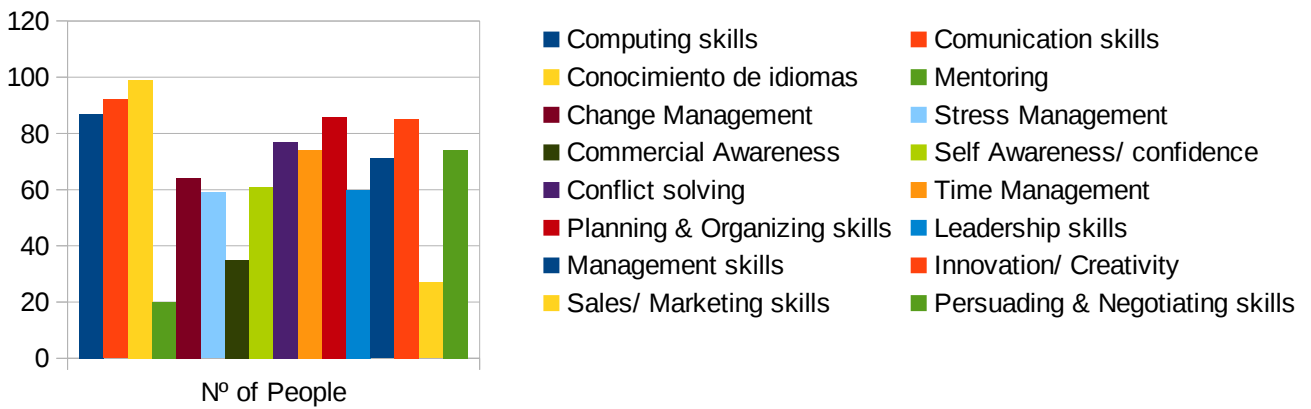


According to the results, respondents think that the skills that are needed to become more employable for people over 50 are computer skills, language skills and managing change. The competences that are underrated by our respondents are mentoring and business skills.

11. Which of these would you personally be interested in pursuing through a training course or seminar? You may select all that apply.

Question 11	Nº of People	%
Computing skills	87	50,00%
Comunication skills	92	52,90%
Conocimiento de idiomas	99	56,90%
Mentoring	20	11,50%
Change Management	64	36,80%
Stress Management	59	33,90%
Commercial Awareness	35	20,10%
Self Awareness/ confidence	61	35,00%
Conflict solving	77	44,20%
Time Management	74	42,50%
Planning & Organizing skills	86	49,40%
Leadership skills	60	34,50%
Management skills	71	40,80%
Innovation/ Creativity	85	48,90%
Sales/ Marketing skills	27	15,50%
Persuading & Negotiating skills	74	42,50%

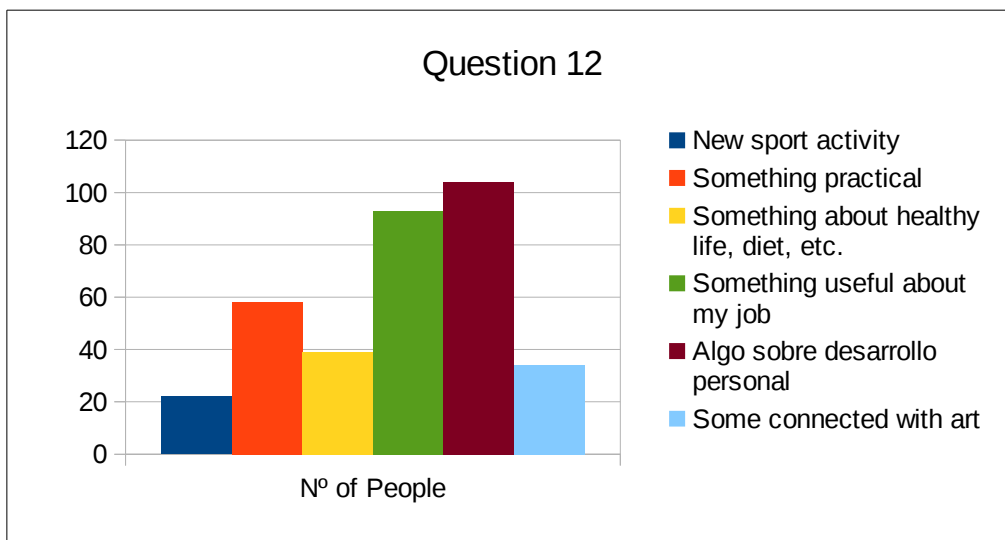
Question 11



The graphic shows us that the competences our students are more interested in studying about are those related to language skills, change management and ICT skills. On the other hand, the less interesting competences for our students are mentoring and business skills.

12. What else would you be interested in learning? You may select all that apply.

Question 12	Nº of People	%
New sport activity	22	12,60%
Something practical	58	33,30%
Something about healthy life, diet, etc.	39	22,40%
Something useful about my job	93	53,40%
Algo sobre desarrollo personal	104	59,80%
Some connected with art	34	19,50%

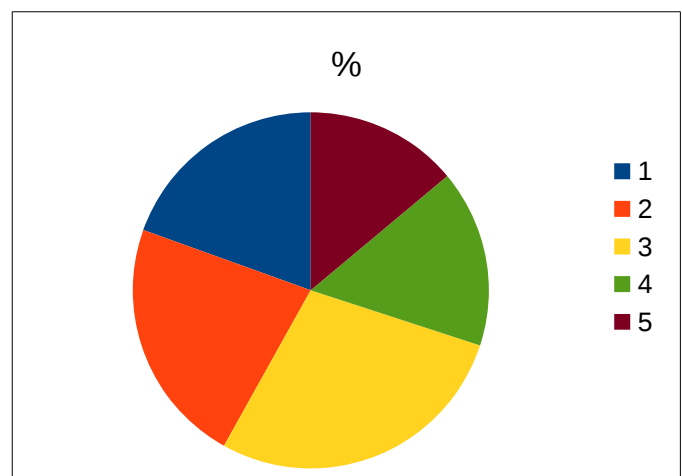


With regards with what interest our students more to learn, we found that the greatest demand is training that can be applied to their workplace and personal development. Training related to other aspect as cultural or entertainment, is also quite defendant but with a distinct disadvantage on the above.

13. Considering the attitudes of employers towards people aged 50+, please indicate the degree to which you agree or disagree with each one of the following statements. 1=Strongly disagree, 2=Fairly disagree, 3=Neither disagree, nor agree, 4=Fairly agree, 5=Strongly agree.

13a. Employers treat employees over 50 fairly

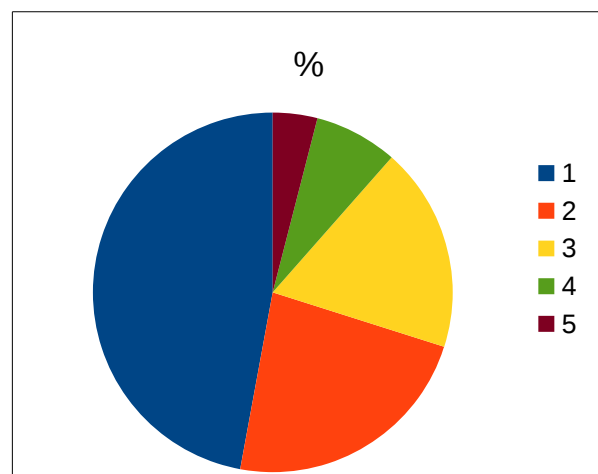
Question 13a	Nº of People	%
1	34	19,50%
2	39	22,40%
3	49	28,10%
4	28	16,10%
5	24	13,90%
Total	174	100,00%



The respondents opinions poured into the graphics, show us that a large number of respondents (30%) think that employers do not properly treat employees over 50, however also a large part think that they are treated in a properly manner.

13b. Employers give equal opportunities to employees over 50

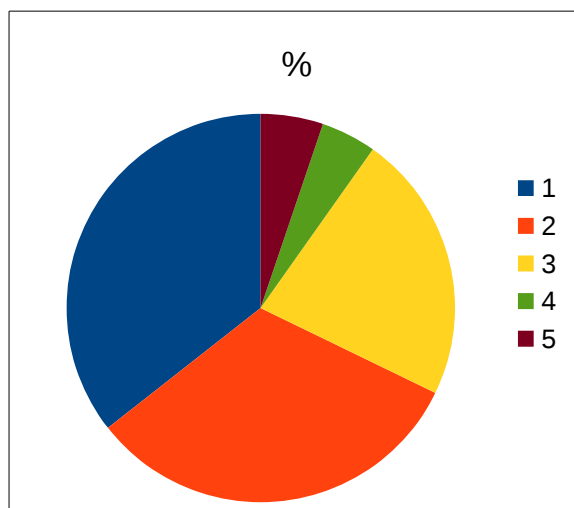
Question 13b	Nº of People	%
1	82	47,10%
2	40	23,00%
3	32	18,40%
4	13	7,50%
5	7	4,00%
Total	174	100,00%



As seen in the graph, only a small part of the sample has opined that employers provide equal opportunities for employees over 50.

13c. Employers encourage lifelong learning for their employees

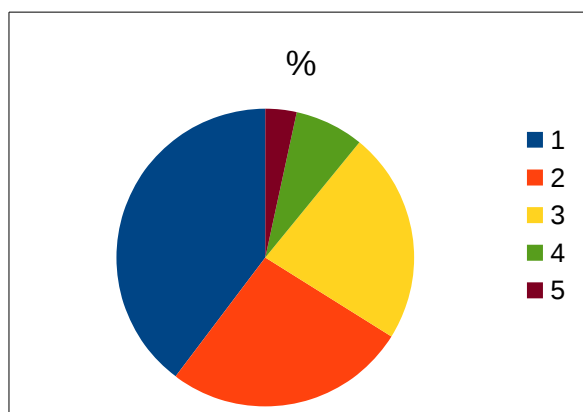
Question 13c	Nº of People	%
1	62	35,60%
2	56	32,20%
3	39	22,40%
4	8	4,60%
5	9	5,20%
Total	174	100,00%



Most of the students surveyed think that the employers in Spain do not encourage lifelong learning for their employees.

13d. Employers offer sufficient educational & training opportunities in general

Question 13d	Nº of People	%
1	69	39,70%
2	46	26,40%
3	40	23,00%
4	13	7,50%
5	6	3,40%
Total	174	100,00%



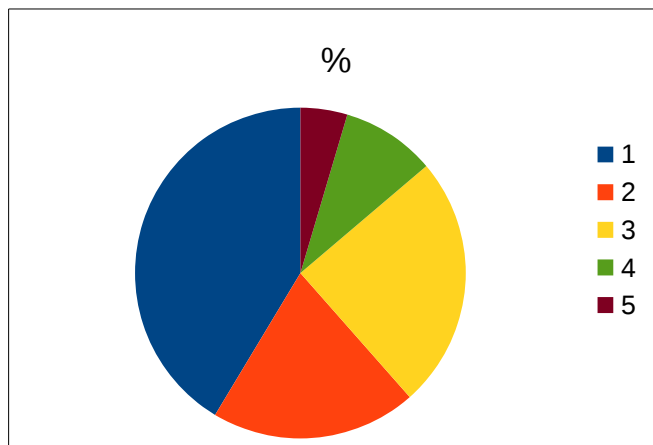
As in the previous graph, the respondents opinion is negative when talking about the behavior of employers regarding the formation, as they understand that as they do not provide sufficient opportunities for training or making their development easier.

Part D' – Barriers to learning

14. Below is a list of possible reasons prohibiting you from utilizing the learning opportunities that currently exist. Please indicate the degree to which you agree or disagree with each one of the following statements. 1=Strongly disagree, 2=Fairly disagree, 3=Neither disagree, nor agree, 4=Fairly agree, 5=Strongly agree.

14a. I am not aware of or don't know how to find courses or other learning opportunities

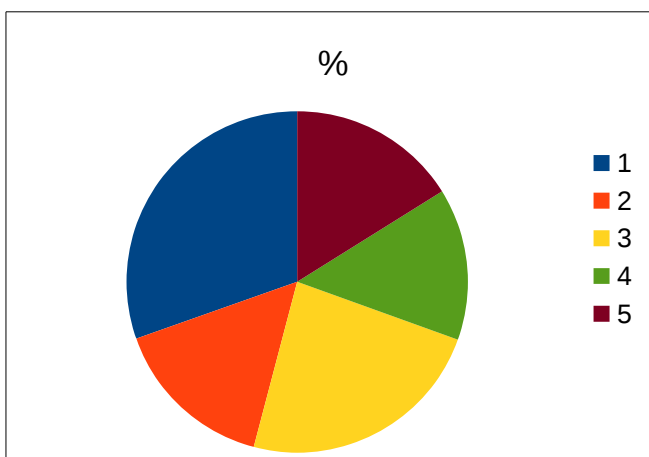
Question 14a	Nº of People	%
1	72	41,40%
2	35	20,10%
3	43	24,70%
4	16	9,20%
5	8	4,60%
Total	174	100,00%



In this case, a large majority (61.5%) see themselves able to find learning opportunities.

14b. There are not many courses available for people 50+ where I live

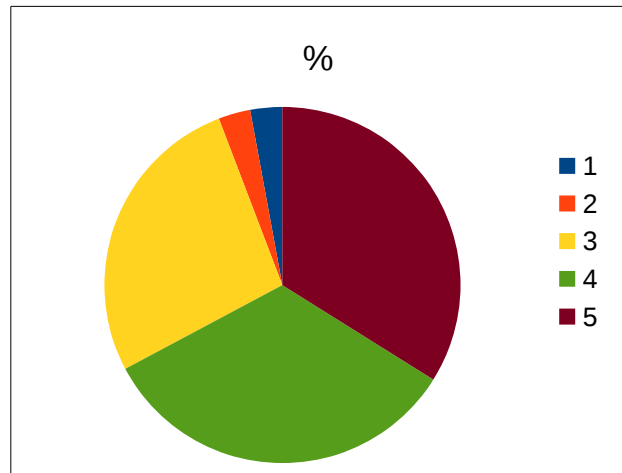
Question 14b	Nº of People	%
1	53	30,40%
2	27	15,50%
3	41	23,60%
4	25	14,40%
5	28	16,10%
Total	174	100,00%



According to the results as shown in the graph above, we can see that most of the respondents think that there actually are courses available directed to people over 50 near their residence area.

14c. Training or other courses available are expensive

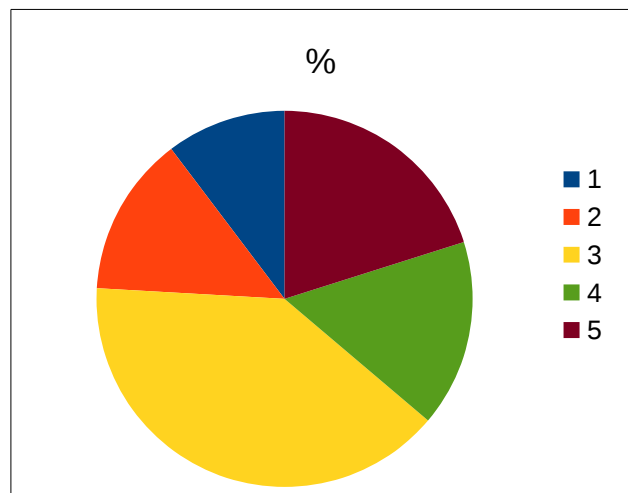
Question 14c	Nº of People	%
1	5	2,90%
2	5	2,90%
3	47	27,00%
4	58	33,30%
5	59	33,90%
Total	174	100,00%



In the graph is reflected that most of our respondents believe that training courses available are expensive.

14d. Training or other courses available are offered at inconvenient times and places.

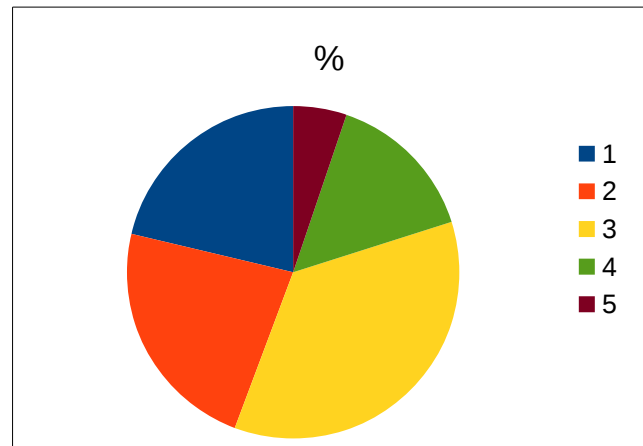
Question 14d	Nº of People	%
1	18	10,30%
2	24	13,80%
3	69	39,70%
4	28	16,10%
5	35	20,10%
Total	174	100,00%



Although the majority of respondents is quite neutral in their answers, we can observe in this graph that there are more people who agree with that training courses are offered at inconvenient times and places.

14e. Training courses are usually offered by employers, when in full employment

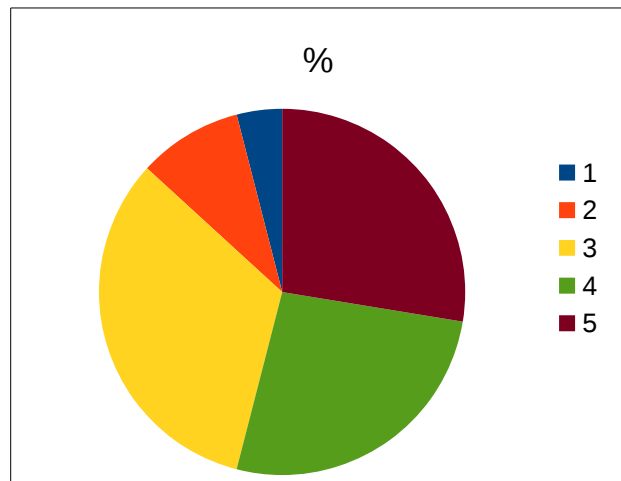
Question 14e	Nº of People	%
1	37	21,30%
2	40	23,00%
3	62	35,60%
4	26	14,90%
5	9	5,20%
Total	174	100,00%



The graph shows that most of our students think that employers do not offer training during the workday.

14f. Lack of employer support.

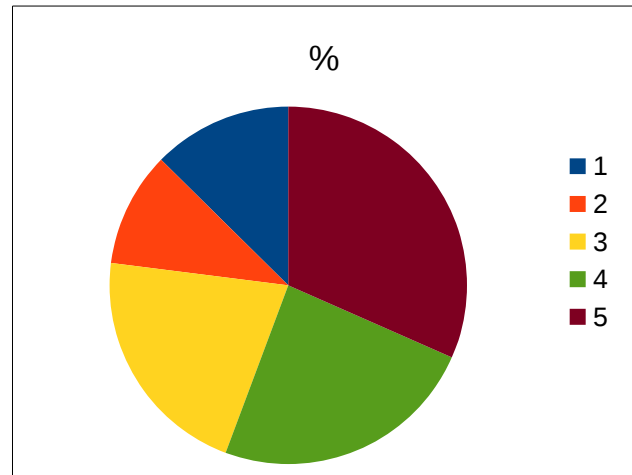
Question 14f	Nº of People	%
1	7	4,00%
2	16	9,20%
3	57	32,80%
4	46	26,40%
5	48	27,60%
Total	174	100,00%



Over 50% of the respondents think that there is a lack of support from the employer behalf for those employees over 50.

14g. Learning speed of people over 50 is different from younger people.

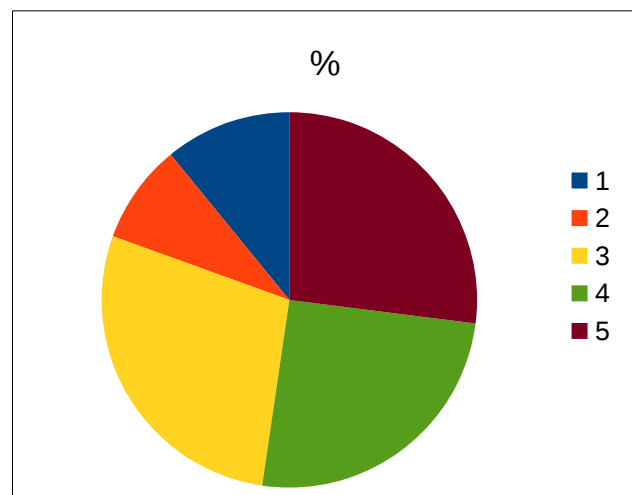
Question 14g	Nº of People	%
1	22	12,60%
2	18	10,40%
3	37	21,30%
4	42	24,10%
5	55	31,60%
Total	174	100,00%



According to the statement, "The learning speed of people over 50 is different from those who are considered young people," the majority of respondents agree with the statement.

14h. Language barrier.

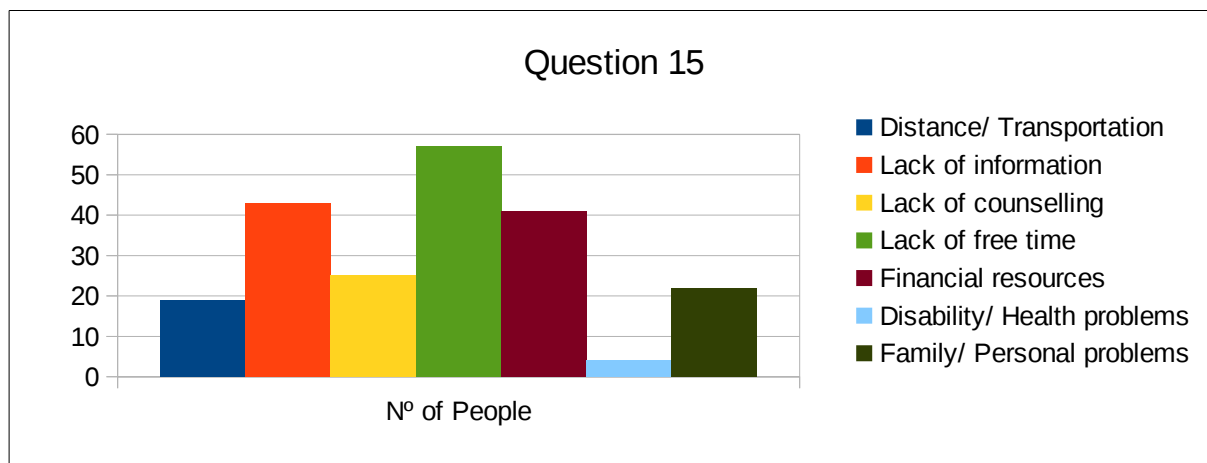
Question 14h	Nº of People	%
1	19	10,90%
2	15	8,60%
3	49	28,20%
4	44	25,30%
5	74	27,00%
Total	201	100,00%



In respondents opinion, the language barriers are, as reflected in the graphs and table data, a barrier or obstacle encountered by people over 50 at the time to be more employable.

15. Do you face any barriers in accessing the educational offer for adults in your place of living? If so, what are they related with? Please select all that apply, unless the answer is “No”.

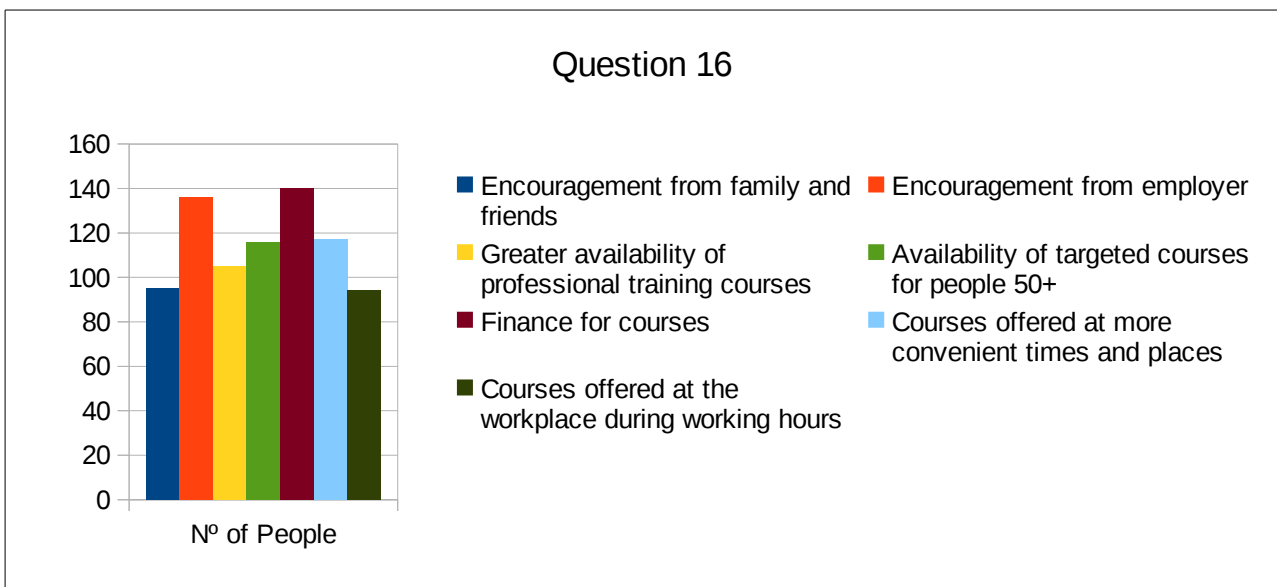
Question 15	Nº of People	%
Distance/ Transportation	19	10,90%
Lack of information	43	24,70%
Lack of counselling	25	14,40%
Lack of free time	57	32,80%
Financial resources	41	23,60%
Disability/ Health problems	4	2,30%
Family/ Personal problems	22	12,40%



The most common barriers faced by respondents when accessing to training, according to the results, are the lack of time, financial resources, and lack of information on courses that are useful to them.

16. Which of the following would be helpful in encouraging you to become more actively engaged in educational and other learning activities? You may select more than answer.

Question 16	Nº of People	%
Encouragement from family and friends	95	54,60%
Encouragement from employer	136	78,20%
Greater availability of professional training courses	105	60,30%
Availability of targeted courses for people 50+	116	66,70%
Finance for courses	140	80,50%
Courses offered at more convenient times and places	117	67,20%
Courses offered at the workplace during working hours	94	54,00%



The items that our students believe are most important to encourage people over 50 to become more actively involved in learning activities, are investing in funds for training, that is, the increasing of financial resources in order to carry out this training activities as well as the encouragement on behalf of the employer among its employees with regards to the education and training actions.