

ICT BASED EVALUATION METHODOLOGY TO ASSESS THE SOCIAL IMPACT OF WORK-LINKED TRAINING

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TESTING AND VALIDATION ACTIVITIES OF ATWORK PROJECT

Testing and validation

During September 2019 ATWORK partners developed the testing and validation activities in their countries.

Pilot testing and validation are two activities intended to evaluate the different elements that form the Intellectual output:

- ATWORK theoretical framework for evaluation
- ATWORK ICT based evaluation platform
- ATWORK handbook

The goal of the testing and validation activities is to improve them considering the target group needs and experts' expectations.

The main aims of testing and validation activities were:

- To involve the final users in the development of the ATWORK project;
- To experiment the practical application of ATWORK IO1;
- To evaluate the results of the practical application; and
- To adapt the ATWORK IO1 to the real requirements of the users.

For that, each partner implemented all the process related to this assessment according to the following steps:

1. Participants recruitment
2. Testing sessions organisation - Final users and beneficiaries (training providers - trainers - trainees)
3. Validation sessions - Experts
4. Reporting

ATWORK partnership used five criteria to assess the outcome during testing activities: EFFICACY, EFFICIENCY; USEFULNESS, QUALITY and TRANSFERABILITY.

The common conclusions in the next page.

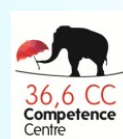
Participants

Spain

A total of 54 persons participated in testing and validation activities in Spain. At the beginning of September 3 experts from three different expertise areas participated in a validation session organised in Madrid. The experts represented different approaches of the training process. One expert represented training providers, one expert represented the experience of professional association that provide training on specific sector, and the last one represented the university and her expertise area was the evaluation of training activities. After validation activities, testing started. A total of 51 participants were involved in testing, as follows: 41 trainees, 5 tutors - trainers and 5 Training providers. In Spain testing activities were implemented in real time, organising two evaluation trials in two courses.

Poland

In Poland, 65 persons in total participated in the testing (40 beneficiaries) and validation procedures (25 future users and experts). Different aspects and results were evaluated by various end-users using different methodology and tools. Trainees evaluated only usefulness/ usability of the platform. Trainers and training providers assessed efficacy, efficiency and usefulness/ usability of the platform and handbook. Finally external experts (professionals dealing with training evaluation) were asked to evaluate all aspects (efficacy, efficiency, usefulness/ usability, quality and transferability) of all results (platform, handbook and theoretical framework).



... more national context

Romania

In Romania, a total of 45 persons took part in validation and testing activities. Five experts participated in Validation activities and they assessed the theoretical framework as well as platform and handbook. In testing activities 30 trainees, 5 trainers – tutors and 5 training providers participated. All testing and validation activities were face to face sessions developed using ATWORK platform and ATWORK Handbook, after one introductory session for explaining the project, the ATWORK IOs components to evaluate and how to evaluate. The Romanian administrator assisted the representatives of training companies, trainers and trainees during the tests. Also experts were contacted and the evaluation was made face to face

For collecting the feedback from final users, they received questionnaires and a deadline for sending the feedback was set. According with the role of participants in the testing and evaluation process, each of them evaluates only some components/products of the project.

Scotland - UK

In Scotland - UK CCC conducted the evaluation within Further Education Vocational Training Colleges, these colleges provide more Work Based Training and Work Based Learning Experience than private sector training providers and conduct Work Based Training within the majority of their training provision.

For the Piloting and Testing of the ATWork Project we worked specifically with Glasgow Regional Colleges, Glasgow Region has the highest number of Further Education Vocational Training Trainees across the whole of Scotland with around 130,000 FE Full-Time Trainees per year. This made a suitable target group for Tutors and Trainees, and as the local colleges work with around 500 plus employer based training companies supporting Work Based Training made for an ideal location to pilot and test the ATWORK Evaluation of Work Based Training.

This provided a total of 57 Trainees to trial the ATWork Programme with and obtain suitable overall results.

The Piloting also targeted 5 course Tutors and 6 experts to provide further feedback on the suitability of the Platform and final project Outcomes.

Key findings of testing and validation activities

In general, there is a great potential of the evaluation tool for alternating training activities. The participants were very interested and valued positively most of the components of the theoretical framework that is reflected in a practical way in the evaluation tool ATWORK and in the handbook.

The indicators used according to most experts and training companies as well as tutors are adequate, and tell us and offer us the information we are looking for about a specific training course. Not only about the course itself, but also about its participants. This part has been very well valued by the experts, as it allows us to have an early warning system at the mid stage of the evaluation that tells us if something is happening in the course. This is very interesting because it is the moment when modifications and changes necessary to respond to this situation can be made. The method of measuring the variables (Likert Scale) has been evaluated very positively and in fact it has been advised to reduce the open questions to a minimum.

Some participants acknowledged that if at the beginning of the course they were skeptical about its usefulness for their future professional career, they changed their mind and the AT WORK platform helped them to understand this change in terms of perception regarding social position and chances of healthy social evolution.

The training providers appreciated the AT WORK platform and handbook as useful and good developed even that some of them considerate that for a complete assessment of training activity of their company is not enough and some of them stressed that the questionnaire should be more personalized according to the course. Customization of platform is a topic that may be very interesting for a future project or collaboration with training companies

However, there have been some aspects that should be improved and thus have been put into relevance by the partners. The answers should be better adapted to a broader understanding, i.e. to discriminate against the end user and redefine the indicators to make them more user-friendly. It should be pointed out that there have been some technical problems that are mainly due to the fact that this is a "beta" version of the platform, so they will be solved in the remaining time of the project.