

Workshop Evaluation Report

NAVIGUIDE

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Date, place

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1. Summary

This report summarizes the results of the valorisation workshops conducted within the NAVIGUIDE project in all partner countries: Austria, Croatia, France, Ireland, Poland and Turkey in 2012-2013.

The paper-pencil workshop-evaluation questionnaire was conducted at the end of each workshop, transferred then into an excel-file and was then analysed with the use of SPSS programme. In total there were 45 workshops conducted and 641 filled-in questionnaires were received in total. The respondents were representatives of the target group (guidance counsellors and practitioners).

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

Conclusions on respondents' profile:

Most of NAVIGUIDE valorisation workshops participants were:

- women (76%),
- aged 20-40 years (55%) and 41-50 years (27%)
- with university degree (90%)
- with formal education in social sciences/humanities (44,5%) and vocational orientation, career guidance (38,2%)
- working usually as Guidance Counselling practitioners (40,2%) and teachers (41,7%)
- having less than 5 years of experience in the field of vocational orientation and career guidance (36%) or between 6-10 years of experience (35%).

Conclusions on NAVIGUIDE workshops organisation and content:

The organisation of workshops was well evaluated by the participants, who appreciated a lot the trainers' performance in all partner countries. Participants were also informed about the NAVIGUIDE handbook and the on-line database before the face-to-face units and almost half of them took

that opportunity to find out more about that or to look at the tools. The feedback on these tools collected after the workshops was also very positive.

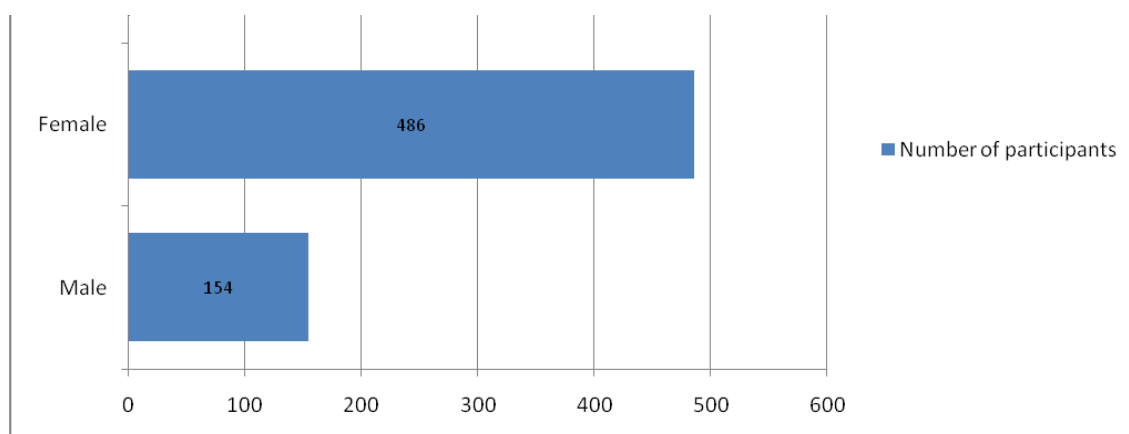
Conclusions on participants' expectations fulfilment:

The workshops can be considered as successful. All the expectations expressed by participants were fulfilled – majority of responses are 'I fully agree' or 'I agree'.

2. Profile of the Target Group

The number of received questionnaires is 641 [N= 641] out of which 486 (76%) were women and 154 (24%) men.

Gender

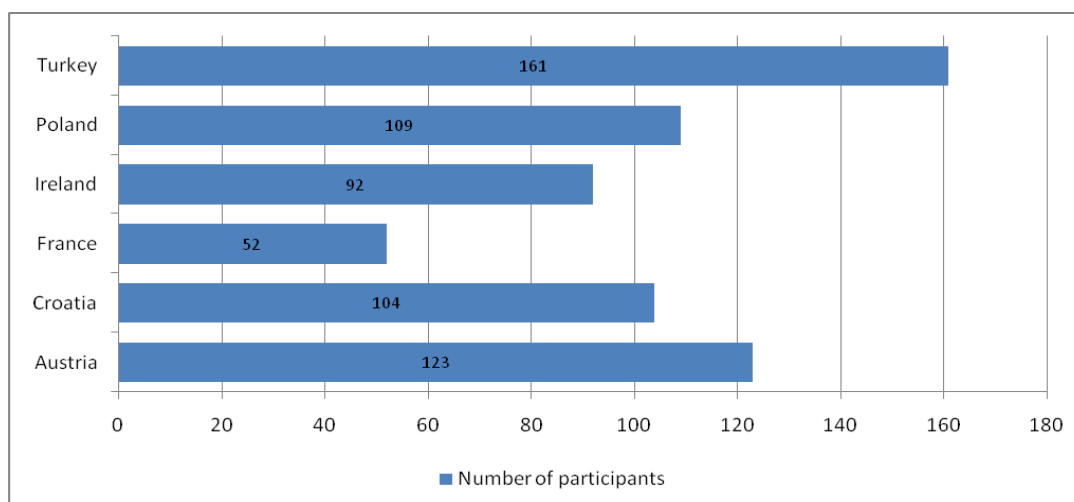


Age

Workshop participants were aged between 21 and 64 years, with the average of 39,8 years. 55% were aged between 20-40 years and 27% between 41-50 years.

Nationality

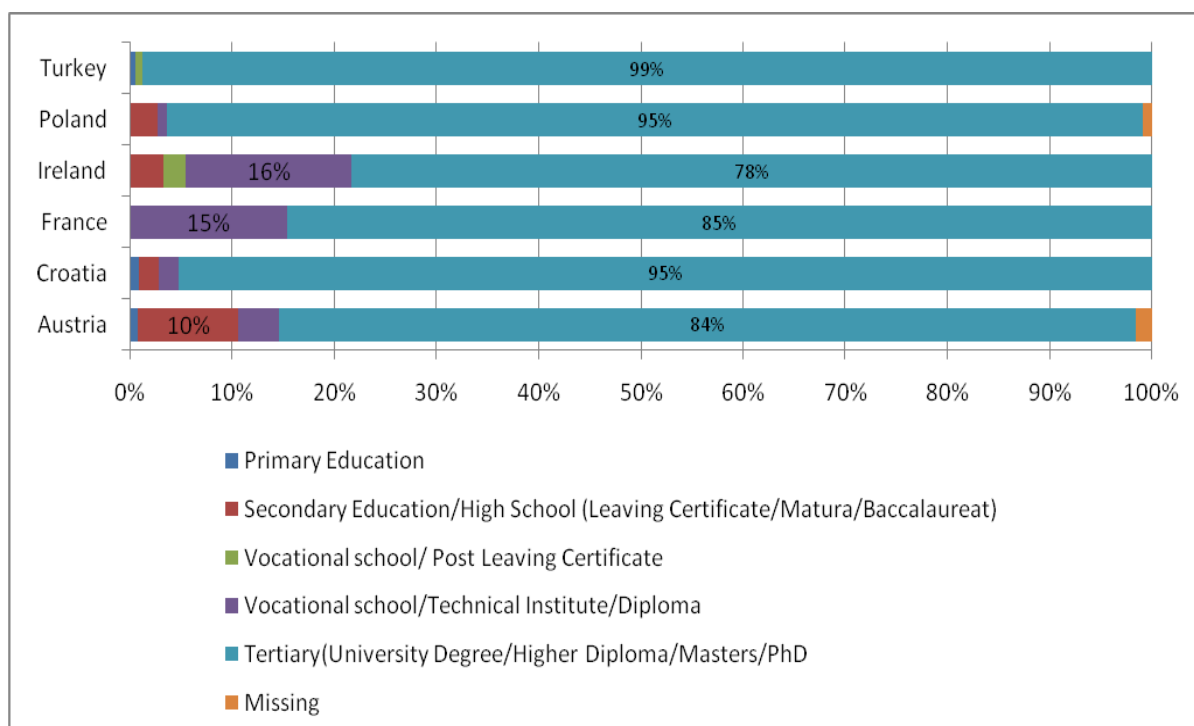
The workshop participants represented the six partner countries of the project. The nationality with the highest number of workshop participants is Turkish (25% of total participants) and Austrian (19% of total participants). That is correlated with the number of workshops conducted in these countries. In Turkey there were 9 workshops organised, in Austria 11 while in other countries usually 6 workshops took place as planned initially.



Qualification degree

Great majority of respondents have tertiary education. This is almost 100% in Turkey, Poland and Croatia. In France and Ireland 15-16% workshop participants said their highest qualification degree is vocational level. Additionally in Austria 10% reported secondary school as their highest degree.

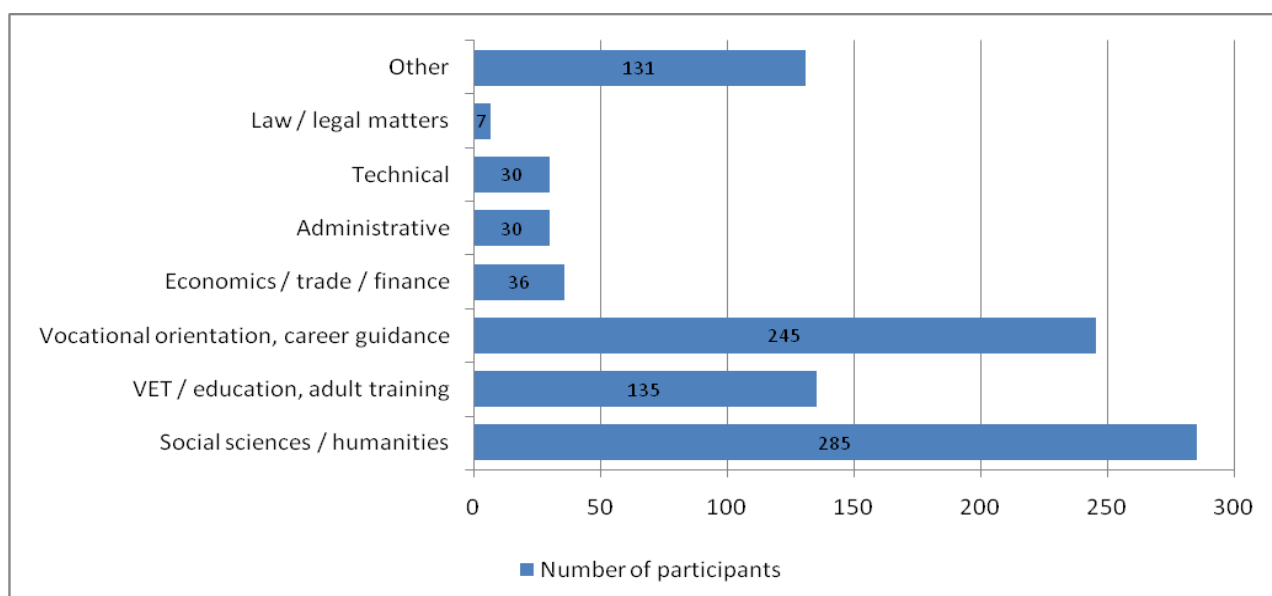
What is your highest qualification degree?



Fields of formal qualifications

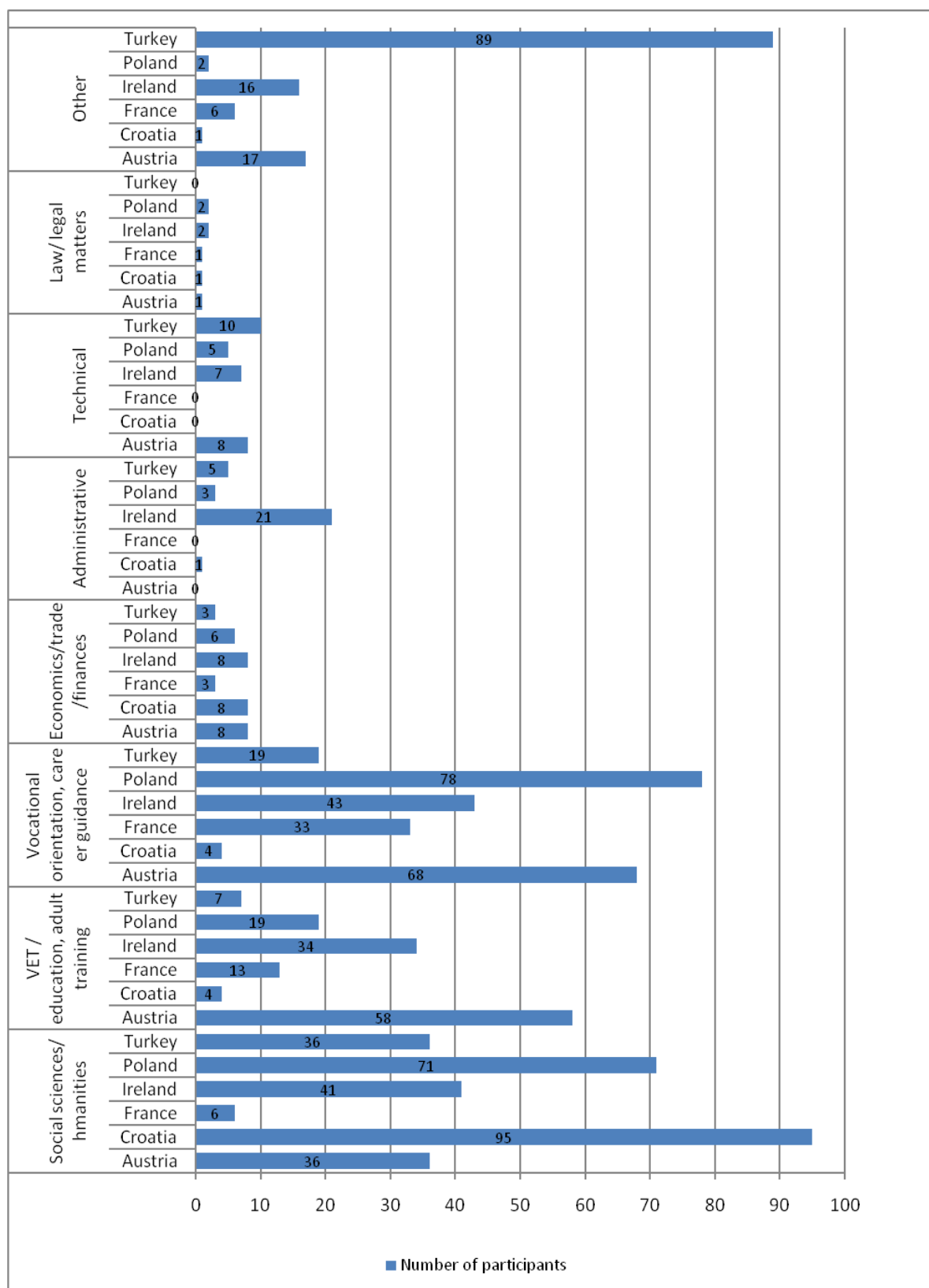
Majority of respondents declare having formal qualifications in the field of social sciences/humanities (44,5%) and Vocational orientation, career guidance (38,2%), then VET / education, adult training (21,1%) and other fields (20,4%).

In what field do you have a formal qualification?



Below is the chart with deeper characteristics of partner countries in the aspect of participants' formal qualification.

In what field do you have a formal qualification? [by countries]



Profession

The participants of NAVIGUIDE workshops were mainly guidance counselling practitioners (40,2%) and teachers (41,7%). 14,7% of respondents declared to work as a 'trainer', while one fourth reported to have 'other' profession.

In Austria the following other professions were mentioned: self-employed, division manager, teacher trainer, business economist, lecturer, student advisers, pastoralssistent, supervisor, consultant, consortium.

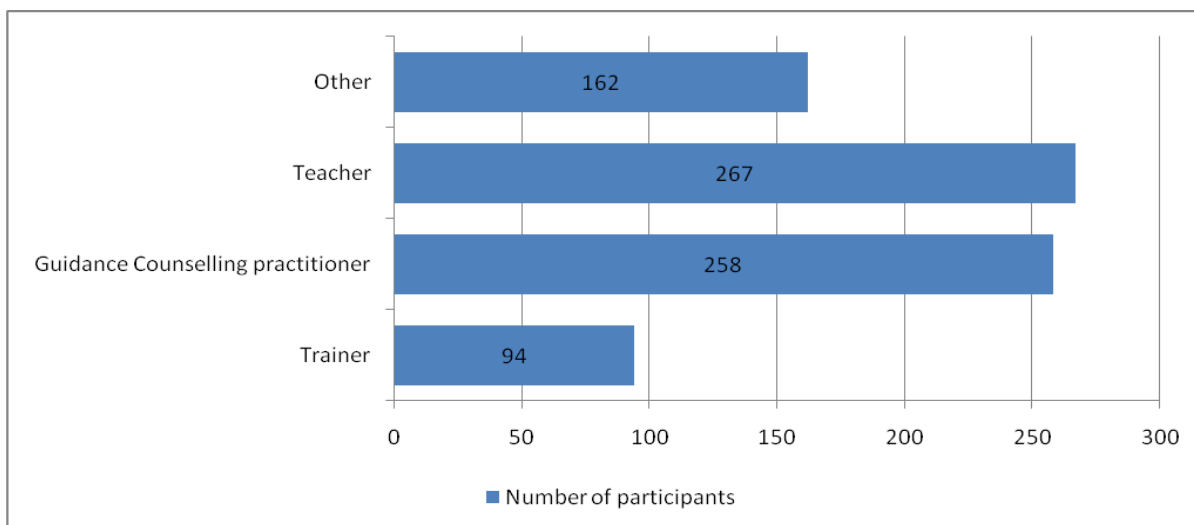
In Croatia: psychologist, pedagogue, economist, headmaster of the institution administrative assistant, communicologist, social worker, president of NGO, journalist.

In Ireland: Office Administration, Employment Mediator, Bodyguard, Organisational Psychologist, Co-ordinator, Manager, Facilitator, Development worker, Job club assistant, Community Development, LESN Coordinator, LES Mediator, Employment Guidance Officer, Information Officer.

In Poland: supervisor, student of counselling studies, psychologist, vocational counsellor, e-learning specialist, pedagogue, academician.

In France other jobs were not mentioned by respondents.

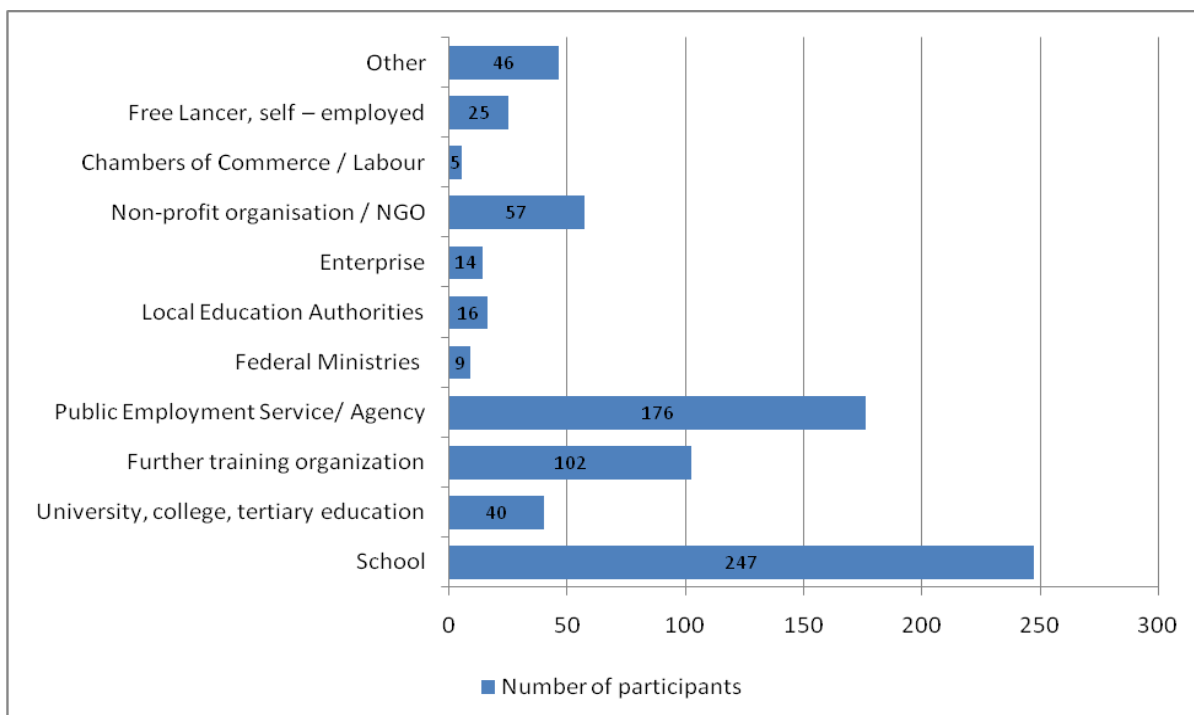
What is your profession?



Organisation participants work for

Most of respondents work in 'schools' (61,3%). Almost one third is employed in 'Public Employment Service/Agency' and 15,9% work for 'Further training organization'. Detailed distribution can be analyzed at the below chart.

What organisation you work for?



3. Country characteristics

Partners were entitled to organize workshops in the most suitable way for the local target group of the project and thus some country specific characteristics can be observed:

AUSTRIA

- 11 workshops conducted
- 123 questionnaires returned (average: 11,2 per workshop)
- 69% female / 31% male
- 84% with tertiary level as highest qualification degree
- 35% with up to 5 years experience in the field of vocational orientation and career counselling and 22% with over 15 years of experience
- Specific target group: teachers

IRELAND:

- 7 workshops conducted
- 92 questionnaires returned (average: 13,2 per workshop)
- 85% female / 15% male
- 77% with tertiary level as highest qualification degree

-
- 14% with up to 5 years experience in the field of vocational orientation and career counselling and 38% between 5 and 10 years of experience

TURKEY:

- 9 workshops conducted
- 160 questionnaires returned (average: 17,7 per workshop)
- 52% female / 48% male
- Almost all (99%) with tertiary level as highest qualification degree
- 47% with up to 5 years experience in the field of vocational orientation and career counselling, 41% between 5 and 10 years, 9% between 10 and 15 years of experience

CROATIA:

- 6 workshops conducted
- 103 questionnaires returned (average: 17,1 per workshop)
- 90% female / 10% male
- Almost all (95%) with tertiary level as highest qualification degree
- 34% with up to 5 years experience in the field of vocational orientation and career counselling, 33% between 5 and 10 years, 22% over 15 years of experience

POLAND:

- 6 workshops conducted
- 109 questionnaires returned (average: 18,2 per workshop)
- 90% female / 10% male
- Almost all (97%) with tertiary level as highest qualification degree

-
- 36% with up to 5 years experience in the field of vocational orientation and career counselling, 43% between 5 and 10 years, 13% over 15 years of experience

FRANCE:

- 6 workshops conducted
- 52 questionnaires returned (average: 8,6 per workshop)
- 85% female / 15% male
- 85% with tertiary and 15% with 'vocational school/technical institute' level as highest qualification degree
- 37% with more than 15 years experience in the field of vocational orientation and career counselling, 29% between 5 and 10 years, 18% less than 5 years experience and 16% with experience ranging between 10 and 15 years.

4. Expectations towards NAVIGUIDE workshops

The NAVIGUIDE workshop participants were asked about their specific expectations towards the workshops. Multiple choice answers were possible.

Most frequent answers were:

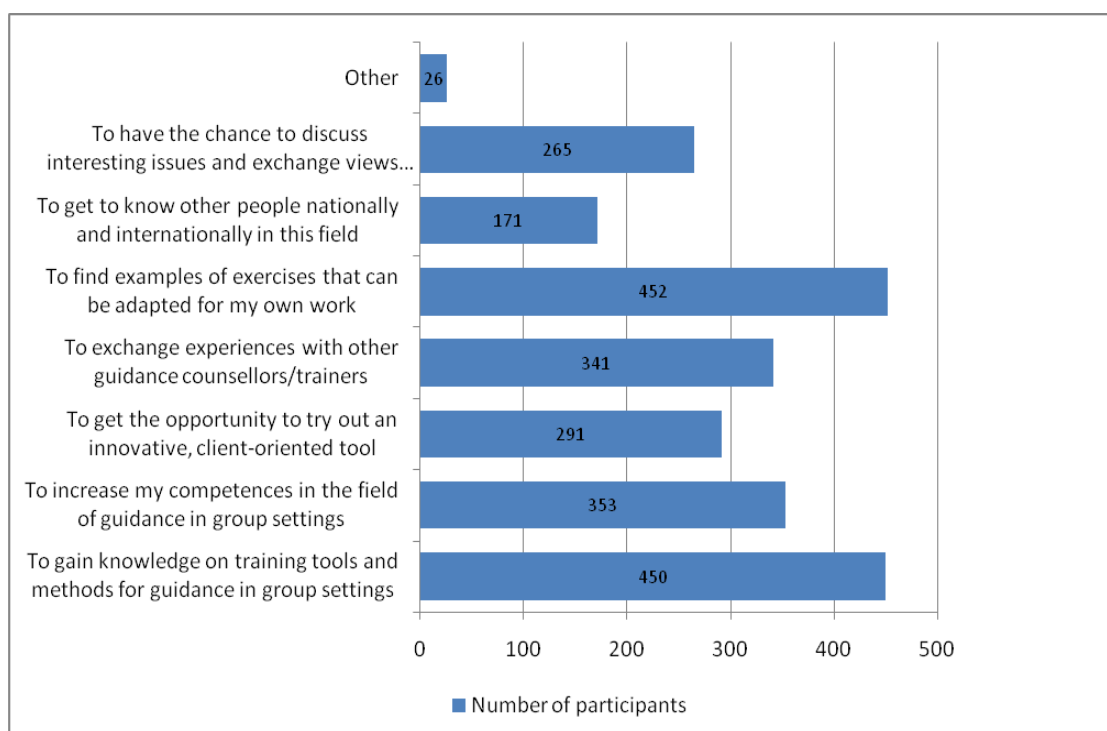
- 'To find examples of exercises that can be adapted for my own work' was expected by 70,5% of participants (452 out of 641)
- 'To gain knowledge on training tools and methods for guidance in group settings' (450 out of 641) which means this was an expectation of 70,2% participants.

Least frequent:

- 'To get to know other people nationally and internationally in this field' (171 out of 641), Although that was not the top popular answer, still that result shows that almost every third workshop participant

expected getting to know other people in that field, which also can be understood as an important expectation.

What did you expect from this NAVIGUIDE workshop?



5. Meet the demands & opinions

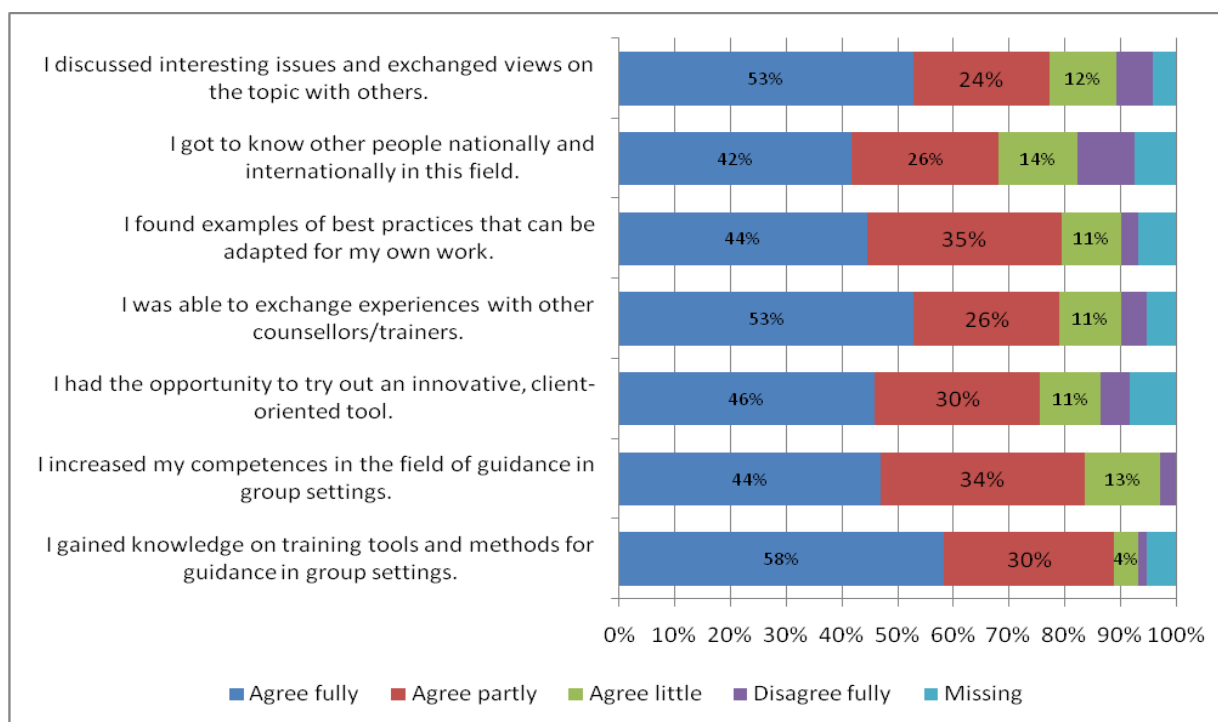
Overall all the demands of the participants were met during the valorisation workshops. The workshops can be considered as successful. All the expectations expressed by participants were fulfilled – majority of responses are 'I fully agree' or 'I agree'.

The most important expectation of the workshops, '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', expected by 70% of the respondents, were more than just met, so that 58% agreed fully and 30% agreed partly that they gained knowledge on training tools and methods for guidance in group settings.

The second important result of the valorisation workshops was the possibility to exchange experiences with other counsellors/trainers. That was achieved by almost 80% of participants (53% 'fully agree' and 26% 'agree partly').

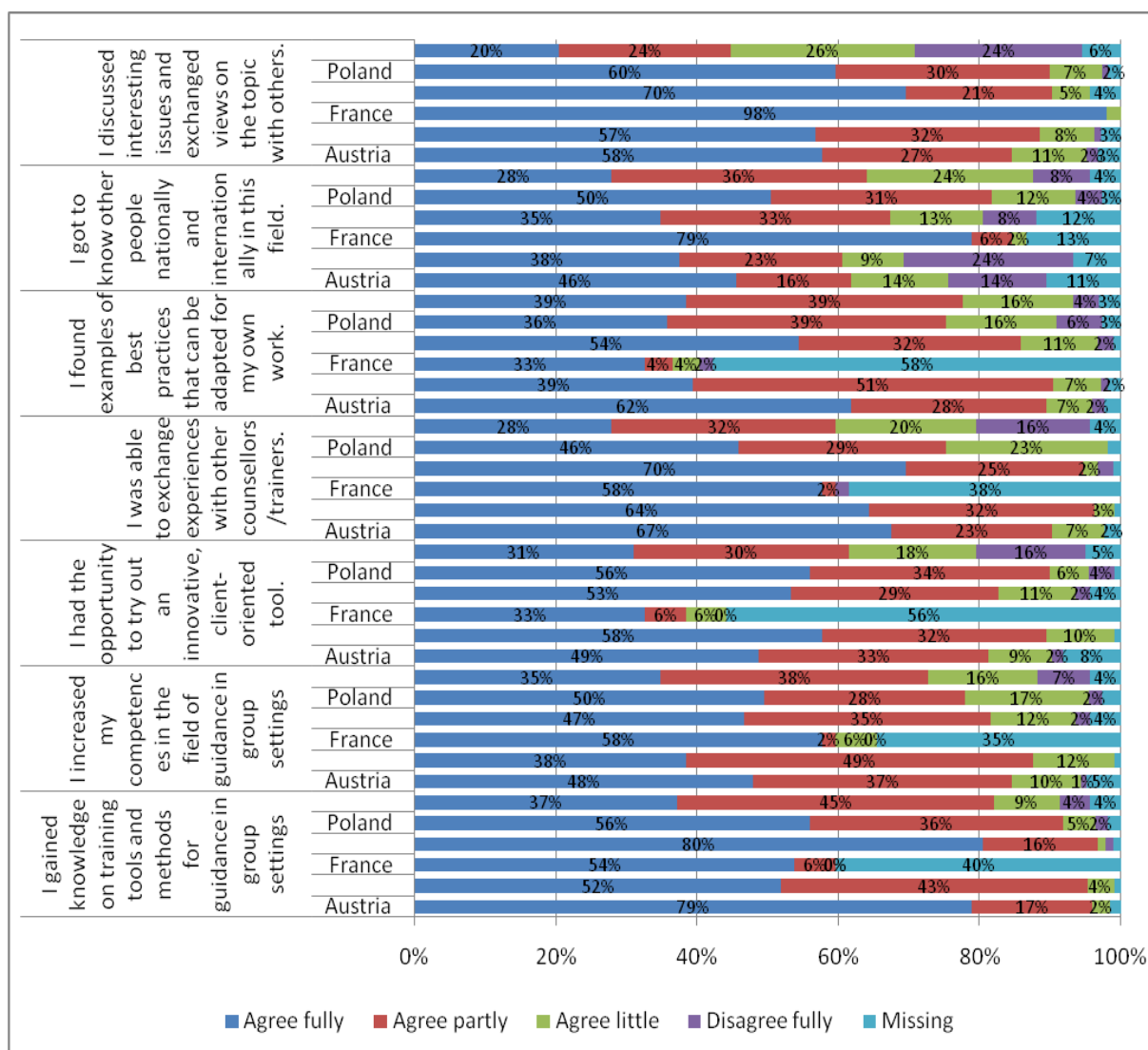
The opportunity to try out an innovative, client-oriented tool was also very highly scored as it was confirmed by 74% participants (45% 'fully agree' and 29% 'agree partly').

How far were your expectations fulfilled?



In the below chart it is also possible to see in detail how expectations were fulfilled in participating countries.

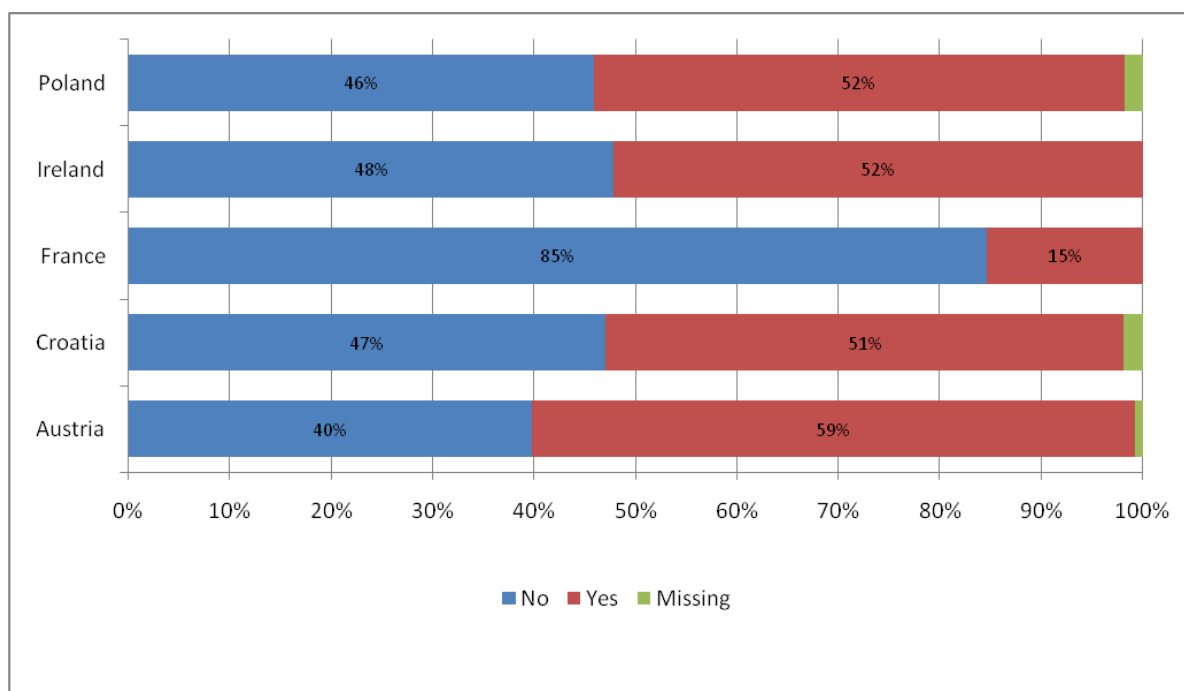
How far were your expectations fulfilled? [by countries]



6. Using databases with materials for vocational counsellors/trainers

It is interesting to observe participants' usage of databases with materials for vocational counsellors/trainers. In most of the partner countries approximately half of participants have used such databases before while in France it was only the case of 15% while 85% reported they have never used them before.

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



Among those, who reported using databases with materials for vocational counsellors/trainer before, the most frequently mentioned ones were:

Austria: Jimmy, AMS, Berufsbildende Schulen, BIC, Tiroler Bildungsserver, BO-Mappen Tirol, BMUKK, TIBS, WKO, Schulpsychologie, playmit.com, Qualibarometer, BEROOBI, BIWI, www.berufskunde.com

Croatia: no specific ones mentioned

France: Fiches CIDJ, Cyber-emploi centre, Sites référencés sur cyber emploi centre, Vidéos pour la découverte de métier sur les sites d'orientation, Outils type ADVP avec abonnement

Ireland: Careers portal & O*NET, eGuide, Group work database for personal development training, Career Directions, Moodle, Career directions, VT skills and Qualifax, Fas CSS, Careersportal.ie, SDS, IGC, Firework Coaching (UK) and Career Coach Institute (USA)

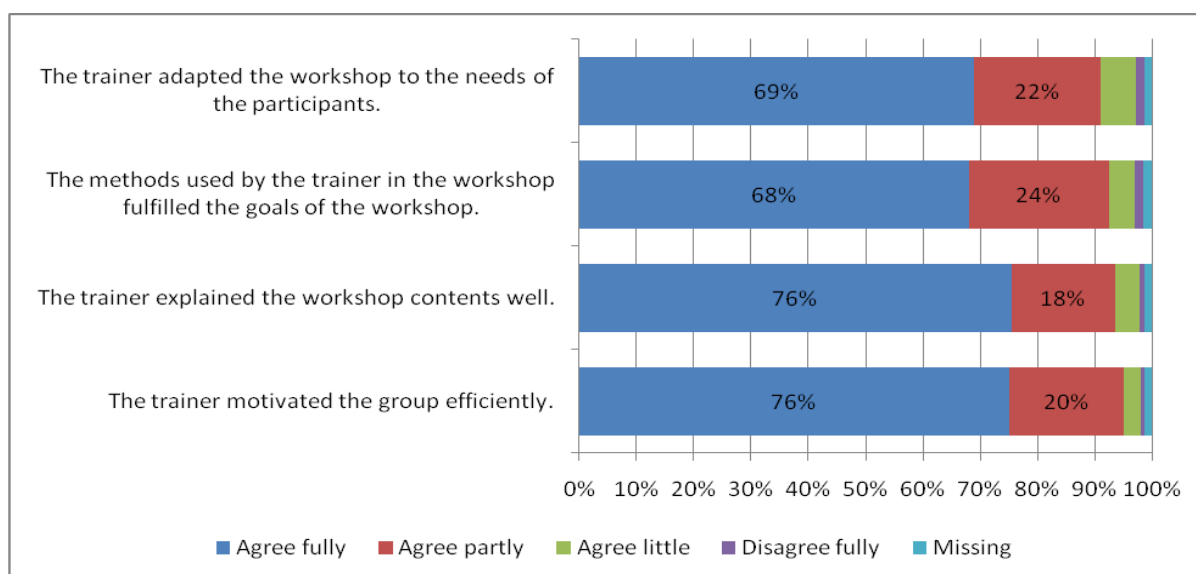
Poland: KOWEZIU, CM Ecorys database, euroguidance, specific Moodle, matrik, narzędziarnia, euroguidance, ORE, baza OHP, e-HRP, SDSiZRP

Turkey: İŞKUR's portal, national occupational information system, SSP-15, direction of the occupations, MBS (occupational information system), KOS, AKBÖ.

7. Trainers' performance

The trainers conducting NAVIGUIDE valorisation workshops in all partner countries seemed to constitute great value of the events. Over 90% of participants were satisfied with the way trainers motivated the group and explained the course contents. In all the workshops trainers adopted the workshops to the needs of the participants (agree fully and agree partly: 91%). Also almost all participants agreed that the methods used by trainers in the workshops fulfilled the goals of the workshop (agree fully and agree partly: 92%). This proves the high standard of the involved trainers' competences and preparation.

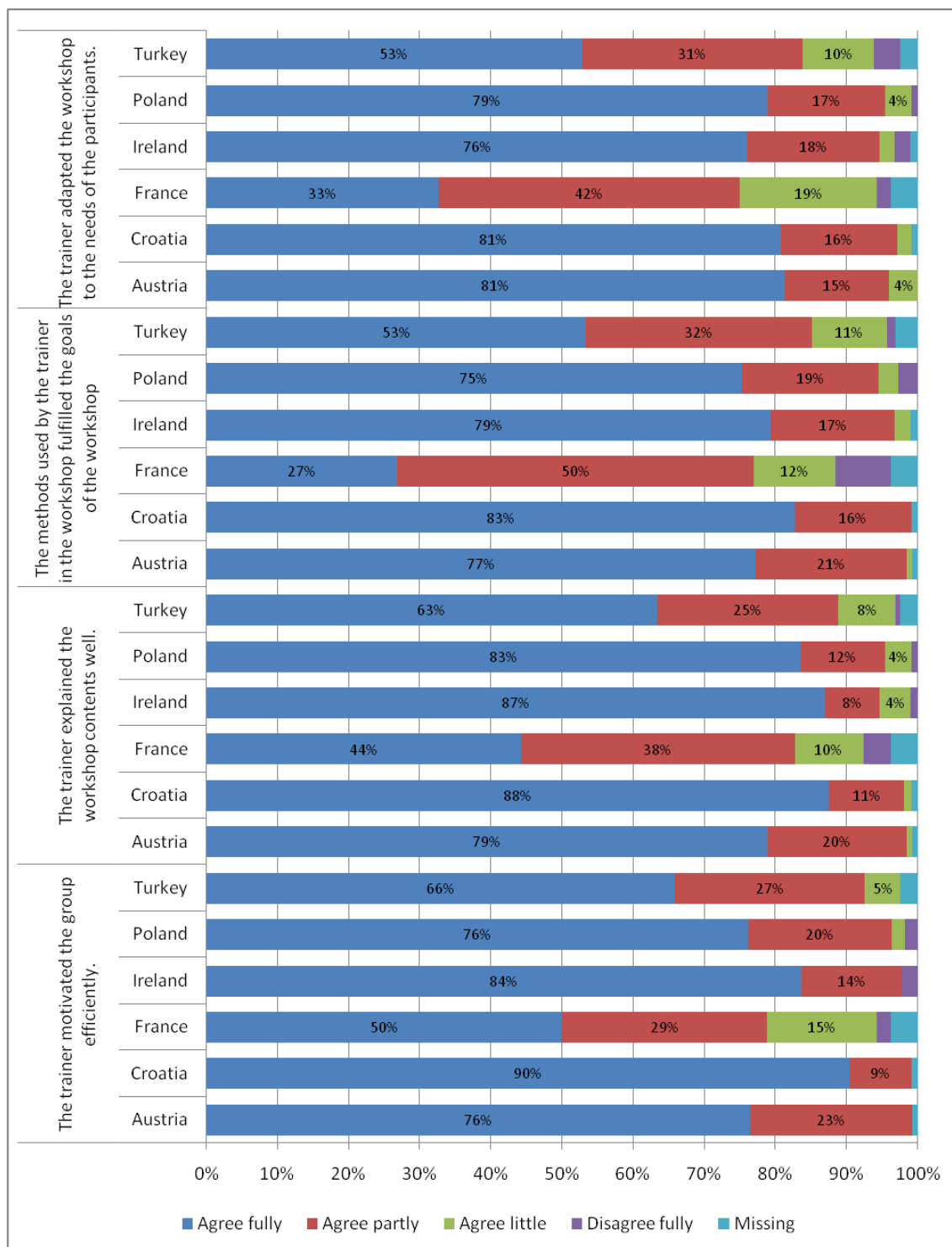
How do you evaluate the trainer's overall performance?



The evaluation of all aspects related to trainer's overall performance do not differ considerably between partner countries.

Slight differences can be noticed in case of France with highest score among all partner countries in 'little agreement' on positive evaluation of trainer's overall performance (10-19% in respective aspects).

How do you evaluate the trainer's overall performance? [by countries]

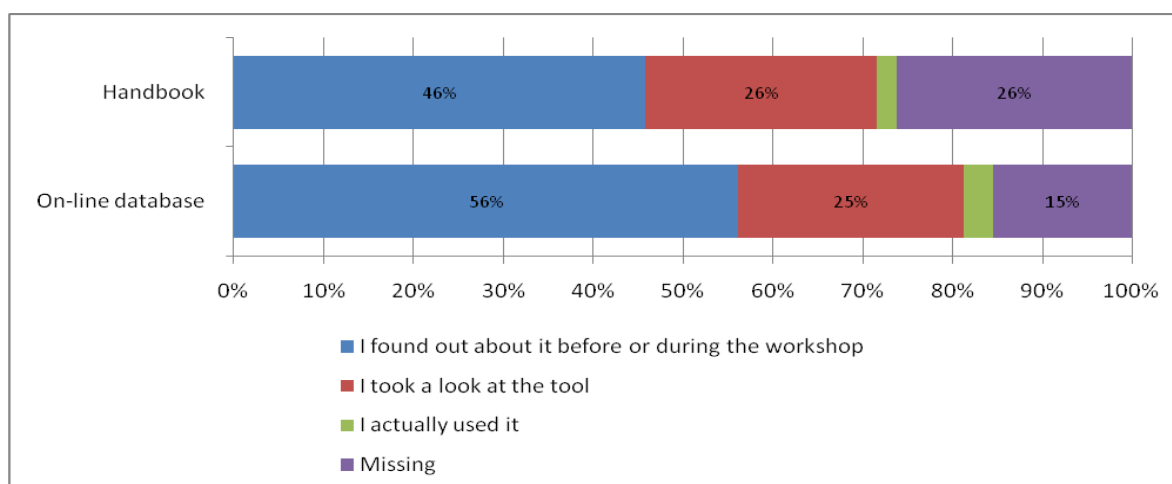


8. Experiences with the NAVIGUIDE tools

Respondents were asked about their experiences with the on-line database and handbook offered by the NAVIGUIDE project. More than half of workshop participants learned about on-line database, and 46% about the handbook before or during the workshop. More than one fourth of respondents took a look at these tools. Most of participants have not used the NAVIGUIDE tools before the workshop.

26% of workshop participants have not answered the question about the experiences with handbook. This may be caused by the fact that participants might have expected the paper version of the handbook while it is provided in electronic version with the possibility to print. 15% of participants have not provided answers about experiences with the on-line database. One of the explanations might be their expectation towards the workshop to get the opportunity to try out an innovative, client-oriented tool during the workshop, so they have not deepen their knowledge on the NAVIGUIDE offer before the workshops took place.

What were your experiences with the NAVIGUIDE tools?



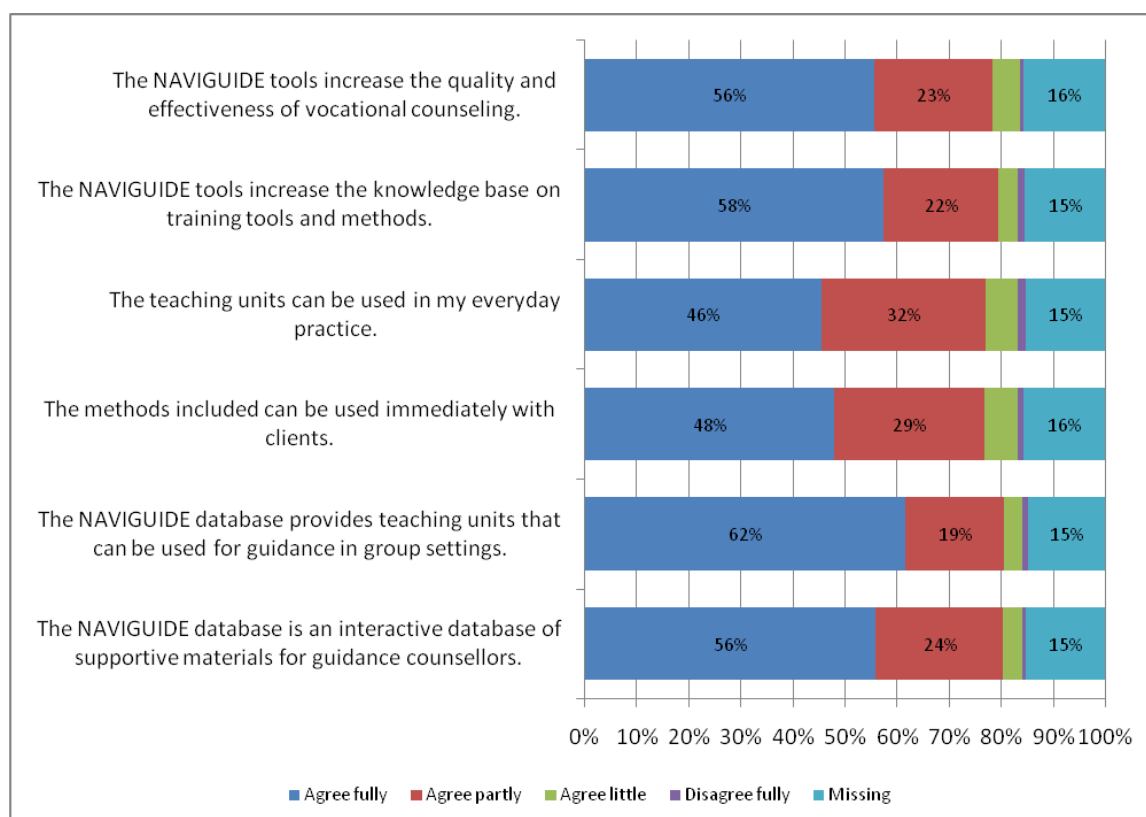
9. Opinion on the NAVIGUIDE tools

One of the aims of the workshops was to make the target groups familiar with the NAVIGUIDE methods database and the methods themselves.

After each workshop took place, participants were asked if the NAVIGUIDE database is an interactive database of supportive materials for guidance counsellors; if it provides teaching units that can be used for guidance in group settings; if the methods included can be used immediately with clients; if the teaching units can be used in participants' everyday practice; if the NAVIGUIDE tools increase the knowledge base on training tools and methods and the quality and effectiveness of vocational counselling.

Approximately 85% of respondents shared their opinion on the NAVIGUIDE tools by answering that question, and the collected feedback on all above inquiries was very positive.

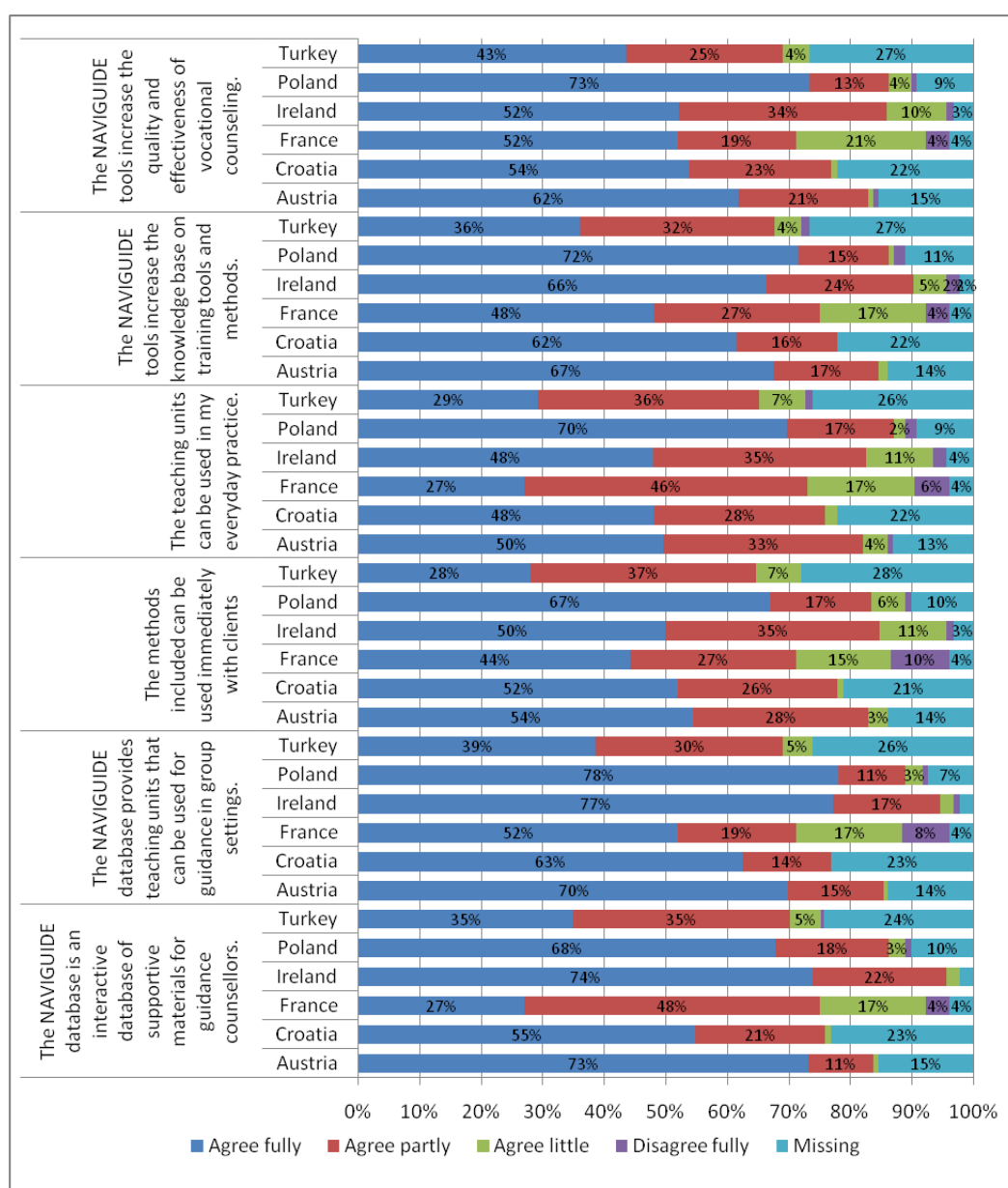
What is your opinion on the NAVIGUIDE tools?



Generally there were no considerable differences between partner countries, as in every country the opinion on the NAVIGUIDE tools was positive.

In Turkey and Croatia the question about opinion on the NAVIGUIDE tools was left unanswered by approx one fourth of participants, which is the highest rate among all partner countries. Among very positive feedback in all partner countries the only slight disagreement on some of the analysed aspects related to NAVIGUIDE tools was noticed in France (between 4 and 10%). Details can be seen below.

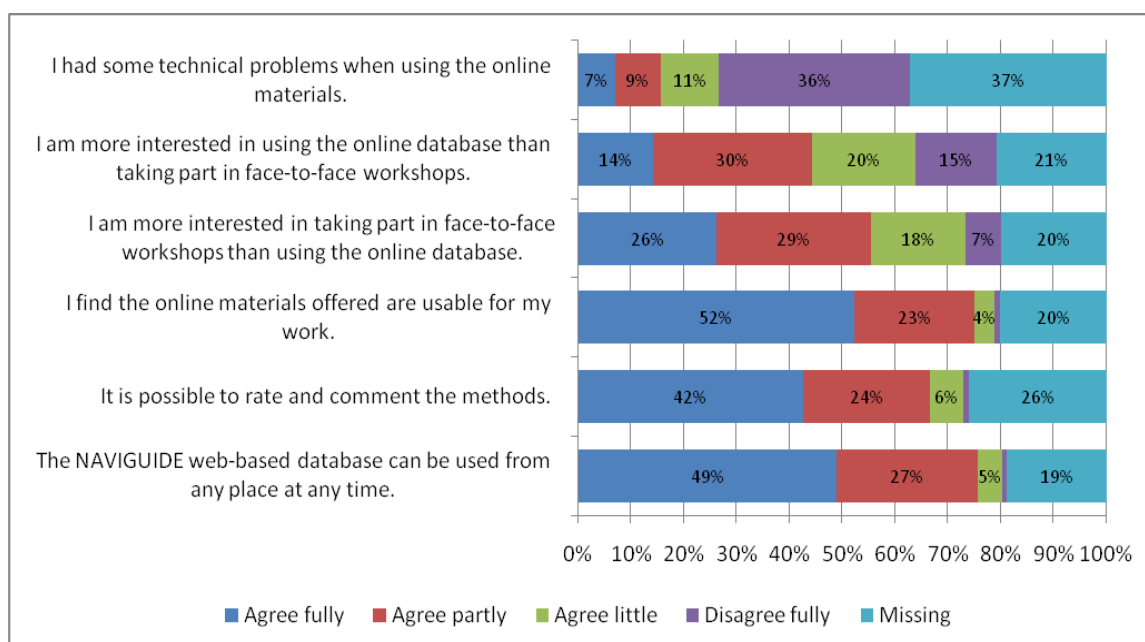
What is your opinion on the NAVIGUIDE tools? [by countries]



10. Functionality of the NAVIGUIDE database

Functionality of the NAVIGUIDE database received a positive feedback. There was very slight preference of face-to-face workshop compared to on-line using the database. Majority of respondents had no technical problems when using the online materials. Almost all of the respondents who answered that question find the online materials offered by the NAVIGUIDE project as usable for their work (65% - Agree fully, 29% Agree partly). The possibility to rate and comment the methods was highly appreciated by respondents, and the fact that the NAVIGUIDE web-based database can be used from any place at any time was admitted by 95% of those who answered that question.

How do you judge the functionality of the NAVIGUIDE database?



11. Annex – The NAVIGUIDE questionnaire

Dear NAVIGUIDE! workshop participant,

You have attended a valorisation workshop of the Leonardo da Vinci funded project NAVIGUIDE. Your opinion is important to us in order to get feedback on the further development of the materials. 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.

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

-
- ☐ 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 Lancer, self-employed
- ☐ Other, please specify: _____

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

_____ years

9) Have you ever used 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 this NAVIGUIDE workshop?

- ☐ 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 exchange views on the topic
 - ☐ Other, please specify: _____

B. EVALUATION OF THE WORKSHOP PROGRAMME

12) How far were your expectations fulfilled?

STATEMENTS	Agree fully	Agree partly	Agree little	Disagree fully
I gained knowledge on training tools and methods for guidance in group settings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I increased my competences in the field of guidance in group settings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had the opportunity to try out an innovative, client-oriented tool.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was able to exchange experiences with other counsellors/trainers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I found examples of best practices that can be adapted for my own work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I got to know other people nationally and internationally in this field.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I discussed interesting issues and exchanged views on the topic with others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13) What is your opinion on the face-to-face workshop you took part in?

STATEMENTS	Agree fully	Agree partly	Agree little	Disagree fully
I felt motivated to take part in the workshop.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The workshop was well structured and followed a good teaching methodology.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The training needs and preferences of workshop participants were taken into account.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
During the workshop it was possible to get an overview of the NAVIGUIDE database of methods.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The materials provided were useful.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The face-to-face workshop was too long in duration.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The face-to-face workshop was too short in duration.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The room/materials used for the course were adequate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14) How do you evaluate the trainer's overall performance?

STATEMENTS	Agree fully	Agree partly	Agree little	Disagree fully
The trainer motivated the group efficiently.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The trainer explained the workshop contents well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The methods used by the trainer in the workshop fulfilled the goals of the workshop.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The trainer adapted the workshop to the needs of the participants.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15) What were your experiences with the NAVIGUIDE tools?

	I found out about it before or during the workshop.	I took a look at the tool.	I actually used it.
On-line database	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Handbook	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16) What is your opinion on the NAVIGUIDE tools?

STATEMENTS	Agree fully	Agree partly	Agree little	Disagree fully
The NAVIGUIDE database is an interactive database of supportive materials for guidance counsellors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The NAVIGUIDE database provides teaching units that can be used for guidance in group settings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The methods included can be used immediately with clients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The teaching units can be used in my everyday practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The NAVIGUIDE tools increase the knowledge base on training tools and methods.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The NAVIGUIDE tools increase the quality and effectiveness of vocational counseling.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17) How do you judge the functionality of the NAVIGUIDE database?

STATEMENTS	Agree fully	Agree partly	Agree little	Disagree fully
The NAVIGUIDE web-based database can be used from any place at any time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is possible to rate and comment the methods.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find the online materials offered are usable for my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am more interested in taking part in face-to-face workshops than using the online database.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am more interested in using the online database than taking part in face-to-face workshops.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had some technical problems when using the online materials.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The NAVIGUIDE partnership thanks you for your co-operation! The evaluation report may be downloaded until September 30, 2013 from the official NAVIGUIDE website: www.navigate.net