



INTERNATIONAL PEER-EDUCATION SEMINAR (TESTING I)

Evaluation Report

Developed by



PROJECT NUMBER — LLP-LDV-TOI-13-AT-0013

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0. Introduction

One of the crucial training sessions of the whole project, perhaps the most important one, was the *Testing I* implemented from January 16th to 17th 2015 at the premises of the German partner *Stephansstift Zentrum für Erwachsenenbildung* in Hanover.

There, 12 youngsters from Austria, Germany, Malta, Poland and Spain gathered for receiving a special training. They were aged between 16 und 22 years and represented different levels of education. Germany and Austria sent young women and men with learning difficulties however with a secondary education diploma and with an option to enter a VET carrier. From the other countries pupils and students participated the training.

Action *Testing I* is a train the trainer seminar after which participants should be able to offer and implement similar workshops on their own (= *Testing II*) once they are back in their home countries. The main idea is to attract persons representing the target groups of NEETs (not in education, not in employment) but also to raise awareness within their professional (trainers, social workers) and private (family, friends) background.

During the training following modules were offered:

- Self-estimation
- Self-awareness
- Motivation & Demotivation
- Presentation and Communication

The training was implemented by German trainers and youth coaches. The external evaluator INIT Developments Ltd. provided an evaluation form (see Annex 2) which allowed all participants to speak about experiences and feedback in connection with the training. Answers were collected in written, however partly participants were also interviewed and the trainers put them on paper.

1. Social data

Tab. 1

1.1. Gender:	female: 7 male: 4 missing data: 1	1.2. Age:	< 15: 0 15-17: 3 18 - 22: 4 22-25: 4 > 25: 1
1.3. Nationality:	Aremenian: 1 AT: 2 DE :3 ES: 2 MT: 2 PL: 2	1.4. Country of residence:	AT: 3 DE: 3 ES: 2 MT: 2 PL: 2
1.5. Profession: (if appropriate)	(High school and University) Student: 6 Apprendence: 3 Painter and Decorater: 1 Missing data: 2		

The training group was selected with great care, neither a country nor a nationally nor an age group is dominant. Concerning their gender, 7 (58%) of the participants were female, 4 (33.33%) were male; therefore, also concerning the gender aspect no negative determination was to be expected. The only social item which could have a negative impact on the successful implementation of the training was the educational and professional background of the participants: 6 (50%) of them were pupils or students with a rather high level of education whereas 3 (25%) were apprentice, 1 (8.33%) was painter (apprentice, too) and two did not give any answers. It was also experienced during the training that it would have led to more concrete results if the training group was selected more homogeneously concerning its level of education (in the way that all of them should have been young people with learning difficulties and problems entering the VET and/or labor market).

2. Pre-knowledge

Tab. 2

2.1. Did you already have received a previous training in “Self-esteem / Mnemonic Tricks”?		
no: 7 yes: 5	If “yes”, please describe briefly:	<ul style="list-style-type: none"> • 4 time 2h workshops • Similar workshop
2.2. Did you already have received a previous training in “Self-awareness / Motivation and Demotivation”?		
no: 6 yes: 6	If “yes”, please describe briefly:	<ul style="list-style-type: none"> • Performance seminar at school • 3h of “selfconfidence” during summer school • 1 h at university
2.3. Did you already have received a previous training in “Presentation & Communication”?		
no: 3 yes: 9	If “yes”, please describe briefly:	<ul style="list-style-type: none"> • Performance seminar at school • 2h “speaking in public” during a job seminar • 4 time 2h workshops • 4 time 2h workshops • 2 h at university

Participants of the course were also asked if they already have gained in their life any training concerning the seminar’s content. The answers varied depending on the area of the training. Concerning “Self-estimation & Mnemonic Technics” the majority of 7 (58.33%) students said they never received any kind of training in this area whereas 5 (41.67%) said they already did. Concerning “Presentation & Communication” it is the other way round: 9 (75%) of the participants assured they already received previous training concerning this subject and only 3 (25%) admitted they didn’t. Concerning “Self-awareness/Motivation & demotivation” it is a fair split: half of the participants already gained pre-knowledge by training, the other half didn’t.

Although between 25% and 75% of participants said they already had experience in at least one of the three subjects trained during the workshops, we cannot assume they also acquired appropriate knowledge, competences and experiences concerning these fields. When looking to the right boxes at each answer, one can see that none of them received a very intensive and long-lasting training. This means, some of the participant might have had some pre-knowledge when entering the workshop but all of them still needed to learn a lot concerning the items taught.

3. Motives

Tab. 3

Main motives for participating *My Way seminar*? (min 1, max 3 nominations)

- 8: I think I need knowledge, competences, methods and instruments taught in the *My Way seminar* in my current (work) life
- 8: It is very likely I will need knowledge, competences, methods and instruments taught in in the *My Way seminar* in my future work life
- 5: I expect an improvement of my (work) life situation
- 4: I trust in the quality of the course because it was developed by an international expert group
- 2: The seminar is free of charge
- 0: I was obliged to do this training
- 4: No special reason, I am just generally curious in the training course
- 1: others (please indicate): I want to help others in an effective way

When asked why they decided to participating at this training course, they were offered to select at least one but maximum three main motives form the table above.

The two top motives selected for participating the workshop were *I think I need knowledge, competences, methods and instruments taught in the My Way seminar in my current (work) life* as well as *It is very likely I will need knowledge, competences, methods and instruments taught in in the My Way seminar in my future work life*; both motives were nominated by 8 (66.67%) of the participants. The next important reason was *I expect an improvement of my (work) life situation* chosen by 5 (41.67%) participants, followed by *I trust in the quality of the course because it was developed by an international expert group* and *No special reason, I am just generally curious in the training course*, both indicated by 4 (33.33%) of the participants. Only 2 (16.6%) participants said they joined the course because it was for fee, none of the participants did the training because he or she was forced to.

The answers to this question give the impression that all participants were highly motivated in joining this training and that they mainly followed motives dealing with personal and/or professional development.

4. Opinion on seminar's subjects

Concerning the individual subjects of the seminar, participants had possibility to express their opinion from a range of 0 (= very negative) to 3 (= very positive). Following overall result can be reported:

Tab. 4

(☺☺ = very positive = 3; ☺ = positive = 2; ☹ = negative = 1; ☹☹ = very negative) = 0;

Issue/subject	☺☺	☺	☹	☹☹	Average score	If there is anything you would like to change please insert:
4.1. Relevance of the seminar's content to your daily needs	5	7	0	0	2,42	
4.2. Personal interest in the training content	6	6	0	0	2,50	
4.3. Scope / duration of the training	2	6	4	0	1,83	• Should last longer
4.4. Learning materials and handouts used during seminar	9	3	0	0	2,75	
4.5. Methods and practical exercises used during seminar	7	4	1	0	2,50	• More role-plays would be good
4.6. Social activities, interaction and exchange with participants from other countries	6	3	2	1	2,17	• We should go out together
4.7. Competence and know-how of trainers	7	5	0	0	2,58	
4.8. Effort/engagement of trainers	9	3	0	0	2,75	
4.10. Was it also some fun doing this seminar?	9	2	1	0	2,67	
4.11. Overall how did you like the <i>My Way</i> seminar?	8	4	0	0	2,67	
4.12. After undergoing this seminar, do you feel confident and well prepared for implementing the national seminars/ workshops coming up next?	4	8	0	0	2,33	

The feedback was very positive, all of the 12 questions reached an overall score above the statistically average mean of 1.5. The item *scope/duration of the training* was evaluated lowest with 1.83 - this is the only average score below 2.00. However, the relatively low result can be explained with the wish of the participants that the seminar would have lasted longer. This was expressed by one trainee in written in the evaluation form and by almost all others orally during and after the training sessions. It is a very good sign that trainees were keen to receive even more training input

The top scores were given for *learning materials and handouts used during the seminar* and the *effort/engagement of trainers* (both 2.75); trainees also confirmed they *overall liked the training*, that it also *was fun* (both 2.67) and that *trainers proved appropriate competences and know-how* (2.58); next positive results were given for *own personal interest in the training content*, the *quality of methods and practical exercises used* (both 2.50) and the *relevance of the content's seminar for daily needs* (2.42).

With a score of 2.33 trainees said they *feel competent after the training to implement such trainings on their own*; a good score but there is still space for improvement! Perhaps this score could be increased if more working time gets foreseen for this training. Provided more time was spent on such trainings perhaps it is also possible put special attention on the *interactions between participants and exchange of knowhow and experiences*; this issue was evaluated as second from the bottom with 2.17.

Tab. 5

4.12. Would you recommend the My Way seminar to others?	7 definitely	5 probably yes	0 probably not	0 definitely not
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In a last question (Tab. 5), participants were asked whether or not they would recommend this training to other persons. 7 (58.38%) said they *definitely* would to this, 5 (41.67) stated they are *likely* doing so. Finally, none of the participants said he or she is *not willing* to recommend this training course to others.

5. Reaching learning aims

Finally, the participants were asked whether or not they think the learning aims were reached and that they are well prepared for their own seminars. They could chose from a scale from 1 (not at all) to 5 (very much), the statistic mean was therefore 3.00. *Tab. 6* shows the results for this question:

Tab. 6

	5 = very much ... 1= nothing at all						Average score
	5	4	3	2	1	NA	
	NA = Not Applicable (e.g. because this issues was not taught)						
5.1. I feel more confident, valuable and appreciated	1	8	3	0	0	0	3.83
5.2. I aquired a useful technique of memorizing for everyday life	7	4	1	0	0	0	4.17
5.3. I learned to understand myself regarding motivational and demotivational issues	2	7	2	1	0	0	3.67
5.4. I improved my performance in front of others and gained confidence through my posture	3	3	5	1	0	0	3.50
5.5. I learned many techniques and contents how to present to others and how to transfer knowhow and conent to them	3	5	2	1	0	1	3.73
5.6. I feel prepared to organise and implement my own peer-group-workshop	2	6	4	0	0	0	3.83

It gets obvious that none of the items was evaluated below the statistic mean of 3.00. The relatively lowest score with 3.50 was given for *improvement of the performance in front of others and gaining of posture*. The top score of 4.17 was reached for *acquiring useful techniques of memorizing for everyday life*, followed by the confirmation that participants *felt after the training more confident, valuable and appreciated* and well prepared *to organise and implement own peer-group workshops* (both 3.83). They also assured they *learnt many techniques and content how to present to others and how to transfer knowhow and content to them* (3.73) and that they started to *understand themselves regarding motivational and demotivational issues* (3.67).

6. Summary

Finally it can be stated that this work shop (*Testing I*) was implemented as foreseen and did absolutely fulfill its purposes with regards to requirements of the project plan and the strategic setting of the project.

Testing I was implemented with an appropriate number of well selected participants (regards cultural background, gender, age etc.) who were widely not familiar with the training content before the course started. They showed high interest and broadly developed motivation to undergo this training session.

Participants were convinced by the content of the course as well as by the methods and instruments applied; they also confirmed high efforts, competences and knowhow shown by the trainers. They assured all learning aims were well reached and that they learnt and improved a lot; therefore they would fully or very likely recommend this course to others. Last but not least they expressed feeling competent enough to implement own courses later in the project (*Training II*).

Concerning possible improvements it can be recommended that it might be of advantage if future courses focus on more homogenous groups with regards to educational levels and professional backgrounds of the participants. Very important seems to be the time aspect: as it looks it the duration of the training course should be extended. Participants expressed a clear wish to have more time for getting more familiar with methods and instruments (e.g. by testing and applying them during the training) as well as for exchanging and interacting with others. Perhaps, this was not possible under the framework of this project however when offering this course under real-life frameworks after the project has ended, the time issues should be very seriously considered.

7. Annex: Evaluation Form - Testing I



INTERNATIONAL PEER-EDUCATION SEMINAR (TESTING I)

Feedback and Evaluation Form for Seminar Participants

Developed by

INIT



PROJECT NUMBER — LLP-LDV-TOI-13-AT-0013

Do not fill in!

EV-P: _____

Dear Ladies and Gentlemen!

We would like to thank you very much for kindly taking part in the International Peer-Education Seminar of the European Commission funded project *My Way*. In order to further improve the quality of the training programme, we endeavour to address strengths and weaknesses as quickly as possible and to further strengthen the project. For this reason your opinion about the completed training course is extremely valuable. We would therefore be very grateful if you could comment on your personal experience with the seminar by answering the questions below. Your answers will be kept in strictest confidence.

**Thank you very much for your contribution!
The My Way Project Group**

1. Personal data			
1.1. Gender:	<input type="checkbox"/> male	<input type="checkbox"/> female	1.2. Age:
			<input type="checkbox"/> < 15 <input type="checkbox"/> 15-17 <input type="checkbox"/> 18 - 22 <input type="checkbox"/> 22-25 <input type="checkbox"/> > 25
1.3. Nationality:		1.5. Country of residence:	
1.5. Profession: (if appropriate)			

2. Preknowledge towards the seminar's content		
2.1. Did you already have received a previous training in "Self-esteem / Mnemonic Tricks"?		
<input type="checkbox"/> no <input type="checkbox"/> yes	If "yes", please describe briefly occasions, context, frameworks, duration etc. how and where you gained this experience/knowledge:	
2.2. Did you already have received a previous training in "Self-awareness / Motivation and Demotivation"?		
<input type="checkbox"/> no <input type="checkbox"/> yes	If "yes", please describe briefly the frameworks of your training experiences (content, duration etc. of training):	
2.3. Did you already have received a previous training in "Presentation & Communication"?		
<input type="checkbox"/> no <input type="checkbox"/> yes	If "yes", please describe briefly the frameworks of your training experiences (content, duration etc. of training):	

3. Motives for participating the seminar	
What are your main motives of participating <i>My May seminar</i>? (Please indicate minimum one but maximum three motives)	
<input type="checkbox"/> I think I need knowledge, competences, methods and instruments taught in the <i>My Way seminar</i> in my current (work) life <input type="checkbox"/> It is very likely I will need knowledge, competences, methods and instruments taught in the <i>My Way seminar</i> in my future work life <input type="checkbox"/> I expect an improvement of my (work) life situation <input type="checkbox"/> I trust in the quality of the course because it was developed by an international expert group <input type="checkbox"/> The seminar is free of charge <input type="checkbox"/> I was obliged to do this training <input type="checkbox"/> No special reason, I am just generally curious in the training course <input type="checkbox"/> others (please indicate):	

4. Opinion on seminar's elements					
Please give your opinion about the PROACT training programme referring to following criteria: (☺☺ = very positive; ☺ = positive; ☹ = negative; ☹☹ = very negative)					
Issue	☺☺	☺	☹	☹☹	If there is anything you would like to change please insert:
6.1. Relevance of the seminar's content to your daily needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6.2. Personal interest in the training content	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6.3. Scope / duration of the training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6.4. Learning materials and handouts used during seminar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6.5. Methods and practical exercises used during seminar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6.6. Social activities, interaction and exchange with participants from other countries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6.7. Competence and know-how of trainers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6.8. Effort/engagement of trainers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6.10. Was it also some fun doing this seminar?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6.10. Overall how did you like the My Way seminar?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6.11. After undergoing this seminar, do you feel confident and well prepared for implementing the national seminars/ workshops coming up next?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6.12. Would you recommend the My Way seminar to others?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
	definitely	probably yes	probably not	definitely not	

5. Below you see the defined learning outcomes of the seminar. Please indicate to which extent you feel these outcomes got fulfilled concerning your individual learning efforts made during this seminar:						
	= very much ... 1= nothing at all					
NA = Not Applicable (e.g. because this issues was not taught)	5	4	3	2	1	NA
5.1. I feel more confident, valuable and appreciated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.2. I aquired a useful technique of memorizing for everyday life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.3. I learned to understand myself regarding motivational and demotivational issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.4. I improved my performance in front of others and gained confidence through my posture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.5. I learned many techniques and contents how to present to others and how to transfer knowhow and conent to them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.6. I feel prepared to organise and implement my own peer-group-workshop	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Please use space below for any additional comments, critics, recommendations etc.

Thank you very much for your support!