What do participants think of EQUALvet training?

- Judit Fullana Noell

Universitat de Girona
Grup de Recerca en Diversitat

EQUALvet

Aim

Evaluate the three training programs to identify strengths and weaknesses and contribute to improve future training programs:
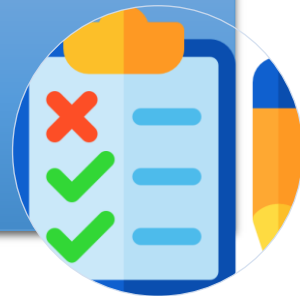
- Students' Views

- Professionals' Views

Method

- **Aim:** To collect the views of participants in the training programs

- **Number of participants**: 27

- Paper and online questionnaire

Questionnaire

- **Aim:** To collect the views of professionals

- **Number of focus groups**: 3

- **Total participants**: 17 ➡ FMX: 5
VTC Margarita: 3
ARCIL: 9

Focus groups

Data collection: September-October 2022

EQUALvet

Co-funded by the Erasmus+ Programme of the European Union

UdG

Method

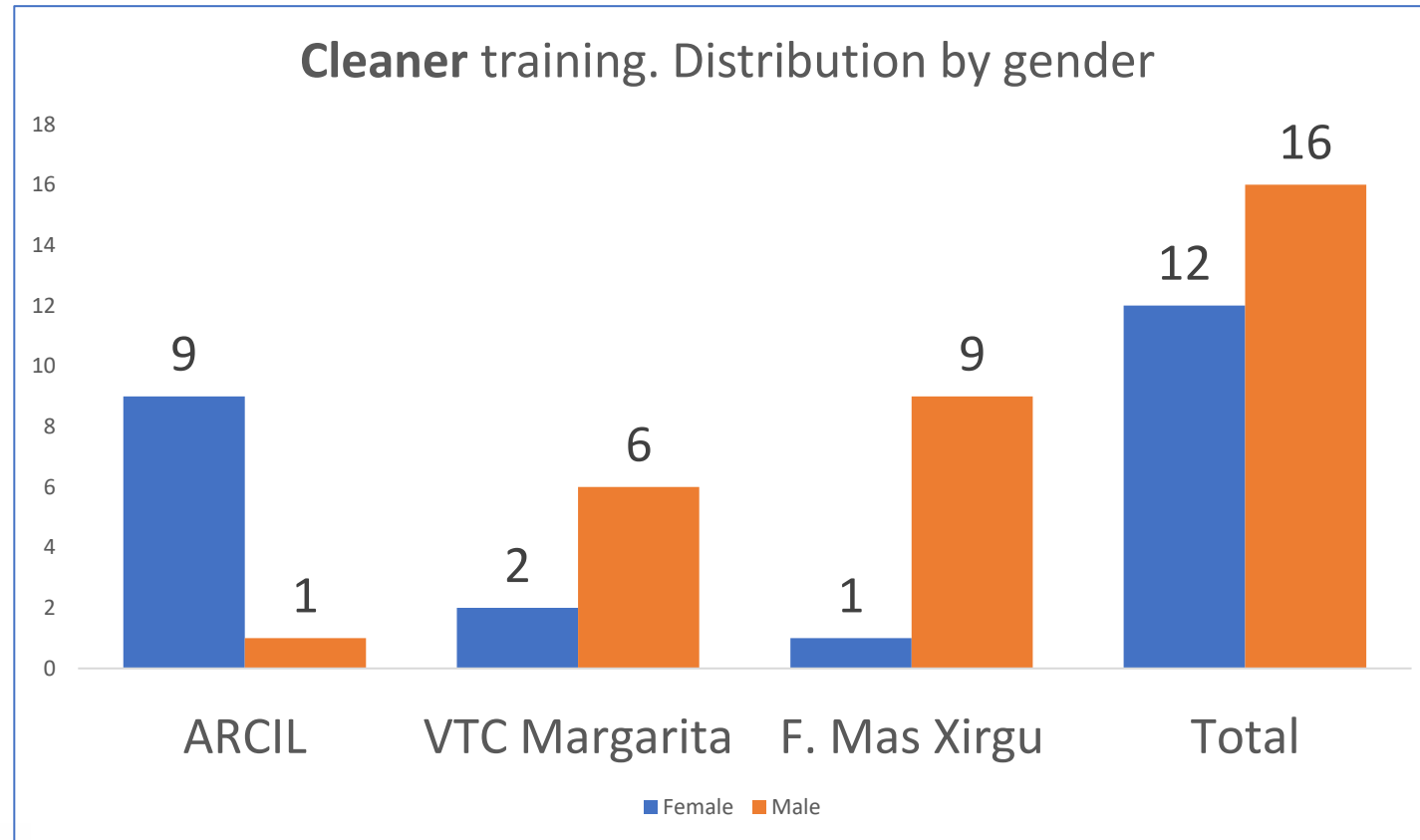**QUESTIONNAIRE**   **FOCUS GROUPS**

Topics

- Teaching and learning methodology

- Materials and tools to support learning

- Internship

- Teachers

- Personalised guidance

- Training contents

- Assessment system
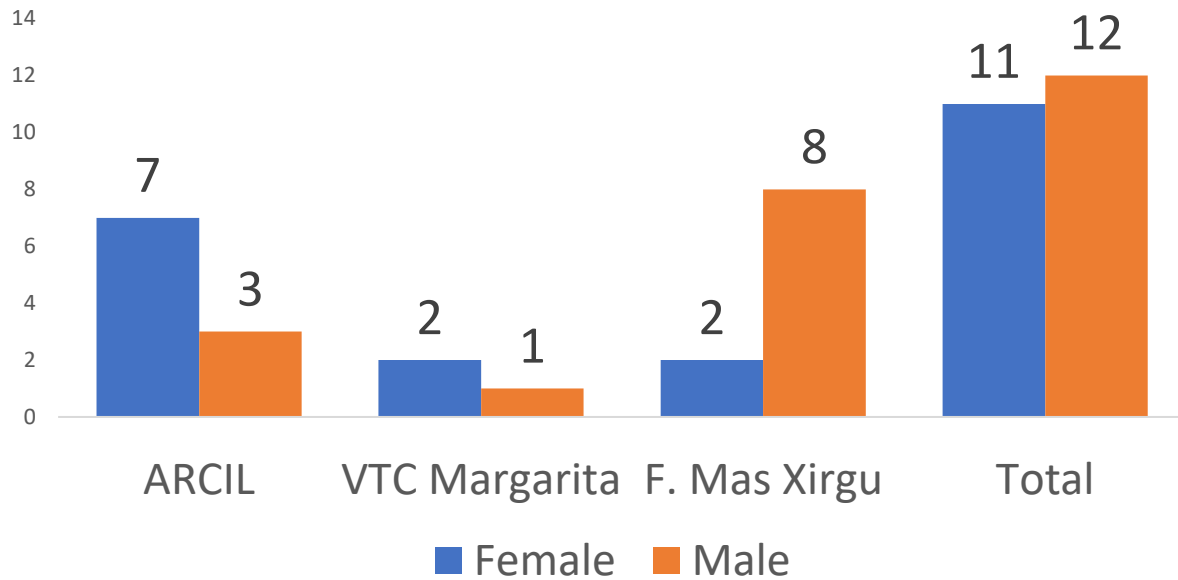
- Certification

Training participants

82 participants : 53 male and 29 female

Cleaner training. Distribution by gender

Training participants

Cook training, by gender

	ARCIL	VTC Margarita	F. Mas Xirgu	Total
Female	7	2	2	11
Male	3	1	8	12

Gardener training, by gender

	ARCIL	VTC Margarita	F. Mas Xirgu	Total
Female	2	4	0	6
Male	8	7	10	25
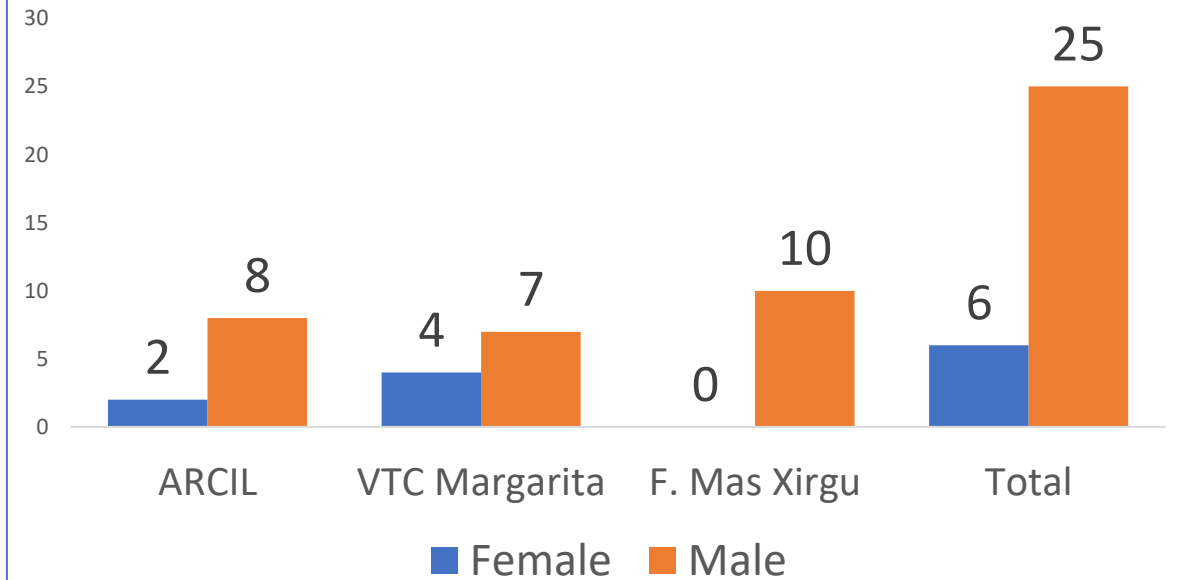
Results

Teaching and learning methodology

- They understood well the aims (85%)

- Group activities helped the most to learn (78,6%).

Kind of activities that helped the most to learn	Answers	
	N	%
In real settings	24	36.9%
Manipulative	21	32.3%
Writing	6	9.2%
Computer / tablet	6	9.2%
Mentoring	6	9.2%
Reading	2	3.1%
Total	65	100,0%

Teaching and learning methodology

- Good assessment of the training manuals
    - Some lessons too theoretical
    - Strength: Mainly practical activities that supported an active role of students

- Teachers:
    - looked for a balance between theory and practice.
    - made adaptations aimed at supporting the diversity of students

EQUALvet

UdG

Materials and tools to support learning

- Diversity of support materials and tools, especially in Gardener training.

- Tools that are perceived as more useful for learning:

  - Specific tools for the workplace (85% of participants)

  - Slide show (51%)

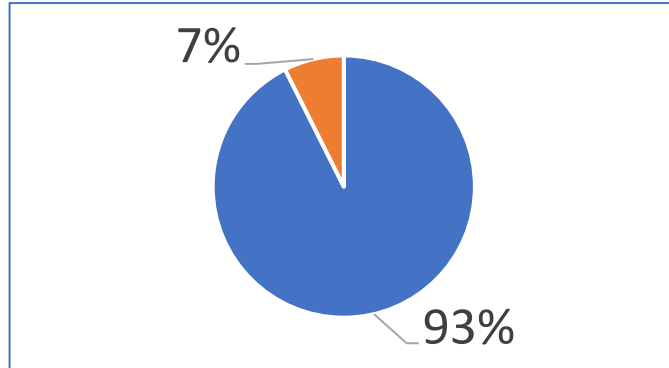 - Computers (37%)

  - Videos (30%)

- Difficulties in having all the materials and tools needed, especially for cooking activities.
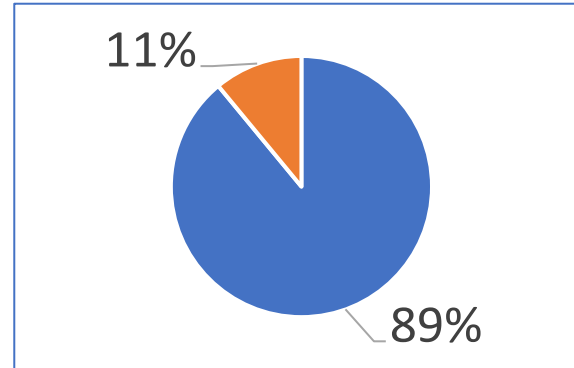
Internship

7%

93%

Overall satisfaction

11%

89%

Support received

■ A lot

■ Partially

■ Not at all

Learning of soft-skills

Anticipate risks and avoid dangerous…	89 · 7
Relationships with co-workers	100
Using and taking care of work tools	89 · 7
Teamwork	100
Responsibility at work	96 · 4

EQUALvet

UdG

Internship

- Internship is essential for training:
    - To learn about the job
    - To maintain interest and motivation for learning
    - Understand what it means to hold a job.
- Need for longer internship period
- Need of a specific script to guide the internship in workplaces.

Teachers

	Totally agree	Partially agree
They treated me with respect	100	
They helped me to learn	100	
They solved my doubts	96.3	3.7
They explained things clearly	96.3	3.7
They helped me to understand the contents	100	
They knew what the explained	100	
They prepared well the classes	100	
Suggested different activities based on the needs of each student	96.3	3.7
They helped to participate in class and in the activities	100	
It was easy to contact to them when I have doubts	96.3	3.7
They created a good learning environment	96.3	3.7

Personalised guidance

- 18 out of 27 said they had a tutor during the training
- Most had only one teacher, who acted as a tutor

The role of the tutor

■ Totally agree ■ Partially agree ■ Disagree

	Totally agree	Partially agree	Disagree
Provided information about how to look for a job	79	16	5,3
Provided information about training options	95	5	
Adapted things to help me to learn	100		
Provided strategies to learn	95	5	
Helped to understand the organisation of the…	95	5	
Helped to understand the training program	100		

Personalised guidance

- Different solutions among the partners:
  - FMX: A person hold the role of tutor
  - VTC Margarita:
    - The trainer was also the tutor
    - Need of more staff

- Importance to offer personalised guidance but it is difficult for the trainers to assume this role.

- Importance of clarifying what type of personalized guidance needs to be offered in this type of program, who should exercise this role and create the conditions for them to have time.

Contents

The training helped to learn to:	Totally agree	Partially agree
Be responsible at work	96.3	3.7
Do team work	100	
Using and taking care of work tools	92.6	7.4
Relate with co-workers	100	
Anticipate risks and avoid dangerous situations	92.6	7.4

- Some contents were too theoretical
- Some contents were too advanced
- More emphasis should be placed on soft skills training (teamwork, interpersonal relationships, responsibility, etc.)

Assessment system

- Evaluation related to what the trainers taught (100%).

- The evaluation was used to find out if they were doing well and what needed to be improved (100%).

- The teaching staff reviewed the assessment activities together with the person (100%).

- The teachers helped to know how to improve learning (100%)

- The results of the evaluation showed the learning achieved (96.3%).

- The assessment activities were well understood (92.6%).

- The evaluation system needs to be developed in more depth
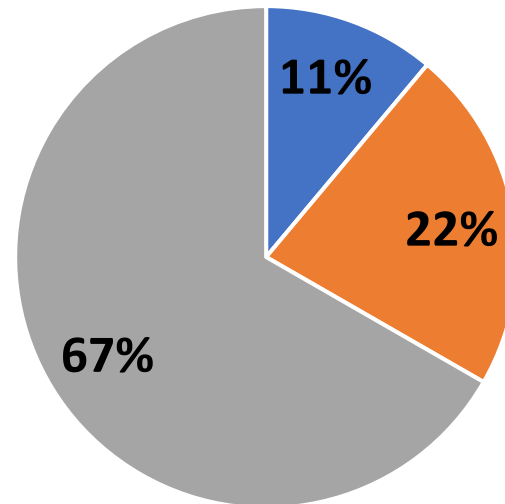 - More proposals in the manuals on how to observe and document learning progress.

Certification

Certification exam and motivation to learn

Pie chart:
- 11% — It made me feel less motivated
- 22% — Motivation should have been the same
- 67% — It made me feel more motivated

- The exam weren't accessible enough (2 GF)
  - Need of more images
  - Need of more practical exercicis based on workplace reality.
- Need for more time to do the exam (more than 40 minuts)

Proposals for improvement

Training manuals

Guide and support to teachers and they need to do adaptations for the students.

- **Activities sequenced** by levels of complexity.

- Should contain **more assessment activities** to monitor the progress of learning.

Proposals for improvement

The training

- **Universal Design for Learning** (UDL) as a framework to plan, develop the training and assess the learning.

- **Availability of specific tools** related to the workplace or, if it is no possible, increasing internship periods.

- **Soft skills** training

- **Specific guide for internship:** aims, expected learnings, work plan, assessment.

Proposals for improvement

Teachers

- **Teachers with qualification in educational field.** Methods and strategies to facilitate attention to the diversity of students.

- Training in **Universal Design for Learning**.

- **Teaching teams** made up of specialists in the field of training and specialists in the field of Pedagogy and guidance.

Proposals for improvement

Certification of professional competences

- Clearly **identify** which **skills and levels of competence** need to be certified.

- Identify which ones can be trained on in the training environment and for which of them it is necessary to establish alliances with working companies

- Ensure the **cognitive accessibility** of the certification exam

- **Evaluation in real environments and ensure supports**.

EQUALvet

UdG

Thank you for your attention