

QM + EVALUATION OF H-CoDe

Competence Development in Health Precaution for disadvantaged target groups and teachers/trainers in adult education and qualification.

Development of Curricula and Pilot Trainings of H-CoDe (WP 3 and 4)

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Table of Content

<u>1. Introduction to the Evaluation of Workpackages 3 and 4: “Development of an European Training Course” and “Piloting the curricula for new target groups and the training course”</u>	2
<u>2. Evaluation of the pilot trainings of H-CoDe by trainees</u>	2
2.1.) Reached number of participants and number of pilot trainings.....	3
2.2.) Evaluation of pilot-trainings by trainees	3
2.3.) Resume Evaluation of pilot-trainings by trainees	10
<u>3.) Evaluation of the courses by the trainers</u>	11
3.1.) Evaluation of Questionnaire	11
3.2.) What kind of experiences could be worth and helpful for other trainer or coaches?.....	18
3.3.) Resume evaluation of courses by the trainers:.....	19
<u>4. Evaluation of the pilot trainings by the partners, lessons learnt and follow ups:</u>	19
4.1.) Arbeit und Bildung e.V., Germany.....	20
4.2.) INIBIA EEIG, Germany	21
4.3.) PROBENS, Spain	22
4.4.) Biuro Obsługi Inicjatyw Europejskich Sp. z o.o. (BOIE), Poland.....	24
4.5.) MKV consulting, Turkey	25
4.6.) Bulgarian Development Agency (BDA), Bulgaria	27
4.7.) Andragoški zavod Maribor - Ljudska univerza (AZMLU), Slovenia	28
4.8.) Resume evaluation by partners	29
<u>5. Annexes:</u>	30

1. Introduction to the Evaluation of Workpackages 3 and 4: “Development of an European Training Course” and “Piloting the curricula for new target groups and the training course”

The “Development of an European Training Course of H-CoDe” and “Piloting the curricula for new target groups and as a new Training courses” are the core activities and outcomes of H-CoDe project.

Evaluation forms for adult learners (**Annex 1**) as well as for the trainers (**Annex 2**) were developed and implemented by INIBIA and provided through the consortium to the participants and trainers of the different pilot training courses in the partner countries. The topics of the courses and therefore also the participant groups were different. Some partners organised two and more courses to pilot the curricula and courses and at least to finalise the outcome by using the evaluation results of the trainings. That is why both, trainees and trainers, were asked to give their evaluation. Finally the partners should prepare a short summary and evaluation report concerning the specific trainings and curriculum they were responsible for. This report should show also the lessons learnt and the follow ups of the partners. INIBIA prepared for this report also a certain template (**Annex 3**) to make the reports comparable. The partner-reports are also attached as (**Annex 4**).

2. Evaluation of the pilot trainings of H-CoDe by trainees

The pilot training courses were coordinated by adult trainers, managed and evaluated by the consortium partner of each country. All partners were responsible for organizing the event in its own country.

INIBIA developed and implemented a questionnaire for the participants and also an online-questionnaire for the trainers to measure the satisfaction, with open questions and also important comments by the trainers.

Each partner should evaluate the pilot trainings with these questionnaires and the critic session after the trainings. The partners got a proposal how to prepare this report from INIBIA. Important questions which had to be answered were, if the objectives were met, what were the most important comments from trainees and trainers and at least what were the lessons learnt and the follow ups of each partner?

2.1.) Reached number of participants and number of pilot trainings

The evaluation counted firstly the reached participants and also the number of pilot trainings.

Figure 1: number of trainings and number of participants in each country and in comparison

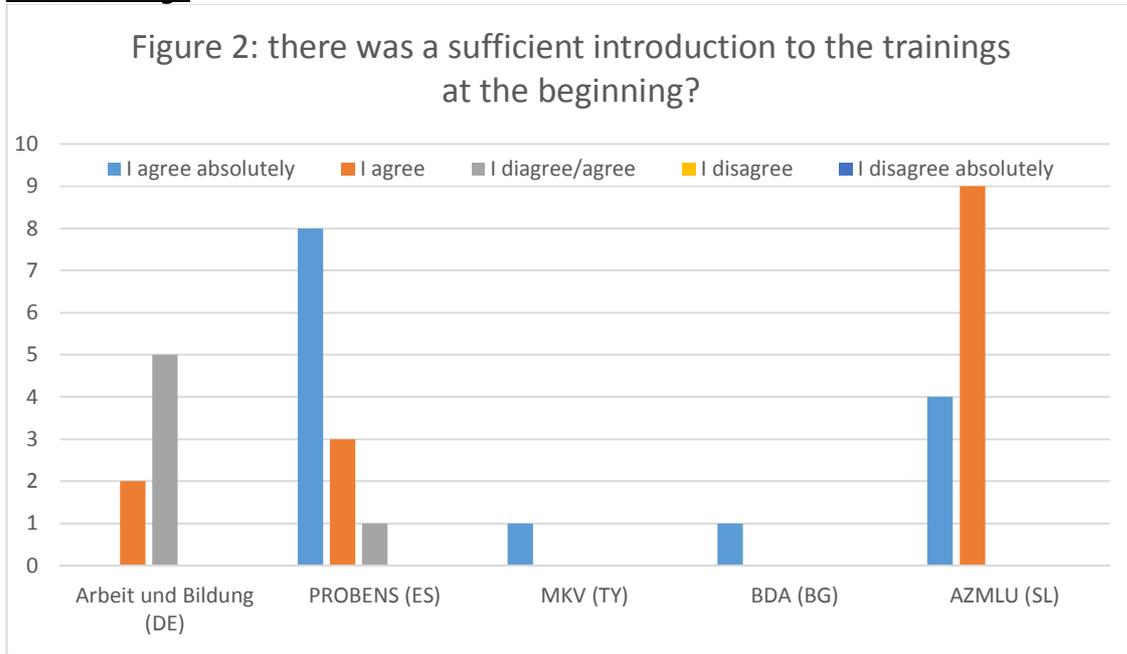
Partner	Number of trainings	Participants females	Participants males	Participants Total number
Arbeit und Bildung (Germany)	1	3	4	7
INIBIA EEIG (Germany)	2	38	7	45
PROBENS (Spain)	2	27	4	31
BOIE (Poland)	2	6	2	8
MKV (Turkey)	4	24	9	33
BDA (Bulgaria)	2	9	4	13
Andragoški zavodMaribor-Ljudska univerza	3	11	2	13
Total number	16	118	32	150

Each partner implemented in average two pilot trainings at which finally 150 trainees took part. The participants were mostly experts and adult trainers by their own which should test and evaluate the curricula of the European H-Code training course. More details concerning the participants and topics of the different trainings are available in the evaluation report of the partners in Annex 4.

2.2.) Evaluation of pilot-trainings by trainees

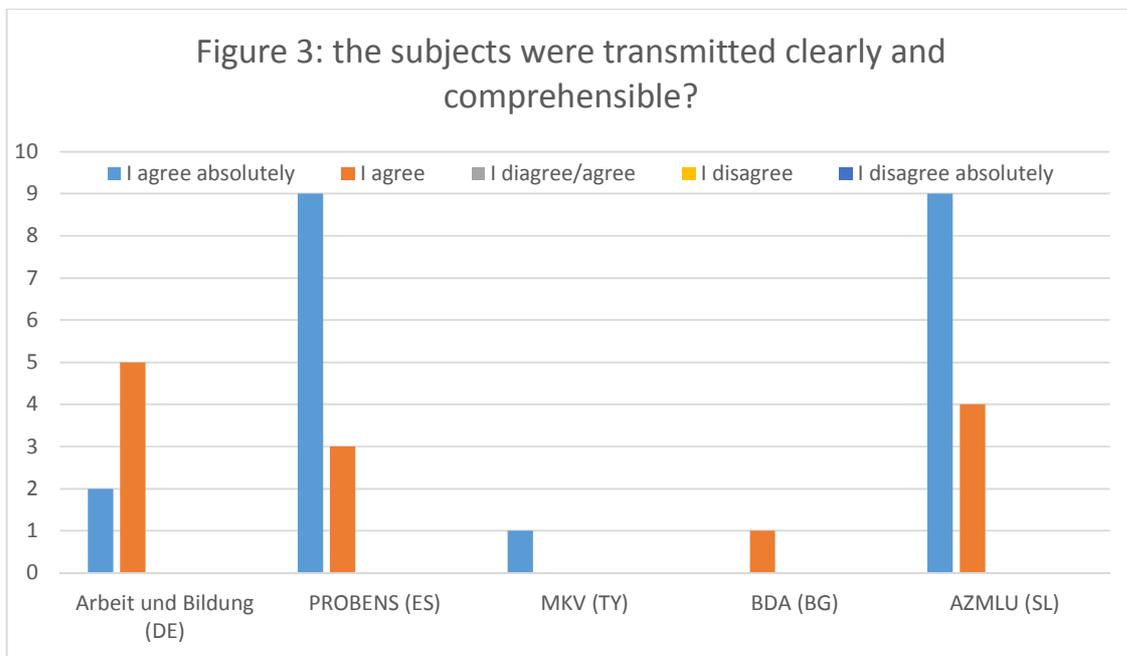
The questionnaire had 9 respective 11 (Slovenia) questions to score the level of satisfaction and 1 open question. From the pilot trainings of INOBIA and BOIE no online or paper-based evaluations of participants are available, from MKV and BDA we got only 1 response. These two responses are shown but not commented.

a) At the beginning it has been explained clearly to me what I'll have to expect by this training.



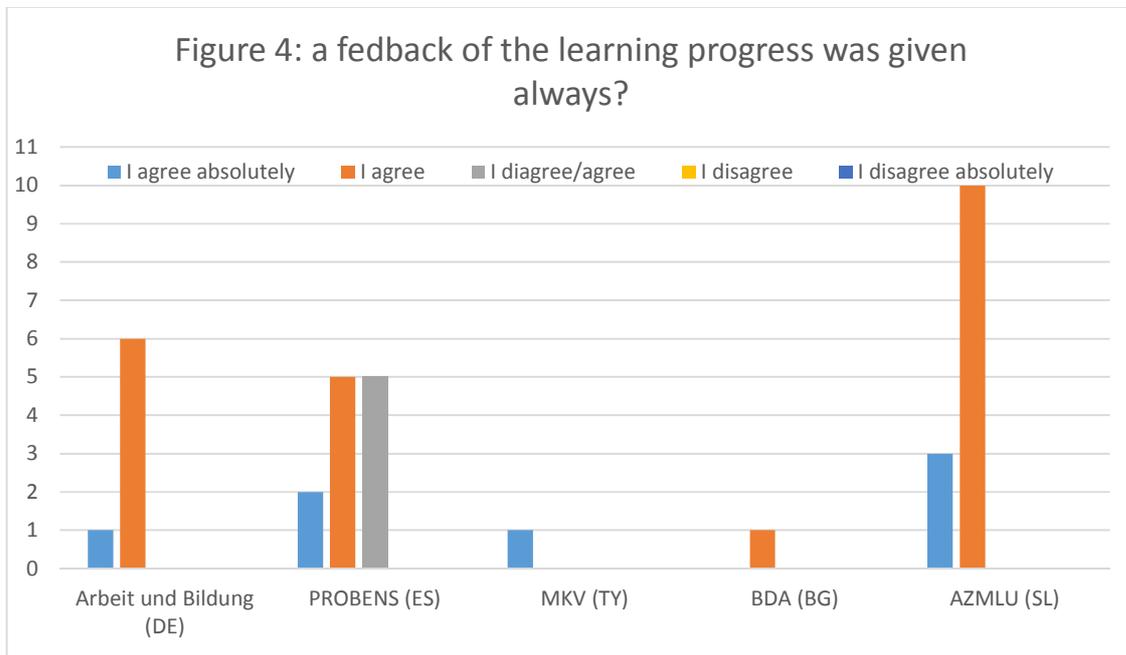
A sufficient introduction to the trainings were given in Maribor and Barcelona. In Marburg the biggest number of respondents was uncertain in their votes.

b) The subjects were transmitted clearly and comprehensible.



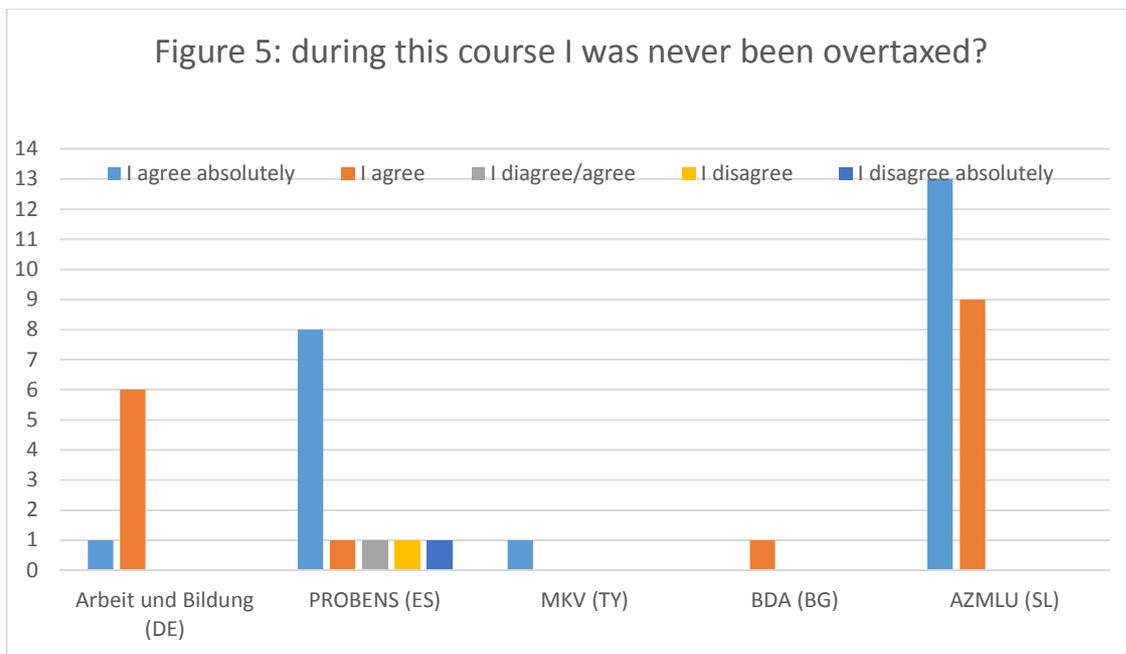
In average the participants agreed or agreed absolutely, that the subjects were transmitted clearly and comprehensible in all reported countries.

c) I have got always a feedback about the progress we have made in training.



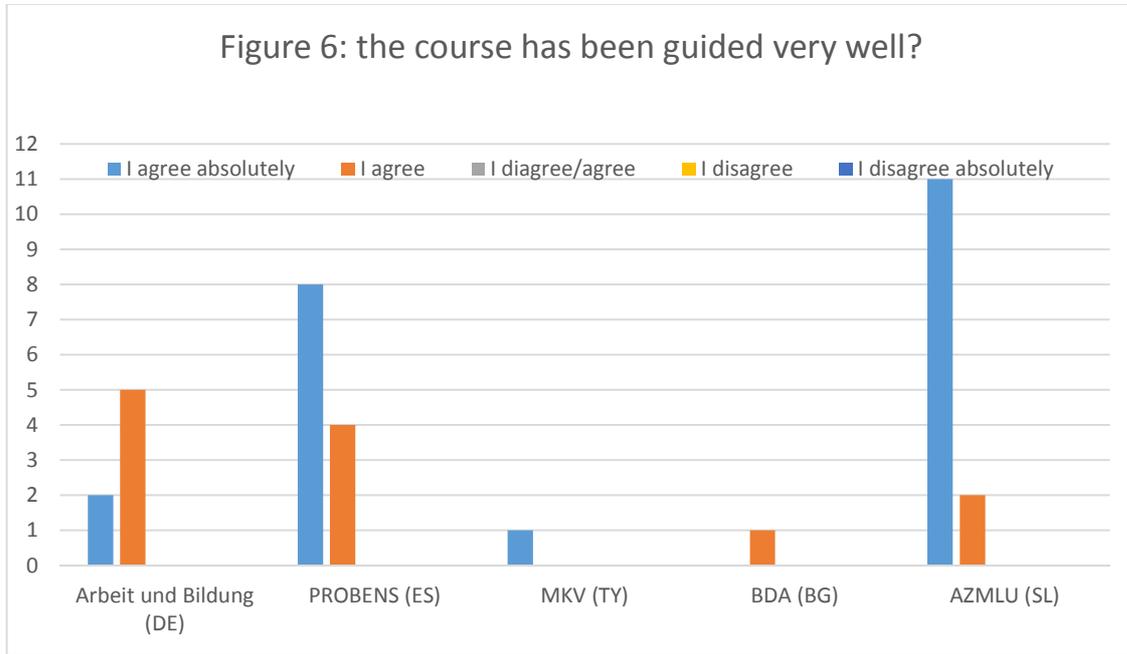
In Marburg and Maribor agreed or agreed absolutely, that I have got always a feedback about the progress they have made in the training. In Barcelona some respondents were not sure if they can agree or disagree.

d) During this course I was never been overtaxed.



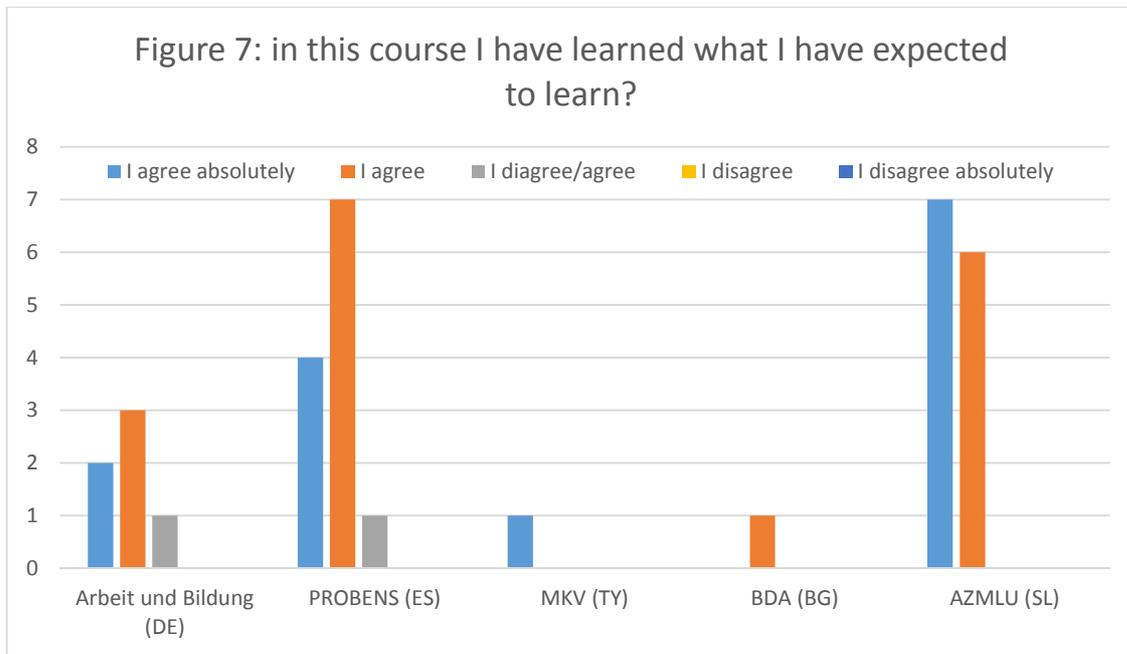
Most of the respondents agreed or agreed absolutely, that they didn't felt overtaxed the training. Only in Barcelona trainings some trainees couldn't agree.

e) This course has been guided very well.



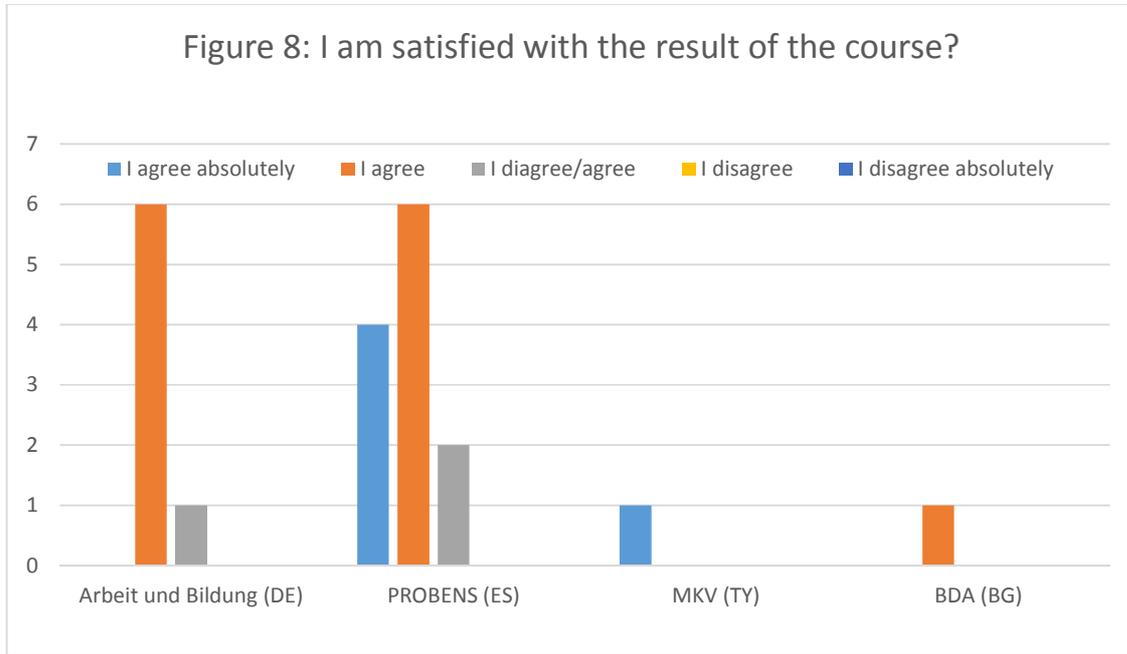
All respondents agreed or absolutely agreed, that the courses were guided very well.

f) In this course I have learned what I have expected to learn.



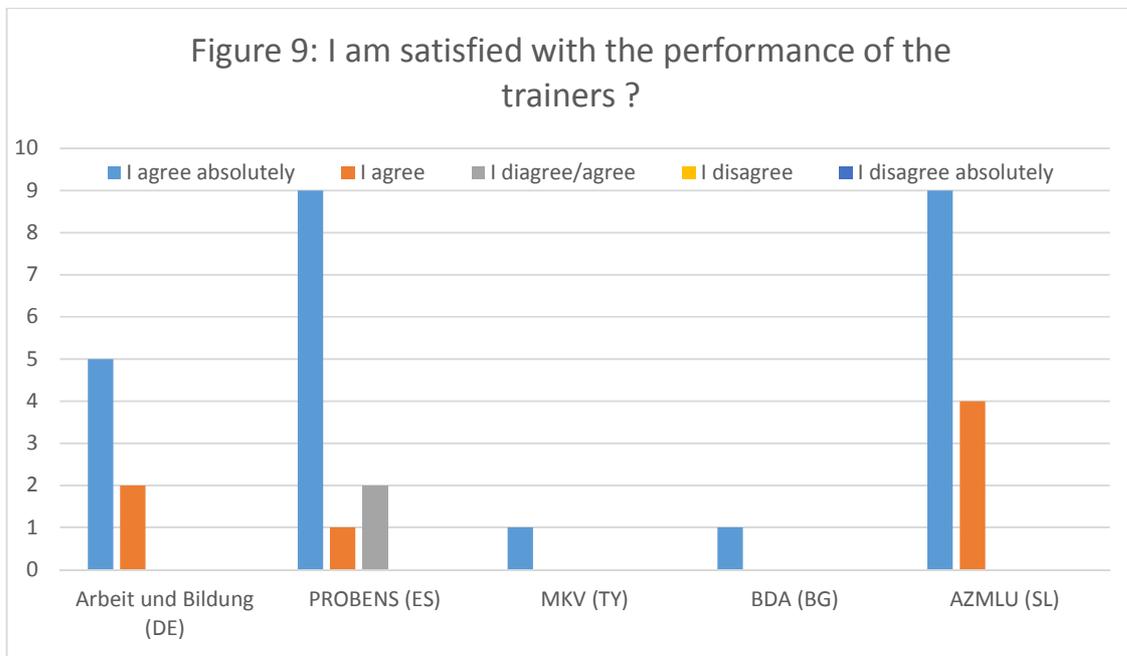
In all courses the respondents learnt more or less that what they have expected before.

g) All in all I'm satisfied with the result of the course.



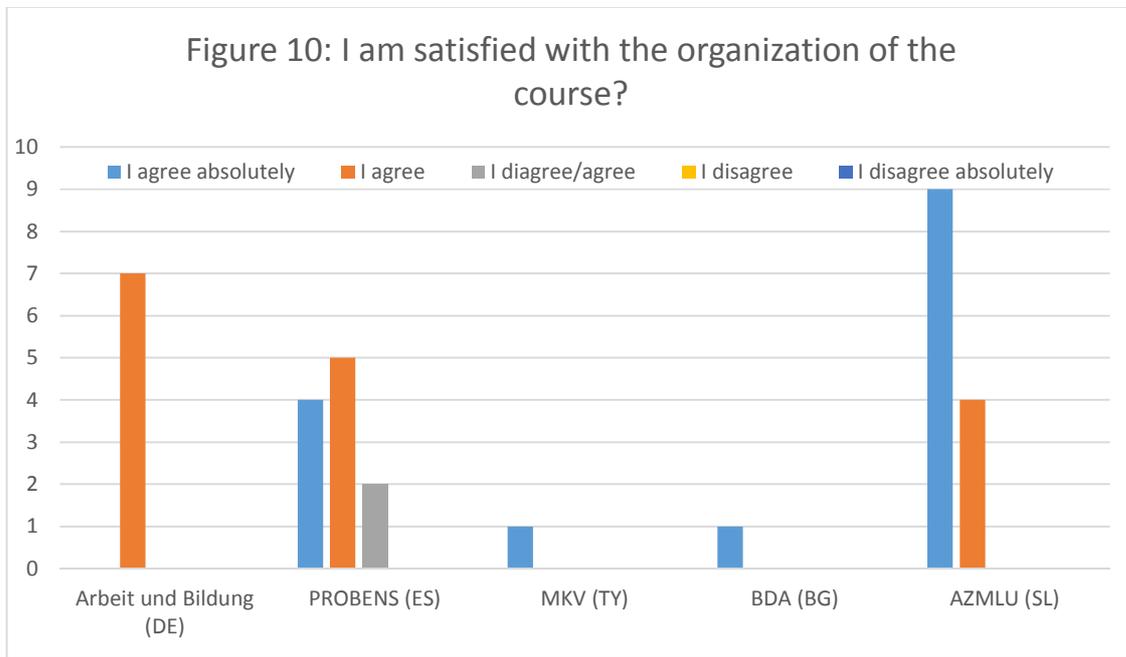
In all partner countries the respondents answered more or less to be satisfied with the results of the courses, only few respondents are uncertain in their votes.

h) How satisfied you was with the performance of the trainers?



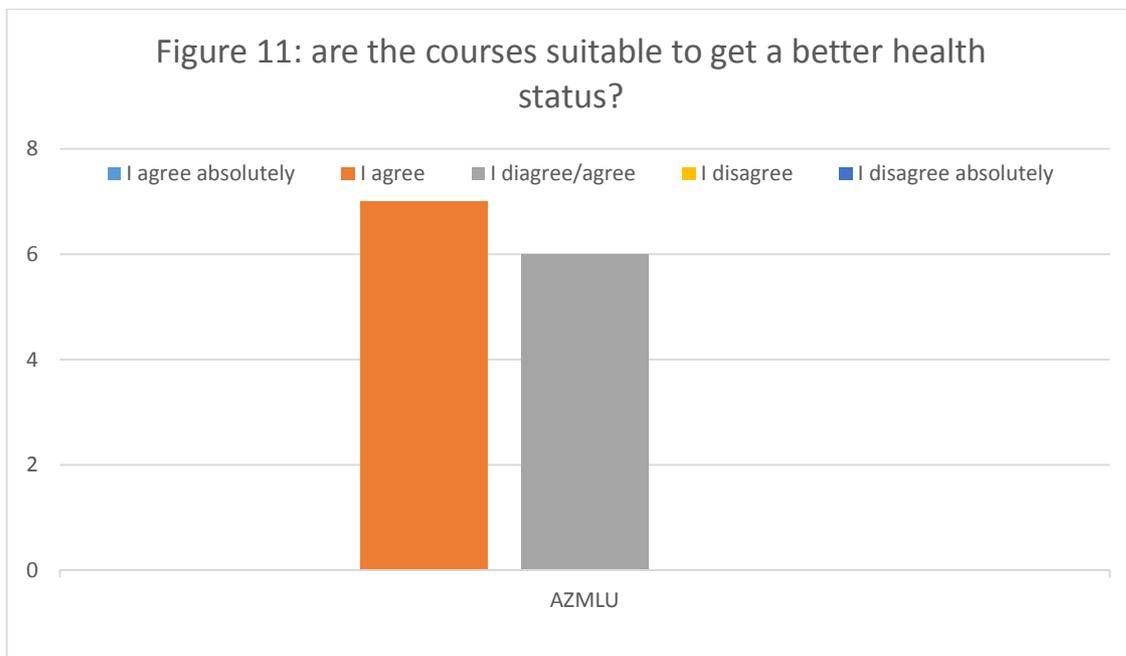
The respondents were satisfied or absolutely satisfied with the performance of the trainer generally, in Barcelona trainings some participants were uncertain.

i) How satisfied were you with the organization of the course?



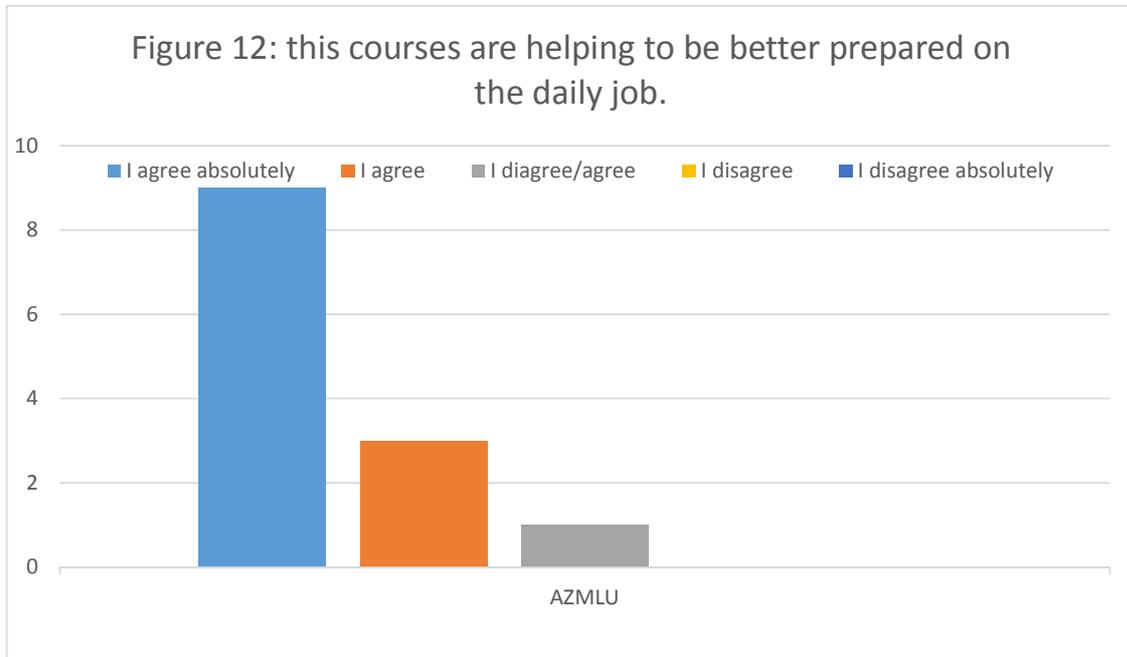
In Marburg, Maribor and Barcelona the respondents were mostly satisfied with entire organization of the courses, in Barcelona two respondents were not sure.

j) Do you believe, that this course will help you to get a better health status in general?



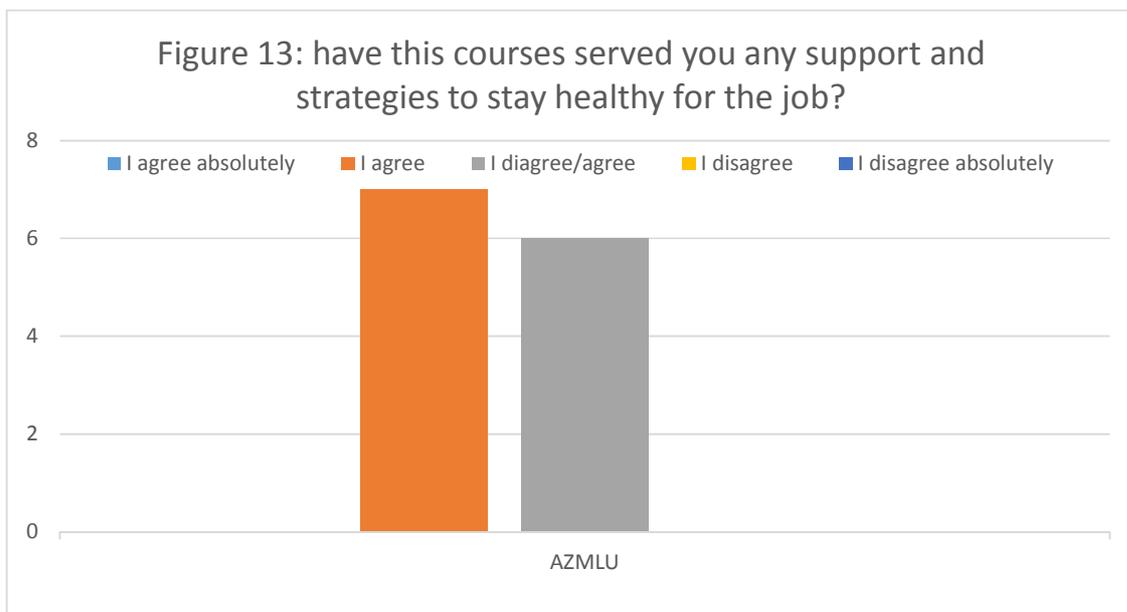
7 from 13 participants in the Slovenian Pilot Courses agreed, that the courses are suitable to get a better health status but the other 6 were not sure about it.

k) Do you believe, that this course will help you to be better prepared on your daily job?



Most of the Slovenian respondents are pointing out, that the H-CoDe course will help them to be better prepared on the daily job.

m) Do you believe, that this course has served you support and strategies which help you to stay healthy on and for the job?



Seven from 13 Slovenian respondents found, that the courses served them any support and strategies to stay healthy for the job, but 6 of them are uncertain.

n) Open Questions: Would you like to add something to your answers? Here's your turn.

The participants from Marburg, Germany, commented, that they have learnt a lot of unexpected matters and that they got also some inspiration for their jobs but also their personal life. The matters of the courses were health precaution for long term unemployed people.

The Spanish respondents got a course which was dealing with the management of emotions. The comments were very positive especially concerning the practice work, the work with 6 different kind of emotions and the methodology (Alba).

2.3.) Resume Evaluation of pilot-trainings by trainees

A sufficient introduction to the trainings were given in Maribor and Barcelona. In Marburg the biggest number of respondents was uncertain in their votes.

In average the participants agreed or agreed absolutely, that the subjects were transmitted clearly and comprehensible in all reported countries.

In Marburg and Maribor agreed or agreed absolutely, that I have got always a feedback about the progress they have made in the training. In Barcelona some respondents were not sure if they can agree or disagree.

Most of the respondents agreed or agreed absolutely, that they didn't felt overtaxed the training. Only in Barcelona trainings some trainees couldn't agree.

All respondents agreed or absolutely agreed, that the courses were guided very well.

In all courses the respondents learnt more or less that what they have expected before.

In all partner countries the respondents answered more or less to be satisfied with the results of the courses, only few respondents are uncertain in their votes.

The respondents were satisfied or absolutely satisfied with the performance of the trainer generally, in Barcelona trainings some participants were uncertain.

In Marburg, Maribor and Barcelona the respondents were mostly satisfied with entire organization of the courses, in Barcelona two respondents were not sure.

7 from 13 participants in the Slovenian Pilot Courses agreed, that the courses are suitable to get a better health status but the other 6 were not sure about it.

Most of the Slovenian respondents are pointing out, that the H-CoDe course will help them to be better prepared on the daily job.

Seven from 13 Slovenian respondents found, that the courses served them any support and strategies to stay healthy for the job, but 6 of them are uncertain.

The pilot trainings were mostly very successful scored by the participants.

3.) Evaluation of the courses by the trainers

3.1.) Evaluation of Questionnaire

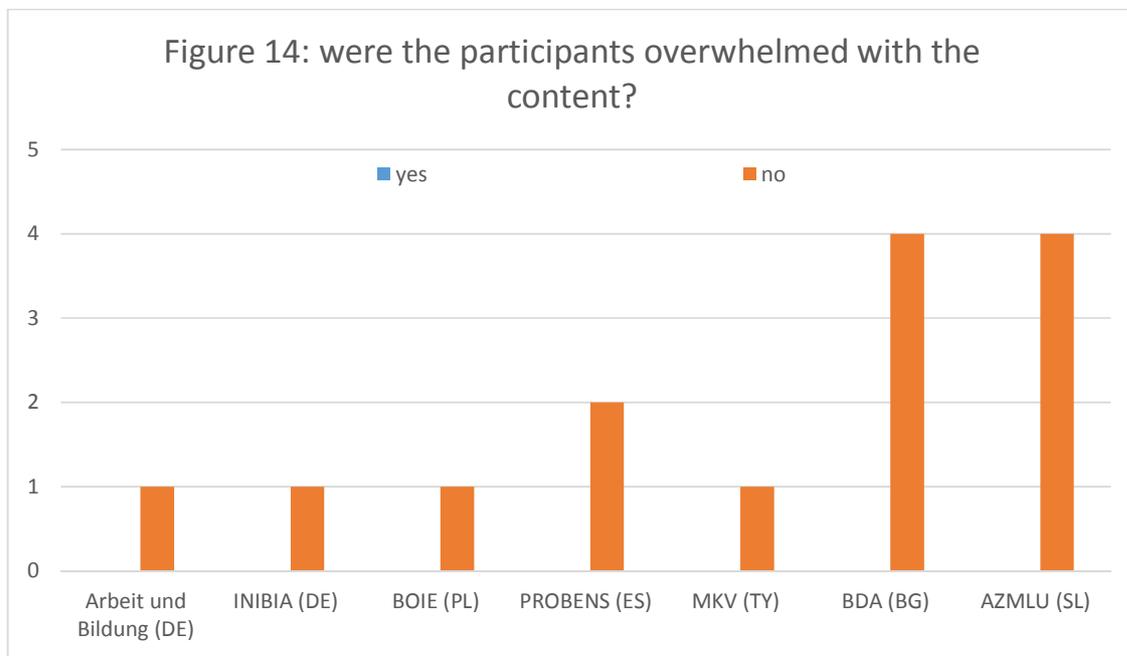
The evaluation was made with an online-questionnaire with yes/no answers and the option for comments and open questions.

a) How do you get the information, what the participants are expecting from the training?

Most of the involved trainers organised a question session with participants before, during and some also after training sessions.

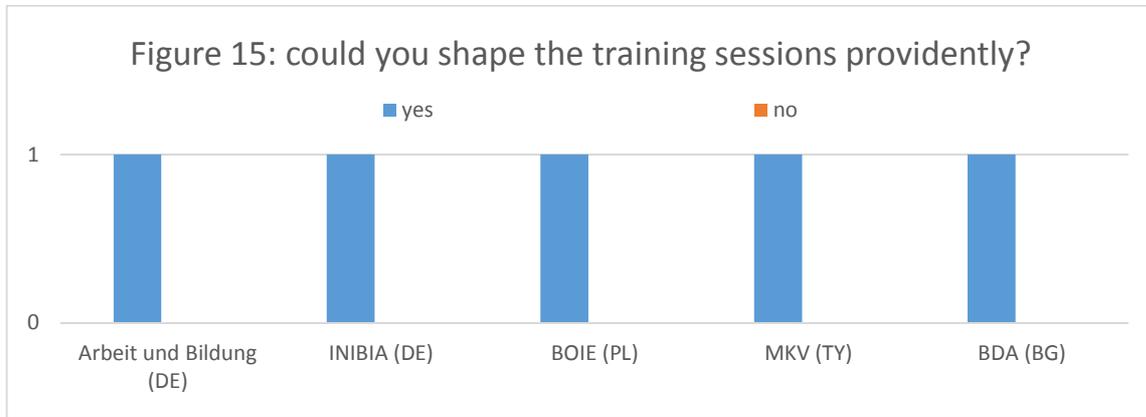
In Spain with the registration of the course, participants defined themselves briefly expectations and the first day, everyone had to write on a sticky note his/her expectations and to put them on a board. After this the trainer could to classify the expectations and discuss them with the group.

b) Do you estimate, that some the participants have been overwhelmed with the conceptual learning content?



All trainers pointed out, that they estimate, that none of the participants have been overwhelmed with the conceptual learning content.

c) Could you shape the training session in an appropriate way to avoid the overwhelming of trainees?



d) How could you react to this challenge?

The Spanish partner took in account the emotions harder the participants, also trainer, as supposed them in their work with users, e.g. anger, fear and sadness.

In Lodz the trainer tried to attend to trainees in a more personal mode and to make the training with more examples from real life.

The Bulgarian trainers tried to get more variety by switching the topic of the discussion and by preparing a warming up between the sessions.

In Slovenia the trainers closely monitored how participants feel and react and adapt the training according these reactions. They tried to have a continuous communication during the training. Helpful was also to get previous agreement about what is the most efficient way for them.

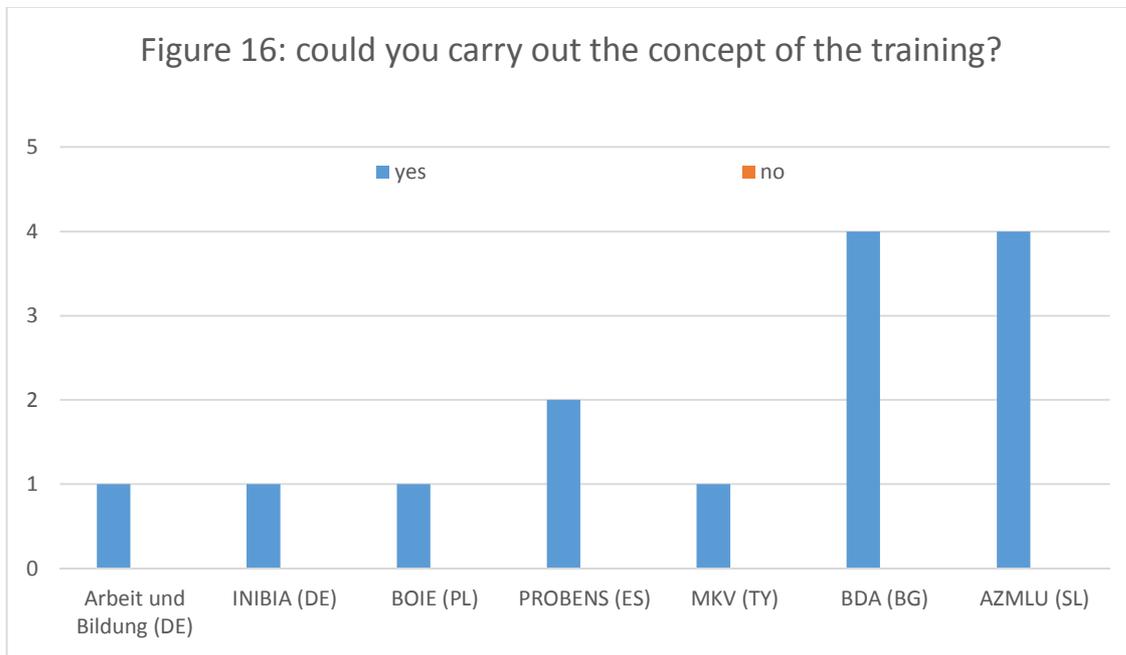
e) How did you check the learning success of the participants?

All partners used questionnaires and critic sessions at the end of the trainings to measure the success of the trainings.

BOIE organised a quiz-round to check the new knowledge.

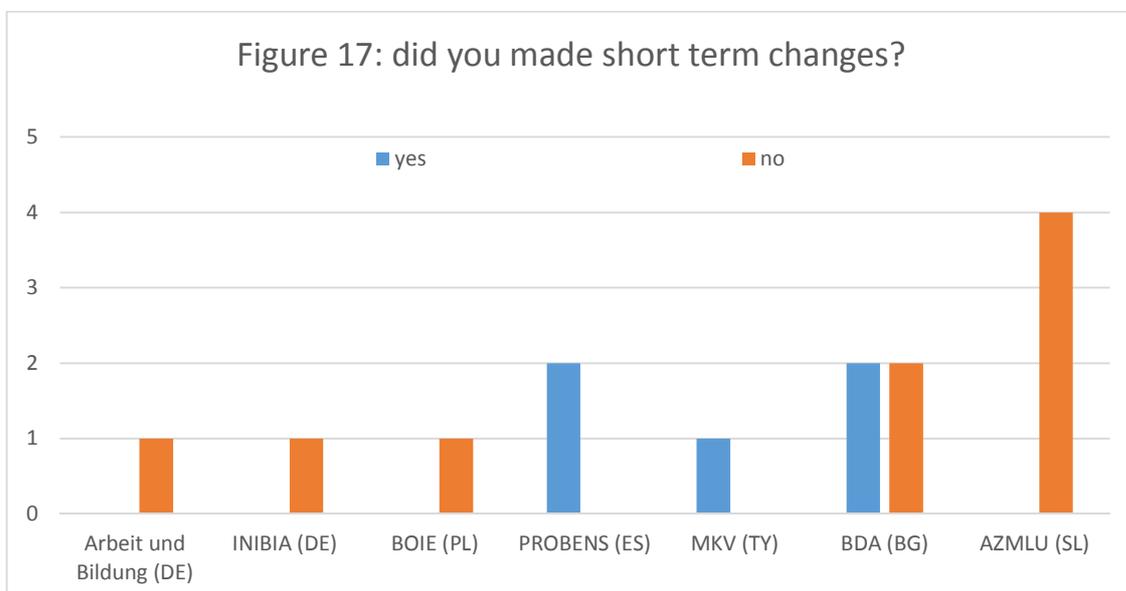
The Spanish trainers organised question rounds to share the new knowledges. They evaluated continuously advances in the progress of trainees: questioning, observing if they had applied what they already had worked in previous sessions.

f) Could you carry out at least the concept of the training?



All partners could at least carry out the concept of the training.

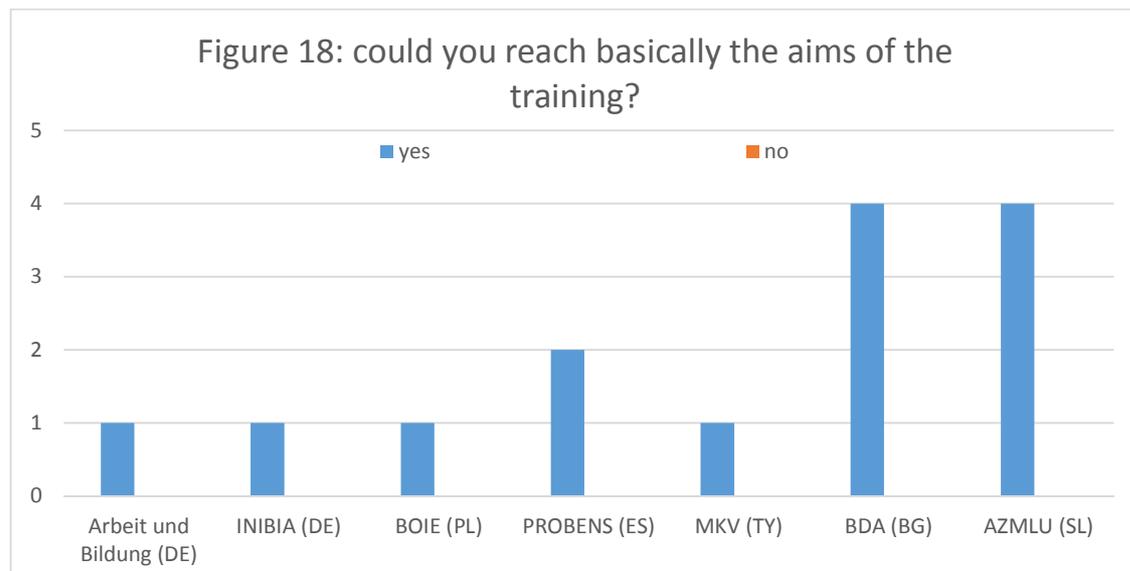
g) Did you made short term changes and if yes what kind of them?



The German, the Polish and the Slovenian partner didn't made any changes. In Spain und Turkey the trainer decided to change parts of the trainings and in Bulgaria two trainer didn't made changed but two have done it.

The Spanish trainers I stopped over in emotions like fear, sadness or anger because they were the emotions that they are more presented to participants, both users and heads. Further, it was a request of the group.

h) Could you reach basically the aims of the training?



All partners reached the aims of the trainings.

i) What do you think, which was the most interested part or topic in the training for the trainees?

In Marburg (Germany) the practical parts as well as the mix and change of different methods was more interesting for the trainees.

For the trainer from INIBIA it was the learning how to receive and understand hidden symbols of sickness.

The Spanish trainer estimated, that it was the ability to work in emotional context and sensitive issues and the improvement of the ability to identify and redirect the emotions in professional contexts.

For the trainers in Lodz most interesting parts were how to recognize addiction and the possible interventions related to specific addiction.

MKV estimated, that the topic of healthy diet as most interesting for the trainees.

The Bulgarian trainers judged, that the most interesting topics were the ways to control/ manage anger, the emotional signs of the bodies, the identification of personal emotions and at least the management of anger.

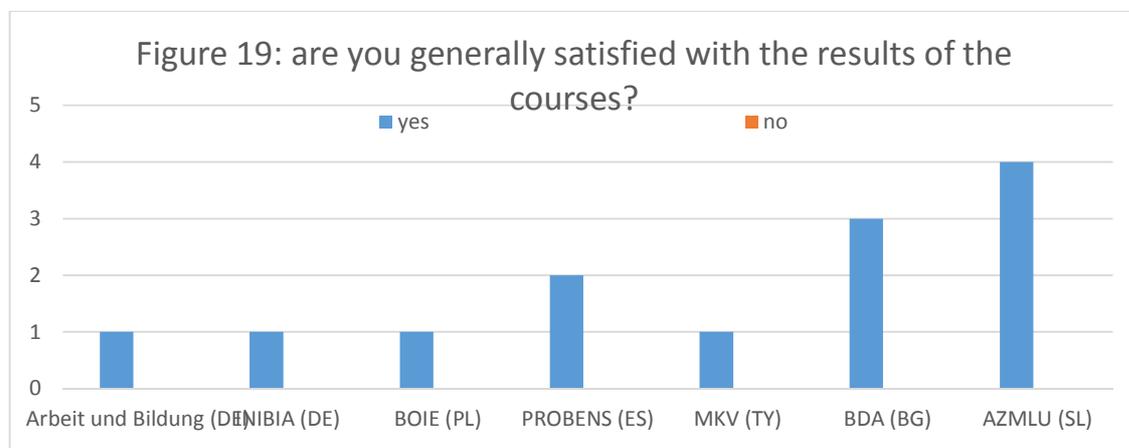
In Slovenia the identification of competences which are not formally recognised, the discussion about inner conflicts and the dealing with negative feelings and emotions as well as information about methods seemed to be most interesting.

j) What do you think, which was the less interested part or topic in the training for the trainees?

For MKV the listing of the vitamins and minerals for healthy diets was less interesting for the trainees.

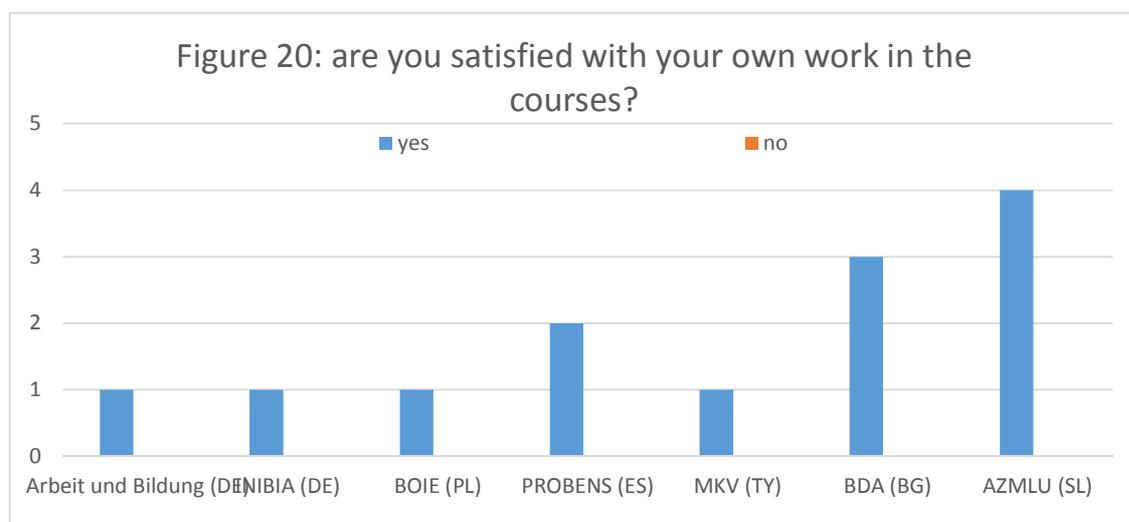
The trainers from Marburg and Barcelona pointed out, that there were no topics which were less interesting but the training sessions seemed sometime too long.

k) Are you generally satisfied with the results of this training/course?



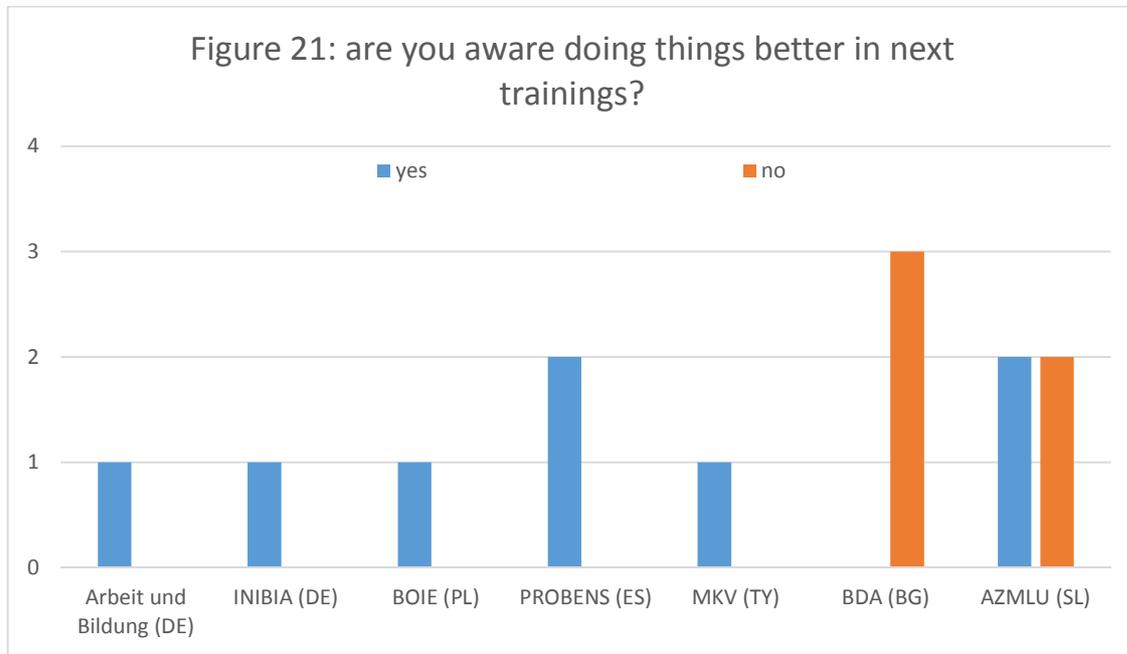
All trainers were generally satisfied with the results of the trainings/courses.

l) Are you satisfied with your own work in the courses?



All trainers were you satisfied with their own work in the courses.

m) Are you aware about doing things better to make the training more successfully? If yes, what kind of recommendations do you have?



All trainers were aware, that they could better parts of the trainings in the future to make them more successfully, with exception of the Bulgarian and two of the Slovenian trainers.

The trainer from Marburg would implement more practical issues.

The other German trainer would implement the matter how to deal with identified or known or suspected mood disorders/depression and would plan more space for this issue.

The Spanish trainer have incorporated a follow up meeting 3 weeks after the course finished to get a feedback and follow up from participants as well as to meet and share their experiences of putting into practice some of the tools learnt on the course in their daily lives as a way to motivate the commitment and awareness to look after the emotional aspect of their lives and specifically in the work environment.

The Spanish trainer estimated, that in general, participants require specific techniques to use with users but also the trainers need as well more experiences how to work with their emotions. The trainers are need also a tools and knowledge how they can recognize and support people with a situation of loss or sadness. There is a practical document on emotional laboratory techniques for teachers needed.

Regarding some participants asked a second part of the course, it might be interesting to consider the possibility of a second part of dynamic users to work with emotions.

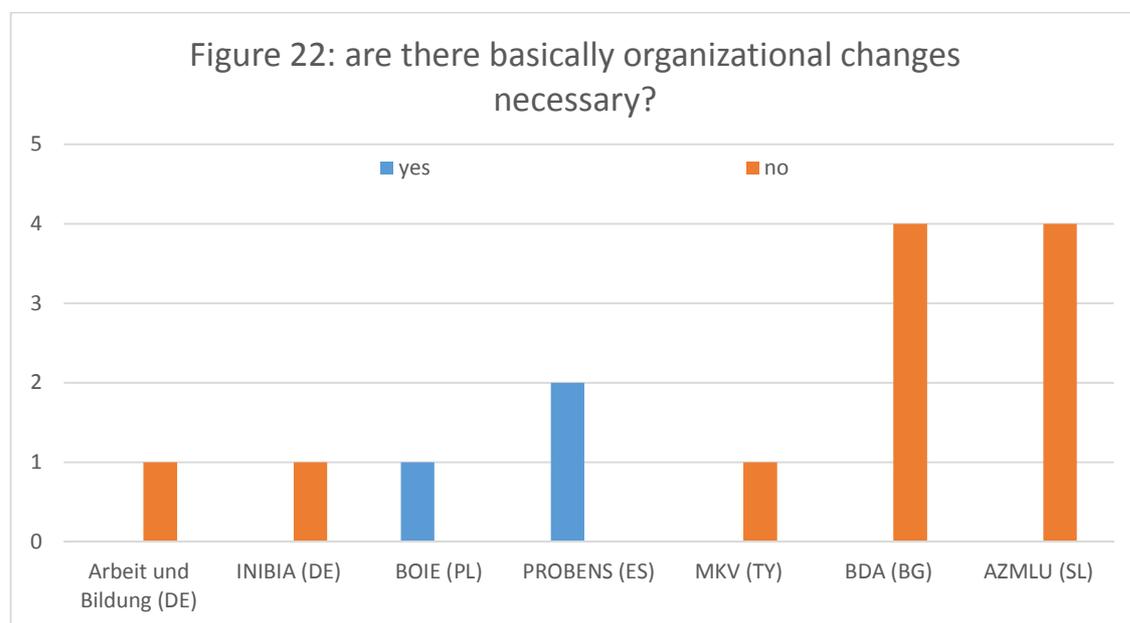
The training would be interesting to supplement it with personalized monitoring to accompany the trainee to implement it in their professional context.

The Polish trainers would try to get better in contact with the trainees, because also some of them could be addicted or co-addicted by themselves.

The Turkish trainer would like to make the trainings more visual.

One of the Slovenian trainers would take more in consideration the previous experiences of trainees.

n) Are there basically changes necessary concerning the organisation of the training? If yes, what kind of organizational changes do you recommend?



Only the Polish and the Spanish trainer pointed out, that there should be some basically changes concerning the organisation of the training.

The Polish trainers would take more care on equipment which is needs for day long trainings and also additionally workspace and tables for group workings.

The Spanish trainers saw an isolated room needed, because to express emotions makes noise and the room must be wide enough to make body exercises. Finally they would make the trainings longer.

o) What kind of experiences from this training are personally for you important for going forward to the next trainings?

The trainer from Arbeit und Bildung (Germany) saw very fast successes in the work with the trainees.

The Spanish trainer pointed out, that a corporal and experiential approach to emotional learning achieved better results in terms of creating spaces for meaningful learning from self-exploration and experimentation. But also the reduction of the hours per session to three was important.

For the Polish trainer was important, that people needed more theory and specific advices.

The Turkish trainer made good experiences with brain storming and group working.

In Bulgaria the trainer found important, to keep the conversation going on and putting the group together. They personally found also important the interactions with participants, the exchange of ideas and experiences.

The Slovenian trainers estimated, that it was important to have previous personal experiences to give the best training possible. The experiences of collaboration between trainer and trainees were also most important.

3.2.) What kind of experiences could be worth and helpful for other trainer or coaches? *(And should they be evaluated deeper and the necessary changes transferred to the training material and be made accessible for the other trainer?)*

The German trainer from Marburg recommends, that the practical sessions at the beginning of the training should be leaded by experts of the matters.

The Spanish trainers recommend the other trainers using the curriculum, that they should find themselves their own strengths and limitations in their professional emotional leadership profile. They should also prepare a development plan for the improvement and transfer the development plan into specific professional context. They recommend also to make an assessment of what is the impact of learning in the daily work of the trainees. The other trainers should evaluate how the trainees have been applied the knowledge acquired in the training, what are the benefits and the difficulties they have found.

The Polish trainer recommend, that other trainers should use a good contact to the learning group to adjust them to the topic and that trainers should be sensitive to what may be difficult during training.

The Turkish trainers recommends the using of more visual materials, and having more practices.

The Slovenian trainers are recommending, that the trainers should identify their own experiences to modify the training if needed. Trainers should work in the framework of curriculum but should be also flexible for minor modifications if needed. Finally a continuous evaluation is needed to check out the state of learning and meanings of the trainees.

3.3.) Resume evaluation of courses by the trainers:

Totally 14 trainer took part at the evaluation of the pilot trainings. Some of them gave several courses depending on the objectives and methods of the trainings.

All trainers pointed out, that they estimate, that none of the participants have been overwhelmed with the conceptual learning content.

All partners used questionnaires and critic sessions at the end of the trainings to measure the success of the trainings. BOIE organised a quiz-round to check the new knowledge. The Spanish trainers organised question rounds to share the new knowledges. They evaluated continuously advances in the progress of trainees: questioning, observing if they had applied what they already had worked in previous sessions.

All partners could at least carry out the concept of the training.

The German, the Polish and the Slovenian partner didn't made any changes. In Spain und Turkey the trainer decided to change parts of the trainings and in Bulgaria two trainer didn't made changed but two have done it.

All partners reached the aims of the trainings.

All trainers were generally satisfied with the results of the trainings/courses.

All trainers were aware, that they could better parts of the trainings in the future to make them more successfully, with exception of the Bulgarian and two of the Slovenian trainers.

Only the Polish and the Spanish trainer pointed out, that there should be some basically changes concerning the organisation of the training.

The evaluation of the trainers shows, that the also from their point of vies the trainings were generally successful. They made a lot of experiences and gave recommendations for further trainings.

4. Evaluation of the pilot trainings by the partners, lessons learnt and follow ups:

Each partner prepared a report in which the responsible person for the project summarised the pilot trainings from the view of the project running organization. The detailed reports are available as **Annexes 4**.

Following the core aspects are summarized by the evaluator.

4.1.) Arbeit und Bildung e.V., Germany

a) Date and places of training(s):

Marburg July 17th, 2015 – July 20th – 24th, 2015 (four hours/each date)

b) Target group(s):

Pedagogical staff (trainers) who run integration courses with long-term unemployed people.

3 women/4 men were participating.

c) What were the objectives, what was the structure of your training (country specific)

The objective was to familiarise participants with the module and its contents and structures. For this it was important that the necessary knowledge for running this module could be gained and understood within the pedagogues' own integration courses.

d) What were the results of the training, could you reach your goals?

They were able to achieve the desired results and received valuable input from the trainers:

- The phases for mini-max introductions were too short
- Exercises on the floor in the training rooms were difficult to carry out and should be rethought

e) What were the most interesting comments of the adult trainers? (positive and negative results, lessons learnt)

Altogether, trainers found the module to be very interesting and thought it was a good addition or extra module for the target group of long-term unemployed people in order to make the curriculum more interesting.

This module for health promotion for the long-term unemployed is considered as very important in order to teach this essential aspect in vocational integration courses.

f. Could the trainees benefit from the trainings individually or finding a job?

Arbeit und Bildung estimated, that the target group of long term unemployed will have a better to find anew job. The modules have no direct influence but they can make an indirect and sustainable impact by achieving behavioural change.

g) Could the trainers benefit from the trainings?

Training was a good opportunity for trainers to gain new experiences and learn new approaches and methods to enhance their courses or make them more interesting.

The topic health promotion is an important addition which some trainers might not have been aware of before but which should be an essential component in teaching.

h) Summary of results, what are your lessons learnt?

Arbeit und Bildung is planning to implement the H-Code training in their regular integration courses – especially for the target group of long-term unemployed people. They have already contacted regional job centres about certifying parts of the modules as an activation measure (AVGS) through AZAV. Furthermore they will certify the modules for pedagogical staff within the framework of our WEGEBAU measure, a training measure for trainers in adult education. This approach is also planned for 2016. The WEGEBAU-training is promoted by the Agentur für Arbeit (German employment agency) as a measure for employees in educational institutions. The WEGEBAU-training is based on the approach for life-long learning, including older trainers to maintain their ability to work in the long term.

4.2.) INIBIA EEIG, Germany

a) Date and places of training(s):

Two courses were implemented:

- at 1st of September 2014
- at 20th of January 2015

both situated in Werkstatt-Berufskolleg, Nordstraße 39, 59523 Unna,

b) Target group(s):

- experts of the educational and school system, staff from a vocational school
- 1st seminar: 16 teachers and 3 school social pedagogues, 5 male and 14 female.
- 2nd seminar: 26 experts, 24 women and 2 men.

c) What were the objectives, what was the structure of your training (country specific)

In the 1st seminar, the aim was to perform on the basis of existing tests of school educators, who every year test to assess at the beginning the abilities of their students, to test and examine the advanced ideas of the curriculum of H-Code (here the module "Mood Disorders") and to test its feasibility.

In the 2nd seminar we presented these results and the changes to the previously used program and discussed the results on the basis of the experiences of the European experts and the new to the invited German experts.

d) What were the results of the training, could you reach your goals?

1st seminar:

They have developed a learning unit, which went beyond the previous tests, and also for non-psychologists many issues became more transparent and understandable.

2nd seminar:

It was given more ideas and impulses, from which the now present curriculum (part F "Mood Disorders") was finally developed.

*e) What were the most interesting comments of the adult trainers?
(positive and negative results, lessons learnt)*

The educators have to get used to the vision and definition of learning fields and learning situations. The ideology behind the concepts of learning environment and learning situation was unusual in the context of previous educational and professional socialization. After an acclimatization period the trainer implemented the concept without any problems.

f. Could the trainees benefit from the trainings individually or finding a job?

The course for the trainees is not over yet. Of the 75 tested youths in the meantime 7 have left because of lack of success, 14 young people were able to go to the training (apprenticeship), 6 more to go on February 1, 2016 into a training.

g) Could the trainers benefit from the trainings?

The trainers got new competences, because they learnt to get better and new overview by the new system of learning fields and learning situations. It helped them to recognize overarching questions and interdisciplinary cross-curricular issues.

h) Summary of results, what are your lessons learnt?

The "Werkstatt-Berufskolleg" will use different parts of the curriculum in the future in cooperation with the team of the Vocational Preparation Training, depending on the target group and thereby continue forming each new coach. INIBIA plans that each year 5-8 new coaches are trained, which are annually training/testing about 75 to 100 young people.

For the second half of 2016 is planned that the trainings will be offered commercially for companies, training organizations, etc.

4.3.) PROBENS, Spain

a) Date and places of training(s):

1st training: From 21/10/14 to 04/11/14.

2nd training: From 29/01/15 to 19/02/15.

Both were situated in Barcelona.

b) Target group(s):

Professionals and voluntaries that work with disadvantage people.

1st module:

19 people: 4 men and 15 women

Majority social educators, psychologists, trainers, that work with young people with social needs, with migrant people, women, etc.

2th module:

12 people; 1 man and 11 women

Majority social educators, psychologists, trainers, that work with young people with social needs, with migrant people, women, etc.

c) What were the objectives, what was the structure of your training (country specific)

PROBENS developed the module about the management of emotions. The objective is learn to recognize the different types of emotions in ourselves and also how we can to modify their effect, and then how we can to recognize the same emotions in our clients and how we can to change a little bit our reactions for to improve the intervention with they.

d) What were the results of the training, could you reach your goals?

The results were really very good, all people say in the evaluations that was very important for them to learn about the emotions, they change personally and also they feel that can to help other people to understand and managed better the different situations.

e) What were the most interesting comments of the adult trainers? (positive and negative results, lessons learnt)

For the trainers was a very good experience too because the groups were very open to explain about their feelings. The exchange of experiences and feels was the best element and also the work of the expert, she was very dynamic and very sensitive to invite people to explain and to play during the sessions.

f.) Could the trainees benefit from the trainings individually or finding a job?

This experience is very important for all people. The trainers learned lot of thinks about themselves, personally and also professionally, their self-esteem are more strong and this is the good way to start other professional objectives, likes new training or new professional line.

g) Could the trainers benefit from the trainings?

The trainers got a lot of new competences in relation with the recognize self-emotions, to managed better the emotions, to recognize the different emotions in the beneficiaries and improve their work, etc.. These competences are very useful

in the daily work. When we work with disadvantage people, we need to have a good and strong feeling about ourselves, for to help the others to feel also better.

h) Summary of results, what are your lessons learnt?

Probens will offer H-Code Trainings in the future. Some of the adult trainers that participated in the modules asked to organize a new module for all staff, or for mixt groups: educators and young people for example.

Probens is planning to offer this module on their website, with total hours and contents, but without closed program.

Probens will distribute the trainings to other social organizations and they will use the different networks where Probens is member.

4.4.) Biuro Obsługi Inicjatyw Europejskich Sp. z o.o. (BOIE), Poland

a) Date and places of training(s):

- 09 – 11.03.2015, Łódź
- 16.03.2015, Łódź

b) Target group(s):

Trainers in adult education and vocational counsellors, which are working with the unemployed people.

There were 8 trainers and three of them were the vocational counsellors also (6 women, 2 men).

c) What were the objectives, what was the structure of your training (country specific)

The 1st training:

The objective was to present learning situations of the module Recognition of addiction of the H-CoDe curriculum - to systematize the general knowledge on addiction and collect any feedback about the structure and contents of the module.

The 2nd training:

The objective was the modification and the extension of the learning situations of the module D – the main competencies, the contents and methods.

d) What were the results of the training, could you reach your goals?

All participants prepared together the new proposal of the learning situations. The new programme contains 9 learning situation: to systematize the basic knowledge on addiction; the understanding the complexity of the sources of the addiction – linking biological predisposition and environmental impact; the understanding the core of the addiction process in different types of addictions; the impact of our own

beliefs about addiction on the risk of developing the disease; the role of risky behaviour and analytical skills of decision making in the process of addiction; the consequences of addiction; the co-addiction; the help for the person addicted; the prevention-working own resources.

e) What were the most interesting comments of the adult trainers?
(positive and negative results, lessons learnt)

This workshop was a very good experience for the trainers, the possibility of the exchange of the experiences. The first negative evaluation of the content of the module was the start to make the modification and the extension of the learning situations.

f.) Could the trainees benefit from the trainings individually or finding a job?

This workshop was a very good experience for the trainees and was also the possibility to develop their professional competencies. Trainees work as the trainers and vocational counsellors with many different people and between them also with addicted people.

g) Could the trainers benefit from the trainings?

The training was another opportunity for the trainers to get new extra experiences. They got a lot of new useful competences for their job – in the field of the recognition of addictions, of the methods of daily work with addicted unemployed people.

h) Summary of results, what are your lessons learnt?

BOIE is planning to offer the H-CoDe training by using all the contents or part of them, depending on the needs of the target group.

BOIE got some positive information from the labour agencies, that this training will be very useful for their trainers and vocational counsellors.

4.5.) MKV consulting, Turkey

a) Date and places of training(s):

1st Training: 18th May 2015 Ankara
2nd Training: 18th May 2015 Ankara
3rd Training: 25th May 2015 Ankara
4th Training: 11th June 2015 Ankara

b) Target group(s):

1st training: Healthy Nutrition Module, 8 people: 2 men and 6 women Professionals/ Graduates:

2nd training: Healthy Nutrition Module, Students in Health Sciences Faculty of Ankara University, 4 people: 2 men and 2 women

3rd training: Healthy Nutrition Module, Staff of Textile Bank Ostim Branch Ankara, 12 people: 1 men and 11 women

4th training: Healthy Nutrition Module, Staff of Finans Bank Kecioren Branch Ankara, 9 people: 4 men and 5 women

c) What were the objectives, what was the structure of your training (country specific)

The 1st training:

The objective was to present learning situations of the module Recognition of addiction of the H-CoDe curriculum - to systematize the general knowledge on addiction and collect any feedback about the structure and contents of the module.

The 2nd training:

The objective was the modification and the extension of the learning situations of the module D – the main competencies, the contents and methods.

d) What were the results of the training, could you reach your goals?

Common developing and testing of the module about the Healthy Nutrition.

The objective was to create the awareness on the target groups about how they can eat healthy to increase their motivation, positive energy and to have a strong immune system.

The results were very good, all people said in the evaluations that was very important for them to learn about the Healthy Nutrition, they decided to change personally their life and eating style. They understood that they can manage better the conflict situation with a high moral and with strong immune system.

e) What were the most interesting comments of the adult trainers? (positive and negative results, lessons learnt)

For the trainers it was a very good experience because the groups didn't worked with students till now, it was a different target group for them. The exchange of experiences and to discuss on the needs of Bank Staff was also interesting for trainers.

f.) Could the trainees benefit from the trainings individually or finding a job?

The trainees learned lot of thinks about themselves, personally and also professionally, their self-esteem got improved and this offered a good way to start other objectives in their jobs or career.

g) Could the trainers benefit from the trainings?

The trainers got a lot of new competences in relation with the healthy nutrition, to managed stress situation better by healthy nutrition and improve themselves at work,

These competences are very useful in the daily work. They are interested in go further on with offering trainings with H-CoDe modules.

h) Summary of results, what are your lessons learnt?

MKV will offering H-Code Trainings together with the adult trainers which participated in the Healthy Nutrition Module. This module shall be adapted for new target groups.

MKV is planning to offer this module on their website and likes to exploit/distribute the trainings to enterprises or other training centres?

4.6.) Bulgarian Development Agency (BDA), Bulgaria

a) Date and places of training(s):

1st Training: 15./16.01.2015, Bulgaria

2nd Training: 1st June 2015 Bulgaria

b) Target group(s):

1st training: all learning fields, students and young unemployed people. 9 trainees: 5 females and 4 males.

2nd training: 4 managers of community centres, all female

c) What were the objectives, what was the structure of your training (country specific)

In first training all 9 learning fields should be tested in 4 sessions with 5 hrs duration each.

In second training the trainees should give an introduction to the 9 learning fields. The structure was:

- General Overview, Word for word listening, Linking, Catching the "hot" words

d) What were the results of the training, could you reach your goals?

At the end of the training session all of the participants declared that the information, which they had received was relevant to their expectations. BDA has managed to achieve holistic approach towards the Module, covering all the subjects and main objectives of each learning field.

e) What were the most interesting comments of the adult trainers? (positive and negative results, lessons learnt)

The trainers have noticed that the exercises were very balanced. There were no negative results, and as for the lessons learned, they were mostly related to the organization of such type of events and their management.

f.) Could the trainees benefit from the trainings individually or finding a job?

1st training:

As the target group for this session was students, the issue of job seeking was still out of the topic. So for them the benefit was oriented towards communication in the university and personal relations.

2nd training:

As the target group for this session already are occupied, for them the biggest issue was related to their work relations.

g) Could the trainers benefit from the trainings?

The trainers have developed their skills to lead a conversation and manage to keep the attention of the group.

h) Summary of results, what are your lessons learnt?

For now, there are no upcoming H-CoDe trainings, but they are planned in the future.

4.7.) Andragoški zavod Maribor - Ljudska univerza (AZMLU), Slovenia

a) Date and places of training(s):

- Maribor, 21. 11. 2014
- Radovljica, Murska Sobota 29. 12. 2014
- Slovenj Gradec, 9. 1. 2015

b) Target group(s):

Mentors teaching in the Project Learning for Young Adults Programme. There were thirteen mentors participating, 11 female and 2 male participants.

c) What were the objectives, what was the structure of your training (country specific)

The objective was to present learning situations of the module Self-confidence and Intrinsic Motivation of the H-CoDe curriculum, instruct the participants what is the purpose of the module when working with early school leavers and collect any feedback about the structure and contents.

d) What were the results of the training, could you reach your goals?

The goals were reached.

e) What were the most interesting comments of the adult trainers?
(positive and negative results, lessons learnt)

The suggestions for future trainers implementing the module is that although they follow the curriculum they have to have an open and flexible mind to make some adaptations on the spot according to the target group needs and demands.

f.) Could the trainees benefit from the trainings individually or finding a job?

Self- confidence and intrinsic motivation are very important for all young persons who are in the early stages of identifying their career paths, which educational programme to complete etc. they will benefit from the module after their mentors (in our case trainees) will work with them on this topic.

g) Could the trainers benefit from the trainings?

The training was another opportunity for the trainers to get additional experiences and insights into the experiences (good practice examples) of the trainees/mentors.

h) Summary of results, what are your lessons learnt?

AZMLU is planning to offer the H-CoDe training in future by using all the contents or part of them depending on the needs of the target group.

At the moment AZMLU cannot specify the planned number of the future trainings but they are already in discussion with the Employment Centre.

4.8.) Resume evaluation by partners

All pilot trainings were evaluated also as successfully by the project partners. Most of the objectives could be reached.

The lessons learnt were not such different and showed that the H-Code modules are suitable to all foreseen target groups and European countries.

All of the partners will use these results and lessons learnt to adapt and use the H-CoDe courses further on. Some partners have concrete results in the distribution and negotiations with new partners like Arbeit und Bildung (Germany), INIBIA (Germany), BOIE (Poland) and Probens (Spain). MKV and AZMLU have started already also the planning of new courses.

5. Annexes:

- Annex 1: Questionnaire Evaluation of pilot training by trainees
- Annex 2: Questionnaire Evaluation of pilot training by trainers
- Annex 3: Template Partners Evaluation Report of pilot trainings H-CoDe
- Annex 4: Evaluation Reports of H-CoDe trainings, finalisation of different curricula and training courses of H-CoDe partners