

**International ex-post evaluation  
Report  
NAVIGUIDE**

Project management: ABIF

Authors: Algebra POU

Date, place Zagreb, September 2013

This project has been funded with support from the European Commission. This publication [communication] reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

## Content

1. Introduction.....	2
A. STATISTICS.....	2
2. Profile of the ex-post evaluation respondents.....	3
Nationality .....	3
Gender .....	3
Age .....	4
Qualification degree.....	5
Fields of formal qualifications .....	5
Profession .....	6
Organisation ex-post evaluation participants work for .....	8
3. Country characteristics .....	10
AUSTRIA.....	10
IRELAND:.....	10
TURKEY: .....	10
CROATIA: .....	10
POLAND:.....	10
How many years of professional experience do you have in the field of vocational orientation and career guidance? .....	11
Have you ever used before any databases with materials for vocational counsellors/trainers? .....	11
Expectations towards NAVIGUIDE project .....	12
B. PARTICIPATION IN THE PROGRAM .....	15
Did you take part in the following project activities? .....	15
C. USAGE OF THE NAVIGUIDE METHODS.....	15
How satisfied are you with the methods provided in the database and in the handbook? .....	15
To what extent do you work in the field of vocational orientation in group setting? (hours per month).....	23
Have you applied any of the methods in practice, since you learned about NAVIGUIDE? .....	25
How satisfied were you with application of this/these method(s) in practice?.....	26
D. QUALITY OF THE DATABASE .....	28
What were your experiences with the following NAVIGUIDE tools?.....	28
What is your opinion on the NAVIGUIDE database.....	29
Annex – The NAVIGUIDE questionnaire .....	31

## **1. Introduction**

This report summarizes the results of the ex-post evaluation, which was carried out, in order to identify whether the guidance methods were applied successfully in practice.

The survey was conducted online by using a specially programmed questionnaire. The link to the survey was sent approximately 3 months after the workshops have been held via e-mail to the participants in all partner countries: Austria, Croatia, France, Ireland, Poland and Turkey.

In total there were conducted 45 workshops with about 650 participants, all representatives of the target group that are guidance counsellors and practitioners. Out of this, "only" 188 filled-in questionnaires were received in total for the ex-post evaluation. This is attributed to the fact that the participants were surveyed three times (before, subsequent to and after the workshops). Presumably, the people were already surfeited in answering questions in this regard. However, the participants were kindly requested several times to participate in the ex-post evaluation.

The current analysis will provide overall analysis of results as well as analysis by countries.

### **A. STATISTICS**

Most of ex-post evaluation respondents were:

- women (53%),
- aged 50+ years (48%) and 41-50 years (20%)
- with university degree (90%)
- with formal education in social sciences/humanities (45%) and Vocational orientation, career guidance (25%)
- working usually as Guidance Counselling practitioners (47%) and teachers (21%)
- having less than 5 years of experience in the field of vocational orientation and career guidance (37%) or between 6-10 years of experience (22%).

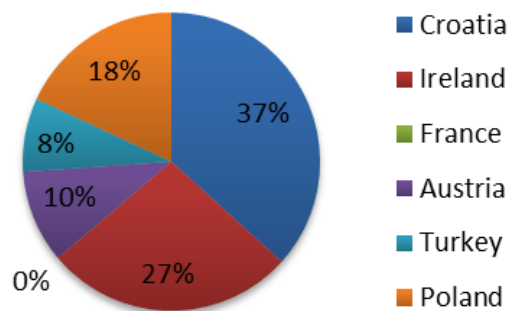
## 2. Profile of the ex-post evaluation respondents

The number of received questionnaires is 188 [N= 188] out of which 99 (53%) were women and 89 (47%) men.

### Nationality

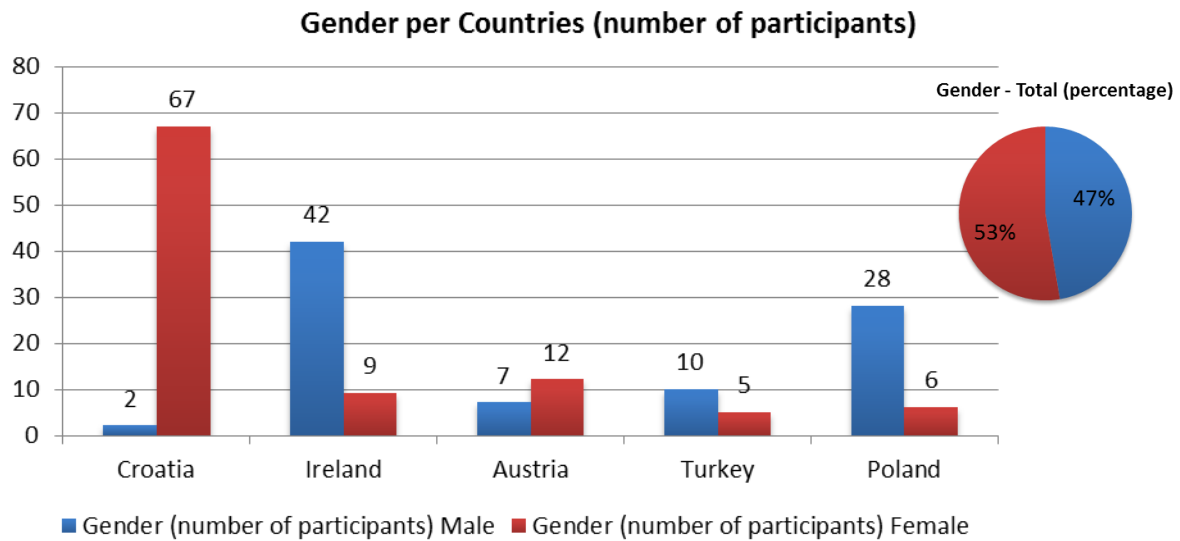
The respondents represent five partners, since in France, unfortunately no one has taken part in the ex-post evaluation survey. The highest number of respondents came out of Croatia (37% of total participants) and Ireland (27% of total participants). In Numbers 69 participants filled in the ex-post evaluation questionnaire in Croatia, 51 in Ireland, 0 in France, 19 in Austria, 15 in Turkey and 34 in Poland.

**Nationality (percentage)**



### Gender

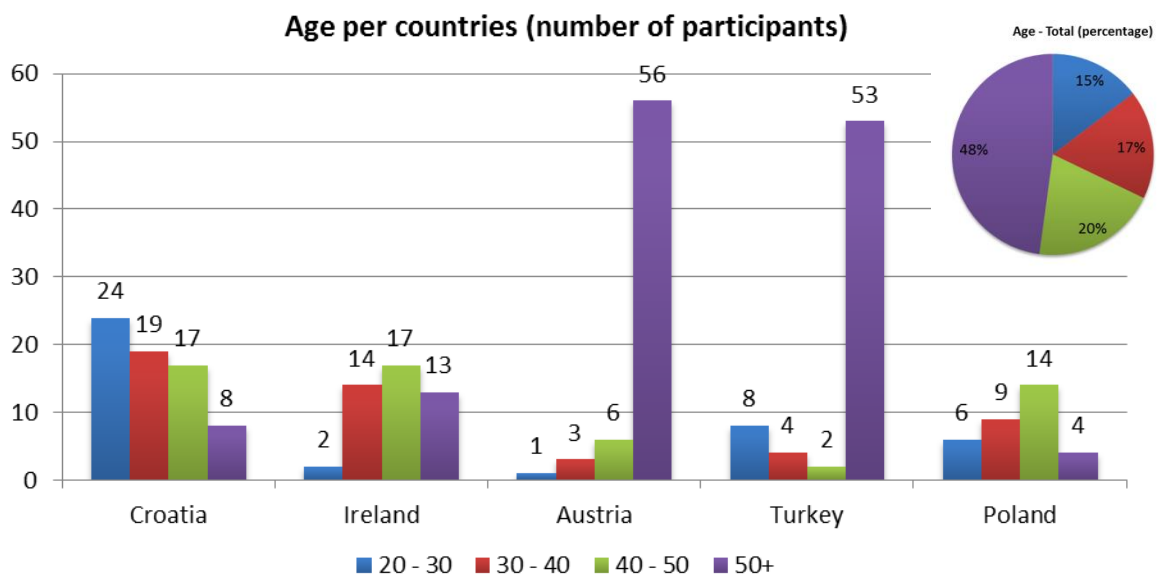
Majority of the respondents, 53% of them, were female. Croatia had the most female respondents, while Turkey and Poland had the least female ex-post evaluation participants. Ireland and Poland had the most male respondents, while Croatia had the least male respondents. Croatia also had the biggest difference ratio between male and female, 97% of Croatian respondents were female. On the other hand, the gender difference was the smallest in Turkey (66:44 in favour of male) and Austria (63:37 in favour of female).



## Age

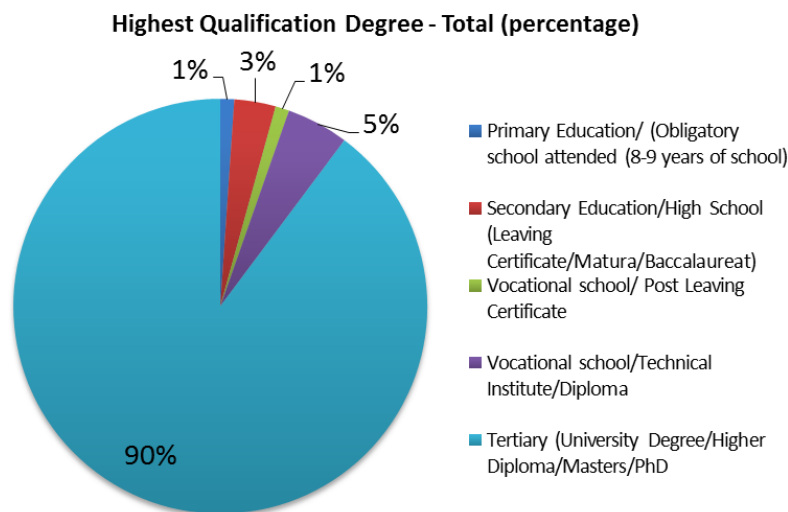
Most of the evaluation participants, 48% of them, were older than 50 years, while the least participants, 15%, were between 20-30 years.

Comparing age per countries, most of the ex-post evaluation participants aged between 20-30 years were from Croatia (59%), while only 2% were from Austria. Most of the 50+ years old respondents, 81%, came from Turkey and Austria.



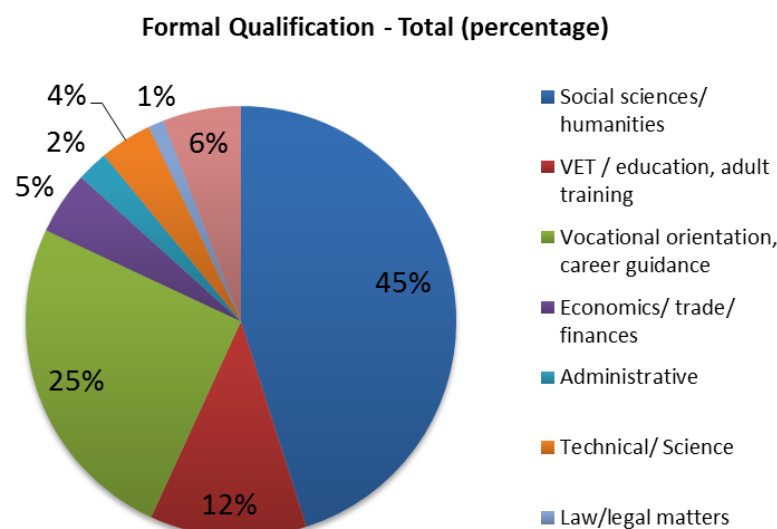
## Qualification degree

Great majority of respondents have tertiary education (90%). This is almost 100% in Turkey, Poland and Croatia. In Ireland 7% of the respondents said their highest qualification degree is vocational level. Additionally, in Austria 21% reported secondary school as their highest degree.

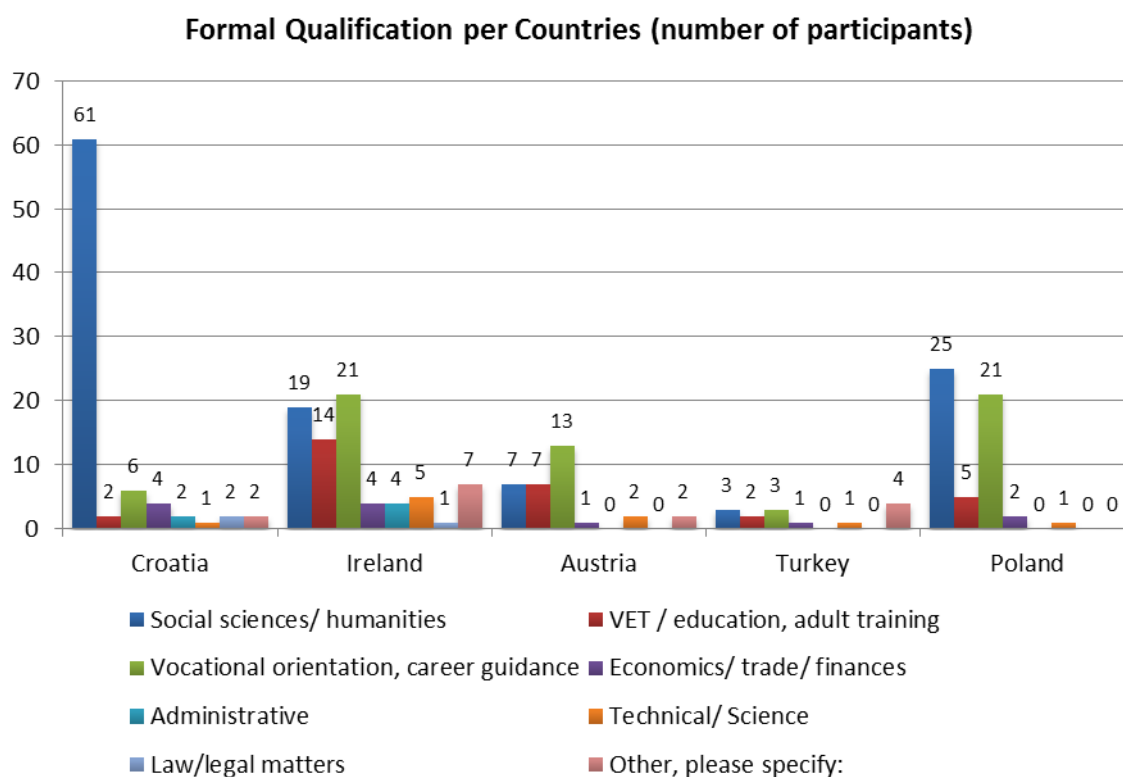


## Fields of formal qualifications

Majority of respondents declare having formal qualifications in the field of social sciences/humanities (45%) and Vocational orientation, career guidance (25%), then VET / education, adult training (12%). The remaining respondents are spread to other areas (18%).



The chart below shows deeper characteristics of partner countries regarding participants' formal qualification.

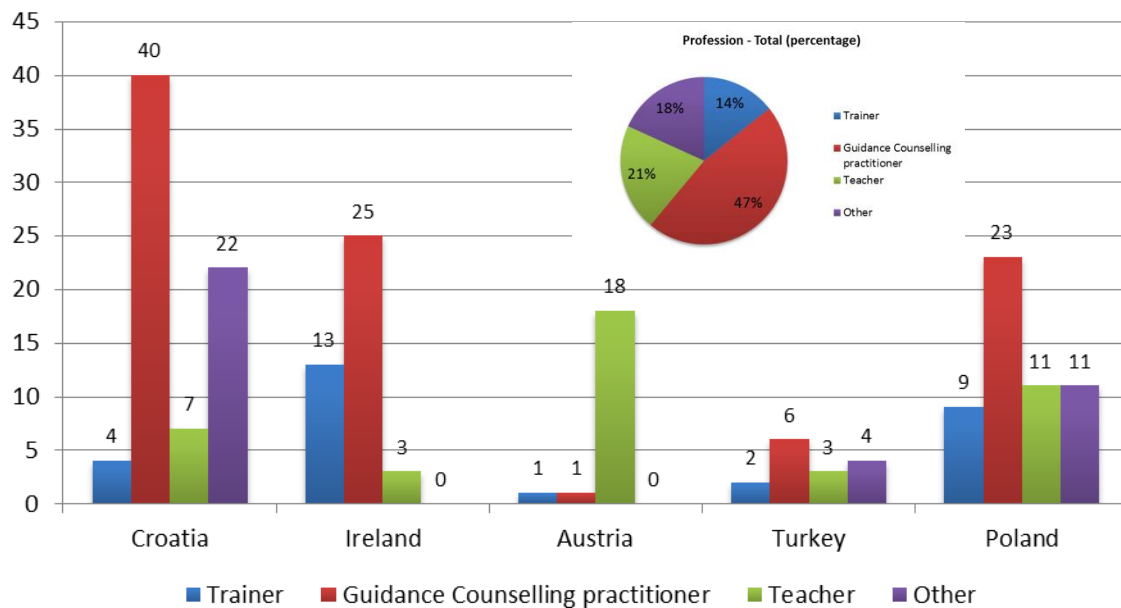


## Profession

The ex-post evaluation respondents were mainly 'guidance counselling practitioners' (47%) and 'teachers' (21%). 14% of respondents declared to work as a 'trainer', while 18% reported to have 'other' profession.

Croatia, Ireland and Poland had a considerably higher number of 'guidance counseling practitioners' compared to other professions. The majority of Austrian respondents are 'teachers' – however, this corresponds to the national target groups. The highest number of responding 'trainers' compared to other professions were in Ireland.

**Profession per Countries (number of participants)**



**Other:**

**Croatia**

headmaster of the institution  
administrative assistant  
economist  
pedagogue  
psychologist  
communicologist  
social worker  
president of NGO  
journalist

**Ireland**

Mediator  
Currently working in policy  
Employment Mediator  
LES Co-ordinator  
Manager of Guidance counselling service  
Development Manager  
Community Development  
Job Club Assistant  
Co-ordinator Local Employment Service  
Employment Guidance Officer  
Adult Education Guidance Information Officer  
Psychologist  
Manager - Mediator  
Project Admin/Assistant  
MANAGER  
Job Club Facilitator

**Turkey**

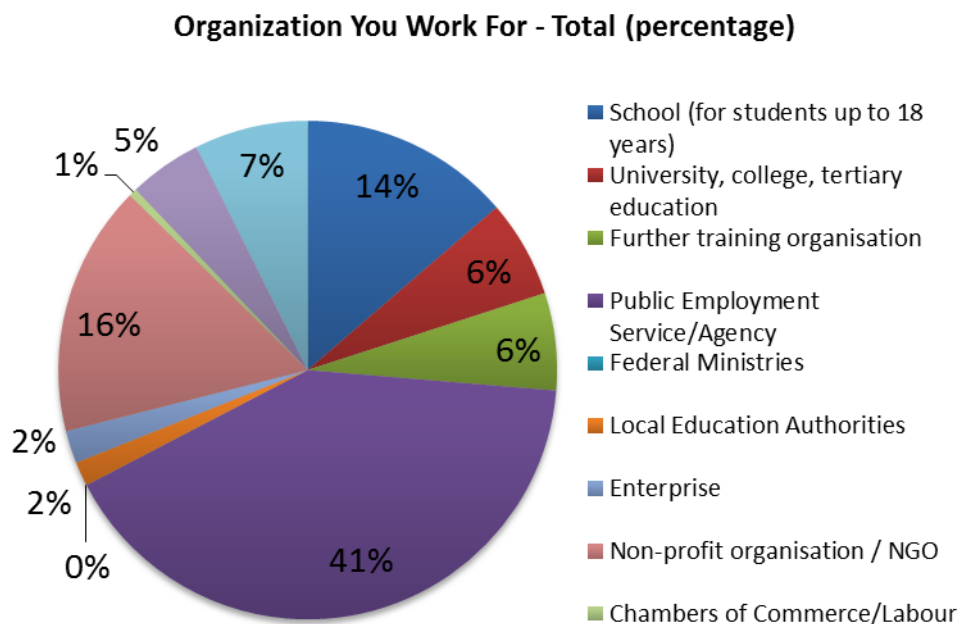
Memur  
şube müdürü



	iş ve meslek danışmanı
<b>Poland</b>	doradca zawodowy
	project team manager
	manadżer
	pracownik administracyjny
	psycholog, doradca zawodowy
	pedagog, pracownik socjalny
	wolny strzelec/trener

### Organisation ex-post evaluation participants work for

Most of participants work for 'Public Employment Service/Agency' (41%). Almost one fifth is employed by 'School (for students up to 18 years)' and 'University, college, tertiary education' and 16% work for 'Non-profit organisation'. Detailed distribution can be analysed in the chart below.



If we compare organizations participants work for, we can see that the majority of Croatian evaluation participants (70%) work for a 'Public Employment Service/Agency'. A similar situation can be noticed in Ireland (43%), Turkey (75%) and Poland (18%), where those employed in a 'Public Employment Service/Agency' make the majority in their respective countries. Austria is an exception, having 19 participants working for Schools, which makes 90% of Austrian participants and 73% of total participants working in

Schools. This is because, target group in Austria were teachers in order to make NAVIGUIDE methods aware in schools.

*Frequencies on national level:*

	Croatia	Ireland	Austria	Turkey	Poland	Total
School (for students up to 18 years)	0	1	19	0	6	26
University, college, tertiary education	3	2	0	1	6	12
Further training organisation	2	3	1	0	6	12
Public Employment Service/Agency	35	26	0	9	8	78
Federal Ministries	0	0	0	0	0	0
Local Education Authorities	0	3	0	0	0	3
Enterprise	1	0	1	0	2	4
Non-profit organisation / NGO	4	20	0	0	7	31
Chambers of Commerce/Labour	0	0	1	0	0	1
Freelance, self-employed	1	1	0	0	7	9
Other, please specify:	4	5	0	2	3	14

### **3. Country characteristics**

#### **AUSTRIA**

- 11 workshops conducted
- 63% female / 57% male participants
- 58% with tertiary level as the highest qualification degree
- 32% with up to 5 years of experience in the field of vocational orientation and career counselling and 42% with over 15 years of experience

#### **IRELAND:**

- 7 workshops conducted
- 82% female / 18% male participants
- 80% with tertiary level as the highest qualification degree
- 20% with up to 5 years of experience in the field of vocational orientation and career counselling and 25% between 5 and 10 years of experience

#### **TURKEY:**

- 9 workshops conducted
- 67% female / 33% male participants
- Almost all (99%) with tertiary level as highest qualification degree
- 88% with up to 10 years of experience in the field of vocational orientation and career counselling, while the other 12% has between 10 and 15 years of experience, none of the participants has over 15 years of experience in that field

#### **CROATIA:**

- 6 workshops conducted
- 97% female / 3% male participants
- Almost all (98%) with tertiary level as highest qualification degree
- 43% with up to 5 years of experience in the field of vocational orientation and career counselling, 25% between 5 and 10 years, 32% over 15 years of experience

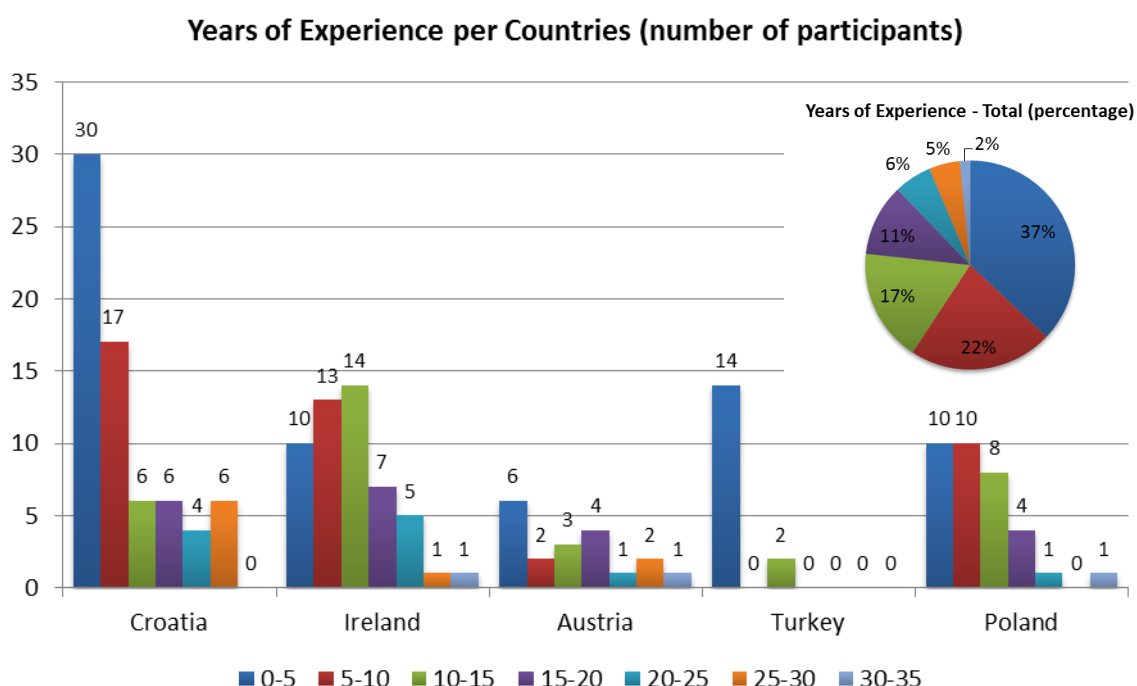
#### **POLAND:**

- 6 workshops conducted
- 82% female / 18% male
- Almost all (97%) with tertiary level as highest qualification degree
- 29% with up to 5 years of experience in the field of vocational orientation and career counselling, 29% between 5 and 10 years and 42% over 15 years of experience

## How many years of professional experience do you have in the field of vocational orientation and career guidance?

Majority of the responding participants, 37% of them, had 5 or less years of experience, while 22% had 5 to 10 years of experience. 17% of them had 10 to 15 years of experience, while 23% of participants had more than 15 years of experience.

The proportion of responding participants with the least work experience was the highest in Turkey and Croatia. Responding participants from Ireland report on the most professional experience in field of vocational orientation and career guidance.

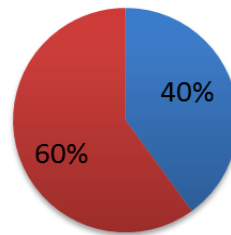


## Have you ever used before any databases with materials for vocational counsellors/trainers?

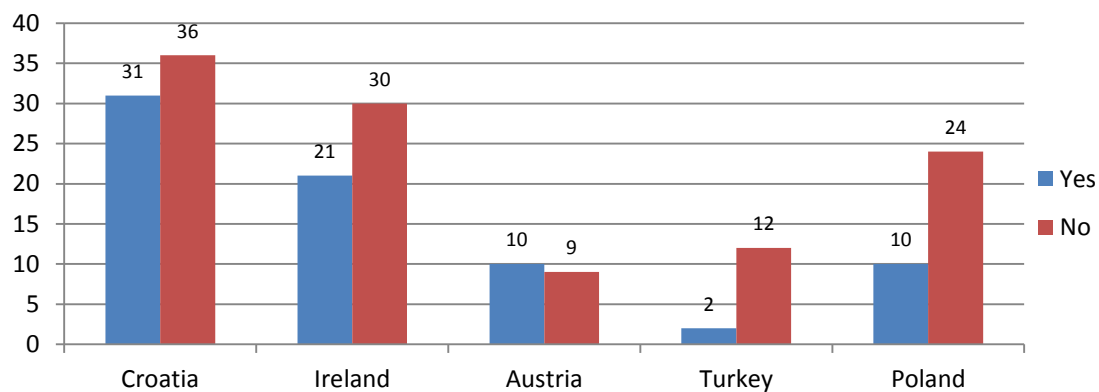
Most of the respondents, 60% of them, never used any databases with materials for vocational counsellors/trainers.

At least in relation the use of databases appears to be more common in Austria, wherese in Turkey only 14% of participants use some databases before.

**Usage of Databases with Materials for Vocational  
Counsellors/Trainers - Total (percentage)**



**Usage of databases with Materials for Vocational  
Counsellors/Trainers per Countries (number of participants)**



### **Expectations towards NAVIGUIDE project**

The former NAVIGUIDE workshop participants were also asked in the ex-post evaluation about their specific expectations, they had towards the NAVIGUIDE project. Multiple choice answers were possible.

Most frequent answers in total were:

- 'To find examples of exercises that can be adapted for my own work', expected by 22% of participants.
- 'To gain knowledge on training tools and methods for guidance in group settings', expected by 20% of participants.

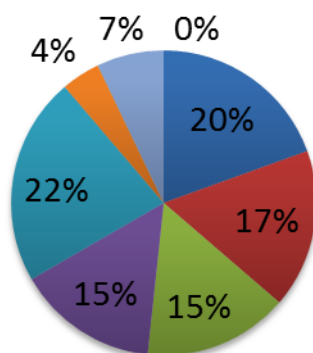
Least frequent answer:

- 'To get to know other people nationally and internationally in this field', expected by only 4%.

But none of the participants expected 'To have the chance to discuss interesting issues and exchanging views on the topic'.

Those respondents, who never used before databases with materials (see regarding question above), mostly expected 'To find examples of exercises that can be adapted for my own work' and 'To gain knowledge on training tools and methods for guidance in group settings'.

**Expectancy - Total (percentage)**



- 1) To gain knowledge on training tools and methods for guidance in group settings
- 2) To increase my competences in the field of guidance in group settings
- 3) To get the opportunity to try out an innovative, client-oriented tool
- 4) To exchange experiences with other guidance counsellors/trainers
- 5) To find examples of exercises that can be adapted for my own work
- 6) To get to know other people nationally and internationally in this field
- 7) To have the chance to discuss interesting issues and exchanging views on the topic
- 8) To have the chance to discuss interesting issues and exchanging views on the topic

*Frequencies on national level*

	Croatia	Ireland	Austria	Turkey	Poland	Total
1) To gain knowledge on training tools and methods for guidance in group settings	22	16	5	2	7	52
2) To increase my competences in the field of guidance in group settings	20	12	6	1	6	45
3) To get the opportunity to try out an innovative, client-oriented tool	14	13	4	1	9	41
4) To exchange experiences with other guidance counsellors/trainers	22	9	3	1	5	40
5) To find examples of exercises that can be adapted for my own work	26	16	8	1	8	59
6) To get to know other people nationally and internationally in this field	1	6	1	1	2	11
7) To have the chance to discuss interesting issues and exchanging views on the topic	4	10	1	1	3	19
8) To have the chance to discuss interesting issues and exchanging views on the topic	0	0	0	0	0	0

---

## **B. PARTICIPATION IN THE PROGRAM**

### **Did you take part in the following project activities?**

Especially because mainly the former workshop participants were asked to fill in the ex post evaluation questionnaire, 89% of the respondents entered to have visited such workshop. But 11% of the participants apparently took not part in a workshop, but rather some kind of a dissemination event like conferences, presentations.

## **C. USAGE OF THE NAVIGUIDE METHODS**

### **How satisfied are you with the methods provided in the database and in the handbook?**

In this regard participants in the survey answered the following questions:

- 1) The objectives of the methods are clear to understand.
- 2) The methods and/or the working materials should be more comprehensive.
- 3) The methods can be used in my everyday practice.
- 4) The methods are well applicable in my own work environment.
- 5) I think the methods are innovative and creative.
- 6) The NAVIGUIDE methods are useful and applicable in general.
- 7) The descriptions of the methods are precise and clear to understand.
- 8) The collected methods can be used immediately with clients.

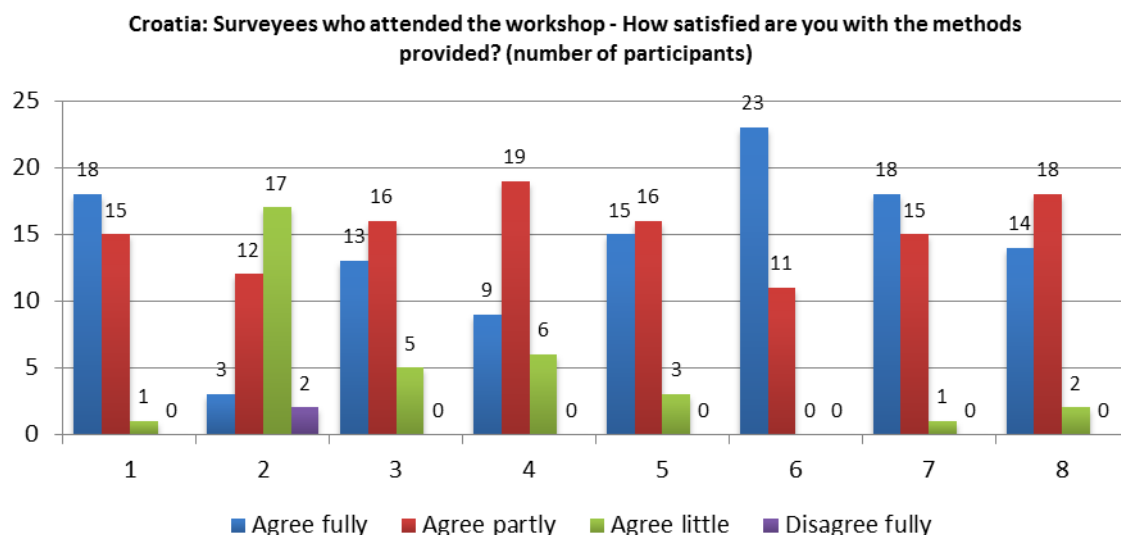


### Feedback of ex-post evaluation respondents who attended the workshops:

Croatian surveyees mostly fully agreed that the objectives of the methods were clear to understand, that the NAVIGUIDE methods were useful and applicable in general and that the descriptions of the methods were precise and clear to understand. At least partly the participants thought also, that the methods are innovative and creative.

Mostly partly agreement is observable among the respondents, with respect to the usability of the methods in their own work, in terms of usage in their everyday service, application in their own work environment and immediate applicability with clients.

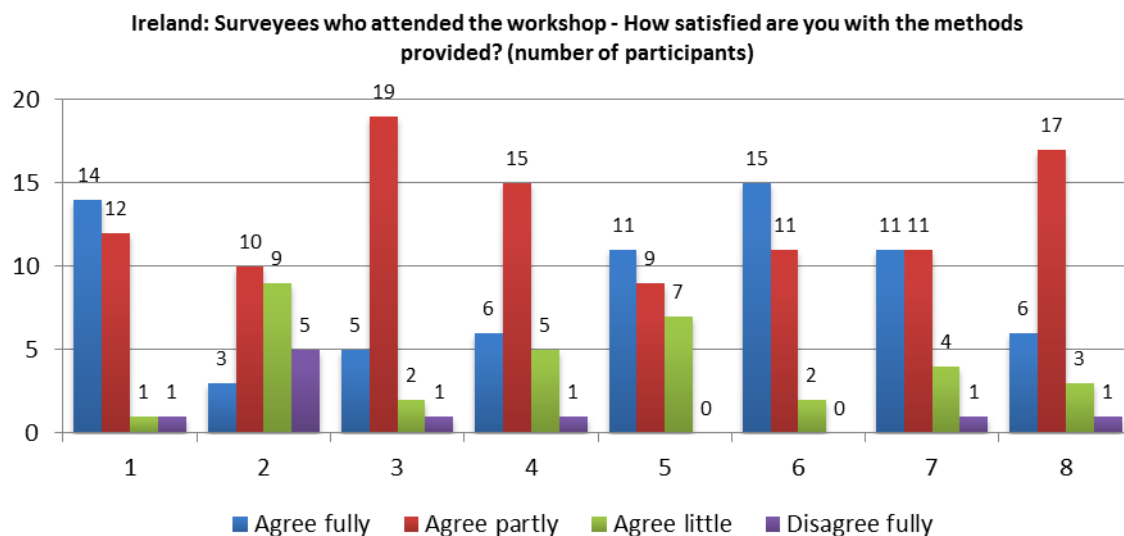
But less or partly the respondents perceived a need for more comprehensibility relating to the methods and/or working materials.



- 1) The objectives of the methods are clear to understand.
- 2) The methods and/or the working materials should be more comprehensive.
- 3) The methods can be used in my everyday practice.
- 4) The methods are well applicable in my own work environment.
- 5) I think the methods are innovative and creative.
- 6) The NAVIGUIDE methods are useful and applicable in general.
- 7) The descriptions of the methods are precise and clear to understand.
- 8) The collected methods can be used immediately with clients.

Irish surveyees mostly fully or at least partly agreed that the objectives of the methods were clear to understand, that the NAVIGUIDE methods were useful and applicable in general, and that the descriptions of the methods are precise and clear to under-stand. But the Irish respondents see at least some need to improve comprehensiveness of methods and/or working materials. Also, the methods are seen primarily as creative and innovative, although a relatively high proportion agreed with this statement only slightly.

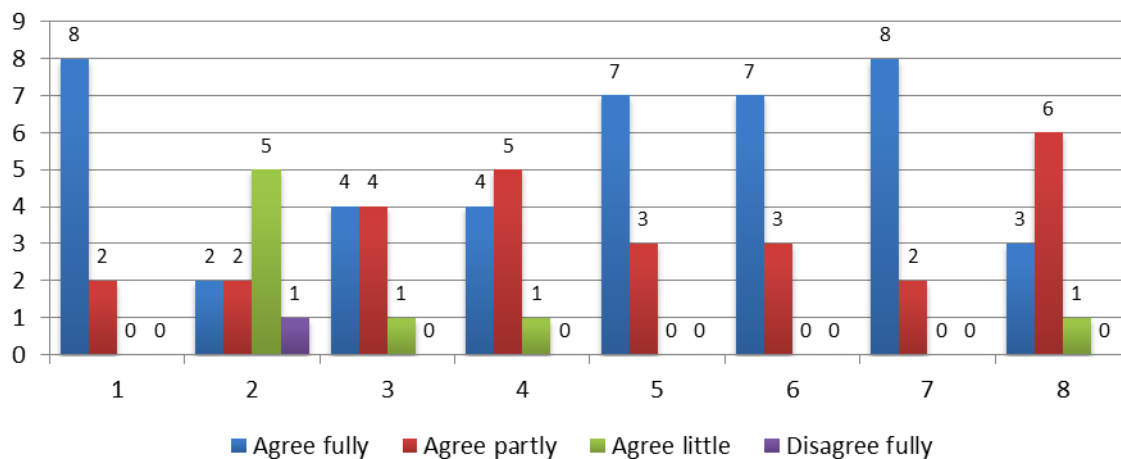
Mainly partly they agreed with the statements that the methods can be used in their everyday practice, that the methods are well applicable in their own work environment and that the methods can be used immediately with clients.



- 1) The objectives of the methods are clear to understand.
- 2) The methods and/or the working materials should be more comprehensive.
- 3) The methods can be used in my everyday practice.
- 4) The methods are well applicable in my own work environment.
- 5) I think the methods are innovative and creative.
- 6) The NAVIGUIDE methods are useful and applicable in general.
- 7) The descriptions of the methods are precise and clear to under-stand.
- 8) The collected methods can be used immediately with clients.

The surveyees from Austria, who took part in a NAVIGUIDE Workshop, mostly fully agreed that the objectives of the methods are clear to understand and that the descriptions of the methods are precise and clear to understand. They see rather little need to improve comprehensiveness of methods and/or working materials. In addition the Austrian respondents assessed the methods as innovative and creative and as useful and applicable in general. Mostly partly the surveyees evaluated the immediate applicability with clients and in their own work environment, where they are mostly fully or partly of the opinion that the methods can be used in their everyday practice.

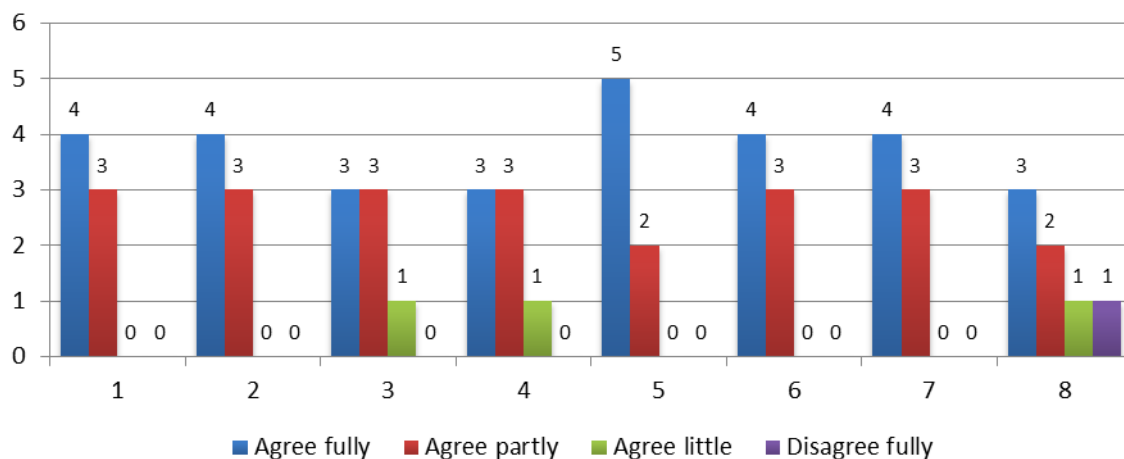
**Austria: Surveyees who attended the workshop - How satisfied are you with the methods provided? (number of participants)**



- 1) The objectives of the methods are clear to understand.
- 2) The methods and/or the working materials should be more comprehensive.
- 3) The methods can be used in my everyday practice.
- 4) The methods are well applicable in my own work environment.
- 5) I think the methods are innovative and creative.
- 6) The NAVIGUIDE methods are useful and applicable in general.
- 7) The descriptions of the methods are precise and clear to under-stand.
- 8) The collected methods can be used immediately with clients.

The few respondents from Turkey, who took part in a NAVIGUIDE Workshop, seems to be very satisfied with the provided methods, although the statement aiming a higher comprehensiveness of methods and/or working materials, was judged also with high approval. Only a hint of uncertainty is observable regarding the usability and applicability in everyday practice, with clients and in their own work environment.

**Turkey: Surveyees who attended the workshop - How satisfied are you with the methods provided? (number of participants)**



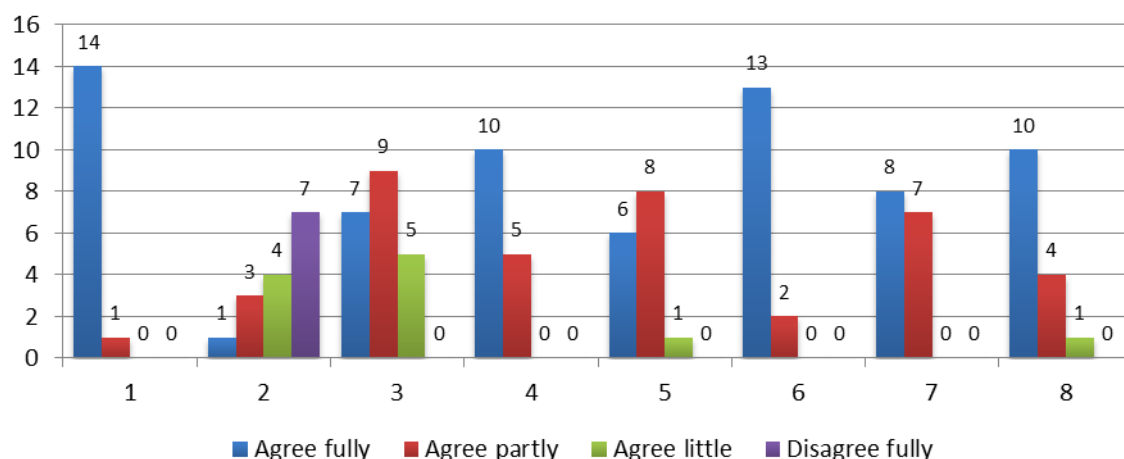
- 1) The objectives of the methods are clear to understand.
- 2) The methods and/or the working materials should be more comprehensive.
- 3) The methods can be used in my everyday practice.
- 4) The methods are well applicable in my own work environment.
- 5) I think the methods are innovative and creative.
- 6) The NAVIGUIDE methods are useful and applicable in general.
- 7) The descriptions of the methods are precise and clear to under-stand.
- 8) The collected methods can be used immediately with clients.

Surveyees from Poland agree almost completely that the objectives of the methods are clear to understand and that the methods are useful and applicable in general. Further, high agreement is reflected in the statements that methods are well applicable in their own work environment. But somewhat less strong seems the agreement to the question of whether methods can be used in their everyday practice.

At least partly the Polish respondents assessed the descriptions of the methods as precise and clear to understand. Thus there is rather little agreement observable among respondents, that methods and/or the working materials should be more comprehensive.

In addition the surveyees see quite innovative character and creativity in the methods, at least a little.

**Poland: Surveyees who attended the workshop - How satisfied are you with the methods provided? (number of participants)**



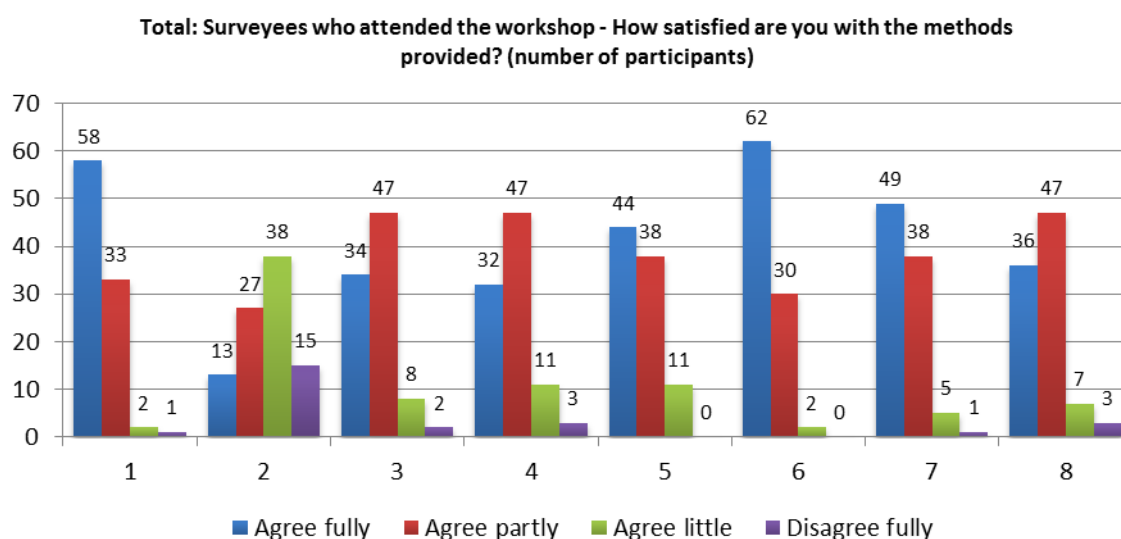
- 1) The objectives of the methods are clear to understand.
- 2) The methods and/or the working materials should be more comprehensive.
- 3) The methods can be used in my everyday practice.
- 4) The methods are well applicable in my own work environment.
- 5) I think the methods are innovative and creative.
- 6) The NAVIGUIDE methods are useful and applicable in general.
- 7) The descriptions of the methods are precise and clear to under-stand.
- 8) The collected methods can be used immediately with clients.

When considering the total results of the responding workshop participants out of all countries, the highest approval ratings are observable for the statements that the objectives and descriptions of the methods were clear to understand and that the NAVIGUIDE methods were useful and applicable in general. Also creativity and innovativeness of the methods is quite highly valued.

Where uncertainty or only partial agreement prevails more are the statements with respect to the usability of the methods in their everyday practice, application in their own work environment and immediate applicability with clients.

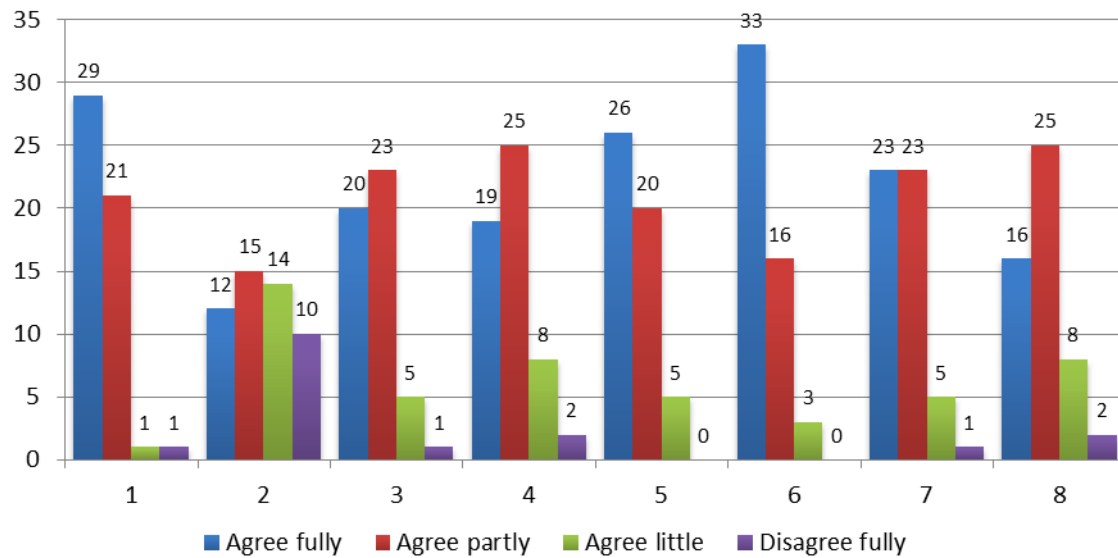
Rather little agreement is observable among respondents, that there is a need for improving the comprehensiveness of methods and/or working materials.

So the overall results can be assessed as very positive. A very similar picture emerges among the respondents who have attended another dissemination event.



- 1) The objectives of the methods are clear to understand.
- 2) The methods and/or the working materials should be more comprehensive.
- 3) The methods can be used in my everyday practice.
- 4) The methods are well applicable in my own work environment.
- 5) I think the methods are innovative and creative.
- 6) The NAVIGUIDE methods are useful and applicable in general.
- 7) The descriptions of the methods are precise and clear to understand.
- 8) The collected methods can be used immediately with clients.

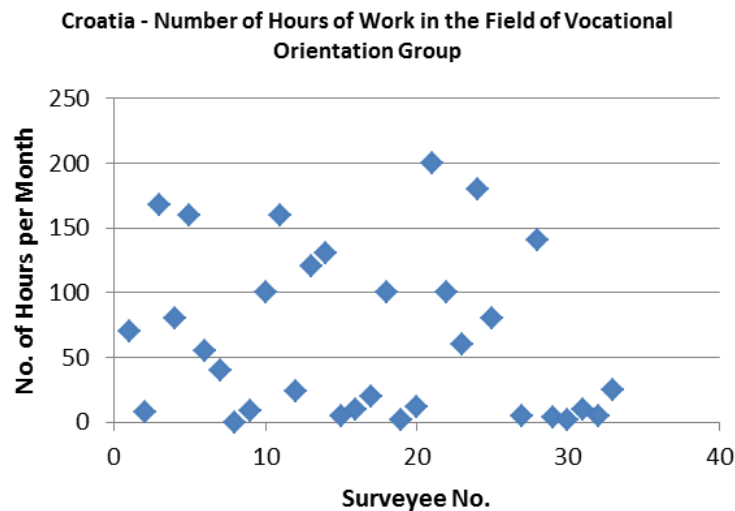
**Total: Surveyees who attended the dissemination event - How satisfied are you with the methods provided? (number of participants)**



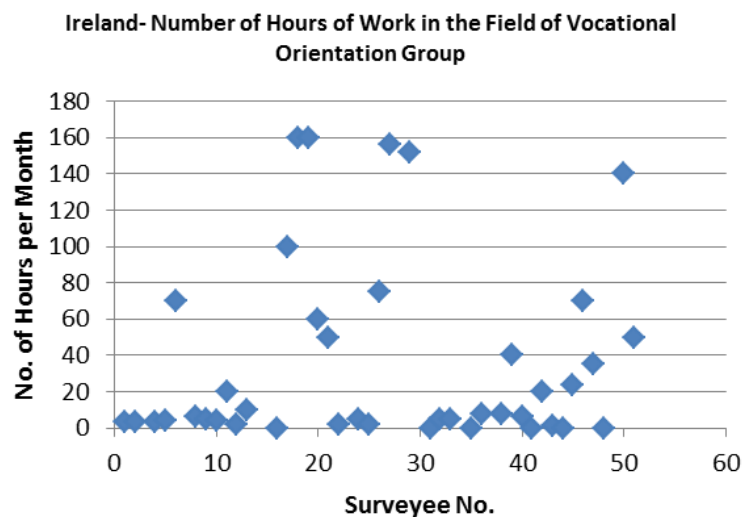
- 1) The objectives of the methods are clear to understand.
- 2) The methods and/or the working materials should be more comprehensive.
- 3) The methods can be used in my everyday practice.
- 4) The methods are well applicable in my own work environment.
- 5) I think the methods are innovative and creative.
- 6) The NAVIGUIDE methods are useful and applicable in general.
- 7) The descriptions of the methods are precise and clear to under-stand.
- 8) The collected methods can be used immediately with clients.

## To what extent do you work in the field of vocational orientation in group setting? (hours per month)

In Croatia, by average, participants worked in the field of vocational orientation in a group setting around 58 hours per month. Whereas the majority of the respondents worked between 50 and 150 hours per month, only a couple of them worked up to 200 hours.

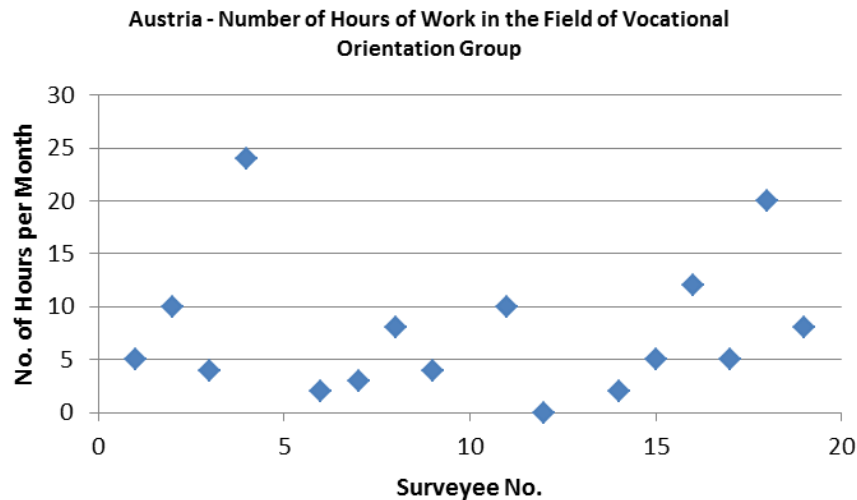


Irish respondents work rather less in field of vocational orientation in a group setting. On average around 30 hours per month, with a few outliers up to 160 hours per month.

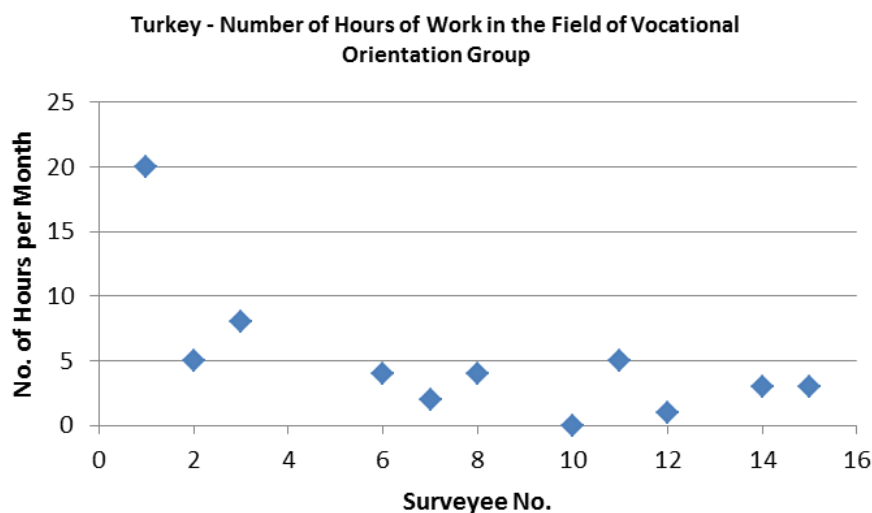




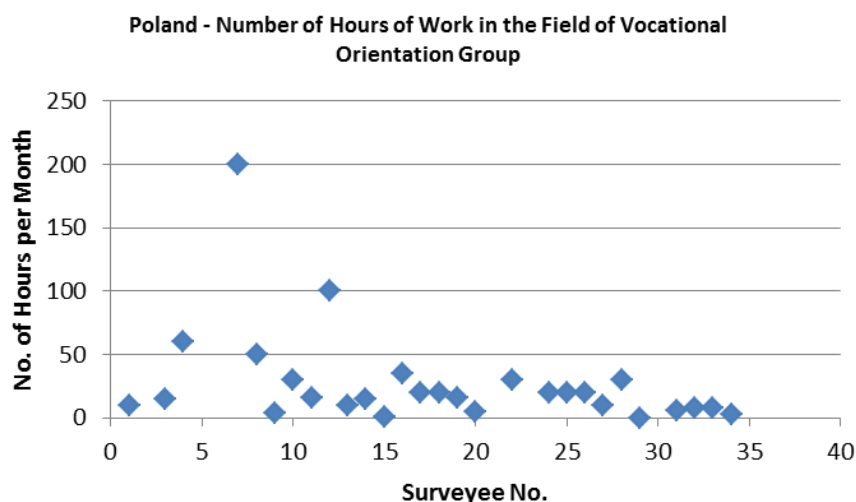
Participants in Austria (teachers) work averagely 10 hours per month in the field of vocational orientation in groups, the maximum of specified working hours per month lies at 24 hours per month.



Turkish participants specified their workload by average with 5 hours per month in the field of vocational orientation group. Only one person worked up to 20 hours per month.



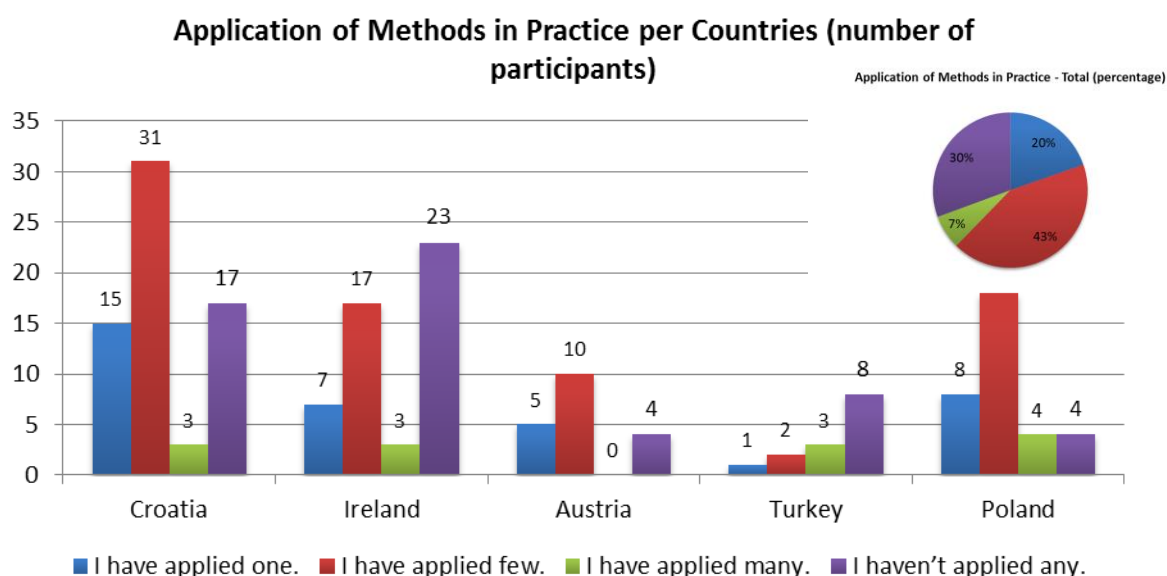
In Poland, respondents of the ex-post questionnaire averagely work around 35 hours per month, some participants worked up to 50 hours per month, while a small amount of participants worked up to 200 hours per month.



### Have you applied any of the methods in practice, since you learned about NAVIGUIDE?

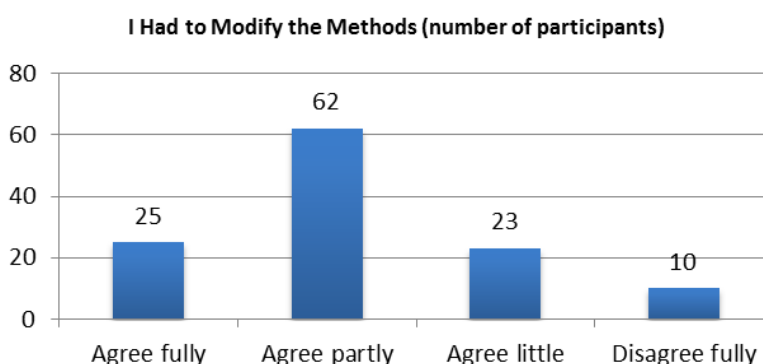
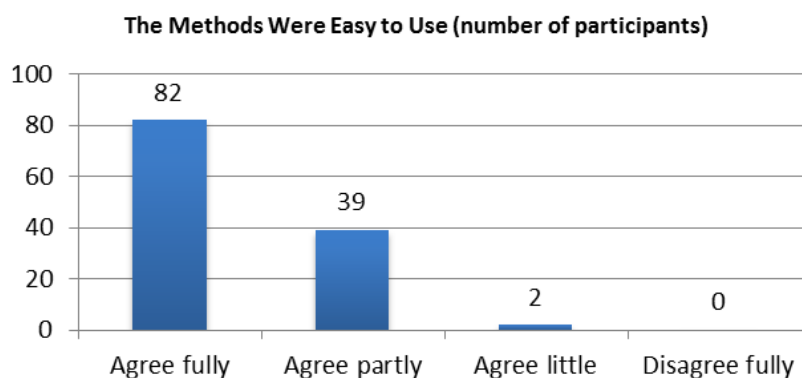
After learning about NAVIGUIDE, 43% of respondents applied some of the methods in practice, 7% even used many. Further 20% applied at least one of the provided methods, whereas only 30% of the former workshop participants didn't apply any method.

Taking into account the different countries, it seems that particular in Croatia, Poland and Austria the methods are already in use. Also in Ireland is a sustainable usage recognizable. However, in Turkey usage of the methods seems to be lower.

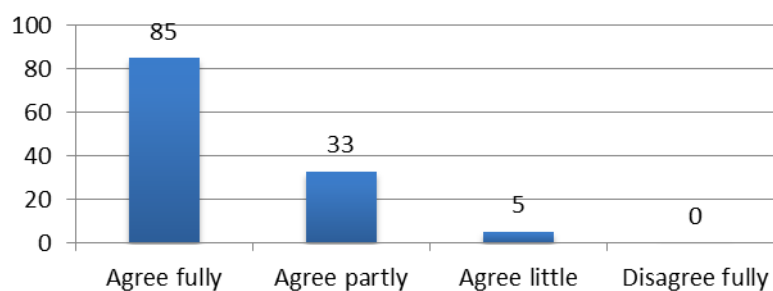


## How satisfied were you with application of this/these method(s) in practice?

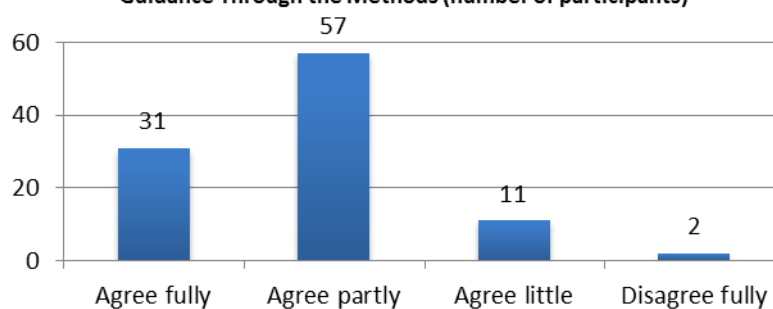
Taking a look at the satisfaction of the respondents with the application of the methods in practice, 67% agreed that 'The methods were easy to use' and 69% agreed that they will search for more and use more NAVIGUIDE methods in the future. 52% of the respondents partly agreed with the statement 'I had to modify the methods', and 58% said 'My clients felt motivated by the methods'. 56% of the participants partly agreed that 'I had the impression that my clients received good vocational guidance through the methods'. In the tables below the frequencies are shown for each satisfaction items regarding application of methods in practice.



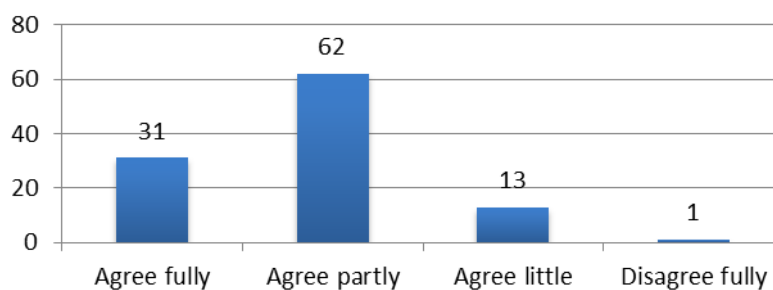
**I Will Search for and Use More NAVIGUIDE Methods in the Future. (number of participants)**



**I Had the Impression That My Clients Received Good Vocational Guidance Through the Methods (number of participants)**



**My Client Felt Motivated by the Method (number of participants)**

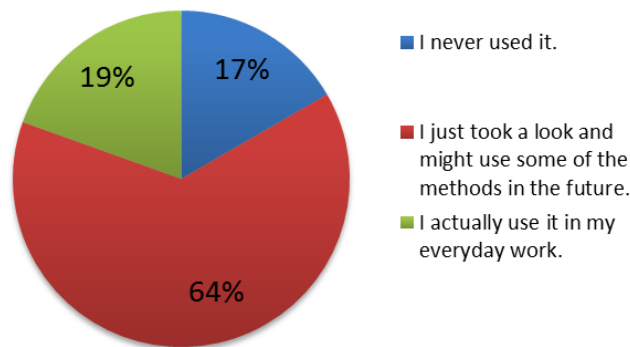


## D. QUALITY OF THE DATABASE

### What were your experiences with the following NAVIGUIDE tools?

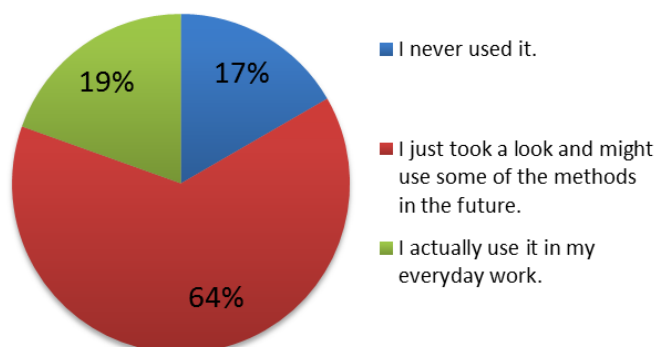
17% of the participants never used the online database, while 19% uses it on the regular basis. The majority, 64%, just took a look and might use some of the methods in the future.

Online Database Experiences - Total (percentage)



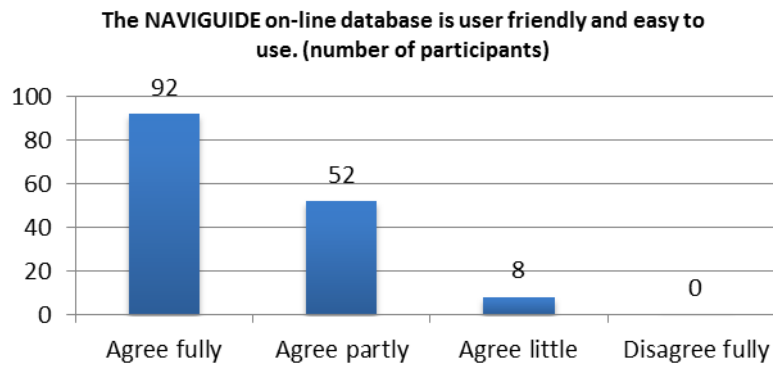
Regarding usage of the NAVIGUIDE handbook, the majority of the respondents, 64% of them, just took a look at the handbook and might use some of the methods in the future. Nevertheless 19% use it already in their everyday work. 17% never used it.

Handbook Experiences - Total (percentage)

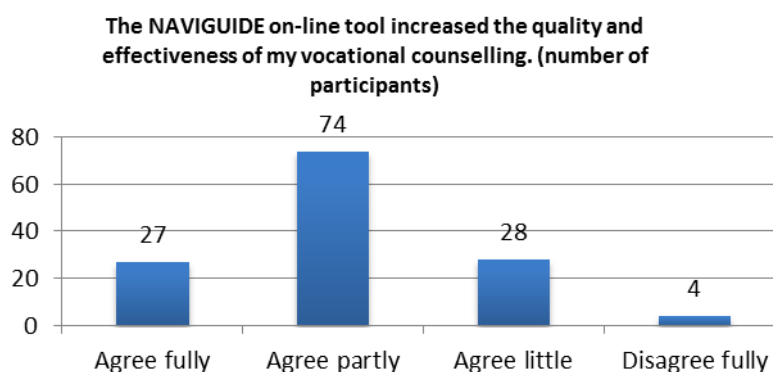


## What is your opinion on the NAVIGUIDE database

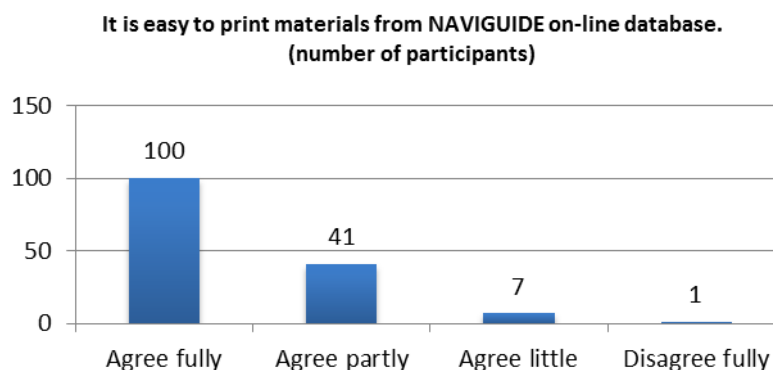
Majority of the surveyees, 61% of them, fully agreed that the NAVIGUIDE online database is user friendly and easy to use. Further 34% agreed partly, while there's no participant who disagreed with this statement.



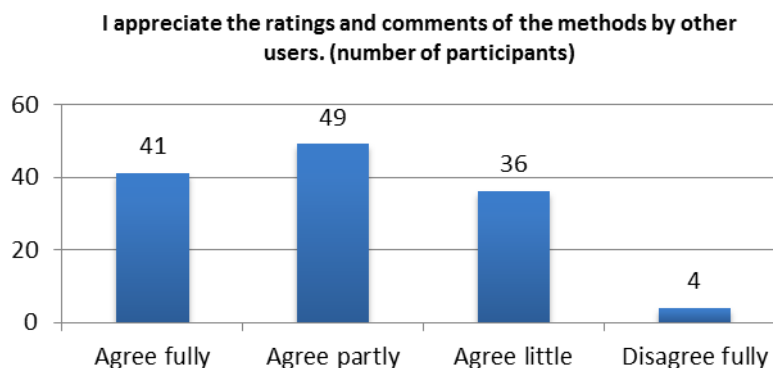
Most of the participants, 56% of them, partly agreed that the NAVIGUIDE online tool increased the quality and effectiveness of their vocation counselling, while only 3% of them fully disagreed with the statement.



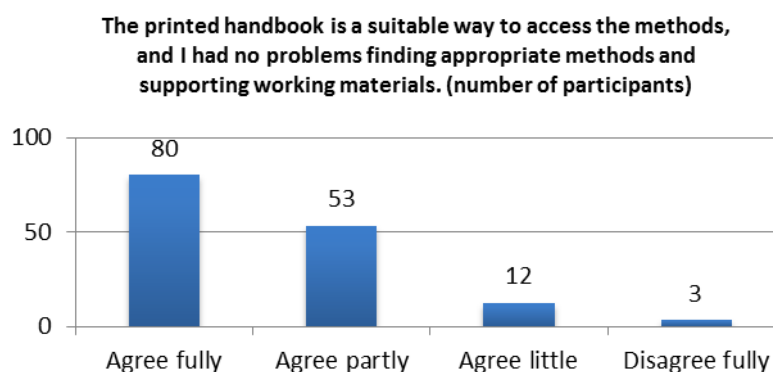
95% of the participants found it at least partly easy to print materials from NAVIGUIDE online database, while only 1 participant fully disagreed on it.



38% of participants rather appreciated the ratings and comments of the methods by other users, further 32% of participants fully agreed on it. 28% of the participants agreed on that statement a little, while 3% fully disagreed.



Finally 54% of participants fully agreed that the printed handbook is a suitable way to access the methods, and they had no problems finding appropriate methods and supporting working materials. 36% partly agreed with that, while only 2% of participants fully disagreed with it.



## **Annex – The NAVIGUIDE questionnaire**

### **Dear NAVIGUIDE User,**

As you learned about NAVIGUIDE, your opinion is important for us in order to get feedback for the further development of the products. Please answer the following questions as honestly as you can. Please do not reflect upon each question for too long, as the first answer you come up with is generally the right one!

**A. STATISTICS: Please give us some information about yourself. The personal data will be processed in a general statistical context, not individually.**

### **NAVIGUIDE user questionnaire**

Statistics:

#### **1) Nationality:**

- ☐ Austria
- ☐ Croatia
- ☐ France
- ☐ Ireland
- ☐ Poland
- ☐ Turkey
- ☐ Other

#### **2) Gender:**

- ☐ Male
- ☐ Female

#### **3) Age: \_\_\_\_\_**

#### **4) Highest qualification degree:**

- ☐ Primary Education/ (Obligatory school attended (8-9 years of school)
- ☐ Secondary Education/High School (Leaving Certificate/Matura/Baccalaureat)
- ☐ Vocational school/ Post Leaving Certificate
- ☐ Vocational school/Technical Institute/Diploma
- ☐ Tertiary(University Degree/Higher Diploma/Masters/PhD

#### **5) In what field do you have a formal qualification?**

*[multiple answers possible]*

- ☐ Social sciences/humanities
- ☐ VET / education, adult training
- ☐ Vocational orientation, career guidance
- ☐ Economics/trade/finances
- ☐ Administrative
- ☐ Technical/Science
- ☐ Law/legal matters
- ☐ Other, please specify: \_\_\_\_\_



**6) Profession** *[multiple answers possible]:*

- ☐ Trainer
- ☐ Guidance Counselling practitioner
- ☐ Teacher
- ☐ Other, please specify: \_\_\_\_\_

**7) Organisation you work for** *[multiple answers possible]:*

- ☐ School (for students up to 18 years)
- ☐ University, college, tertiary education
- ☐ Further training organisation
- ☐ Public Employment Service/Agency
- ☐ Federal Ministries
- ☐ Local Education Authorities
- ☐ Enterprise
- ☐ Non-profit organisation / NGO
- ☐ Chambers of Commerce/Labour
- ☐ Free Lance, self-employed
- ☐ Other, please specify: \_\_\_\_\_

**8) How many years of professional experience do you have in the field of vocational orientation and career guidance?**

\_\_\_\_\_ years

**9) Have you ever used before any databases with materials for vocational counsellors/trainers?**

- ☐ Yes
- ☐ No

**10) If yes, what kind of databases did you use?**

**11) What did you expect from the NAVIGUIDE project?**

- ☐ To gain knowledge on training tools and methods for guidance in group settings
- ☐ To increase my competences in the field of guidance in group settings
- ☐ To get the opportunity to try out an innovative, client-oriented tool
- ☐ To exchange experiences with other guidance counsellors/trainers
- ☐ To find examples of exercises that can be adapted for my own work
- ☐ To get to know other people nationally and internationally in this field
- ☐ To have the chance to discuss interesting issues and exchanging views on the topic
- ☐ Other, please specify: \_\_\_\_\_

## B. PARTICIPATION IN THE PROGRAM

### 12) Did you take part in the following project activities?

#### face-to-face workshop?

- ☐ Yes  
☐ No

dissemination event (conference, presentation, ...)?

- ☐ Yes  
☐ No

## C. USAGE OF THE NAVIGUIDE METHODS

### 13) How satisfied are you with the methods provided in the database and in the handbook?

STATEMENTS	Agree fully	Agree partly	Agree little	Disagree fully
The NAVIGUIDE methods are useful and applicable in general.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The objectives of the methods are clear to understand.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think the methods are innovative and creative.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The descriptions of the methods are precise and clear to understand.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The methods and/or the working materials should be more comprehensive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The methods can be used in my everyday practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The methods are well applicable in my own work environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The collected methods can be used immediately with clients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**14) To what extent do you work in the field of vocational orientation in group setting?**

approximately \_\_\_\_\_ hours per month

**15) Have you applied any of the methods in practice, since you learned about NAVIGUIDE?**

- ☐ I have applied one.
- ☐ I have applied few.
- ☐ I have applied many.
- ☐ I haven't applied any. *[If no, skip to question 17.]*

**16) How satisfied were you with application of this/these method(s) in practice?**

The methods were easy to use.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had to modify the methods.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My clients felt motivated by the methods.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had the impression that my clients received good vocational guidance through the methods	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will search for and use more NAVIGUIDE methods in the future.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**D. QUALITY OF THE DATABASE**

**17) What were your experiences with the following NAVIGUIDE tools?**

	<b>I never used it.</b>	<b>I just took a look and might use some of the methods in the future.</b>	<b>I actually use it in my everyday work.</b>
<b>On-line database</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Handbook</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**18) What is your opinion on the NAVIGUIDE database** *(skip some questions in respect to the NAVIGUIDE tools that you have used (on-line vs. printed))?*

STATEMENTS	Agree fully	Agree partly	Agree little	Disagree fully
The NAVIGUIDE on-line database is user friendly and easy to use.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is easy to print materials from NAVIGUIDE on-line database.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The NAVIGUIDE on-line tool increased the quality and effectiveness of my vocational counselling.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I appreciate the ratings and comments of the methods by other users.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Printed handbook is a suitable vehicle for the methods, and I had no problems finding appropriate methods and its supporting working materials.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**The NAVIGUIDE partnership consortium thanks you for your co-operation!**

**The evaluation report may be downloaded until October 30, 2013 from the  
official NAVIGUIDE website: [www.navigate.net](http://www.navigate.net)**