



A4 – RESKILL – FINAL SETTING COMPARATIVE REPORT



INNOVA



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I. Introduction

The following evaluation aims to assess the effectiveness of the pilot training and the quality of the INNOVA project handbook, specifically designed to train migrants. This comprehensive evaluation was conducted through surveys targeting both trainers and the trained migrants. The goal was to understand the training outcomes and gather insights into the strengths and areas for improvement of the provided materials.

A total of 55 Cypriot trainers, 6 German trainers, 4 Italian trainers, and 6 Spanish trainers participated in the evaluation. Additionally, responses were gathered from 251 migrants in Cyprus, 122 migrants in Germany, 3 migrants from Italy and 2 migrants in Spain. The surveys included statements that respondents rated on a four-point scale:

- I totally agree
- I agree
- I disagree
- I totally disagree

We intentionally provided only four response options to ensure that respondents would clearly lean towards a positive or negative stance, promoting deeper reflection and leading to more definitive results.

However, it is essential to note the cultural and psychological barriers faced by many migrants in participating in such evaluations. Depending on their countries of origin, a significant number of migrants—over 400, based on our observations—declined to respond or provide ratings. This reluctance is often rooted in their cultural backgrounds and previous experiences in authoritarian regimes, which have instilled a fear of expressing opinions or making firm commitments.

The following sections provide detailed analyses of the trainers' and migrants' evaluations, including both quantitative data and qualitative feedback.

II. Evaluation of the Pilot Training by the Trainers

After the pilot training, trainers were asked to evaluate the training program and its materials. Here are the summarized responses for each question:

Question 1: *From my point of view, the training has successfully educated the migrants.*

- I totally agree: 46 from Cyprus, 4 from Germany, 4 from Spain, 5 from Italy
- I agree: 6 from Cyprus, 2 from Germany, 1 from Spain, 2 from Italy

Summary: Across all countries, a significant majority of trainers/teachers totally agreed that the training successfully educated the migrants. This consensus highlights the effectiveness of the training program.

Question 2: *The INNOVA handbook and its content was very well adapted to the needs of the learners.*

- I totally agree: 42 from Cyprus, 5 from Germany, 4 from Spain, 5 from Italy
- I agree: 10 from Cyprus, 1 from Germany, 1 from Spain, 2 from Italy

Summary: Trainers/teachers from all countries agree that the INNOVA handbook was well-adapted to the learners' needs, reflecting the handbook's relevance and practicality.

Question 3: *The support and the manual were very helpful for the preparation of the trainers and the implementation in the training.*

- I totally agree: 41 from Cyprus, 4 from Germany, 4 from Spain, 6 from Italy
- I agree: 11 from Cyprus, 2 from Germany, 1 from Spain, 1 from Italy

Summary: The feedback indicates that the support and manual provided were very helpful, with the majority of trainers/teachers from all countries strongly agreeing.

Question 4: *The learners had no difficulties due to lack of education.*

- I totally agree: 36 from Cyprus, 5 from Germany, 4 from Spain, 3 from Italy
- I agree: 11 from Cyprus, 1 from Germany, 1 from Spain, 2 from Italy
- I disagree: 4 from Cyprus, 0 from Germany, 2 from Italy

Summary: While most trainers/teachers agreed that learners had no difficulties due to lack of education, there were some disagreements, particularly in Italy, indicating varying experiences.

Question 5: *The trainers had difficulties due to the cultural diversity of the learners.*

- I totally agree: 18 from Cyprus, 1 from Germany, 2 from Spain
- I agree: 8 from Cyprus, 1 from Germany, 1 from Spain, 3 from Italy

- I disagree: 26 from Cyprus, 4 from Germany, 4 from Italy
- I totally disagree: 1 from Spain

Summary: Trainers/teachers from Cyprus and Italy noted difficulties due to the cultural diversity of learners. This suggests a need for more support in managing diverse classrooms.

Additional Comments on the Handbook:

Trainers provided valuable feedback on the handbook, suggesting enhancements for visual appeal and clarity. Common themes included the need for more graphics, infographics, and consistency in the presentation of information. Specific feedback also included translation issues and suggestions for making the content more engaging and easier to understand.



III. Evaluation of the Pilot Training by the Migrants

A total of 251 migrants from Cyprus, a significant number from Germany, and 2 from Spain and 3 from Italy provided feedback on the training they received. Here are the summarized responses for each question:

Question 1: The training was understandable and I think I have learnt a lot.

- I totally agree: 217 from Cyprus, 90 from Germany, 2 from Italy
- I agree: 33 from Cyprus, 27 from Germany, 1 from Italy
- I disagree: 1 from Cyprus, 2 from Germany
- I totally disagree: 2 from Spain

Summary: Migrants from all countries generally found the training understandable and felt they learned a lot, although the sample from Spain was very small and less positive.

Question 2: The training is very useful and helpful from my point of view.

- I totally agree: 219 from Cyprus, 95 from Germany, 1 from Italy
- I agree: 31 from Cyprus, 24 from Germany, 2 from Spain, 2 from Italy
- I disagree: 1 from Cyprus, 4 from Germany

Summary: The training was widely regarded as useful and helpful, especially in Cyprus and Germany. Italian participants also provided positive feedback.

Question 3: The training is well structured and effective.

- I totally agree: 219 from Cyprus, 93 from Germany, 1 from Spain, 2 from Italy
- I agree: 31 from Cyprus, 26 from Germany, 1 from Italy
- I disagree: 1 from Cyprus, 3 from Germany
- I totally disagree: 1 from Spain

Summary: Feedback from Cyprus and Germany indicates that the training was well-structured and effective. Italian participants also agreed with this assessment.

Question 4: The contents are quickly understandable.

- I totally agree: 219 from Cyprus, 93 from Germany, 1 from Spain
- I agree: 31 from Cyprus, 26 from Germany, 1 from Spain, 3 from Italy
- I disagree: 1 from Cyprus, 3 from Germany

Summary: Migrants generally found the content quickly understandable, with Cyprus and Germany showing the highest levels of agreement. Italian feedback was slightly less positive but still favorable.

Question 5: Methods and goals are comprehensible and achievable for me.

- I totally agree: 218 from Cyprus, 94 from Germany, 1 from Spain
- I agree: 31 from Cyprus, 24 from Germany, 1 from Spain, 2 from Italy
- I disagree: 2 from Cyprus, 3 from Germany, 1 from Italy
- I totally disagree: 1 from Germany

Summary: The methods and goals were deemed comprehensible and achievable by most participants, particularly in Cyprus and Germany. Italian participants mostly agreed, with some reservations.

Analysis and Evaluation

Overall Evaluation by Country

The results indicate a high level of satisfaction with the training program across all participating countries, although the majority of responses were from Cyprus, which may skew the overall results.

- Cyprus: The responses were overwhelmingly positive, with a significant majority expressing strong agreement with the effectiveness and usefulness of the training.
- Germany: While the feedback was also positive, there were slightly more varied responses, with a few participants disagreeing on certain aspects.
- Spain and Italy: With only 2 respondents, the data from Spain is limited but still generally positive.

Differences Between Countries

Given the disparity in the number of respondents from each country, comparing the results directly may not be entirely justified. However, some patterns are evident:

- Cypriot trainers and migrants provided consistently high ratings across all questions.
- German trainers and migrants showed slightly more variation, indicating areas where the training could potentially be improved to meet their specific needs.
- The small sample size from Spain and also Italy makes it difficult to draw definitive conclusions, but the feedback was mostly positive.

Voluntary and Anonymous Nature of Surveys

The surveys conducted among both trainers/teachers and migrants were voluntary and anonymous. This approach aimed to encourage honest and uninfluenced feedback, ensuring that the results reflect genuine perceptions and experiences.

Challenges with Migrant Participation¹

Migrants and refugees, particularly those from conflict zones, often harbor significant fears regarding identification and potential repercussions. These fears, although sometimes unfounded, are deeply rooted in their past experiences and cultural backgrounds. As a result, a substantial number of migrants may have opted not to participate in the survey.

Known Issues Affecting Migrant Response Rates

Several factors likely contributed to the low response rate among migrants:

1. Many migrants are apprehensive about being identified through photos or detailed reports, despite the anonymity of the survey. This fear can stem from previous experiences in their home countries or concerns about their safety and privacy.
2. Migrants from certain cultural backgrounds may be less inclined to express their opinions openly or participate in surveys, particularly if they come from societies with limited freedom of expression or repressive regimes.
3. Migrants may also have a general distrust of official processes, including surveys, due to past negative experiences with authorities or institutions in their home countries.

Supporting Evidence from Research

Research indicates that migrants often face significant psychological barriers when participating in surveys or other forms of data collection. For instance, studies have shown that fear of surveillance, lack of trust in data collectors, and concerns about data misuse are common among migrant populations. These factors can severely limit their willingness to engage in voluntary surveys, even when anonymity is assured.

Impact on Data Validity

Despite these challenges, the data collected provides valuable insights. However, the potential underrepresentation of certain migrant groups should be considered when interpreting the results. The feedback from those who did participate is likely to be valid and reflective of their experiences, but it may not fully capture the perspectives of the broader migrant population.

¹ Bloch, A. (2007). Methodological Challenges for National and Multi-sited Comparative Survey Research. *Journal of Refugee Studies*, 20(2), 230-247. ; Van Liempt, I., & Bilger, V. (2012). *The Ethics of Migration Research Methodology: Dealing with Vulnerable Immigrants*. Sussex Academic Press.

Final conclusion

The evaluation of the pilot training for the INNOVA project reveals a generally high level of satisfaction among both trainers and migrants. The positive feedback reflects the effectiveness of the training program and the handbook. However, there are areas for improvement, particularly in making the handbook more visually engaging and ensuring consistency in presentation and translation.

Future iterations of the training program could benefit from:

- Implementing the suggested enhancements to the handbook.
- Tailoring the training to address the specific needs of different countries.
- Ensuring better representation and feedback from all participating countries to get a more balanced evaluation.

Overall, the INNOVA project has successfully educated and supported migrants, with valuable lessons learned for future improvements and continued collaboration.

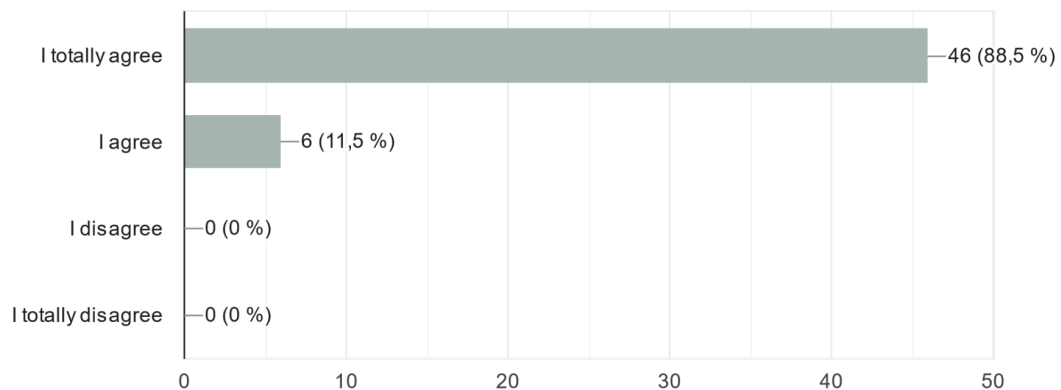


ANNEX

Trainers

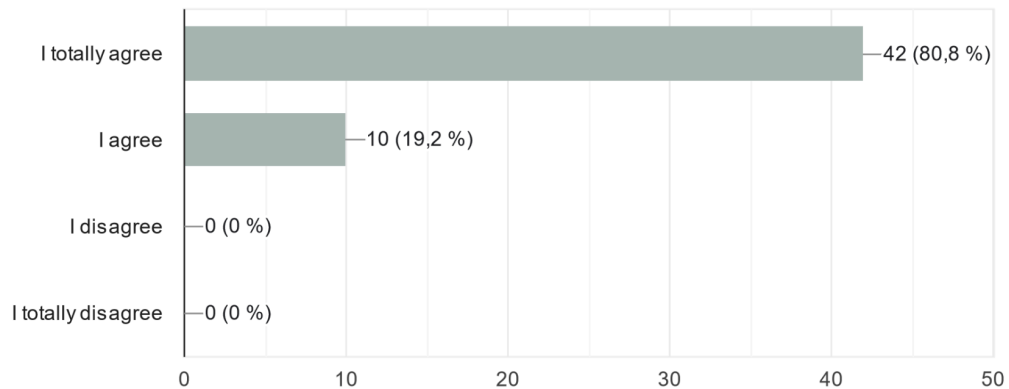
1. From my point of view, the training has successfully educated the migrants.

52 Antworten



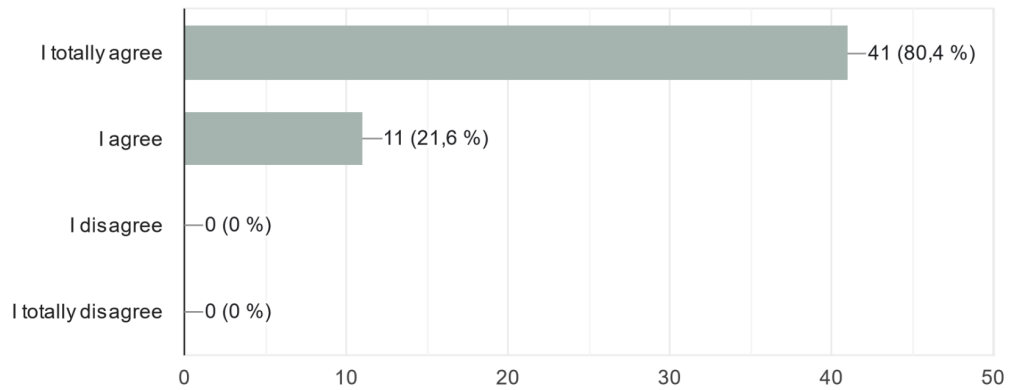
2. The INNOVA handbook and its content was very well adapted to the needs of the learners.

52 Antworten



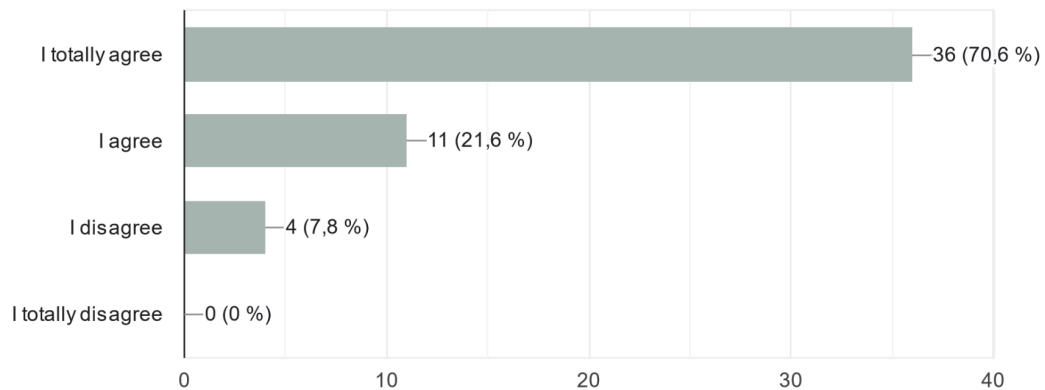
3. The support and the manual were very helpful for the preparation of the trainers and the implementation in the training.

51 Antworten



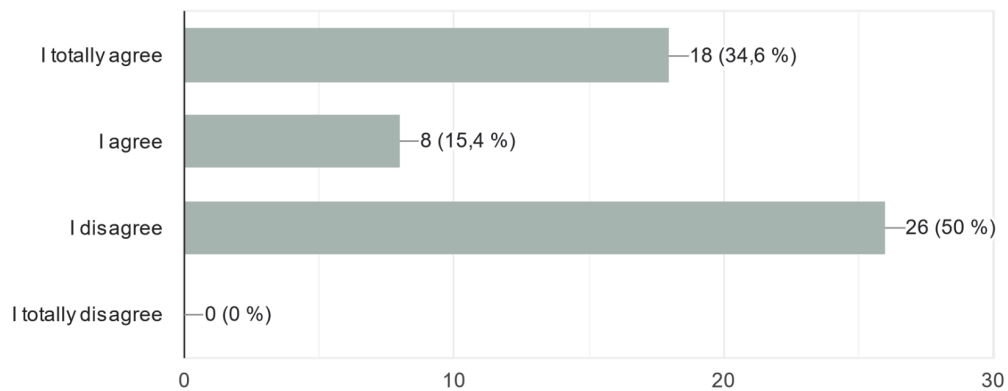
4. The learners had no difficulties due to lack of education

51 Antworten



5. The trainers had difficulties due to the cultural diversity of the learners.

52 Antworten

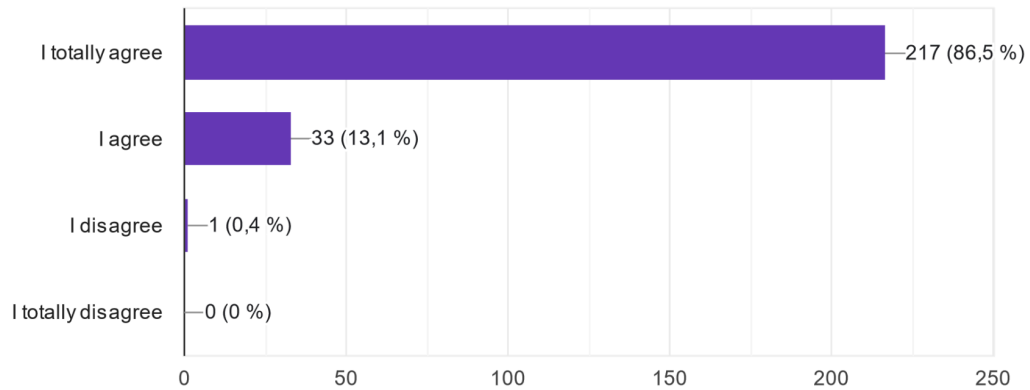


The handbook is very helpful for learners and trainers, but there are several areas for improvement to enhance its visual appeal and readability. Many sections contain too much plain text, making it difficult to navigate. Adding photos, icons, and infographics would make the content more visually pleasing and easier to understand. The structure is good, but incorporating more visuals could make the reading experience more enjoyable and informative. Specific issues include the untranslated graphic on p. 17 in the Greek version, and untranslated abbreviations and disclaimers. Consistency in the formatting of evaluation methods and correcting typographical errors such as the double entry on p. 22 would also improve clarity. Suggestions include adding a project's website link on p. 2, a table explaining abbreviations, ensuring consistent formatting throughout, and using bold and italics for key terms to make them stand out. A summary table at the end of each section would also be beneficial. The visual elements on p. 26 should be made more attractive with better use of color and fonts. Overall, increasing the visual elements in the handbook would help emphasize critical information and make it more user-friendly.

Migrants

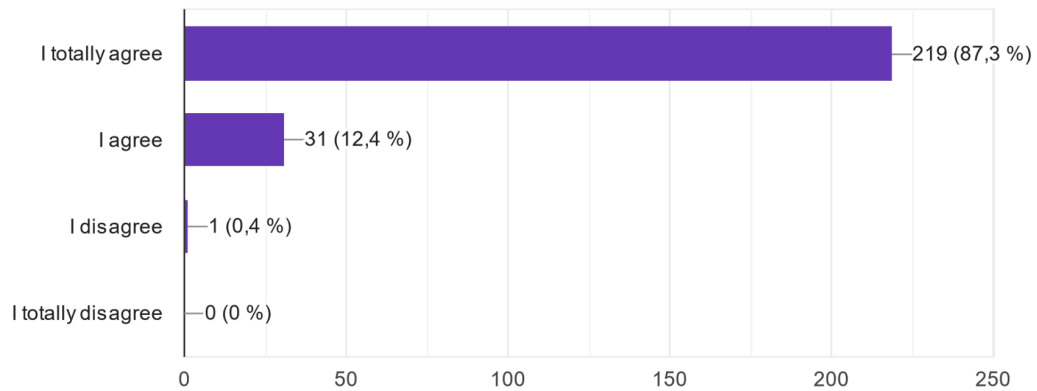
1. The training was understandable and I think I have learnt a lot.

251 Antworten



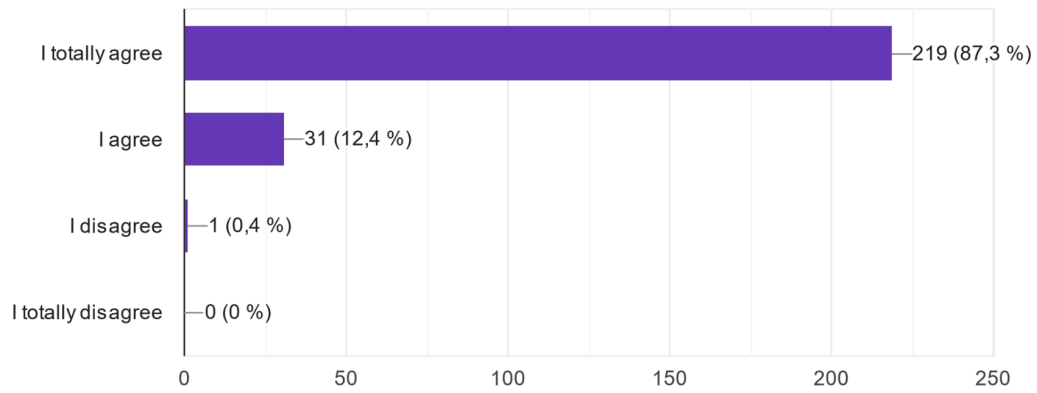
2. The training is very useful and helpful from my point of view

251 Antworten



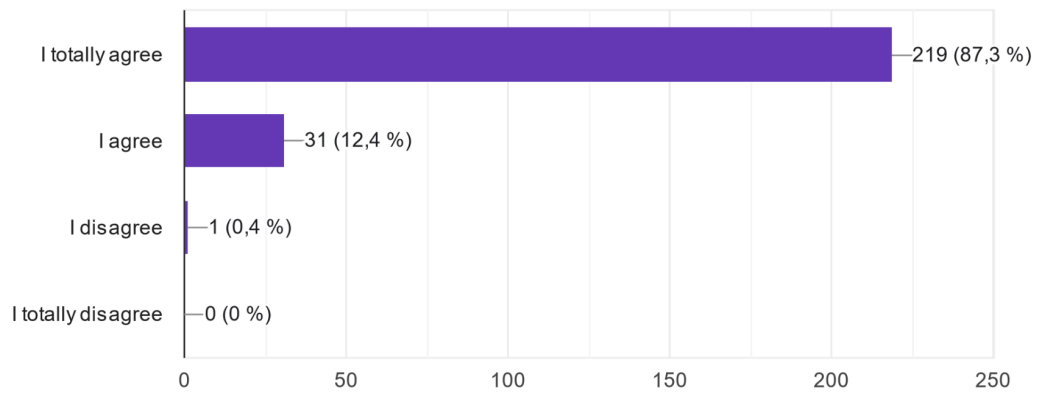
3. The training is well structured and effective.

251 Antworten



4. The contents are quickly understandable

251 Antworten



5. Methods and goals are comprehensible and achievable for me.

251 Antworten

