Global Citizens

Empowering Employability and Boosting Inclusion of Women with Disadvantages

A2. Trainings with adults

Testing Report

TESTING REPORT

Part A. Information about the training session:

The testing of Global Citizens project aims at

- Providing feedback directly from the final beneficiaries on content
- Check the suitability and functionality of learning platform.
- Upskill the trainers of partner organisations by experiencing the training
- Developing the global competencies of disadvantaged people (especially women)

With the aforementioned aims, partnership of the Global Citizens Project organized face-to-face training sessions with women in their premises and provided training for three days. The first step of the training was to inform and select participants among disadvantaged women. For this reason, all partners created social media posts and made announcement through their networks. Upon collecting the application online or verbally, the partners made the selection of partners. The trainings were given by the adult trainers of each organization and in total 43 Adults (18 from Türkiye and 25 from Germany) reached. Majority of the participants were women. The students, NEETs, housewives, unemployed adults from diverse backgrounds and employees with mostly blue-collar occupations were the main group of the participating learners of the training sessions in partner countries. Apart from these groups, GED also invited adult educators as a learner from other organizations so that they can implement these trainings in their respective organizations. The testing activities started with evaluating (pre-test) the current skills and competencies of participants on Global Competencies. After that, opinions, suggestions, and recommendations provided by participants were gathered in a questionnaire so that partners could improve the training content and platform. As the final step of the testing activity, skills, and competencies gained by participants were assessed through the post-test after the training process completed. Partners compared the answers given in the pre-test and in the post-test. The testing phase as a whole has given partners feedback on the effectiveness of the training, online learning environment, and the supplementary training material in terms of the capacitation of trainees.

Part B. Training Content:

In total … participants were involved in pre and post tests of the training session. Participants were asked to select from 1 (strongly disagree) to 5 (strongly agree) for each of the following outcomes. The same questions were used at the beginning of and at the end of the training so that we can understand their improvements with the help of the Global Citizens Project training content. The pre-test average was calculated for each outcome and post-test average as well. The overall average (in percentage) increase in their skills is 21.44% which shows the effectiveness of the training content and training session.

The following table shows the achievement of learners after the training for each unit. The first outcomes indicted in the table is for the Unit 1 and so on.

Outcome	Pre-test Average out of 5	Post-test Average out of 5	Percentage of Increase
Familiarity with the concept of global competencies and their necessities & benefits.	3,56	4,14	16,29 %
Basic traits of communication skills and use my skills to communicate in multicultural mediums.	3,51	4,15	18,23 %
Recognizing the diverse perspectives and worldviews of others and know how to respect them.	3,49	4,06	16,33 %
Communicating effectively in cross-cultural concepts and interact constructively.	3,18	4,05	27,36 %
Concept of sustainable development and that take actions towards more sustainable world as an active citizen.	3,28	4,04	23,17 %
Communicating across cultures, and apply various strategies for managing cultural conflicts and misunderstandings.	3,41	3,99	17,00 %
Concept of cultural diversity, human rights, civic engagement and sustainable development.	2,83	3,63	28,27 %
Understanding, appreciating, and interacting effectively with people from diverse cultural backgrounds	3,70	4,18	12,97 %
Analysing, evaluating information analytically and think critically.	2,92	3,79	29,79 %
Adaptability skills to navigate change, overcome challenges, and thrive in new environments.	3,26	3,89	19,32 %
Emotional intelligence to recognize, understand, manage my and others' emotions.	3,20	4,09	27,81 %

The lowest achievement is for "Understanding, appreciating, and interacting effectively with people from diverse cultural backgrounds" with 12,97% due to the high number of participants with migrant background.

Part C: Comments and Suggestions from Participants

Each partner organization have collected participants' feedback and suggestion through forms or colloquially. The summary of the suggestion is as follows;

- The training was very insightful and helped me understand global topics.
- I appreciated the structure and clarity of the training materials.
- It gave me a broader perspective on working with people from different cultures.
- It was practical and easy to follow.
- I feel more confident in my communication and collaboration skills.
- The content was relevant and engaging.
- It helped me become more aware of sustainability and human rights.
- The examples and scenarios were especially helpful.
- The training boosted my confidence in diverse environments.
- It was a valuable learning experience overall.

Part D: Comments on Training Platform:

	Question	Description	Comments
1	**The platform is easy to navigate**	How is the users' experience of navigating the platform, i.e. easy or difficult?	Navigation of the platform was found easy. It was indicated that it is easy to understand how and where to reach the training content
2	**The purpose of the platform is understandable**	Is what is presented on the platform immediately understandable?	The website of the project successfully directs the users to the platform which is easy to grasp and understand the purpose.
3	**Pages can be understood in a short time.**	Usability is often referred to as the 5-second rule. Is it possible for users to grasp the main features of the page in a few seconds?	The pages are digestible for the users. They are easy to follow and well designed.
4	**Registration is easy.**	Is it easy to create an initial registration using an email address and log in after registration?	Some of the participants do not have an email address which makes registration progress very difficult for them.
5	**The guide / manual for the platform is useful.**	A guide was prepared for a better understanding of the platform. Does this guide make your work easier?	The guide of the platform was not evaluated as it was not in existence during the training.
6	**It is easy to enter the training contents (course) after the homepage.**	Is it easy to access the platform and training contents from the project website?	The website of the project successfully directs the users to the platform. Some participants had a difficulty in understanding the webpage name.
7	**The test (quiz) at the end of the unit is easy to access and answer.**	The process of answering the tests at the end of each unit and checking the answers is easy?	As the content is presented in a PDF, the participants found answering easy.
8	**Overall platform experience and your suggestions.** The participants suggested some improvement in the design of the portal such as using a larger proportion of the screen for the training content in the portal and they suggested to make some modification in the translation in order to express the content in a simpler and clearer way to allow every user better understand the basic notions.		

Part E: Summary

The testing of the training content and platform of the Global Citizens Project was done in Germany by DETU and BeFUN and Türkiye by GED. All partner organizations informed their beneficiaries before the training and collected their application. In total, 43 people (especially women) reached via the training event. Considering their feedback on the project training content, it can be understood that the units were created successfully and their impact of the learners are very positive. Apart from gathering feedback through forms, partners asked the learners opinion verbally and vast majority of them found the content efficient in teaching Global Competencies.