

Restart Toolbox test

O2-R4: Evaluation report



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PROJECT:

Restart - Digital Training Toolbox to Foster
EU'S Industry 4.0 Revolution

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1. Introduction: Description of the activity

Monitoring and Evaluation is an integral part of the training pilot course specifically intended to provide feedback on how the implementation of the project is progressing. Evaluation of training is one of the main components of a training program. Training evaluation is a continual and systematic process of assessing the value or potential value of a training program or course. This report presents the results of an evaluation of the training events provided by each country. The purpose of the evaluation report is to assess the effectiveness of realized training program related to the skills required by the fourth industrial revolution.

Evaluation helps in defining the learning outcomes more sharply, remove unnecessary training content, and ensure that the training method meets the training needs of the learners.

In Italy the training course was implemented in the period from 7th June 2019 to 5th July 2019 on the premises of Enaip Veneto in Padova with the registration of over 30 people (entrepreneurs, employees, start uppers and university students).

In Greece the 02-A3 pilot test of the training toolbox took place in Larissa from July 19th to August 23th with the participation of 19 people. The participant list included representatives from SMEs and enterprises and students from higher technical education.

In Malta the Restart toolbox test was held in collaboration with a German manufacturing company with a production base in Malta. Two training sessions were implemented. Training session 1 was targeted towards technical level and middle management employees whereas training session 2 was targeted towards the higher management of the company. For training session 1 a total of 16 participants registered, whereas 10 participants registered for training session 2.

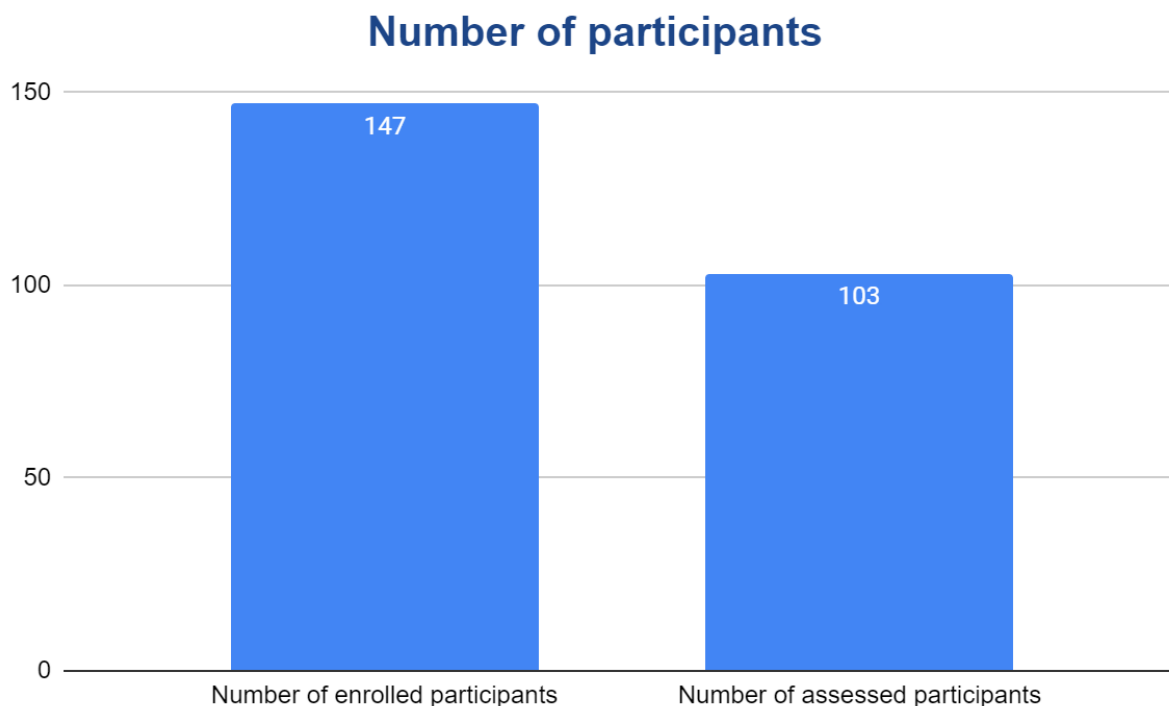
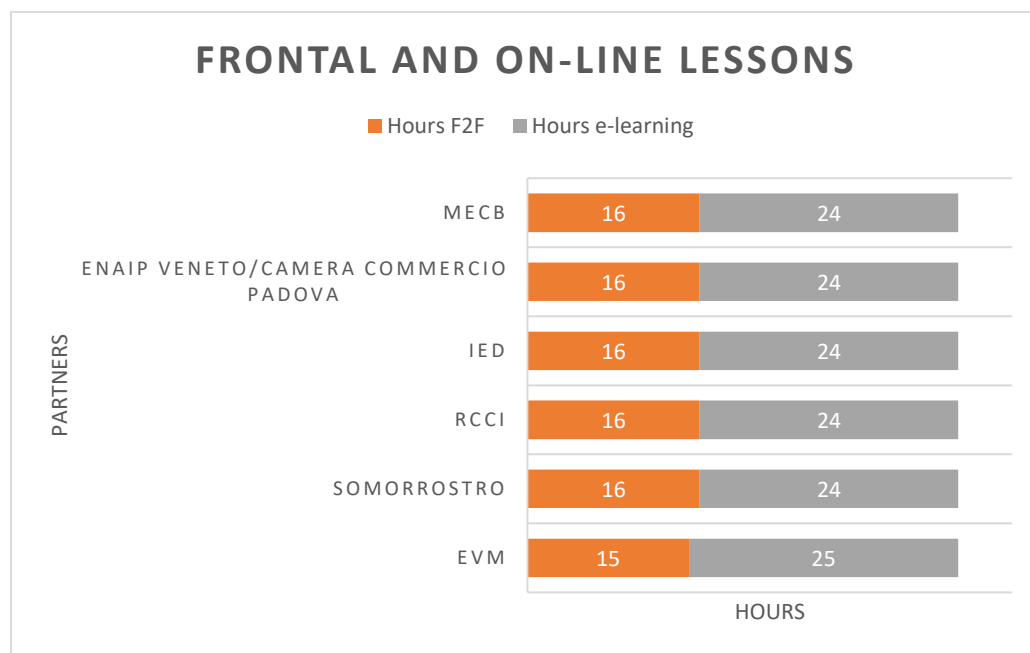
In Bulgaria the pilot training activities were conducted between 18th June 2019 – 5th July 2019. The total number of enrolled participants in the course was 45. The participant list included representatives from SMEs, enterprises and students.

In Spain, the RESTART test was divided into two, one conducted in the Canary Islands, organized by EVM, and the other conducted in the Basque Country by Somorrostro.

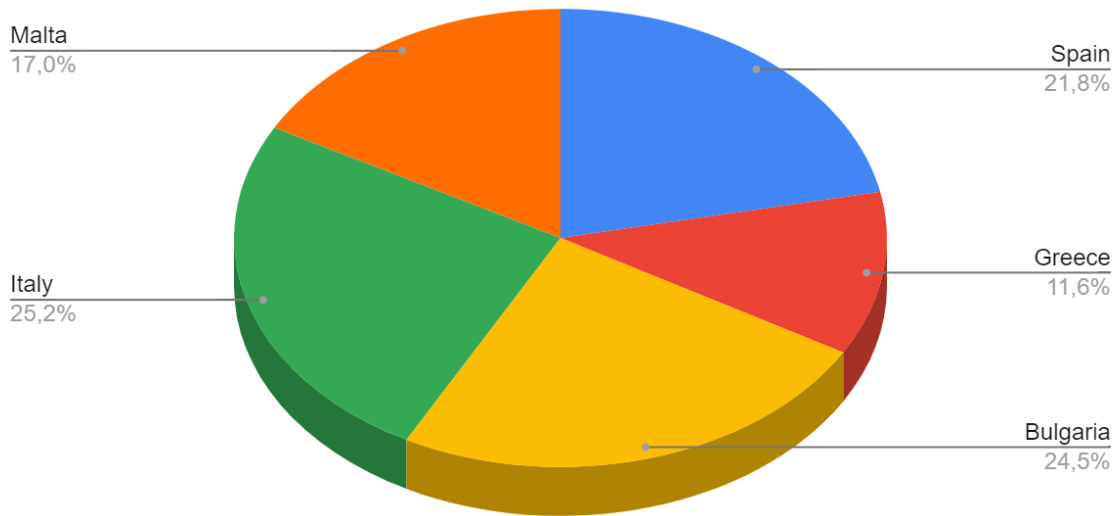
The training course organized by EVM took place between November 8 and December 4, 2019. The face to face sessions were held at the faculties of Fundacion Empresa of the University of La Laguna in Tenerife. During the registration period, 20 people signed up and a total number of nine actively participated in the course and completed all the modules and the evaluations. Most participants (90%) were university students in STEM courses.

In Basque Country the piloting has been done in the premises of the Centre de Formacion Somorrostro. There have been 12 participants in total, most of them adults and some younger student. They come from different areas, some from the industrial sector, some from commerce and a few from ICT.

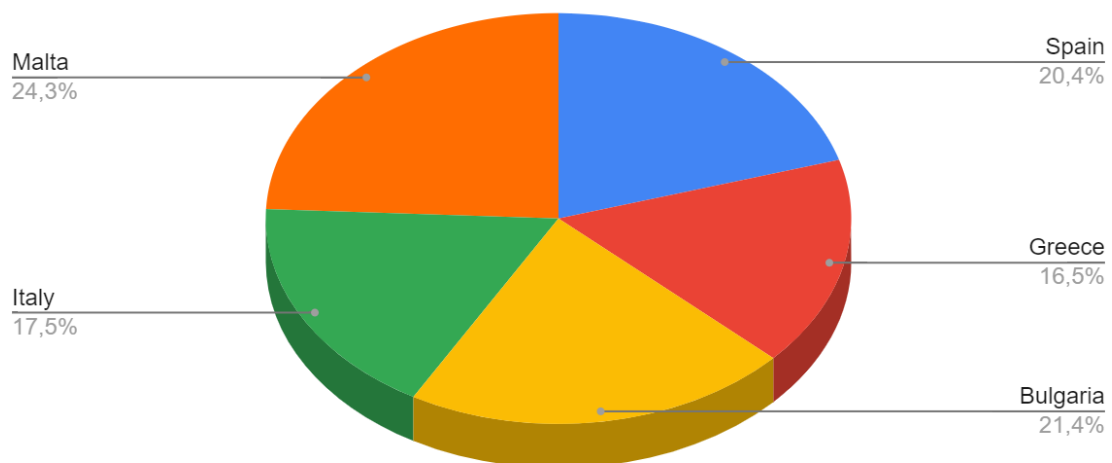
The following graphics illustrate the different time structures of the training course for each partner and the numbers of participants. Each training course had a total duration of 40 hours. During the registration period, 20 people signed up and a total number of nine actively participated in the course and completed all the modules and the evaluations. Each country reached the objective related to the number of trainees/workers participating in the training toolbox test of minimum 15 attendees per country.



Number of enrolled participants



Number of assessed participants

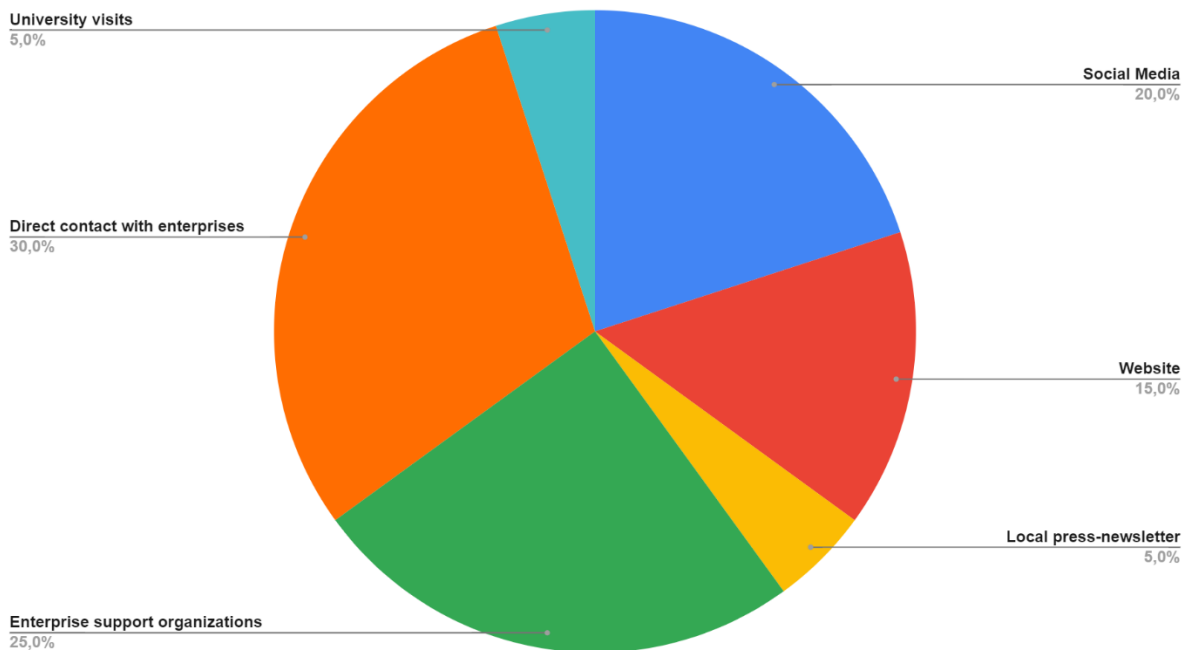


Presentation of the views/opinions of all participants & stakeholders

We report below the results of the questionnaire targeting partners.

Most of the partners promoted the training activities through direct contact with the companies and business associations. Social media and the website have also been heavily used to promote the courses.

How did the partners promote/foster the training activities?



All partners except one had no problem collecting an adequate number of participants.

Only one partner experienced some difficulties to find industrial workers who would like to participate in the test, mainly due to lack of time and difficulty to combine work, despite offering the possibility of doing it online. Some stated that they lacked the skills to take an online course.

Another partner registered that the industrial enterprises were very enthusiastic to have this training available, as it was in line with their transformation strategy.

All participants of the training actively attended the training course with curiosity and actively. Overall, the response from participants was positive. This is confirmed by the high level of attendance by trainees and their success rate in the final test.

2. Main findings from the partners

We report below the main learnings by the partners during the testing phase.

In **Bulgaria** RCCI had the perception that perhaps via this training course, workers and people in general would be able to make the switch in their carriers, when they become aware that to keep working “the old way” is not more possible. The testing phase showed that in terms of increasing skills and providing opportunities, the RESTART training course was a very good environment and successfully facilitated that purpose.

Additional feedbacks received from the participants include:

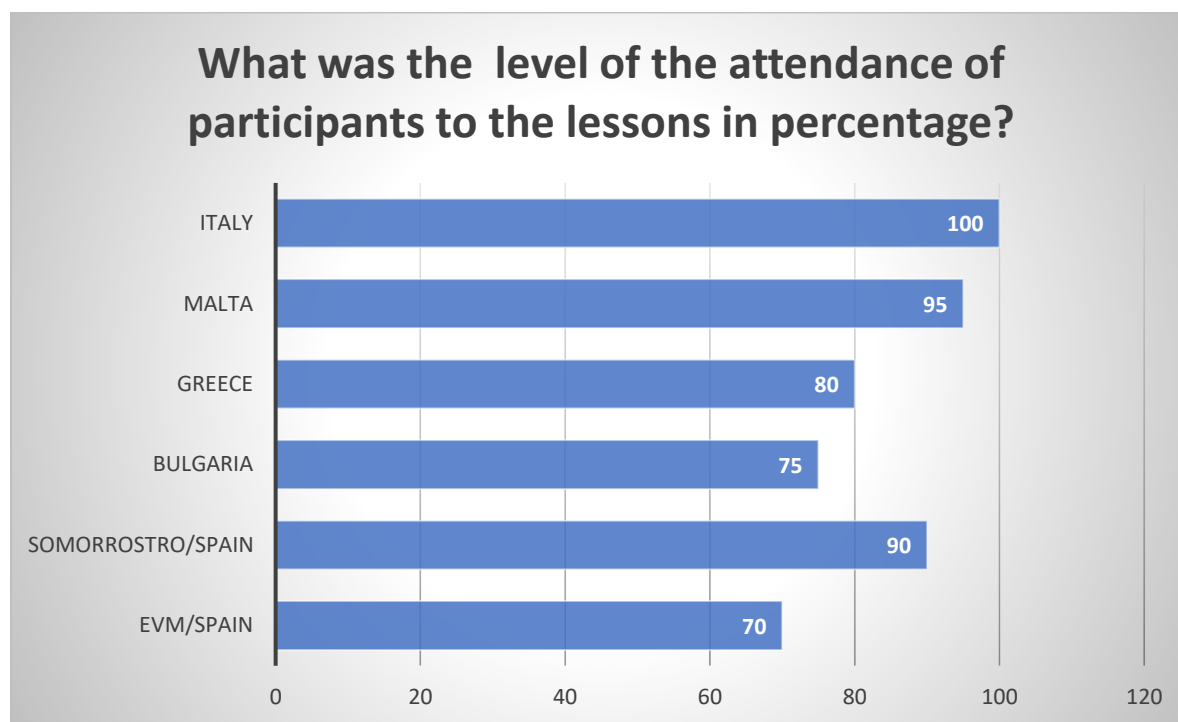
- The training was very well balanced;
- The videos for e-commerce were very interesting, but they were in English, difficult to understand by some trainees;
- F2F sessions were great, but were organized during business hours

In **Greece** the feedback received from the participants registered that the training was very well designed and balanced. The topics of the training were very interesting and the majority of participants were satisfied. In addition, entrepreneurs, workers and general public in general, in Greece, are interested to learn more about industry 4.0.

In **Malta**, MECB observed that the content of training course needs to be slightly adapted when being presented face to face rather than in online form. On the other hand, it is an excellent opportunity to encourage discussion between the participants. Also, the fact that the attendees had accessed the training material online before the face to face presentations gave the opportunity to skip some of the basic introductory aspects and go for more complex and deep topics during the presentations.

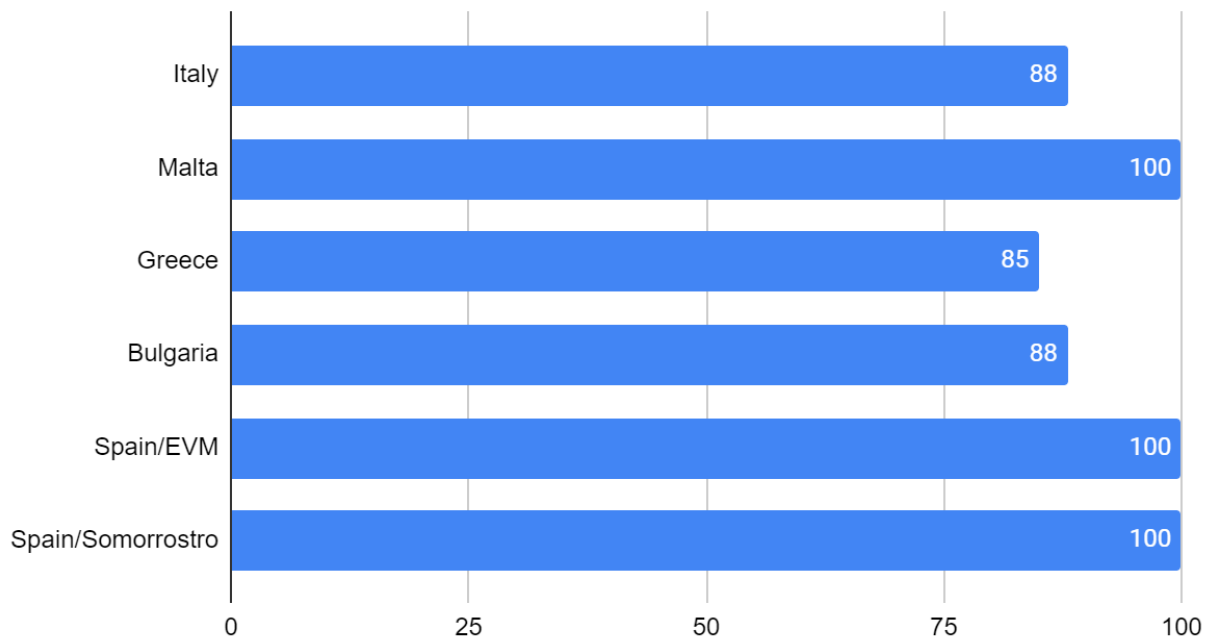
In **Spain**, EVM noticed great interest in all topics proposed in the course. The students valued the face-to-face training better than the online one, highlighting the dynamism of the face-to-face training as well as the facility to go deeper and solve doubts at the time, facilitating the understanding and interiorization of the contents. Almost all of them would have liked to see real facilities where 4.0 principles are applied. Somorrostro observed that the participants have been interested throughout the course and they have commented that they found it useful. They believe change is coming (the revolution of Industry 4.0) and that they have to be up-to-date with the latest technologies, methods and ways of doing. The participants have mentioned that the course has awakened their interest in the technologies that revolve around Industry 4.0, and they have shown special interest in relation to 3D printing, and the possibilities offered by CAD in the field of medicine.

In **Italy**, Enaip Veneto and Chamber of Commerce of Padova experimented that the testing phase facilitated the learning of basic knowledge on skills related to Industry 4.0 and improved the awareness on these topics of the participants. The participants evaluated that the course will benefit their professional work and the contents provide relevant information for their work. The course was found to be consistent with the expectations of the participants and contributed to improving the understanding and awareness of some topics related to new technologies, especially with reference to non-native digital entrepreneurs and workers. It provided a smattering of technical aspects and an overview of some topics connected with Industry 4.0.



Overall, the average level of attendance at the course was 85% of the lessons. The objective in terms of attendance according to the monitoring and evaluation system defined by the partners was 70%, which means that it was achieved.

What was the success rate in the final test in percentage?



Overall, the average level of success rate in the final test in percentage was 93,5% in all different country. The objective in terms of success rate in the final test according to the monitoring and evaluation system defined by the partners was 80%, which means that it was achieved.

With reference to the overall satisfaction rate almost all participants thought that the course had a good structure, it was easy to follow, and it was has improved their knowledge about the topic presented.

3. *Conclusions and recommendations for the final Toolbox*

We report below some suggestions gathered by the partners with the questionnaires in case the training activities should be redesigned or rethought.

- Enlarge the volume of the glossary by adding more terms and examples;
- Update training materials to reflect recent changes in industrial technologies;
- Update training materials by adding more case studies at the course, focusing on partners' countries and languages;
- Insert more training exercises;
- Improve training materials with local developments in the Industrial sector in partners' languages;
- The training activities could be more interactive and less theoretical;
- Insert the audio reading of the slide for non-seeing people and to provide online assistance for the trainees with chat or tutor;
- Other topics could be developed to cover some other technologies more deeply, such as the effect of the digital transformation on the human resources aspect of an organization;
- Foresee face-to-face meeting sessions between participants and tutors to share skills and experiences;
- Insert different modules for each country on the tax incentives for SMEs related to Industry 4.0;
- Include more visits and company experiences as part of the training;
- Include some real case of 4.0 technologies implementations in an industrial plant;
- Insert new topics in the toolbox such as predictive maintenance, augmented reality and artificial intelligence.

Overall, most of partners noted that the training activities and training material worked out very well, and the attendees were extremely satisfied with the content presented and the chosen approach do deliver the training modules. The aims of the training course were well communicated and understood by the participants.

The courses were designed fairly in line with the expectations and experience level of the participants.

The Restart toolbox was very useful at developing the training material required to support industry in updating the knowledge on Industry 4.0. The participants acknowledged that their knowledge and awareness regarding Industry 4.0 skills and technologies were increased.

Strengths

- F2F sessions were very interesting and useful
- The training was very well balanced
- The videos for e-commerce were very interesting
- The topics of the training were very interesting
- F2F sessions have a good chance for practical use and implementation and share opinions and experiences among participants, teachers and experts
- The on-line modular structure of the course allowed participants to deepen the themes on which they felt the greatest need to be trained.

Weaknesses

- Some training materials are too theoretical
- The training modules related to engineering require prior preparation/knowledge
- Many videos are only in English

Opportunities

- Create awareness of new technologies/best practices
- New European and national policies supporting spread of new technology
- Connection with the territory and development of collaboration between innovative and traditional companies
- Improve the study of foreign languages

Threats

- Global economic crisis
- Increased unemployment rate
- impoverishment of the population

RESTART 4.0

Project Partners:



RUSSIA CHAMBER OF COMMERCE AND INDUSTRY
РУССКАЯ ТЪРГОВСКО-ПРОМЫШЛЕННАЯ ПАЛАТА



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