

## CERV enterprise research

### Survey on Youth and Business Cooperation in Pissouri

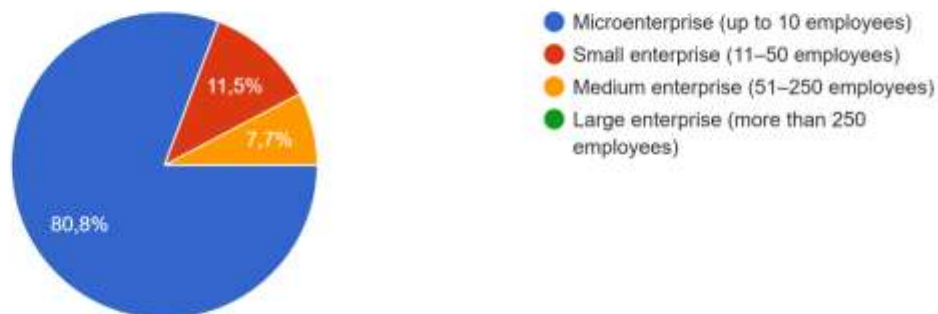
This report summarizes the results of a survey conducted among 26 businesses in Pissouri to explore their cooperation with young people. The aim was to understand current practices, challenges, and opportunities in areas such as youth employment, training, social involvement, and skills development.

The findings offer insights to help improve collaboration between youth, businesses, and local authorities for mutual benefit.

#### 1. What is the size of your company?

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26 απαντήσεις

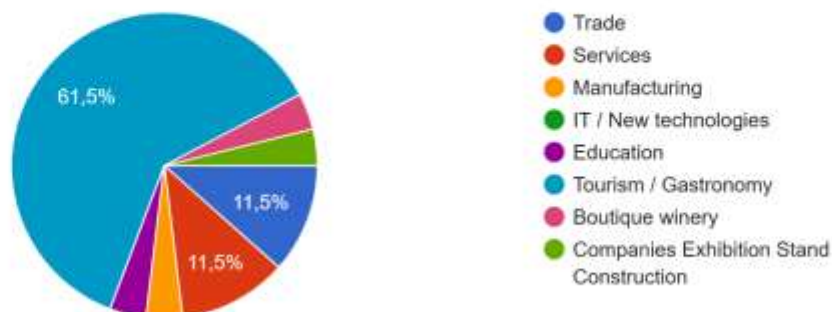


- The overwhelming majority of respondents are microenterprises, indicating the survey primarily reflects the experiences and perspectives of very small businesses.
- There is minor representation from small and medium enterprises.
- No large enterprises participated, so the data may not apply to larger organizational contexts.

#### 2. What industry does your company operate in?

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26 απαντήσεις

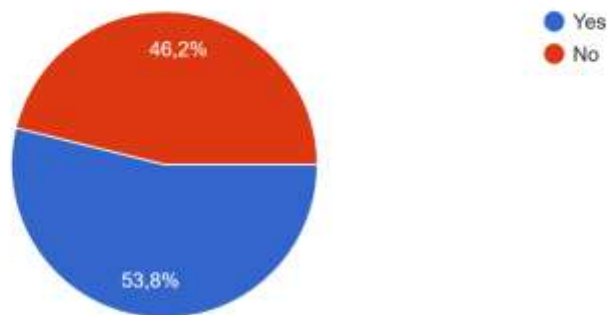


- Most companies operate in the services sector, highlighting it as the dominant industry among respondents.
- Trade, manufacturing, and IT/New Technologies are also commonly represented, showing some variety.
- A few niche industries such as education, tourism, boutique wineries, and exhibition stand construction are present, though each is only represented once—suggesting limited cross-sector representation.

### 3. Does your company employ individuals under the age of 26?

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26 απαντήσεις

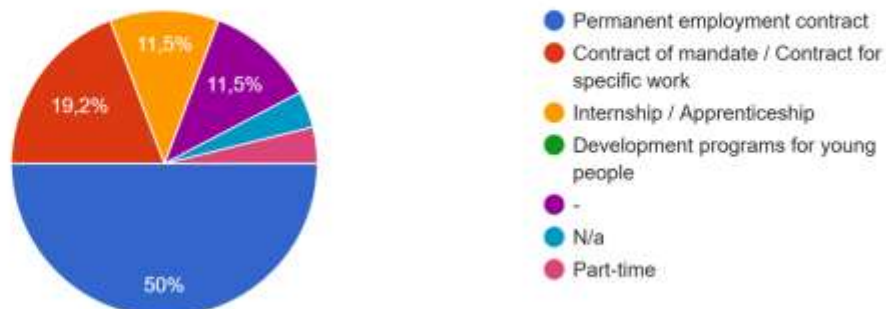


- The responses are almost evenly split between companies that do and do not employ individuals under 26.
- This suggests a relatively balanced approach to hiring younger employees among the surveyed companies.
- It may also reflect differing workforce needs or generational hiring preferences across sectors.

### 4. If yes, in what form?

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26 απαντήσεις

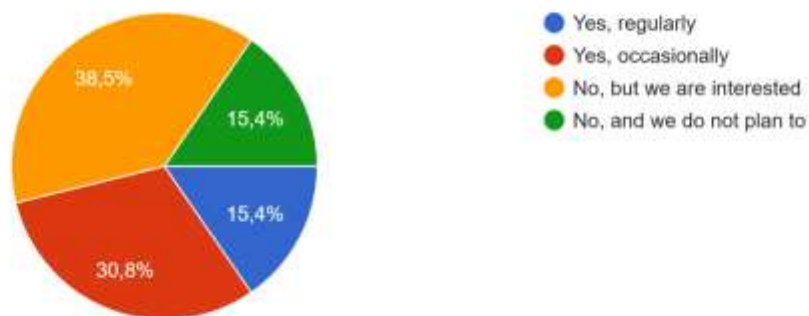


- The most common form of employment for young individuals is permanent contracts, showing that some companies are willing to invest long-term in younger staff.
- Other forms include contracts for specific work and part-time roles, indicating some flexibility in how young people are engaged.
- Internships, apprenticeships, and development programs are less frequent, pointing to fewer structured early-career pathways among these companies.
- A small number of responses were left blank or marked as “N/A,” which may reflect uncertainty or non-disclosure.

## 5. Does your company collaborate with youth in terms of social activity?

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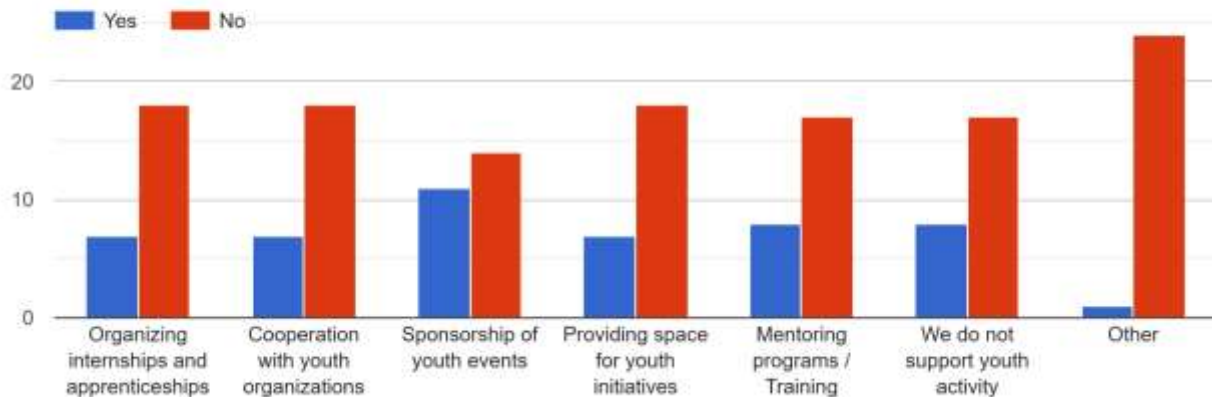
26 απαντήσεις



- A small portion of companies collaborate with youth regularly, while an equal number do so occasionally.
- A significant share of companies are not currently involved but express interest, suggesting potential for future engagement initiatives.
- The largest group has no collaboration and no plans to start, indicating possible barriers such as lack of resources, awareness, or perceived relevance.

## 6. In what form does your company support youth activity?

In what form does your company support youth activity? ( You must answer all)



- Most companies **do not** support youth activity in the listed formal ways.
- The few companies that do, tend to support via **sponsorships, mentoring, or internships**, showing some willingness to engage through practical involvement.
- "Other" responses suggest that some companies lack access to youth programs in their area, or rely on informal learning interactions (e.g., people shadowing them at work).
- Overall, there's **low engagement across structured support options**, which may point to a lack of resources, awareness, or existing partnerships for youth-related initiatives.

These responses highlight that while some companies don't formally support youth activities, they may still offer **informal opportunities** or be constrained by **external limitations**. This points to a potential area for development—creating accessible, structured youth programs even in less connected regions.

## 7. What most hinders your company's involvement in youth initiatives?

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26 απαντήσεις

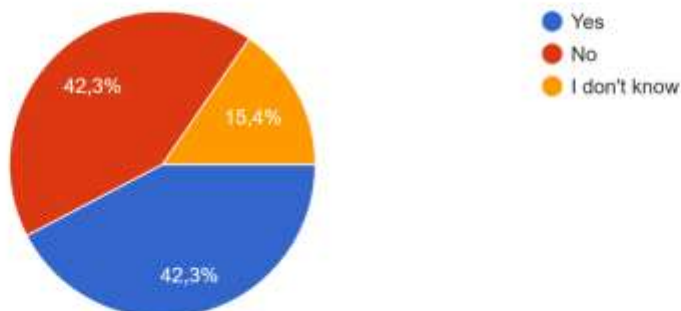


- The main barrier is a perceived **lack of interest from youth**, suggesting companies may not feel their efforts would be reciprocated.
- Other notable barriers include **lack of funds, time or human resources**, and **insufficient information** about youth initiatives.
- A few companies do not see a need for involvement, pointing to differing priorities or business models.

### 8. In your opinion, does the Municipality of Pissouri support cooperation between businesses and youth?

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26 απαντήσεις

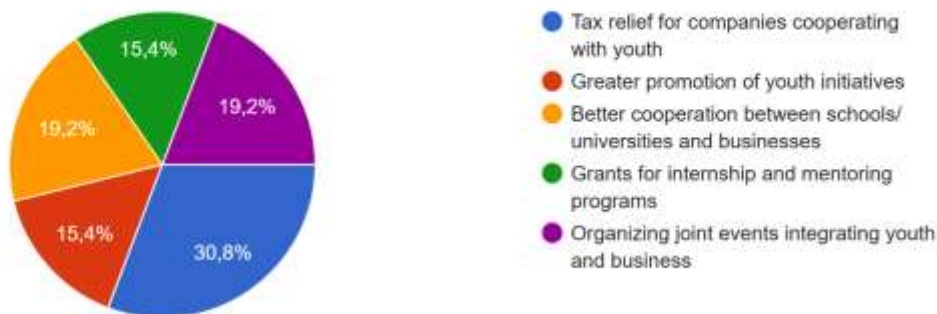


- Opinions are **evenly split** between those who believe the municipality supports such cooperation and those who do not.
- A smaller group is uncertain, indicating a potential **lack of visibility or communication** from local authorities regarding youth-business initiatives.

### 9. What actions could encourage entrepreneurs to engage more in youth social activities?

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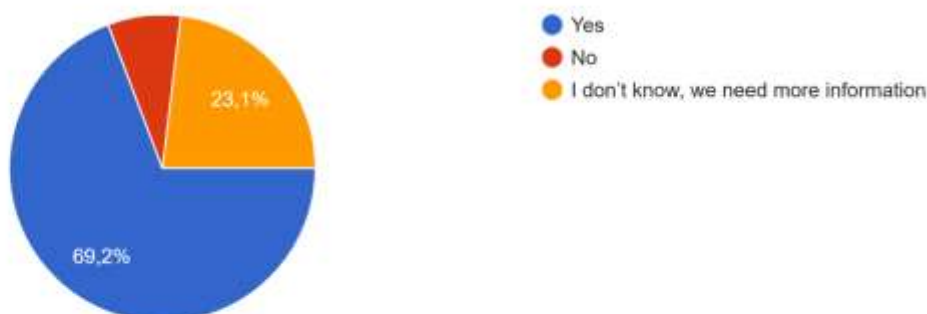


- The most favored incentive is **tax relief** for companies that cooperate with youth, suggesting that financial motivation is a strong driver.
- Other impactful suggestions include:
  - **Better cooperation** between schools/universities and businesses
  - **Grants** for internships and mentoring programs
  - **Joint events** integrating youth and business
  - **Greater promotion** of youth initiatives
- Overall, companies seem open to engagement but require **structured support, visibility, and incentives** to participate more actively.

### 10. Would your company be interested in cooperating with young people in social programs, volunteering or internships?

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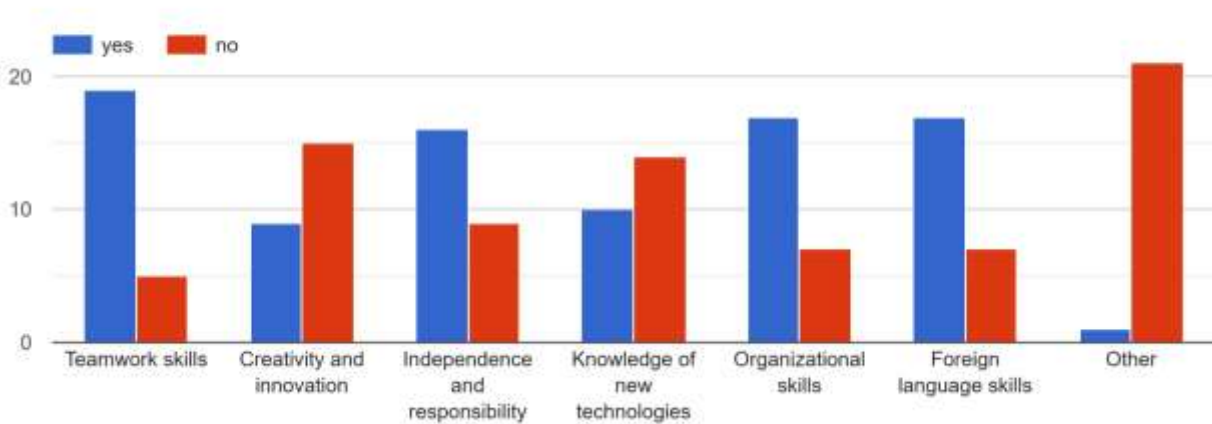


- A strong majority of companies express interest in collaborating with youth through social programs or internships.

- A smaller group is unsure and would require more information, suggesting an opportunity for better communication or outreach.
- Only a few companies are not interested, indicating that **overall willingness to engage with youth is high**, but may be limited by awareness or resources.

**11. What skills are most important for your company when it comes to hiring or collaborating with young people?**

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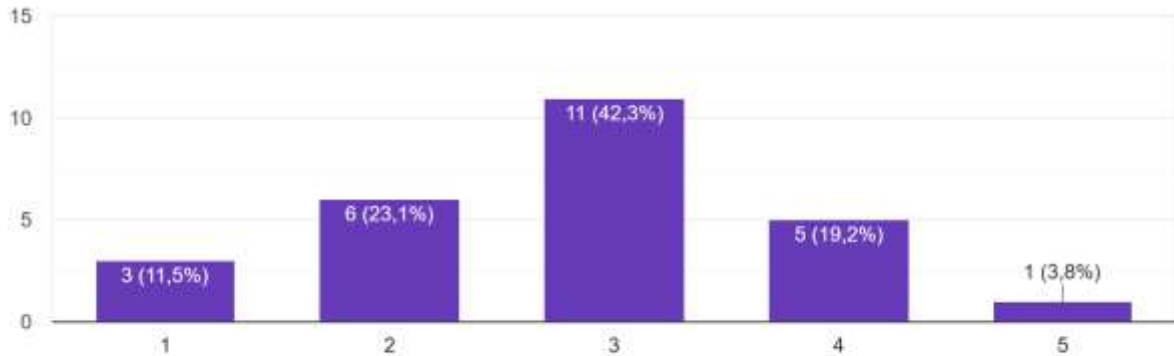


- Companies value **teamwork, organizational skills, independence/responsibility**, and **foreign language proficiency** most highly.
- Fewer prioritize **creativity, innovation, or technical knowledge**, suggesting a stronger preference for **reliability and communication** over specialized or innovative skill sets.
- One company highlighted **volunteering spirit, inclusion, and socialization skills** under “Other,” indicating soft skills and community-minded attitudes can also be key in some workplaces.

**12. How would you rate the involvement of young people in the social and economic life of Pissouri?** (Scale from 1 to 5, where 1 = very low, 5 = very high)

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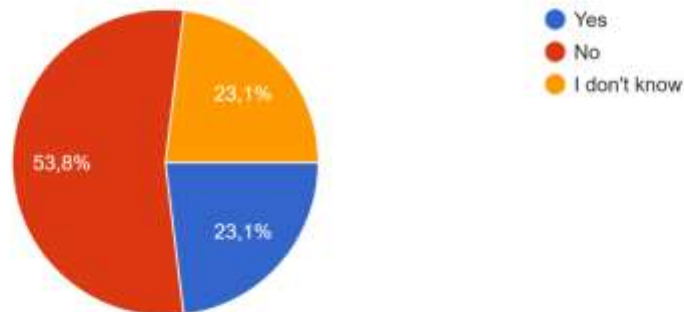


- Most respondents rate youth involvement as **moderate (3)** or **low (2)**.
- Very few see youth involvement as high, suggesting a general perception that young people are **not strongly engaged** in Pissouri's social and economic activities.
- This perception may reflect **limited opportunities, visibility, or initiatives** connecting youth with the community.

### 13. Do you think young people in Pissouri and Surrounding Areas are sufficiently prepared to enter the job market?

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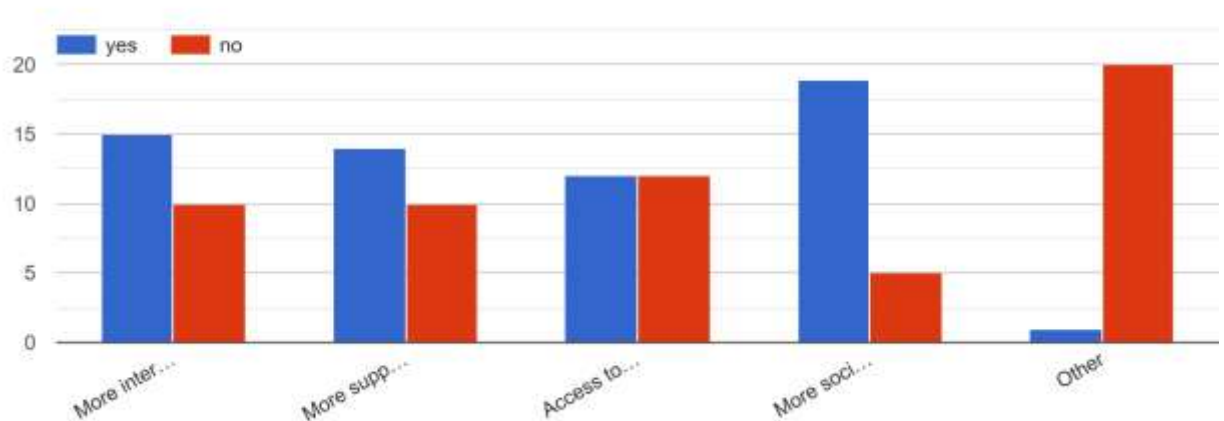
26 απαντήσεις



- A **majority of respondents do not believe** that local youth are well prepared for employment.
- Equal portions answered "yes" or "I don't know", suggesting **uncertainty or inconsistency in youth training or exposure**.
- This finding highlights a **skills gap** or possible misalignment between youth education and labor market needs — a potential area for targeted programs or policy action.

**14. What do you think young people in Pissouri lack most in terms of professional and social development?**

What do you think young people in Pissouri lack most in terms of professional and social development? (You must answer all)



- Respondents agree that youth most lack:
  - **Social activities and spaces**
  - **Internship opportunities**
  - **Support systems** (e.g., mentoring, career guidance)
- There is a more balanced view on **access to training or education**—some feel it exists, others don't.
- One "Other" response emphasizes the need for:
  - **Youth centers, social youth spaces, and better communication** about opportunities.
- Overall, the data indicates a strong call for **youth-dedicated environments, visibility of activities, and practical development pathways**.

**15. What forms of cooperation between youth and businesses could bring the greatest benefits to both sides?**

**Internships & Training**

- Multiple responses emphasized internships and training programs as core methods for effective cooperation.
- This shows a strong interest in **hands-on learning** and skill-building experiences.

### **Events & Shared Activities**

- Suggestions included youth clubs, charity events, and co-created activities where **youth take initiative** with support from adults.
- These build **trust, responsibility, and motivation** among young participants.

### **Mentorship & Encouragement**

- One detailed response stressed giving youth **responsibility, encouragement, and support from older mentors** to help them feel valued and included.
- The idea is that participation grows when **youth feel guided but not controlled**.

### **Mutual Respect & Mindset Shift**

- One entry called for a change in perception: businesses should not see youth as "machines," and youth should not see businesses only as "profit-makers."
- This highlights the need for **a cultural shift** toward cooperation based on shared growth, not exploitation.

### **Better Communication & Opportunities**

- Responses also point to the need for **awareness and incentives**, suggesting cooperation should be actively promoted by **local authorities and businesses together**.

## **Summary**

### **Business Profile**

The vast majority of responding companies are microenterprises operating in the service sector. These businesses are small in size, but many are already engaged — or interested — in working with young people.

### **Youth Employment and Involvement**

About half of the companies currently employ individuals under the age of 26, mostly through permanent or part-time contracts. However, structured engagement such as internships or apprenticeships remains limited. The most commonly cited barriers to youth involvement include lack of youth interest, limited resources, and insufficient information about available initiatives.

### **Collaboration and Social Activities**

While only a minority of companies regularly collaborate with youth in social activities, many express willingness or interest. Incentives like tax relief, grants, and joint events were identified as motivating factors that could encourage stronger business-youth cooperation.

### **Skills and Readiness**

Businesses value soft skills such as teamwork, organization, responsibility, and communication more than technical or foreign language skills. Despite this, many do not believe that local youth are sufficiently prepared for the job market. Respondents rated youth involvement in Pissouri's social and economic life as moderate to low, pointing to a need for better engagement strategies and support.

### **Youth Development Needs**

There is a clear call for more social opportunities, information-sharing, and structured support for youth development. Respondents identified a lack of youth spaces, activities, and accessible mentorship or training pathways.

### **Suggested Forms of Cooperation**

Open responses highlighted practical ideas such as:

- Internships and training programs
- Mentoring and shared responsibility in community events
- Support from local authorities
- A shift in mindset toward mutual respect between businesses and youth

These suggestions emphasize the importance of building **trust, purpose, and opportunity** into youth-business relationships.

### **Conclusion**

This survey reveals both a willingness and a need for deeper collaboration between businesses and young people in Pissouri. With the right support structures, incentives, and communication, there is strong potential to improve youth integration into economic and social life — benefiting both generations.