



Promote WBL is delivered with the support of the Erasmus + programme of the European Union.



**PROMOTE  
WBL**

**PARTNERSHIP FOR MORE EFFECTIVE  
WBL IN VET**



**107 Methodology Report | Greek Association of Women  
Entrepreneurs - SEGE**



**Σ.Ε.Γ.Ε.** Σύνδεσμος Επιχειρηματιών Γυναικών Ελλάδος  
**S.E.G.E.** Greek Association of Women Entrepreneurs

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## Pilot Group Report\*

### 1. Introduction and the outline of the piloting

Promote WBL Online Course is one of the outputs (O2) of the Erasmus+ Project Partnership for More Effective WBL in VET – Promote WBL. As per project, the pilot group of up to 40 participants was supposed to test and assess the course.

The course consists of seven modules:

1. The Benefits of Work-based Learning for Students, Businesses and VET Institutions
2. Students in Work-based Learning
3. Educator-Business Partnerships for effective Work-based Learning
4. Recognising high quality Work-based Learning
5. Supporting Delivery of high quality Work-based Learning
6. How to create Links and Synergies with external Sources of Support
7. Further learning Opportunities: Course Assessment and sharing Experiences

Each module entails different activities: multimedia lessons, videos, quizzes, in total 94 activities. Introductory activities include instruction for the whole Course and separately for the multimedia lessons, news forum, help and finally Course Assessment.

The Course is set up on Moodle platform. The total of 34 (33 recruited and 1 self-registration) volunteers applied for the pilot group, out of which at the end of piloting, 11 evaluated the Course through the Course Assessment.

The planned piloting period was January 29th-February 23rd, 2018; however the period was extended to March 9th, 2018.

The planned extent of the piloting was the whole Course – all seven modules and all the activities. After the preliminary activity reports, on Feb. 17th Steering Committee Meeting was decided to limit the requirement (i.e. at what point can the tester go to the course assessment) to one/any completed module.

The pilot group participants were contacted by e-mail on the following dates:

1. Jan. 29th – introductory letter with registration data
2. Feb. 9th, Feb. 20th and 24th, March 2nd – reminders

## 2. Statistics

Registrations and initiated courses:

Total registered testers:	34
Total initiated courses:	34

Comment: All registered testers initiated the course.

Course completion, all testers:

User	Partner	Overall	Module 1	Module 2	Module 3	Module 4	Module 5	Module 6	Module 7
		Completed activities [%]	Completed activities [%]	Completed activities [%]	Completed activities [%]	Completed activities [%]	Completed activities [%]	Completed activities [%]	Completed activities [%]
1 Anna Rutkiewicz	Syntea	100%	100%	100%	100%	100%	100%	100%	100%
2 Anastasia Savvidou	Sege	100%	100%	100%	100%	100%	100%	100%	100%
3 Alessandra Colombo	Materahub	100%	100%	100%	100%	100%	100%	100%	100%
4 Chiara Giovinnazzo	Materahub	100%	100%	100%	100%	100%	100%	100%	100%
5 Maria Mantilla Pousa	Inno	100%	100%	100%	100%	100%	100%	100%	100%
6 Agnieszka Skorys	Syntea	98%	100%	100%	100%	100%	100%	91%	50%
7 Francisco Javier Rodrigo Rodrigues	Inno	69%	85%	81%	93%	69%	25%	9%	0%
8 Aleksandra Kida	Syntea	54%	92%	78%	40%	15%	25%	9%	0%
9 Angelo Cicchetti	Materahub	47%	100%	35%	53%	69%	25%	9%	0%
10 Vasiliki Tsolaki	Sege	36%	100%	32%	40%	8%	25%	9%	0%

\*Elaborated by COGNITA

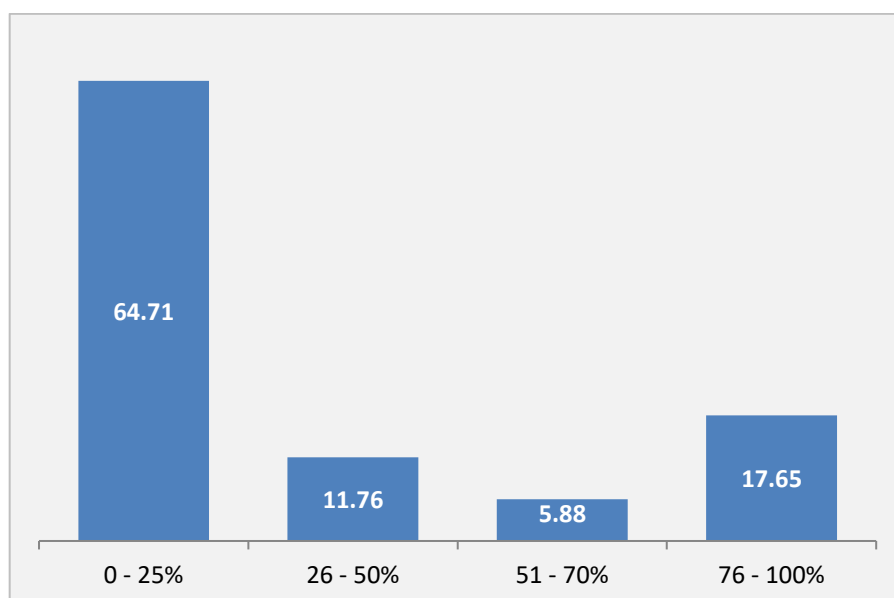




User	Partner	Overall	Module 1	Module 2	Module 3	Module 4	Module 5	Module 6	Module 7	
		Completed activities [%]	Completed activities [%]	Completed activities [%]	Completed activities [%]	Completed activities [%]	Completed activities [%]	Completed activities [%]	Completed activities [%]	
11	Noelia Fernández Roca	Inno	35%	100%	43%	7%	8%	25%	9%	0%
12	Denise Harrison	CA	28%	0%	3%	100%	69%	25%	9%	0%
13	Ian Kennedy	CA	23%	31%	24%	20%	23%	25%	18%	0%
14	Alison Haynes	CA	21%	8%	3%	7%	8%	100%	91%	100%
15	Katarzyna Osypiuk	Synteia	20%	0%	3%	100%	8%	25%	9%	0%
16	Klairi Perifanou	Sege	19%	100%	3%	7%	8%	25%	9%	0%
17	Santiago Garcia	Inno	19%	100%	3%	7%	8%	25%	9%	0%
18	Luis Rodrigues	Inno	18%	0%	3%	7%	8%	25%	100%	100%
19	Snježana Terihaj	Cognita	17%	85%	3%	7%	8%	25%	9%	0%
20	Oskar Belcik	Synteia	15%	0%	3%	7%	8%	100%	64%	0%
21	Emmanouil Antonogiannakis	Sege	12%	38%	5%	7%	8%	25%	9%	0%
22	Jenny Frankou	Sege	9%	31%	3%	7%	8%	25%	9%	0%
23	Kathryn Taylor	CA	9%	8%	11%	7%	8%	25%	9%	0%
24	Petar Nikolić	Cognita	8%	0%	3%	27%	8%	25%	9%	0%
25	Dinka Krčelić	Cognita	6%	0%	5%	7%	8%	25%	9%	0%
26	Ewelina Dworzyńska	Synteia	5%	0%	3%	7%	8%	25%	9%	0%
27	Marcin Przepis	Synteia	5%	0%	3%	7%	8%	25%	9%	0%
28	Akrivi Anagnostaki	Sege	5%	0%	3%	7%	8%	25%	9%	0%
29	Oriana Marino	Materahub	5%	0%	3%	7%	8%	25%	9%	0%
30	Donato Summa	Materahub	5%	0%	3%	7%	8%	25%	9%	0%
31	Pedro Cabezas	Inno	5%	0%	3%	7%	8%	25%	9%	0%
32	Teresa Luengo Lloret	Inno	5%	0%	3%	7%	8%	25%	9%	0%
33	Sergio Fernandes	EfVet	5%	0%	3%	7%	8%	25%	9%	0%
34	Siniša Mikulić	Cognita	5%	0%	3%	7%	8%	25%	9%	0%

Analysis of the completion of the pilot group:

% of completion	No. of testers	% of pilot group
76-100	6	17,65
51-70	2	5,88
26-50	4	11,76
0-25	22	64,71
	34	100

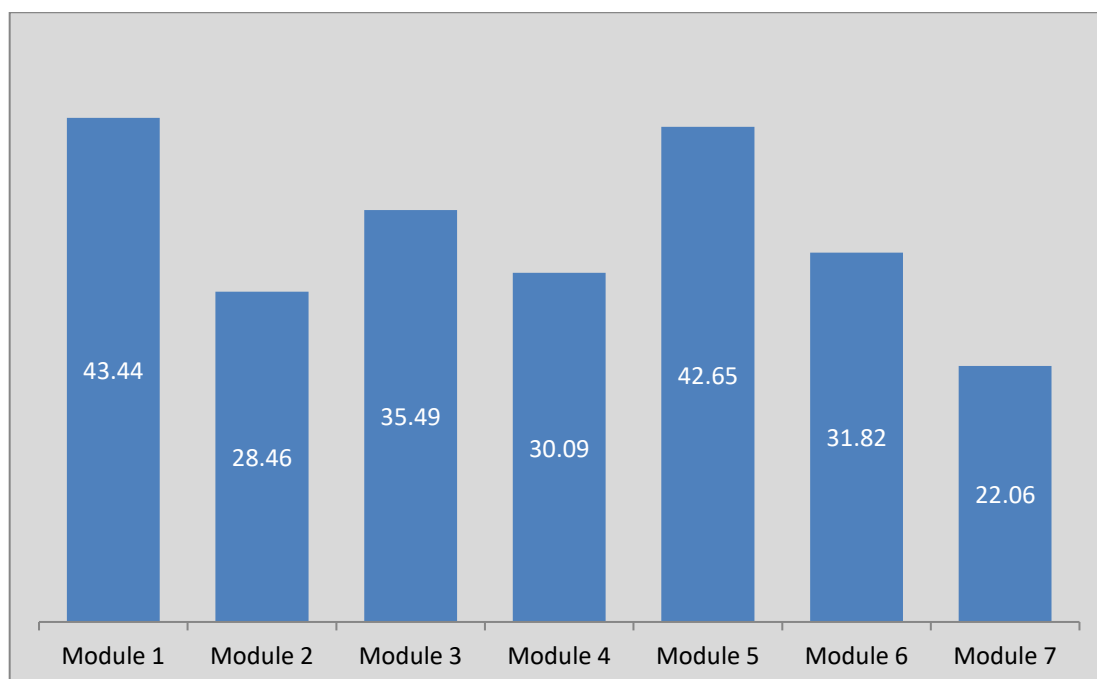


The biggest percentage (64,71) of testers completed less than 25% of the course, while the second largest group (17,65%) completed between 76-100% of the course.



Analysis of the completion of the modules:

The course	Module 1	Module 2	Module 3	Module 4	Module 5	Module 6	Module 7
32,69	43,44	28,46	35,49	30,09	42,65	31,82	22,06





### 3. Course Assessment

The Course Assessment consists of 25 questions. Here are the detailed results:

1. Please evaluate the course contents:

Mark	No. of testers
<b>There are some topics in the course that are unnecessary or redundant:</b>	4
<b>There are some topics that shall be added to the course</b>	0
<b>I think all topics fit the course well.</b>	7

2. If you think there are some topic/s in the course that are unnecessary or redundant, please list them and explain why:
  - Based on testing out Module 1&2 and looking through the topics that are covered in the other modules. There seems to be areas where content is duplicated such as benefits of WBL. It would be assumed that as a VET teacher, people taking the course should already have knowledge on what WBL is and how it can benefit people entering an industry. However, on the other hand it may be that a VET Teacher who has not taught in the WBL sector is taking the course and therefore understanding is needed.
  - The map of learner locations. I don't find this a useful tool because learners are constantly starting and finishing, and it would require up dating too often
  - Should be a detailed guide for starting any of the EU opps
  - Because same contents of the different modules are repeated and similar in the concept.
  - Introduction too long. Sections too long and boring in general.
3. If you think that some topic/s shall be added to the course, please list them and explain why:
  - At this point I do not feel that topics should be added, however the facility to be able to add notes on screen might be useful for people that learn digitally as opposed to hand writing notes.
  - Possibly ways to deal with difficult situations



4. Please evaluate the course contents:

Outstanding	Very good	Good	Fair	Poor
1	5	5	0	0
9,09%	45,45%	45,45%		

5. Would you comment on your evaluation of the course content?

- It is very good
- The content is interactive and engaging, the clickable screen on some of the knowledge is a useful strategy to get people to show their learning. Some of the videos took a while to load, however this could be based on network strength. Would be beneficial to have an area to physically type module objectives in order to then evaluate at the end of the module. All in all content is good and well varied to ensure interest in kept throughout.
- The content was useful.
- A useful revision of what I do
- Interesting topics, good methodology, understandable content, user friendly application.
- High level of useful information, concrete... need of more guidelines for any program in detail
- In my opinion, the course is suitable for my job, I'm a mentor in school for VET students, so it should be a real good tool to my job. I learnt a lot of new things.
- The content of the course was comprehensive and actually gave me some useful insights for my own work experience and reality. It would be good if the content would be updated the next years, based on the future needs, in order to help even more learners.
- I suggest to review the index of the course, because it's too much detailed and it's not possible to have the whole view of the content itself. For this reason, it is confusing for the user.
- Topic was interesting
- The course is too long and repetitive in few modules to stay focused

6. Please assess the applicability of the content to your job:

Greatly applicable	Very applicable	Moderately applicable	Applicable	Slightly applicable
2	5	2	2	0
18,18%	45,45%	18,18%	18,18%	

7. Would you comment on your assessment of the applicability of the content to your job:

- Excellent
- All of the learners that I support are undergoing work based learning, therefore the content of this course is applicable in all ways. I had prior knowledge to much of the content, however completing the course is good to ensure that knowledge is up to date and some aspects to supporting learners are remembered in everyday operating.
- Practical guidance.
- A useful revision of what I do
- Useful and applicable of acquiring new knowledge even though I don't deal directly with VET on my business.
- Fully applicable, as teacher for people from 18 to 23 years old
- As I said before, I would use what I've learnt in my job, specially the part applied to the contact with companies.
- I think that the training can help every trainer that wants to help employees be more effective in their job environment. I'm able to communicate more and transfer some techniques I learned in order to motivate the enhancement of their skills improvement.
- It's very useful the didactical materials that you can download at the end of each module. I could submit part of this materials to students or companies
- I am not strictly involved in this topic in my job
- It should be applicable to my work maybe in the future

8. Please evaluate the comprehensibility of the content:

Outstanding	Very good	Good	Fair	Poor
2	9	0	0	0
18,18%	18,18%	0	0	0

9. Please evaluate the level of interactivity of the course:

Outstanding	Very good	Good	Fair	Poor
1	7	1	1	1
9,09%	63,64%	9,09%	9,09%	9,09%



10. Please evaluate multimedia interactive lessons within the course:

Outstanding	Very good	Good	Fair	Poor
1	6	2	1	1
9,09%	54,55%	18,18%	9,09%	9,09%

11. If you have joint the discussion groups within the course, how much did they help you in learning:

A lot	Quite a lot	Moderately	Somewhat	A little
0	2	5	2	2
0	18,18%	45,45%	18,18%	18,18%

12. How useful do you find self-assessment tests within the course:

A lot	Quite a lot	Moderately	Somewhat	A little
4	3	3	1	0
36,36%	27,27%	27,27%	9,09%	0

13. Did you find regular reminders useful?

Yes, they helped me a lot in organising time for learning	Yes, they are useful	No, they didn't help me	No, they are annoying	I don't know
2	7	0	0	2
18,18%	63,64%	0	0	18,18%

14. Did you have enough time to complete the course?

No, there was not enough time	Yes, there was just enough time	Yes, there was more than enough time
6	3	2
54,55%	27,27%	18,18%

15. Were the pilot project objectives clearly stated?

No	Yes
1	10
9,09%	90,91%

16. To what extent has the course fulfilled your expectations?

Above expectations	Fully	Partly	I am disappointed
2	6	3	0
18,18%	54,55%	27,27%	0

17. Please evaluate the overall usefulness of the course:

Outstanding	Very good	Good	Fair	Poor
2	5	3	1	0
18,18%	45,45%	27,27%	9,09%	0

18. How would you describe the experience of your participation in this course?

- Very good
- The experience has been positive, at this point i have not completed all modules, but will continue to work through to ensure i have had a full experience. I feel what i have completed of the course has reassured my knowledge of wbl and extended my knowledge in ways addition ways of supporting learners.
- Below my expectations
- Interesting
- Interesting, useful and new e-learning experience. I wish i had enough time to

go through all the topics.

- Excellent, new open world in front of the stakeholders involved
- "at the beginning i didn't have any expectations, but at the end i think it will be very useful for our job.
- I' m pleased that i took the opportunity to be part of the learning procedure of this training course and get the important knowledge of its content. I got trained in topics that can actually help me in practice. I had a good communication with the coordinators when needed and the platform interface was quite easy in use.
- "It was very hard for me to complete the course for different reasons:
  - The course is too much long for someone who works;
  - The organization of the contents is very confusing;
  - The interaction with the platform is slow and has a lot of issues
  - But i find the contents very interesting and useful for my current and future job.
- Quite interesting but with several technical troubles

19. How much has this course contributed to improve your knowledge and skills, in %:

- Average: 65,45%

20. How much of the newly acquired knowledge and skills will you use in your job, in %:

- Average: 62,73%

21. Would you change anything in the course?

No	Yes
7	4
<b>63,64%</b>	<b>36,36%</b>

22. If you answered Yes to the previous question, please specify:

- Possibly include a link to the next topic/module once a section has been completed. It may encourage people to straight onto the next one if they don't need to go back to the home page before selecting the next topic.
- The structure and the length.
- I will change the structure of the course;
  - I will reduce the submodules;
  - I will add more video



- The length
  - The same slides in modul 1, submoduls 1.1 and 1.2
  - Troubles with modul 1, submodul 1.1 slides 5/17
  - Submodul 5.1.2 useless (in my opinion) learner locations map
  - Submodul 6.5 and 6.6 are quiz which repeat in part the same questions

23. Would you recommend this course to any other VET teachers:

No	Yes, I will invite them and give them your contacts
0	11
0	1

24. If you answered No to the previous question, please explain why:

- No answer

25. If you answered Yes to the question No. 23, please explain why:

- I believe the course is good for not just new teachers and assessors but to existing VET teachers who are looking to do some personal development and checking of knowledge and skills.
- Because they could find it useful.
- A good way to introduce new teachers
- I will invite my colleagues and give them your contacts because I think that can be used in the adoption of the development of their knowledge, skills, attitudes and thinking.
- Because they can learn new skills that are very useful to our jobs.
- I think that the course can be helpful and useful for every VET trainer/teacher that wants to transfer the knowledge they received. The improvement of job competences and skills and the good adaptation of employees is quite important for his/her performance.
- Yes, I would recommend it to other VET teacher, but in a short version
- I think that some topics are useful, e.g. about Erasmus programme
- It may be useful

## Course Evaluation Report

1. The training course achieved its aims and objectives.

Strongly disagree	Disagree	Agree	Strongly agree
0	0	2	<b>8</b>
0	0	20,00%	<b>80,00%</b>

2. The training met my expectations.

Strongly disagree	Disagree	Agree	Strongly agree
0	0	5	5
0	0	<b>50,00%</b>	<b>50,00%</b>

3. The content of the training course is relevant to my work.

Strongly disagree	Disagree	Agree	Strongly agree
0	1	7	2
0	10,00%	<b>70,00%</b>	20,00%

4. What I have learned will have an impact on the way I work.

Strongly disagree	Disagree	Agree	Strongly agree
0	0	9	1
0	0	<b>90,00%</b>	10,00%

5. I will be able to apply the Knowledge I have learned.

Strongly disagree	Disagree	Agree	Strongly agree
0	0	6	4
0	0	<b>60,00%</b>	40,00%



6. The methodology used in the training course helped me understand how to apply theory into practice.

Strongly disagree	Disagree	Agree	Strongly agree
0	2	4	4
0	20,00%	40,00%	40,00%

7. The quality of the learning materials and aids was useful.

Strongly disagree	Disagree	Agree	Strongly agree
0	0	3	7
0	0	30,00%	70,00%

8. The content was well - organized and easy to follow

Strongly disagree	Disagree	Agree	Strongly agree
1	1	3	5
10,00%	10,00%	30,00%	50,00%

9. What parts of the training course were most useful for you?

- Entrepreneurial Skills and Mindset
- How to create Links and Synergies with external Sources of Support
- Educator-Business Partnerships for effective Work-based Learning
- Tools for effective Work-based Learning
- Educator-Business Partnerships for effective Work-based Learning
- Programmes co-funded by the European Union
- Quality WBL
- All of them
- I cannot chose any part in particular

10. What are your plans for future trainings on Work-Based Learning?

- To understand the philosophy of WBT and make it potentially useful for me
- Workshops and off line training courses
- Arrange focus groups with SMEs according to their market placement and



- promote them this type of training
- Apply in EU programmes to help students to go for mobility project
- Focus on cooperation with business
- Exploring the Promote WBL e-platform

11. Please give any other comments/suggestions.

- Improve the course with other contents for learning
- Peer to peer webinars should be introduced
- Suggestion of shorter course with a smaller amount of contents
- The materials was presenting quite general knowledge regarding WBL but it was nice to find out how it is organized and manage in other European countries
- Face to face seminars for WBL would be helpful
- The confirmation email went through to my junk mail.
- The design of the course is quite clunky and feels a bit outdated.

12. How satisfied you are with the training?

*Please rank your satisfaction on a scale from 1 to 10 where 1 is the worst and 10 is the best.*

1	2	3	4	5	6	7	8	9	10
0	0	0	0	0	1	2	2	1	4
0	0	0	0	0	10,00%	20,00%	20,00%	10,00%	40,00%

13. What would've you needed to reach one score higher?

- More time to complete it
- More interactive exercises online and not only offline in the classrooms
- Greater synthesis and usability of the contents
- Blended -learning form would be more efficient
- The course should be shorter
- The e-platform to have a sleeker design/feel



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## Future up-scaling

\*Plan of the platform to be included.

## Information Points

For further information regarding Promote WBL training course please contact your local info point:

### United Kindom

- ✚ Creative Alliance  
Contact person: Mr. Noel Dunne  
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213 Scott House, Custard Factory, Gibb Street, Digbeth, B9 4AA, Birmingham

### Greece

- ✚ Greek Association of Women Entrepreneurs – SEGE  
Contact person: Mrs. Athanasia Ioannidou  
[info@sege.gr](mailto:info@sege.gr) , +30 2310 22 44 40  
14, Olimpiou Diamanti str., GR 54626, Thessaloniki

### Poland

- ✚ Syntea – Educational Centre  
Contact person: Mrs. Iwona Pietrzak  
[iwona.pietrzak@syntea.pl](mailto:iwona.pietrzak@syntea.pl) , +48 81 45 21 500  
ul. Wojciechowska 9a, floor II 20-704, Lublin

### Italy

- ✚ Materahub  
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Via Luigi Einaudi 73/b, MT 75100, Matera

### Spain

- ✚ Innogate to Europe  
Contact person: Mrs. Katharina Kühnelt  
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Zvonigradska ul. 27, 10000, Zagreb

## **Belgium**

✚ European Forum of Technical and Vocational Education and Training – EfVET

Contact person: Mr. Peter Hodgson

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Rue d'Arlon 40, B-1000, Brussels

## Annex I

### Course Assessment Template

1. Please evaluate the course contents:
  - There are some topics in the course that are unnecessary or redundant
  - There are some topics that shall be added to the course
  - I think all topics fit the course well.
  
2. If you think there are some topic/s in the course that are unnecessary or redundant, please list them and explain why:
  
3. If you think that some topic/s shall be added to the course, please list them and explain why:
  
4. Please evaluate the course contents:
  - Outstanding
  - Very good
  - Good
  - Fair
  - Poor
  
5. Would you comment on your evaluation of the course content?
  
6. Please assess the applicability of the content to your job:
  - Greatly applicable
  - Very applicable
  - Moderately applicable
  - Applicable
  - Slightly applicable
  
7. Would you comment on your assessment of the applicability of the content to your job:

**8.** Please evaluate the comprehensibility of the content:

- Outstanding
- Very good
- Good
- Fair
- Poor

**9.** Please evaluate the level of interactivity of the course:

- Outstanding
- Very good
- Good
- Fair
- Poor

**10.** Please evaluate multimedia interactive lessons within the course:

- Outstanding
- Very good
- Good
- Fair
- Poor

**11.** If you have joint the discussion groups within the course, how much did they help you in learning:

- A lot
- Quite a lot
- Moderately
- Somewhat
- A little

**12.** How useful do you find self-assessment tests within the course:

- A lot
- Quite a lot
- Moderately
- Somewhat
- A little

**13. Did you find regular reminders useful?**

- Yes, they helped me a lot in organizing time for learning
- Yes, they are useful
- No, they didn't help me
- No, they are annoying
- I don't know

**14. Did you have enough time to complete the course?**

- No, there was not enough time
- Yes, there was just enough time
- Yes, there was more than enough time

**15. Were the pilot project objectives clearly stated?**

- No
- Yes

**16. To what extent has the course fulfilled your expectations?**

- Above expectations
- Fully
- Partly
- I am disappointed

**17. Please evaluate the overall usefulness of the course:**

- Outstanding
- Very good
- Good
- Fair
- Poor

**18. How would you describe the experience of your participation in this course?**

**19. How much has this course contributed to improve your knowledge and skills, in %:**

**20. How much of the newly acquired knowledge and skills will you use in your job, in**



%:

**21.** Would you change anything in the course?

- No (please go to the question No. 24)
- Yes (please go to the question No. 25)

**22.** If you answered Yes to the previous question, please specify:

**23.** Would you recommend this course to any other VET teachers:

- No (please go to the question No. 24)
- Yes, I will invite them and give them your contacts (please go to the question No. 25)

**24.** If you answered No to the previous question, please explain why:

**25.** If you answered Yes to the question No. 23, please explain why:



## Annex II

### Individual Evaluation Form Template

**Date of completion of the training course:**

*Please complete and return this form to the facilitators.*

*Please do **not** put your name on the form.*

*Please be open and honest in your evaluation.*

Check ( ✓ , ✗ ) the most appropriate box.

*Please rate the following categories on a scale of 1 – 4, where 1 = strongly disagree, 2 = disagree, 3 = agree, 4 = strongly agree.*

	<b>1</b> Strongly disagree	<b>2</b> Disagree	<b>3</b> Agree	<b>4</b> Strongly agree
<b>1. The training course achieved its aims and objectives.</b>				
<b>2. The training met my expectations.</b>				
<b>3. The content of the training course is relevant to my work.</b>				
<b>4. What I have learned will have an impact on the way I work.</b>				
<b>5. I will be able to apply the Knowledge I have learned.</b>				
<b>6. The methodology used in the training course helped me understand how to apply theory into practice.</b>				



<b>7. The quality of the learning materials and aids was useful.</b>									
<b>8. The content was well - organized and easy to follow</b>									
<b>9. What parts of the training course were most useful for you?</b>									
<b>10. What are your plans for future trainings on Work-Based Learning?</b>									
<b>11. Please give any other comments/suggestions.</b>									
<b>12. How satisfied you are with the training? Please rank your satisfaction on a scale from 1 to 10 where 1 is the worst and 10 is the best.</b>									
1	2	3	4	5	6	7	8	9	10
<b>13. What would've you needed to reach one score higher?</b>									