



“Feedback report for “Train of Trainers” courses”

Partner: **P17 – CPC**

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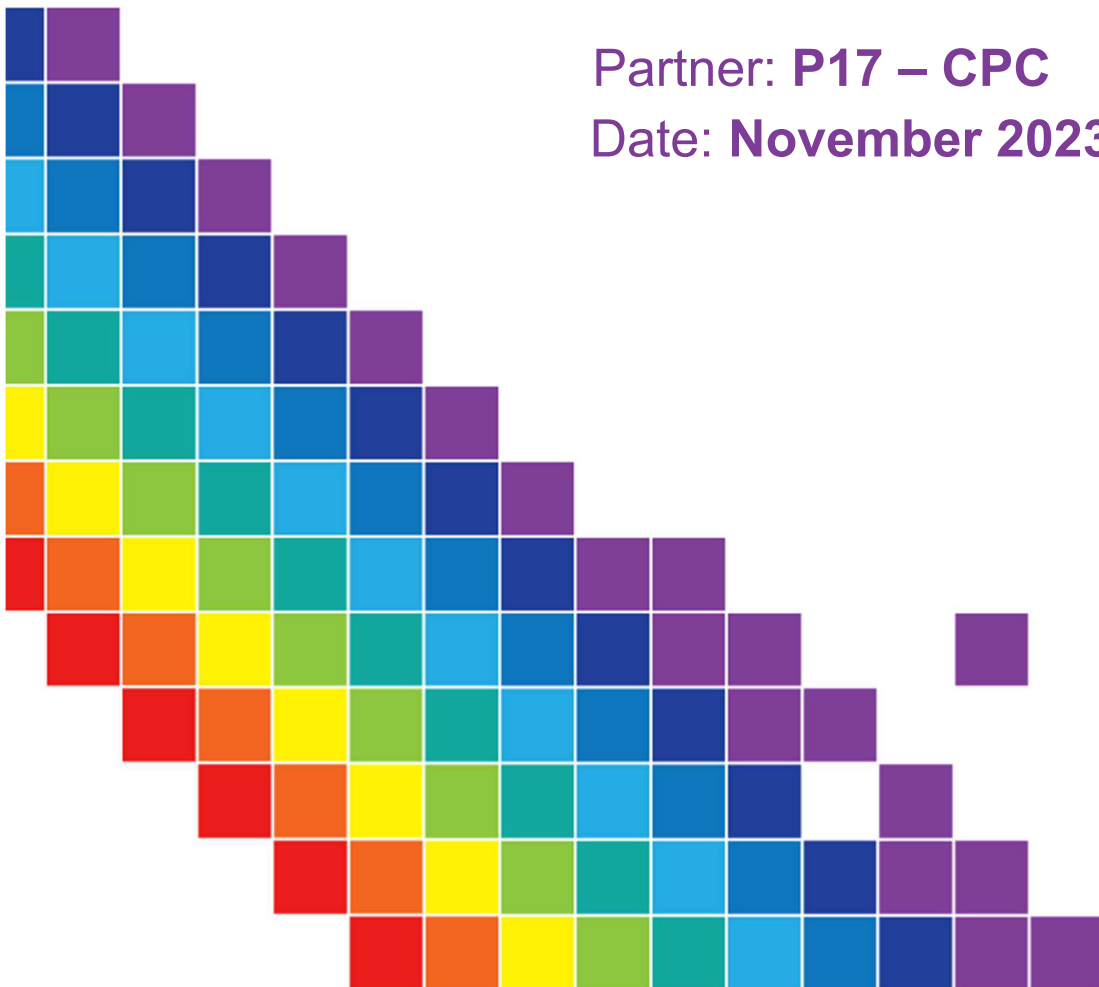


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1. Introduction

The present report which is developed in the framework of the implementation of the project "ECoVEM" (European Center of Vocational Excellence in Microelectronics)" describes the key indicators and the results from the delivery of the course "Train of Trainers" carried out from the partners of the consortium, (P17-CPC,P16-UNED,P14-ANNCP,P12-INES) during the 2023.

The evaluation of training is an important step of any training programme, allowing for the identification of good practices, obstacles, areas to improve, new training needs and the assessment of the quality of the training provided. The "evaluation task" is carried out through an anonymous questionnaire, applied at the end of every training session, focused on how participants reacted to the training.

The evaluation assessment assists, in understanding whether the training objectives have been achieved, whether the training needs initially identified, were properly addressed and whether the target group of the respective training is satisfied by it. It has been recognized that the participants' reaction to training is essential to help determine the effectiveness of a programme and how it can be improved, since the motivation to learn is correlated with the positive reactions to training.

2. Methodology

The evaluation of training is traditionally made with reference to an anonymous evaluation questionnaire, applied at the end of every training session.

The same evaluation questionnaire was used by all partners. The evaluation questionnaire allowed the Partners to assess, from a scale of “very negative” to “very positive”, multiple aspects of training (the structure of the training, the contents of the sessions, the articulation between theory and practice, the adequacy of the support material, the duration of sessions, the space suitability and the general organization) and the quality of the trainers (the accuracy in the presentation of topics, their precision in the treatment of contents and their availability to answer questions). Finally, there was also space on the questionnaire for trainees to write observations and suggestions, in the form of open questions, namely about the programme contents, topics they consider relevant to be lectured in future training courses on the subject and suggestions to improve this specific training programme. Likewise, trainers were asked to provide an open comment about the training, considering the training programme, the profile of trainees, the difficulties in interaction, and other aspects they found relevant.

3. Structure and curriculum of the Teachers training course

The Teachers Training course consists of different modules, each module has its own goals and learning objectives.

The modules are divided into theoretical classes, discussions, group work, practical exercises, and role-play exercises. The practical aspects of the course let the participants learn from each other by sharing their experiences and skills.

The course is structured in the following topics (chapters):

- Principles of adult learning
- Lesson planning and preparation of training
- Training needs analysis
- Development of a training course
- Practical instructional training presentation skills
- Evaluation and assessment of learner performance

4. Number of participants and their classification by country/gender and EQF levels of the courses

The Chart 1 shows the results concerning the distribution of participants with respect to Country, and their gender.

Country	Gender		Total Number of participants
	Male	Female	
P12-INES-France	13	7	20
P14-ANNCP, Spain & P16-UNED, Spain	27	7	34
P17-CPC-Cyprus	10	4	14
Total	50	18	68

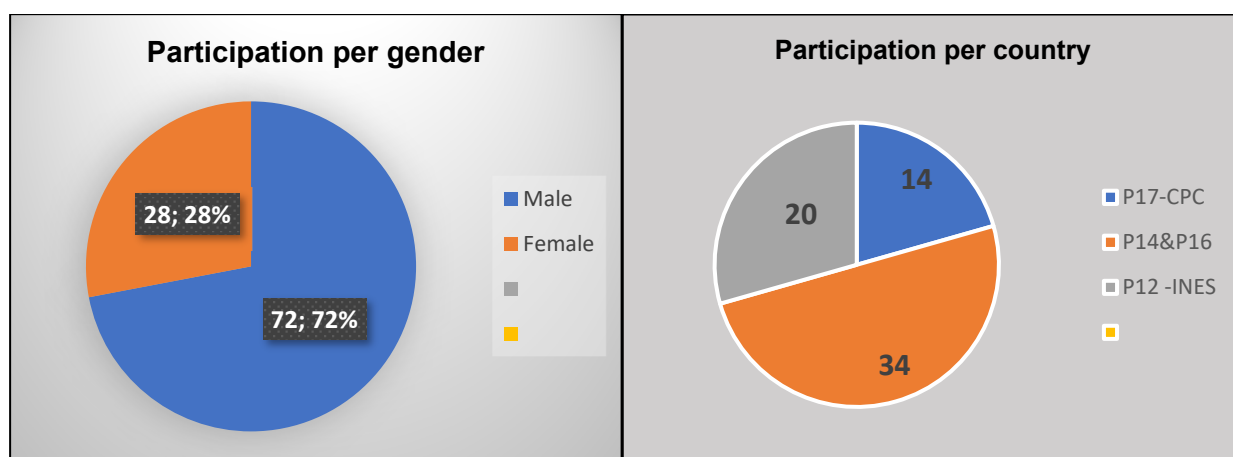


Chart 1. Participants by gender and country.

EQF balance (course level)	# of participants
5	14
6	54

Chart 2. Participants by EQF.

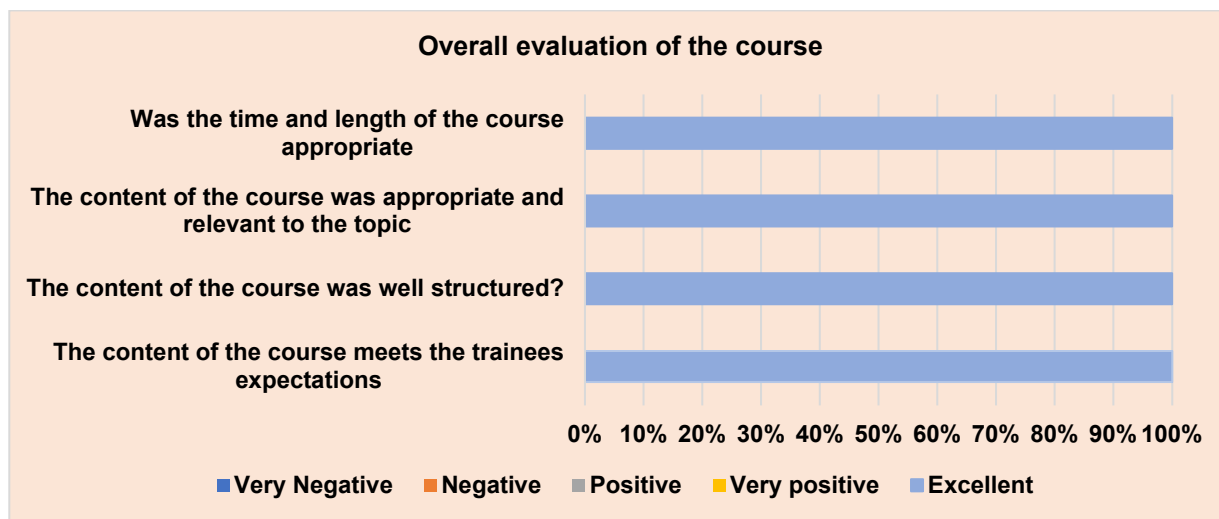
5. P14-ANNCP &P16-UNED (SPAIN)

5.1 General details of the course provided

Type of training format	On site: 4 participants	On line: 30 Participants
Duration	25 Hours	
EQF Level	6	
Language	Spanish	

5.2 Overall evaluation of the teachers training course

Description	Very Negative	Negative	Neither negative nor positive	Positive	Very positive	Excellent
The content of the course meets the trainees expectations	---	----	---	---	---	34
The content of the course was well structured?	---	---	---	---	---	34
The content of the course was appropriate and relevant to the topic	---	---	---	---	---	34
Was the time and length of the course appropriate	---	---	---	---	---	34



5.3 Summary of the positive comments of the course

- ❖ Some of the teachers will use soon some of the materials inside their daily activities.
- ❖ All support that the skills gained with the course will help in their professional career

- ❖ Good balance between theoretical contents and practical contents inside the course and within the courses presented.
- ❖ Good idea to maintain all the courses open some years to allow an in-depth use

5.4 Summary of the negative comments of the course

- ❖ Some recorded synchronous videos have some glitches in sound.
- ❖ A summary after each session should be very useful.
- ❖ Some presented courses need some small adjustments: presentations, quizzes, etc.
- ❖ No clear idea about the application in VET 2 level (medium) or VET 3 (higher).
- ❖ All the courses in Spanish should be useful at the VET classes.

5.5 Expected improvements of the course

- ❖ “We expect to complement the Moodle course deployed in Spanish, in English, adding the videos doing synchronous in sessions as recorded videos in English, to be used by any teacher anywhere and anytime. We should include some evaluation of the activities done to have the final certificate (porting this to English too).”

5.6 List of any innovative learning methodology used

- ❖ Direct presentations in hybrid mode (onsite and online).
- ❖ Direct access to Moodle course and navigation.
- ❖ Online course Moodle deployment for contents and repository, forums, and certificates.
- ❖ Complimentary assessment online.

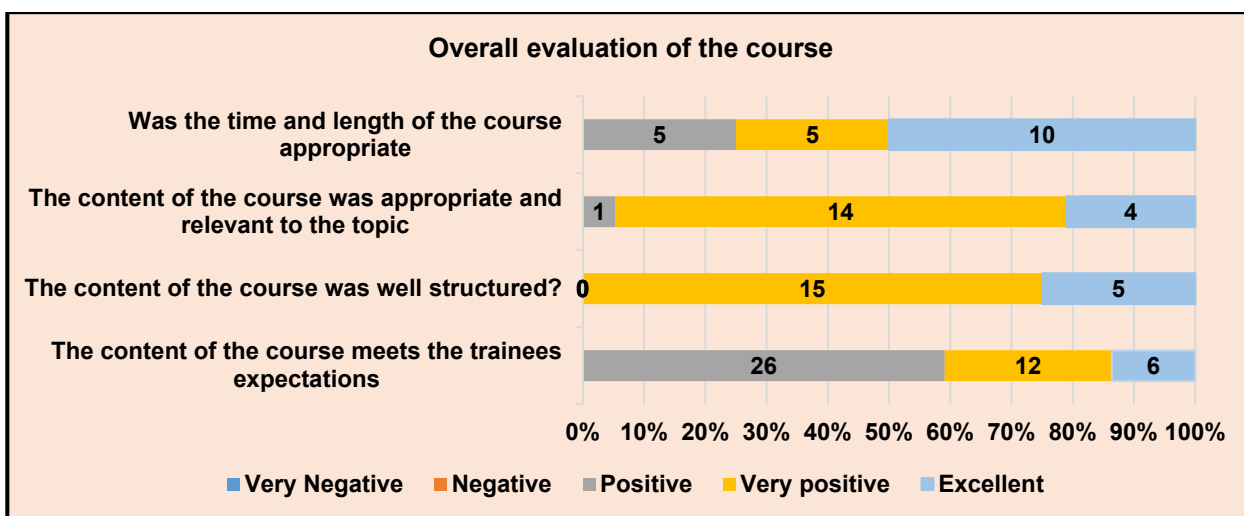
6. P12 INES (FRANCE)

6.1 General details of the course provided

Type of training format	Face to Face: 20 participants	On site: 20 participants
Duration	07 Hours	
EQF Level	6	
Language	French	

6.2 Overall evaluation of the teachers training course

Description	Very Negative	Negative	Neither negative nor positive	Positive	Very positive	Excellent
The content of the course meets the trainees expectations	0	0	0	2	12	6
The content of the course was well structured?	0	0	0	0	15	5
The content of the course was appropriate and relevant to the topic	0	0	0	1	14	5
Was the time and length of the course appropriate	0	0	0	5	5	10



6.3 Summary of the positive comments of the course

- ❖ Trainer's knowledge, motivation, clear, receptive
- ❖ Research labs and pedagogical platform guided tours
- ❖ Quality and up-to-date data and information
- ❖ Popularization of science, interactivity

6.4 Summary of the negative comments of the course

- ❖ More practical work to be transferable and exploitable in high schools
- ❖ Slideshow visibility
- ❖ More time to improve theoretical knowledge

6.5 Expected improvements of the course

- ❖ “We expect Additional training day including practical work exploitable in high schools.”

6.6 List of any innovative learning methodology used

- ❖ N/A

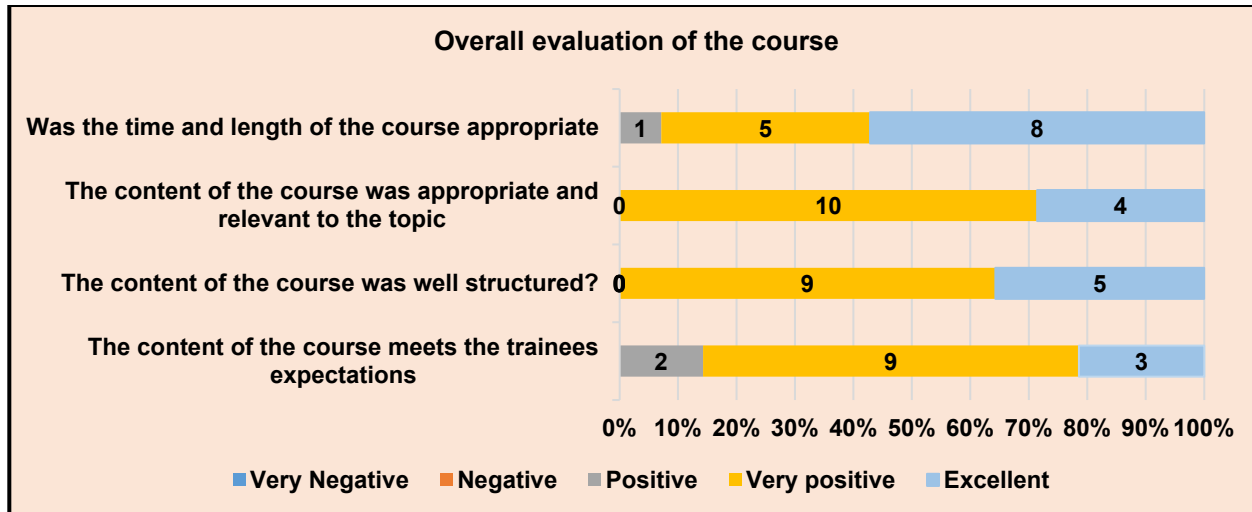
7. P17-CPC (Cyprus)

7.1 General details of the course provided

Type of training format	Face to Face: 14 participants
Duration	32 Hours
EQF Level	5
Language	Greek

7.2 Overall evaluation of the teachers training course

Description	Very Negative	Negative	Neither negative nor positive	Positive	Very positive	Excellent
The content of the course meets the trainees expectations	0	0	0	2	9	3
The content of the course was well structured?	0	0	0	0	9	5
The content of the course was appropriate and relevant to the topic	0	0	0	0	10	4
Was the time and length of the course appropriate	0	0	0	1	5	8



7.3 Summary of the positive comments of the course

- ❖ The course was well organized and according to their industrial or personal needs.
- ❖ The trainees were extremely satisfied with the training programme, with very little to no negative answers.

- ❖ The “structure of training” and the “articulation between theory and practice” were considered with a positive evaluation respectively.
- ❖ The training on the various modules were developed through the combination of both classroom training and on hands, ensuring the extended participation of the judicial actors in the training activities, namely by allowing the conciliation of professional duties with the attendance of training sessions. Overall, the chosen methodology, mainly practice oriented, with the discussion of case studies were extremely well received by participants, allowing them to expose their daily difficulties.

7.4 Summary of the negative comments of the course

- ❖ The course “train the trainers” was rather short in length, and should be at least, minimum 40-50 hours
- ❖ More practical work is required for the (ie to design courses, implementation and case studies)
- ❖ The period of application of the courses was inconvenient, better to be carried out on afternoon or electronically
- ❖ Hybrid type is required

7.5 Expected improvements of the course

- ❖ “The course should be carried out hybrid mode as well not only on site.”

7.6 List of any innovative learning methodology used

- ❖ N/A

8. Overall conclusions, recommendations

An overall analysis of the answers to the training evaluation questionnaire allows us to conclude that participants were very satisfied with the training courses, with very little to no negative answers. Recognizing the relevance of the training of trainers, participants were greatly pleased with the opportunity to attend training on the subject, which was valued as very useful and extremely important for their daily work and for an adequate protection of fundamental rights. As such, we can determine that, in general, the training courses succeeded in the satisfaction of the training needs of the participants and in the achievement of the learning objectives, promoting the knowledge, reflection and dissemination on the content.

Regarding the “overall evaluation of the training course”, 10% of the respondents considered very positive and nearly 90% very positive, which expresses the satisfaction of the participants with the training provided. We highlight the following observations:

- ❖ More practical work is required to accumulate the knowledge provided.
- ❖ Moodle platform is required to assist trainees attending the course.
- ❖ Hybrid presentations of the training courses are required.
- ❖ Extend the duration of the course.

