

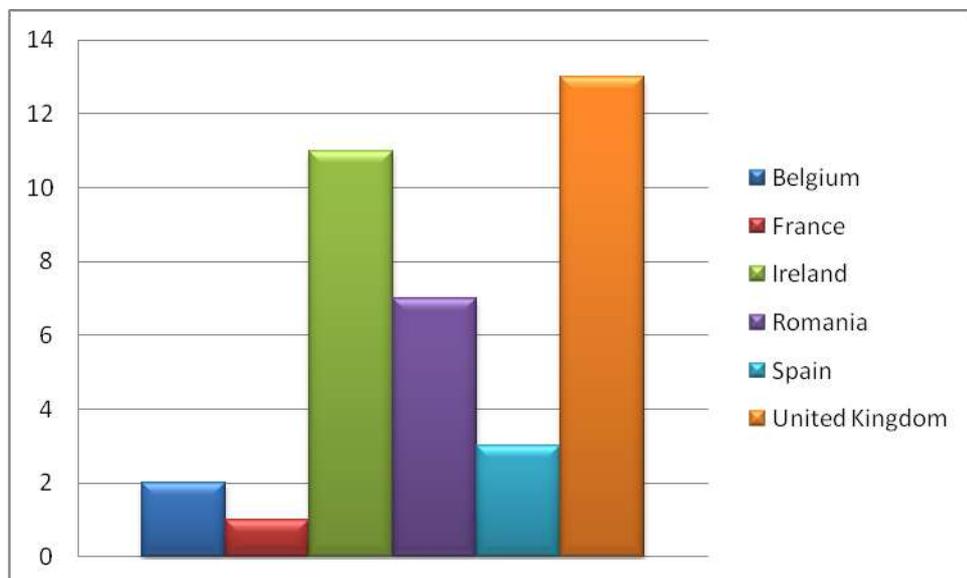


Training of Trainers *ITP Course Evaluation Form*

Innovative Trainer (IT) will increase the capacity of Business Trainers and Mentors (BTMs) to support SMEs throughout Europe by developing a “Train the Trainer” blended learning training resource on Non Technological innovation. By updating their skills, BTMs will be better placed to provide guidance on how to innovate to small businesses, better adapting their services to changing business beneficiary groups & sectors and ultimately improving the innovation performance and growth of the enterprises they serve.

Numbers of BTMs involved: 37

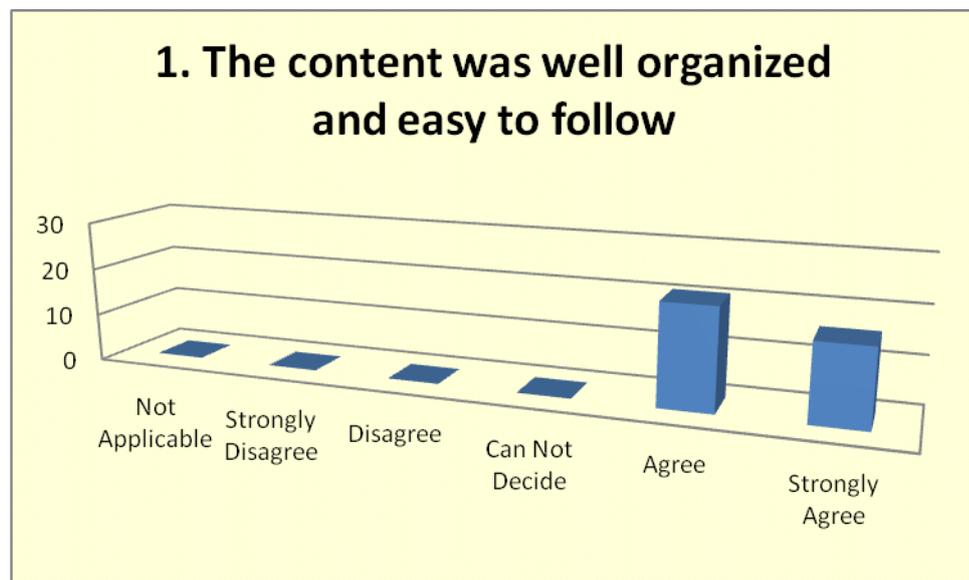
Origin of BTMs included in WP5: Pilot Testing



Belgium	France	Ireland	Romania	Spain	United Kingdom
5%	3%	30%	19%	8%	35%

1. Evaluate the course according to the below mentioned aspects:

	Not Applicable	Strongly Disagree	Disagree	Can Not Decide	Agree	Strongly Agree
The content was well organized and easy to follow.	N/A	1	2	3	4	5
The course content matched the learning objectives.	N/A	1	2	3	4	5
The course information was at an appropriate level to understand the learning objectives.	N/A	1	2	3	4	5
The course design (i.e., materials and learning activities) encouraged my participation in the class.	N/A	1	2	3	4	5
The course provided opportunities to practice and reinforce what was taught.	N/A	1	2	3	4	5
The course length was sufficient to deliver the content.	N/A	1	2	3	4	5
I will be able to apply the knowledge learned.	N/A	1	2	3	4	5

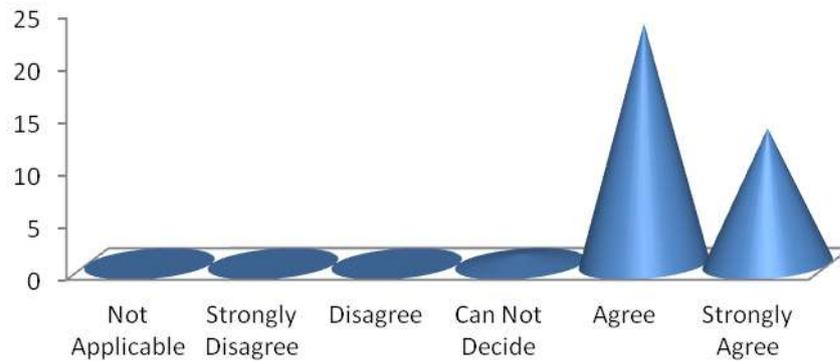


The content was well organized and easy to follow:

- Agree 43%

- Strongly Agree 57%

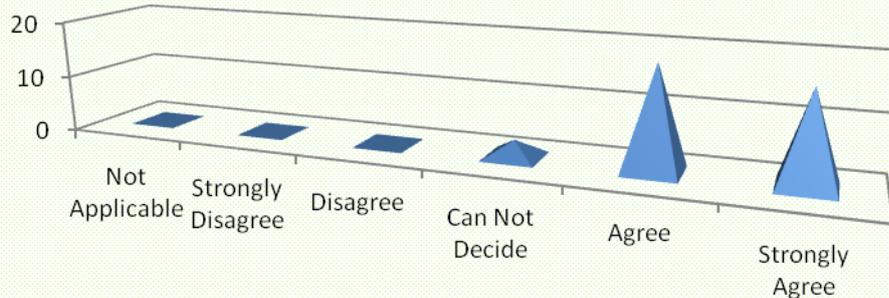
2. The course content matched the learning objectives



The course content matched the learning objectives:

- Agree 62%
- Strongly Agree 35%
- Can Not Decide 3%

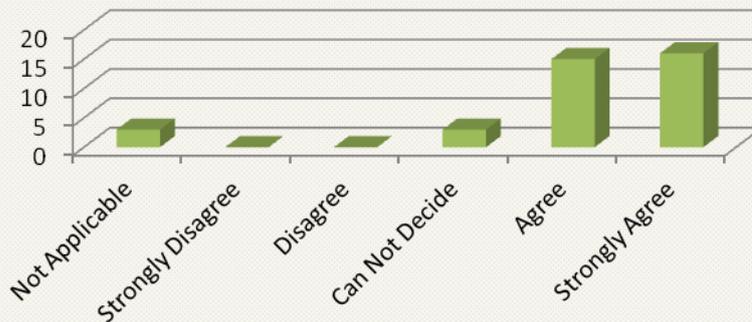
3. The course information was at an appropriate level to understand the learning objectives



The course information was at an appropriate level to understand the learning objectives:

- Agree 49%
- Strongly Agree 43%
- Can Not Decide 8%

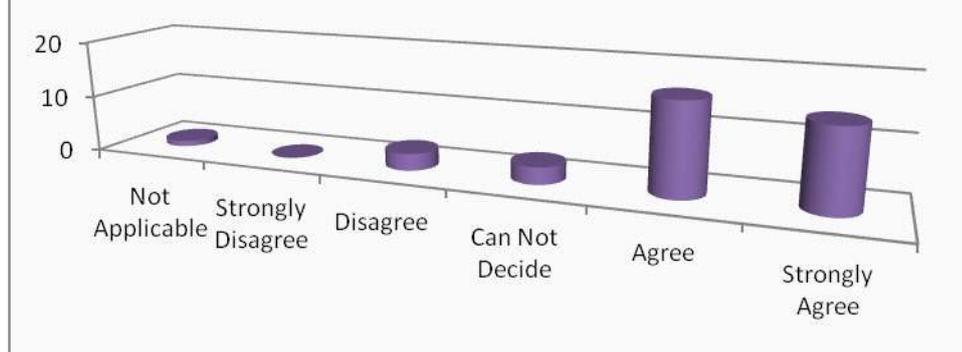
4. The course design (i.e., materials and learning activities) encouraged my participation in the class



The course design (i.e., materials and learning activities) encouraged my participation in the class:

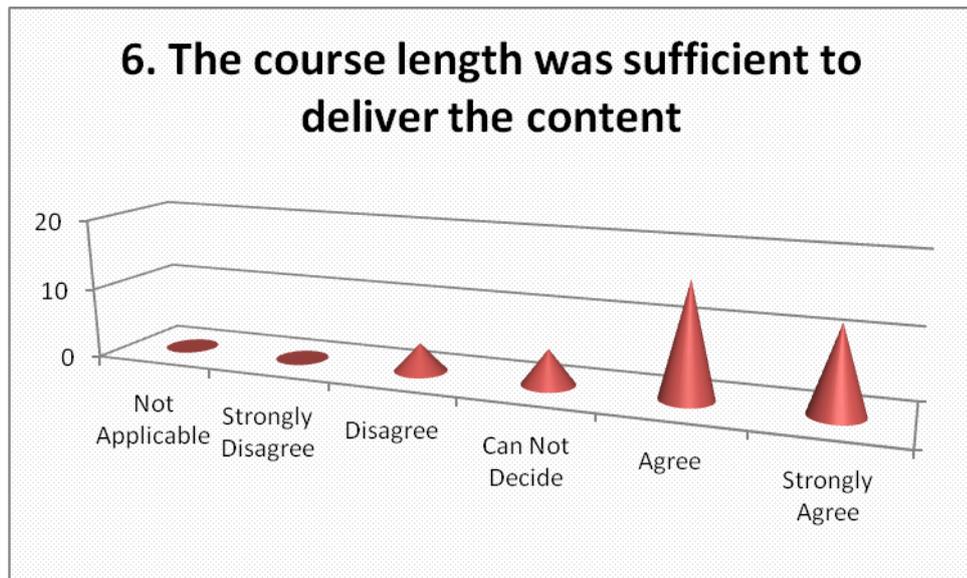
- Agree 41%
- Strongly Agree 43%
- Can Not Decide 8%
- Not Applicable 8%

5. The course provided opportunities to practice and reinforce what was taught



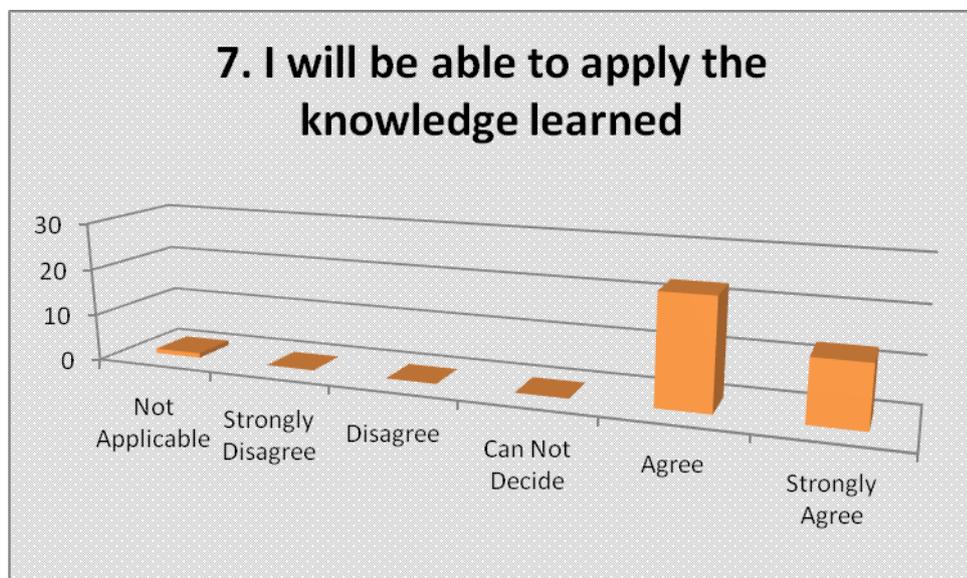
The course provided opportunities to practice and reinforce what was taught:

- Agree 43%
- Strongly Agree 38%
- Can Not Decide 8%
- Disagree 8%
- Not Applicable 3%



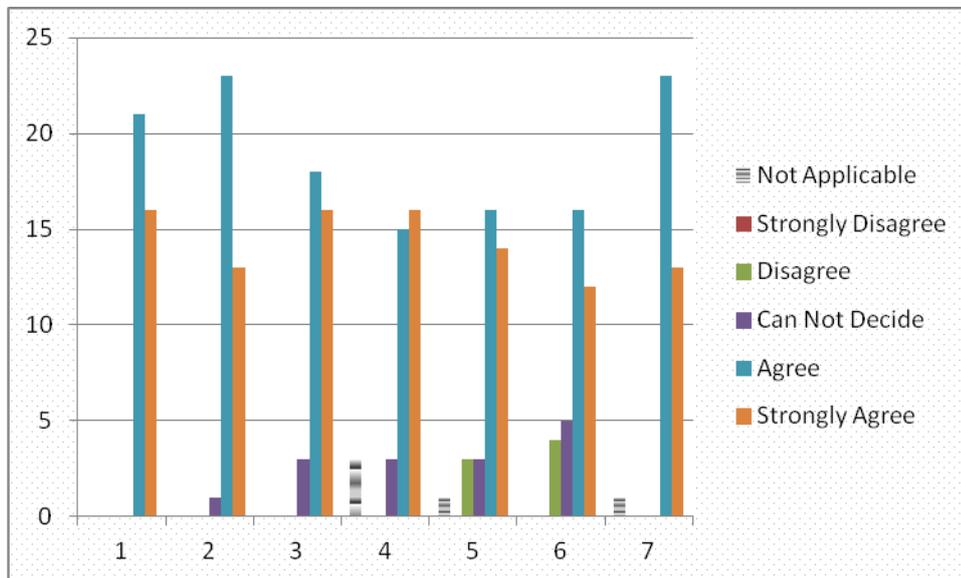
The course length was sufficient to deliver the content:

- Agree 43%
- Strongly Agree 32%
- Can Not Decide 14%
- Disagree 11%



I will be able to apply the knowledge learned:

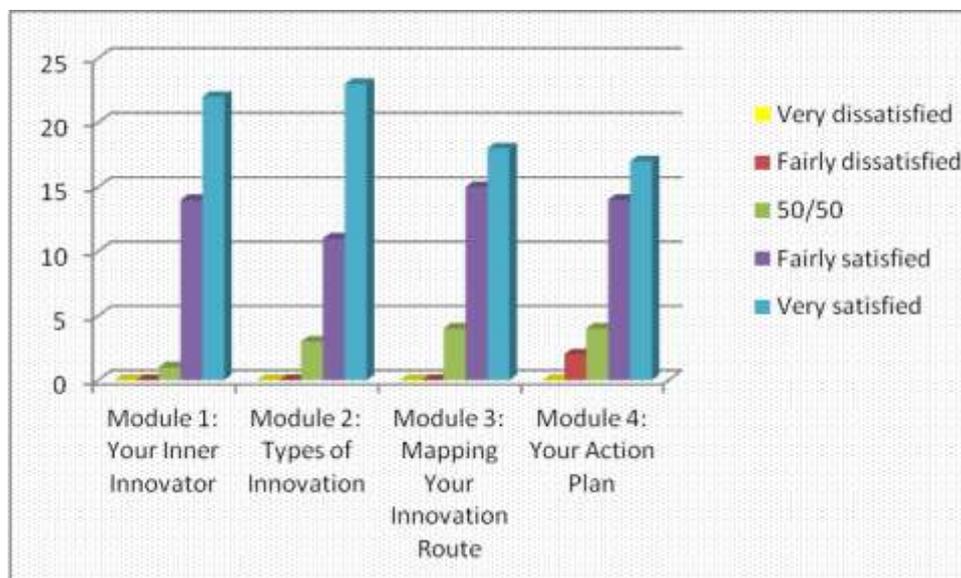
- Agree 62%
- Strongly Agree 35%
- Not Applicable 3%



2. Please indicate your satisfaction with each module by ticking one box for each.

1=Very dissatisfied 2=Fairly dissatisfied 3=50/50 4=Fairly satisfied 5=Very satisfied

	1	2	3	4	5
Module 1: Your Inner Innovator					
Module 2: Types of Innovation					
Module 3: Mapping Your Innovation Route					
Module 4: Your Action Plan					



Module 1: Your Inner Innovator

- Very satisfied 59%
- Fairly satisfied 38%
- 50/50 3%

Module 2: Types of Innovation

- Very satisfied 62%
- Fairly satisfied 30%
- 50/50 8%

Module 3: Mapping Your Innovation Route

- Very satisfied 49%
- Fairly satisfied 40%
- 50/50 11%

Module 4: Your Action Plan

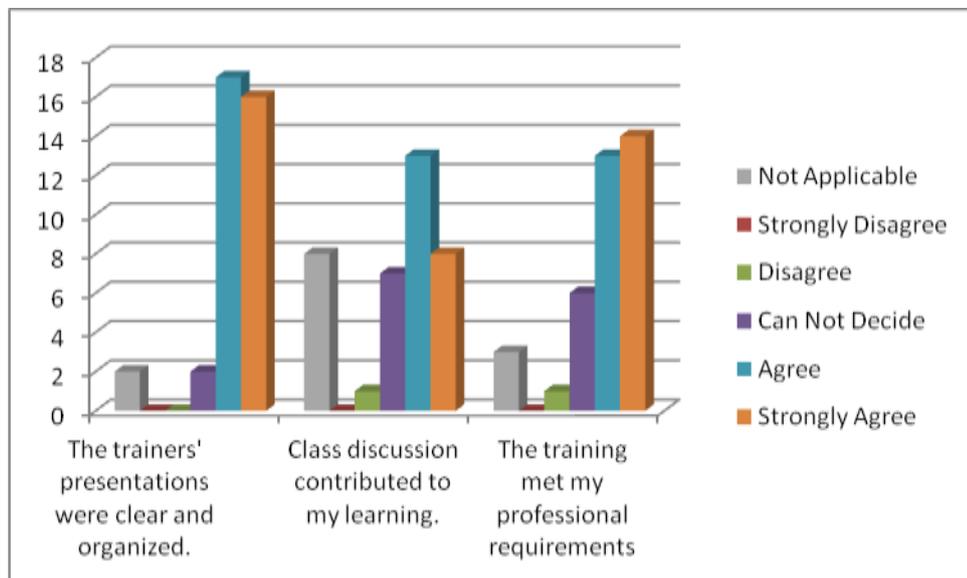
- Very satisfied 46%
- Fairly satisfied 38%
- 50/50 11%
- Fairly dissatisfied 5%

3. Apart from the declared objectives, did the training course meet any of your other personal learning goals?

More than half of the respondents think that the content of the course is very impressive; it is highly interactive and keeps the learner engaged. The course makes connections between innovation and continuous improvement in order to achieve the results set.

4. Evaluate the training methodology according to the below mentioned aspects:

	Not Applicable	Strongly Disagree	Disagree	Can Not Decide	Agree	Strongly Agree
The trainers' presentations were clear and organized.	N/A	1	2	3	4	5
Class discussion contributed to my learning.	N/A	1	2	3	4	5
The training met my professional requirements	N/A	1	2	3	4	5



The trainers' presentations were clear and organized:

- Agree 46%
- Strongly Agree 43%
- Can Not Decide 5%
- Not Applicable 6%

Class discussion contributed to my learning.

- Agree 35%
- Strongly Agree 22%
- Can Not Decide 19%
- Disagree 3%
- Not Applicable 21%

The training met my professional requirements

- Agree 35%
- Strongly Agree 38%
- Can Not Decide 16%
- Disagree 3%
- Not Applicable 8%

5. What did you like most about this training?

Almost all of the respondents think that the course is well structured, has a good mix of resources i.e. video links, short and various examples to suit different participants.

- Interactivity.
- Practical applications.
- Good content and layout.
- Innovative tools.
- Learning through examples.

6. How do you hope to change your practice as a result of this training?

The respondents think that being more practical, showing real examples, cases - these make people more receptive to innovative technology, activities etc.: less theoretical, because we generally understand better by DOING.

Innovating at very tiny levels is almost free. The training is useful to start thinking as an innovator at a regular basis for self-improvement.

7. What did you learn that will be useful on the job?

The responses of this question are many, like:

- The innovation route;
- Structuring innovation information;
- Using low cost tools;
- How to move from having an innovative idea to putting it into practice;
- To think outside the box;
- The systematic way to teach about entrepreneurship;
- How to innovate;
- Use of some of the web-based tools such as Pirate Pad and PearlTrees;
- Organisation of objectives;
- Always have an open mind!

8. Please make suggestions about other ways the training course could be improved.

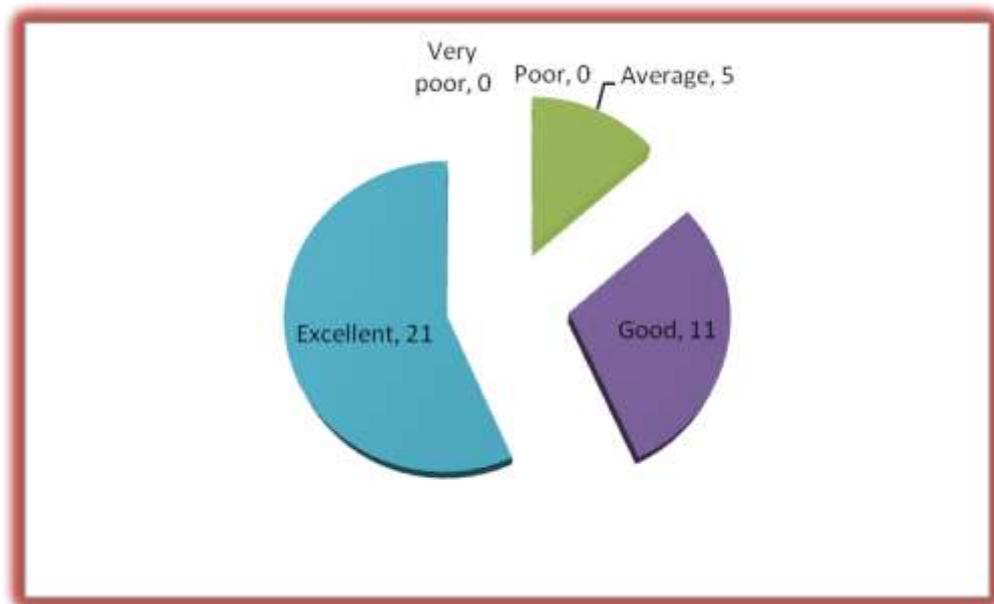
Almost all of the respondents think that the course should be more dynamic in the sense that the trainee should perform more practically being helped by the trainer; the trainer should expose the information by involving the trainee as much as possible, based on the knowledge the trainee already has.

Other suggestions:

- More practical elements;
- To use pilot projects in work groups;
- A workbook might include the additional and more complex slides.

9. How do you rate the training overall?

Very poor **Poor** **Average** **Good** **Excellent**



Average **Good** **Excellent**
17% **30%** **53%**

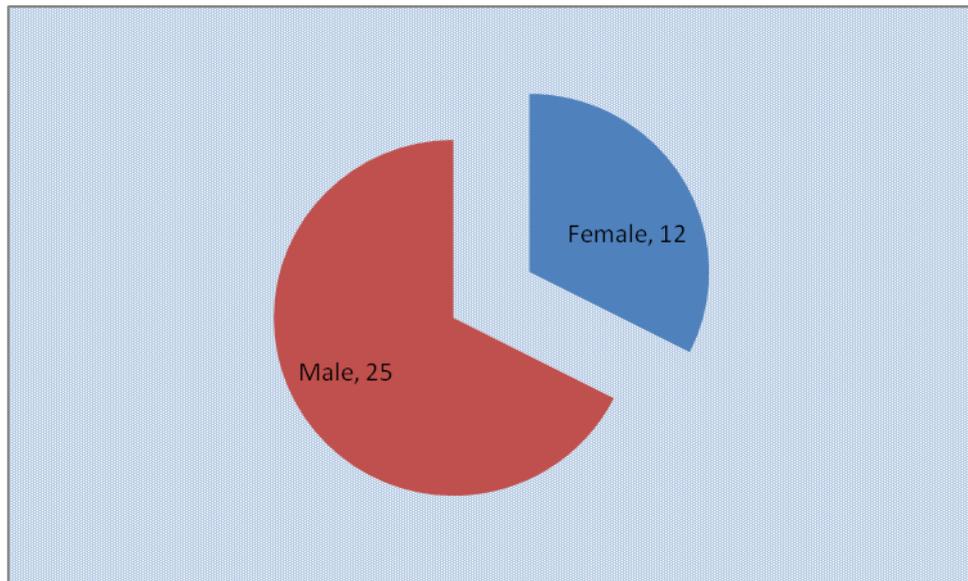
10. Comments and suggestions:

Three directions for future development:

- identify strategic directions for the project to be developed (depending on the strategic direction of European innovation);
- stronger involvement of stakeholders (companies, universities, research institutes, trade unions)
- creation of an European system of encouragement and recognition of innovation - annual awards in several categories.

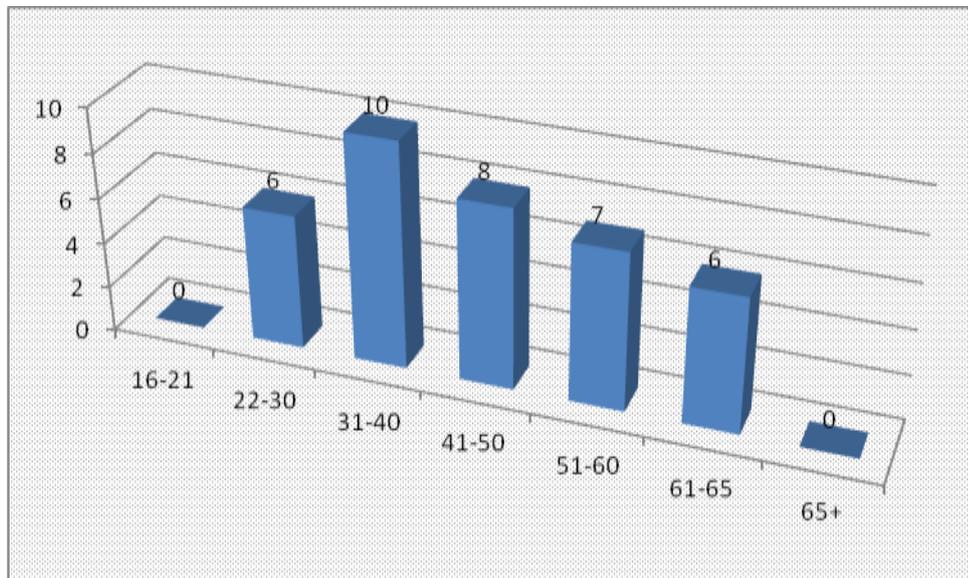
If you don't mind, please could you give us a little more information about yourself?

Gender: Male Female Prefer not to specify



Male Female
68% 32%

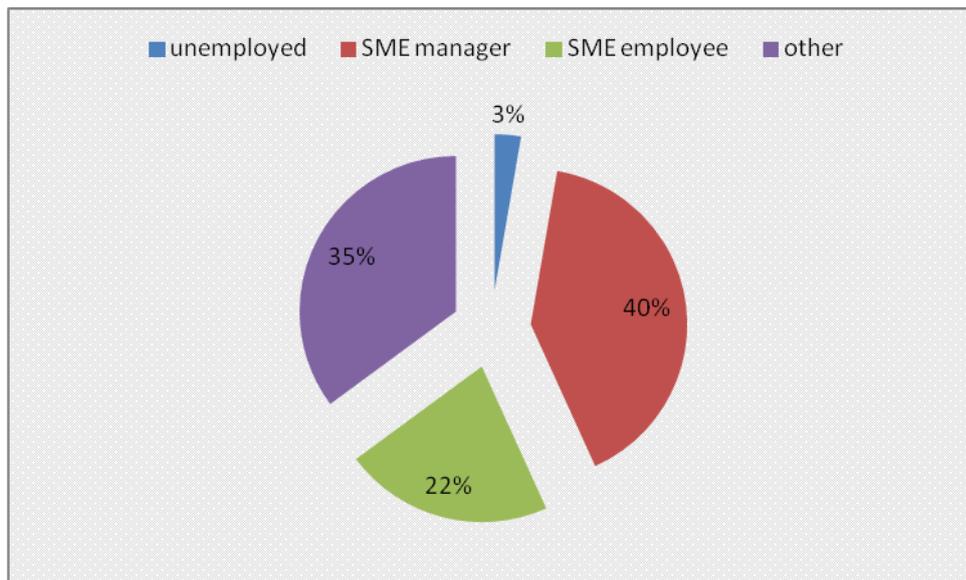
Age: 16-21 22-30 31-40 41-50 51-60 61-65 65+



22-30 31-40 41-50 51-60 61-65
16% 27% 22% 19% 16%

Status: unemployed SME manager SME employee other

If other, specify.....



Conclusion and feed-back

For the future, some suggestions have been proposed:

- each country must have its own examples, innovative examples, which should reflect the culture of those involved in the project, innovation tools, videos, case studies, which should support and demonstrate the innovative thinking;
- increase of the real case study examples, including *real* case studies of innovation, presented by real doers, who may tell, in person or recorded, their own experience and their way to this experience;
- the necessity of pilot projects, worked in groups, in order to develop the team labour;
- stronger involvement of stakeholders (companies, universities, research institutes, trade unions, etc.) in the sense to allow, support and provide to the project participants their locations, goods, ideas, etc. in order to accomplish their goal;
- creation of an European system of encouragement and recognition of innovation - annual awards in several categories.

This training program contains material that can meet the objective of developing innovative thinking and encouraging the use of tools for implementing innovative processes for its target audience.

The success of the program depends on how it is presented; the concern is that because of the use of an excessive number of slides, the program focuses more on simply presenting information rather than allowing participants to fully engage in the process. Consequently, it is recommended for the future to have a shorter, more practical and more interactive program in order to be efficient and well understood.