

Implementation and Evaluation Report Train-the-trainer Kolding



Prepared by:

Christian Wildt

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Introduction

From the 10th until the 12th of November the Train-the-Trainer program competence assessment was tested with 13 participants in Kolding. The training took place at the facilities of the International Business College Kolding at Skamlingvejen 32, 6000 Kolding, Denmark.

The training program was targeted at teachers, career counsellors, and SME advisors from business support organizations to ensure that their staff can acquire the necessary competencies, so they are comprehensively qualified to qualify SMEs and their personnel in the use of the REGROW toolbox, further education programs and consultations and support them in implementations to properly apply the developed methods and digital technologies.

The Training covered different results of the REGROW project. The participants were informed about the results of the research on the characteristics of the GenZ, they were introduced into the REGROW HR-Management concept and the developed toolbox was an intensive part of the training.

Participants

Participants were trainers, consultants and teachers from 7 different organizations and 4 different countries.

Name	Organization
xxx	xxx
xxx	xxx
xxx	xxx
xxx	xxx
xxx	xxx
xxx	xxx
xxx	xxx
xxx	xxx
xxx	xxx
xxx	xxx
xxx	xxx
xxx	xxx
xxx	xxx
xxx	xxx

xxx	xxx
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Content of the Training

- Overview of the seminar contents; formalities (short breaks, catering, ...)
- Individual introduction: explanation of experiences in the field of personnel recruitment, personnel development and in advising companies
- Some results of the evaluation of the project survey on the characteristics of Gen Z, companies HR-Management and latest research.
- Best Practices and (digitisation) concept to support personnel management.
 - State of the Art; Results of current research
 - Best Practice
 - Overview Competence Assessment Toolbox
- The most important phases in the (individual) career path
- Testing the assessment tools
- Development of a fictional job advertisement for a craft business
- Competence Assessment Tool (CAT)– Module 1: Applicants &
- Competence Assessment Tool (CAT)– Module 2: Hiring company
- Competence Assessment Tool (CAT)– Module 3: Analysis of the questionnaires
- Competence Assessment Tool (CAT)– Module 4: Preparing the job interview

Evaluation Results

Gender	Female	6	Male	7
Age	<50	8	>50	5
Workplace	Education	7	Business	6

II.	Evaluation of the usefulness of training for the participant			
		Yes (4-5)	Partly (3-4)	No (1-2)
1.	Did the training meet your expectations?	9	4	
2.	Did the training meet the set goals?	11	3	

3.	Were the topics for the training well chosen?	13		
4.	Did the training improve your didactic competence and skills?	10	2	1
5.	Did the training improve your knowledge from HR Management aspects?	9	4	
6.	Did the training improve your knowledge from competence assessment aspects?	11	2	
7.	Did you acquire enough abilities to work with students or trainees?	8	4	1
8.	Will the skills acquired during the training be useful in your daily work?	10	3	
9.	Is it possible to implement this training in your country?	9	4	
10.	Is it possible to use full program of the training in your country?	9	2	2

III		Evaluation of the teachers and the organization of the training				
		Excellent (5)	Good (4)	Fair (3)	Poor (2)	Very poor (1)
	How do you evaluate...					
1.	... the professional knowledge of teachers?	11	2			
2.	... communication of the teachers with the group?	10	3			
3.	... proportion of practical examples in the training?	8	4	1		
4.	...theory and practice ratio?	9	3	1		

5.	... work and learning organization?	12	1			
6.	...the presented material?	9	4			
7.	... working environment (tools, equipment etc.)?	11	2			
8.	... the organization of practical exercises?	8	5			
9.	... available time for individual questions?	10	2	1		
10.	... overall atmosphere of the training?	13				
11.	<p>What would you suggest doing better or change in the training program or organization of the training in the future?</p> <p>To get a better overview of the institutions/partners with who and how they elaborate to match the tools to the SMEs profile</p> <p>Share the input as a good learning opportunity</p>					
12.	<p>Any other comments?</p> <p>Friendly and respectful atmosphere</p>					

The training received an overall very positive evaluation of the participants. Expectations and goals were mostly met and topics well-chosen for the profile of the participants. The competences of the participants were improved in the areas of didactic competences, HR-Management and the REGROW competence assessment. Participants mostly acquired the competences necessary to work with student or trainees and the training and most of them rate the skills acquired as useful in their daily work. They state that the training can be implemented in their countries mostly and that it is possible to use the full program.

The qualifications of the teachers and the organization of the training was also evaluated positively. The professional competences and communication was excellent. The training was rated as well-structured and assessed with a good theory and practice ration. The organization of the training, exercises, work and personal environment were also assessed positively.

Was time length appropriate for the training?

- One trainer reports that the time was sufficient. Perhaps a little more time for practical exercises and exchange of experiences for the participants would be necessary.

How do you evaluate the trainees learning, activity, participation?

- Participants were participating actively in the seminar. The participation in the group works was good as well. The topic was of great interest for all participants, resulting in a good engagement and interesting discussions.
- The participants were very concentrated, committed, engaged, motivated, and had great interest in the topic. The exchange of experiences was intensive and continued during the breaks. The learning effects were certainly very different due to the wide range of previous experience with counselling of companies and training of trainers.

What else would you suggest?

- The minimum requirements of practical and theoretical previous experience as well as language skills were partly not given - The group of participants should be more homogeneous in this respect.

Other remarks

- It was very good that the toolbox was discussed in detail, so that experiences from the trials that had already taken place and from the assessment of what enterprises need led to optimisation.