REPORT ON PILOT TRAINING

2022

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A) TECHNICIANS

I. Overview

1. Courses piloted

The following courses designed for technicians were piloted within the partnership:

Course	Region
1. Electricity	Gabrovo, BG
2. Hydraulics	Plovdiv, BG
3. Electricity	Kavala, GR
4. Hydraulics	Gdansk, PL
5. Operating CNC machines	Nis, SRB

2. Metrics

The pilot trainees attending the courses were 72, of whom 67 males and 5 females.

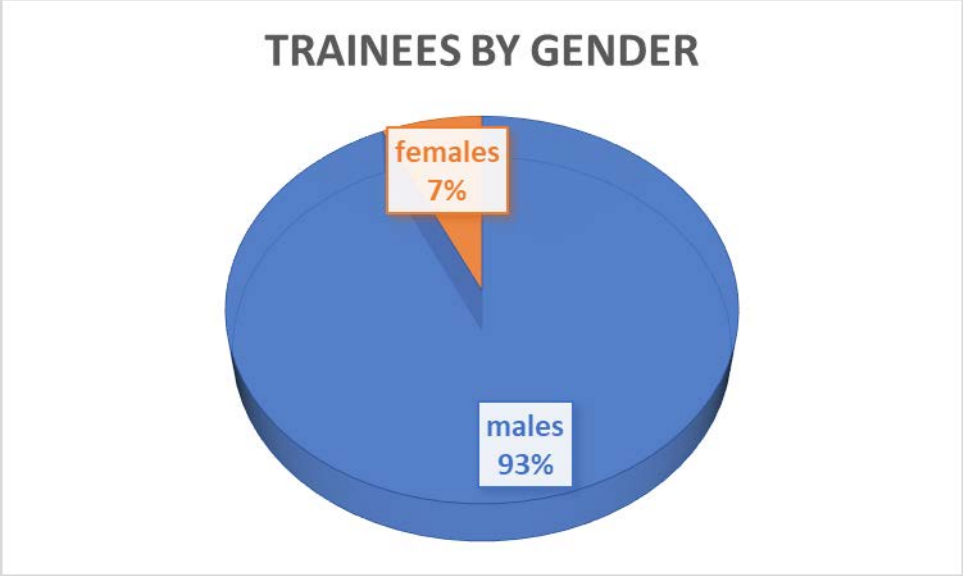

Figure 1

As you can see in Fig. 1 most of trainees were males, which is a common situation for that occupation. Most females are from Poland.

II. Results

As it can be seen in Fig. 2, the usefulness of project IOs is a total of 85%, which fully matches the measurable indicator set in advance (70-100%). The project has contributed most to improving technical skills and access to vocational training.

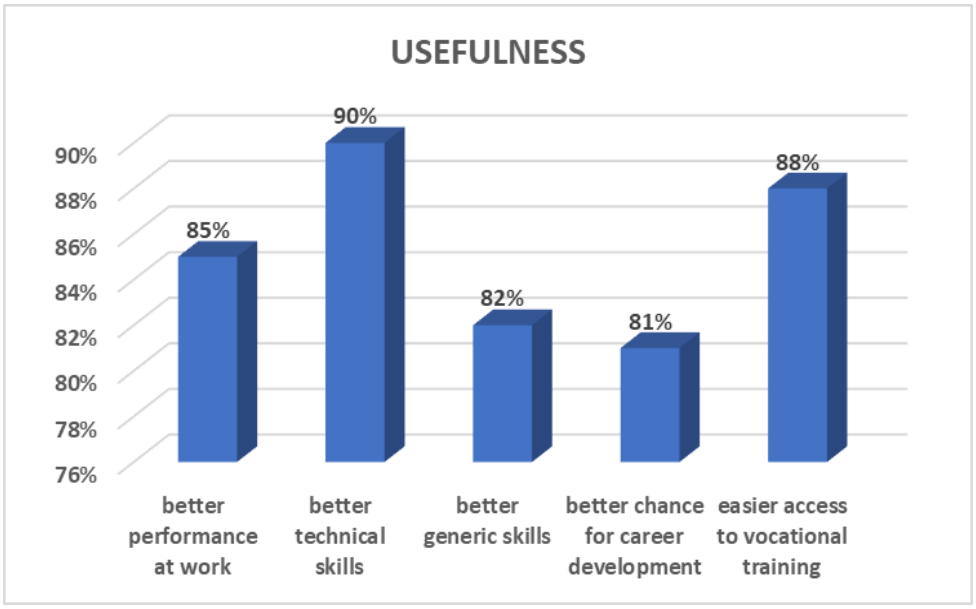

Figure 2

In general, the training in Serbia was considered as most useful (98.40%) whereas in Poland it was rated lowest (78%).

Figure 3 indicates the high quality of course materials and teaching methodology.

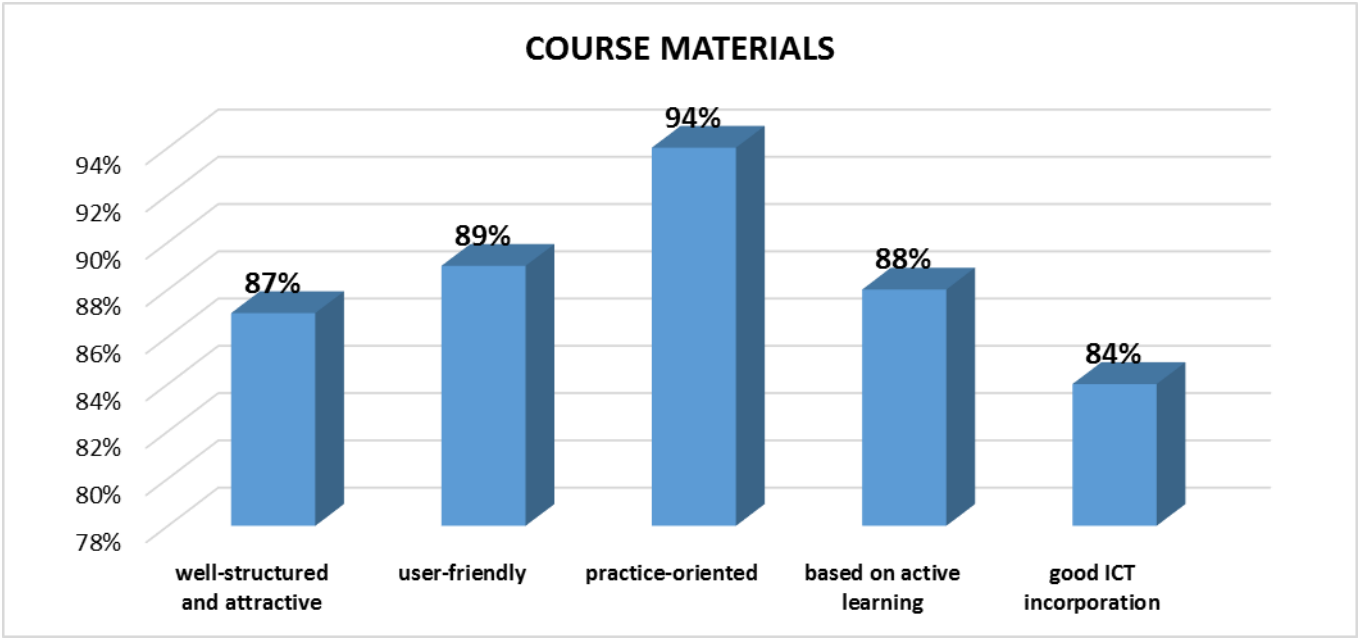

Figure 3

The measurable indicators of 70-100 % set in advance in relation to usefulness, attractiveness, user-friendliness of the course materials were fully met. The course materials were evaluated highest by Polish and Serbian trainees (96%) and lowest by ttainees from the region of Gabrovo, BG (81%).

As it can be seen in Fig. 4 the project Active Learning Community Platform completely satisfies the measurable indicators set in advance (70-100 %). It was rated highest in Serbia (97%) and lowest in Poland (73%).

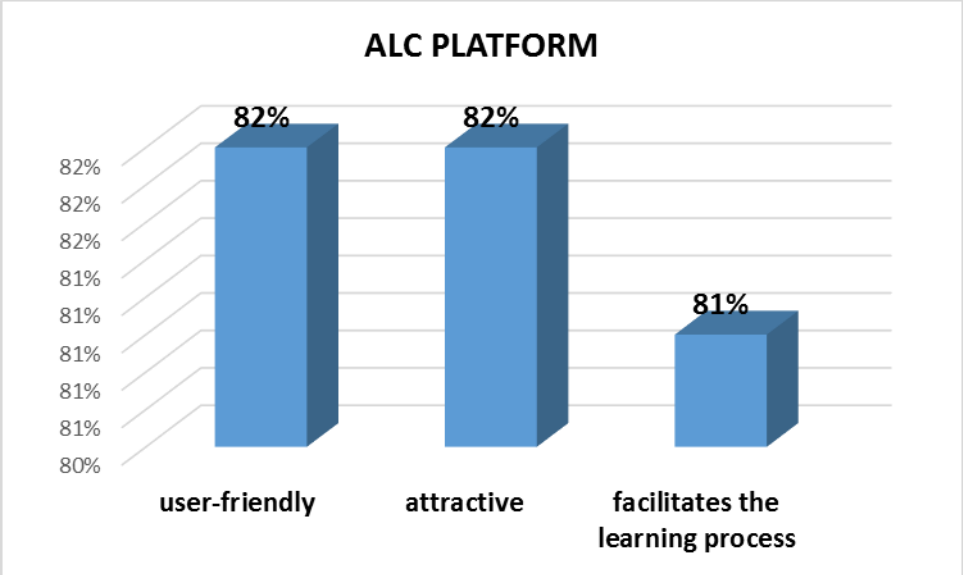

Figure 4

Figure 5 shows the real success of the pilot training and project IOs. Most trainees enjoyed the training and since their expectations were met they expressed their willingness to participate in future trainings. The training was liked most by Serbian trainees 97% and least by Polish trainees (87%).

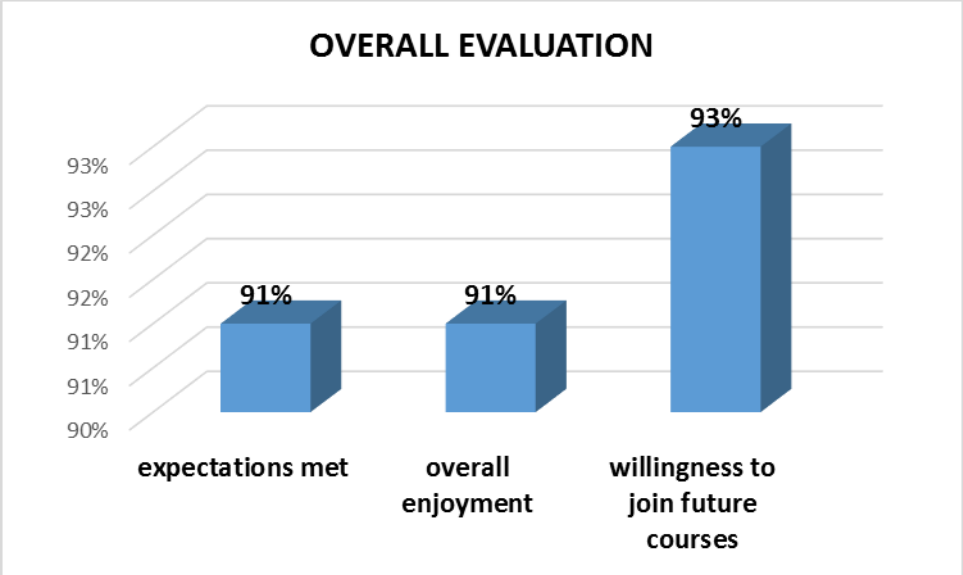

Figure 5

B) ENGINEERS

I. Overview

1. Courses piloted

The following courses designed for engineers were piloted within the partnership:

Course	Region
1. Quality Assurance, Quality Control and Testing.	Gabrovo, BG Nis, SRB
2. Basic Schemes in Automated Pnematic Systems	Plovdiv, BG
3. Energy Efficiency in Pneumatic Systems	Kavala, GR
4. Proportional Hydraulics	Gdansk, PL

2. Metrics

The pilot trainees attending the courses were 76, of whom 57 males and 19 females.

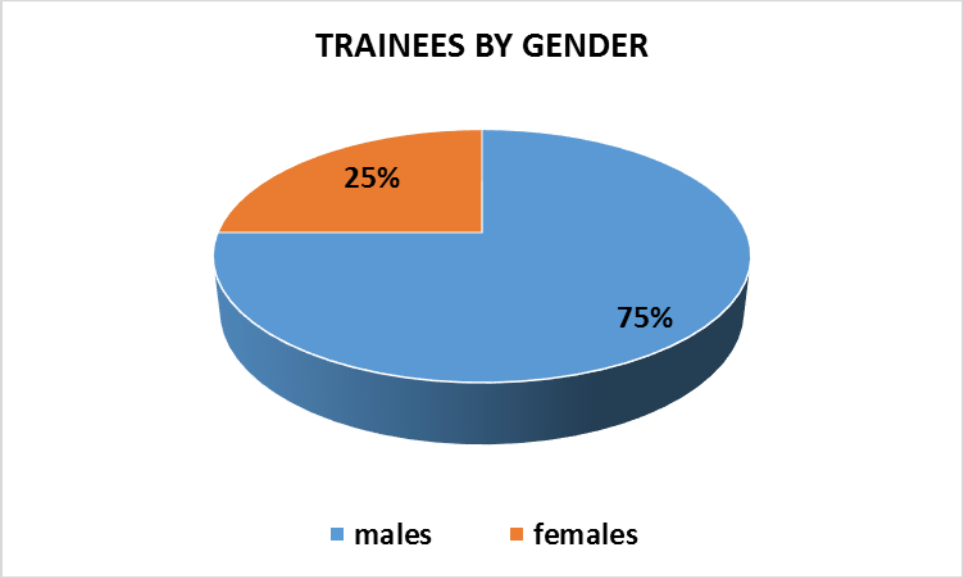

Figure 6

As you can see in Fig. 6 three-thirds of trainees were males, which is a common situation for that occupation. Most females are from Serbia.

II. Results

As it can be seen in Fig. 7, the usefulness of project IOs is a total of 83%, which fully matches the measurable indicator set in advance (70-100%). The project has contributed most to improving access to vocational training and generic skills.

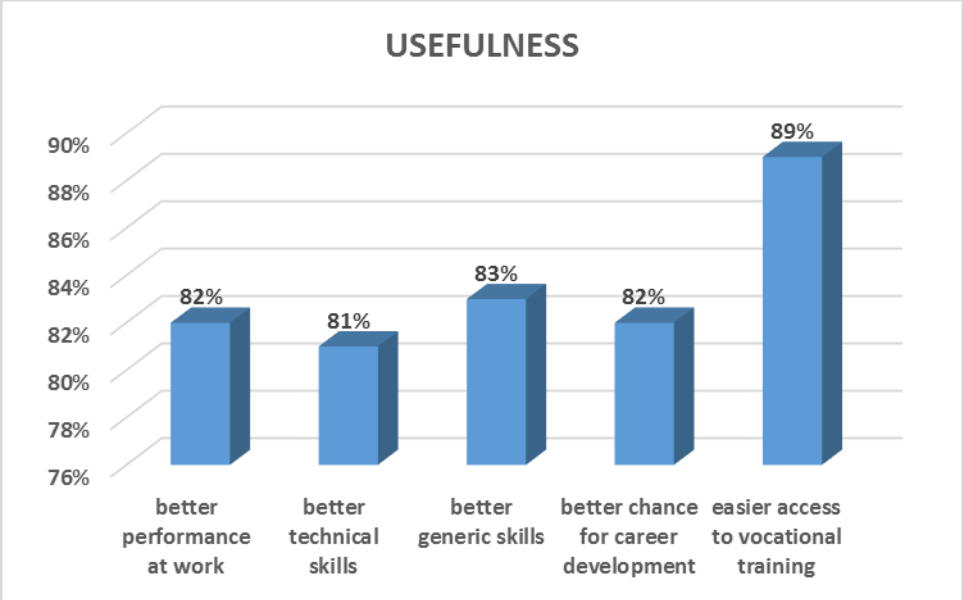

Figure 7

In general, the training in the region of Plovdiv was considered as most useful (95%) whereas in Greece it was rated lowest (76%).

Figure 8 indicates the high quality of course materials and teaching methodology. The measurable indicators of 70-100 % set in advance in relation to usefulness, attractiveness, user-friendliness of the course materials were fully met. The course materials were evaluated highest by ttainees from the region of Gabrovo (89%) and lowest by trainees from Greece (84%).

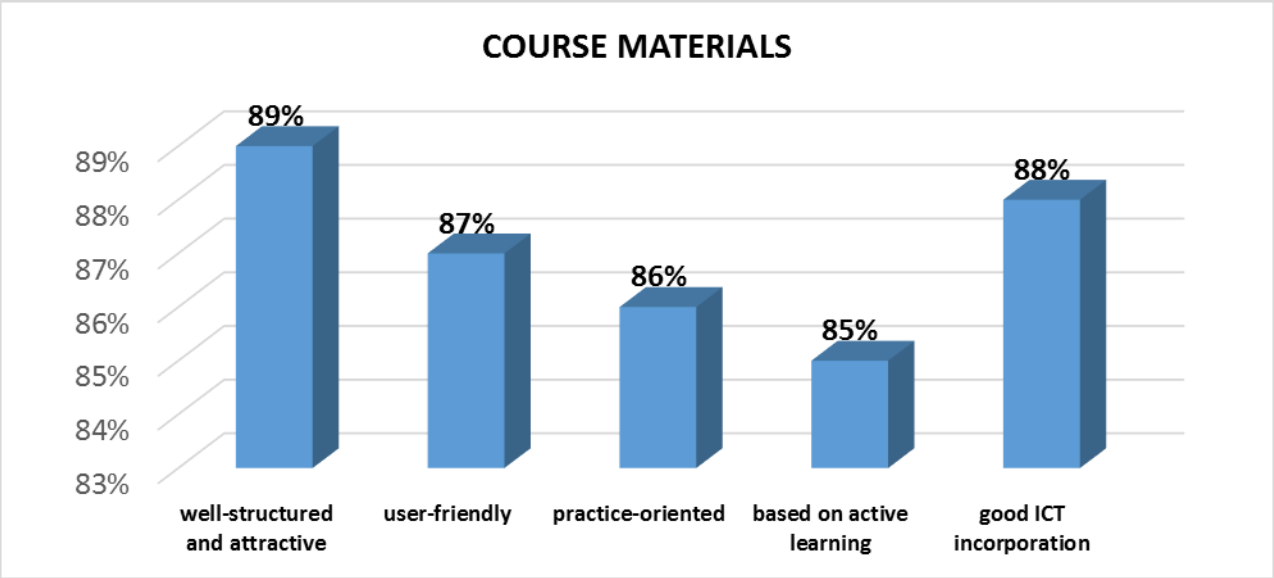

Figure 8

As it can be seen in Fig. 9 the project Active Learning Community Platform completely satisfies the measurable indicators set in advance (70-100 %). It was rated highest in Serbia (97%) and lowest in Poland and Greece (76%).

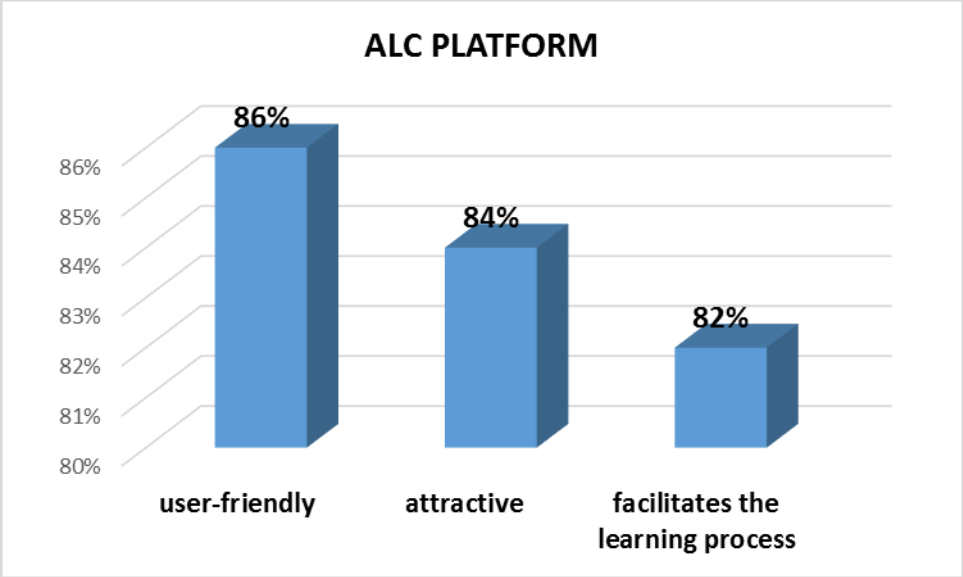

Figure 9

Figure 10 shows the real success of the pilot training and project IOs. Most trainees enjoyed the training and since their expectations were met they expressed their willingness to participate in future trainings. The training was liked almost to the same extent by the tranees from all partner-country regions.

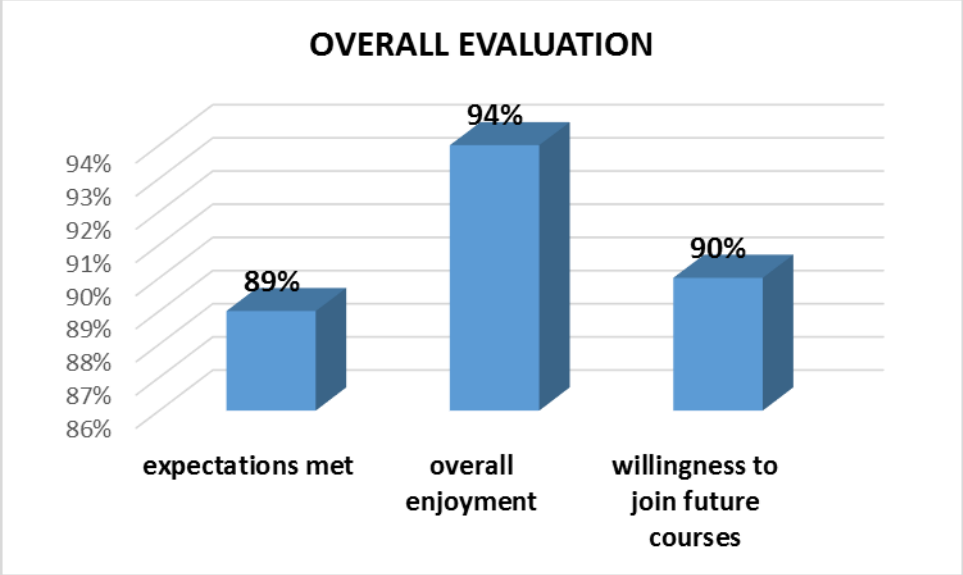

Figure 10

C) COMPARATIVE ANALYSIS

As it can be seen in Fig. 11 pilot training was very useful for both target groups yet at highest level in different aspects. For technicians it most positively affected their technical skills, followed by easier access to VET. For engineers, the priority was easier access to VET, followed by better generic skills. This difference is understandable since technicians have a little bit better access to training than engineers in the sector of Machine Building and Mechatronics and engineers are supposed to be at a higher technical level, respectively higher positions within their companies, where generic skills are of vital importance.

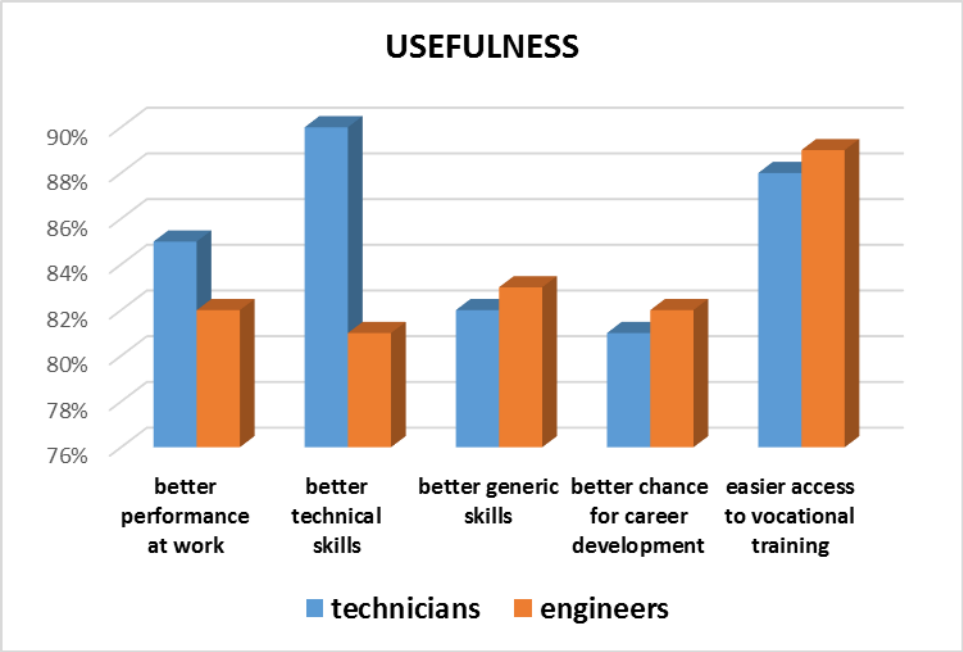

Figure 11

Figure 12 shows the evaluation of the course materials and teaching methodology, which is very high.

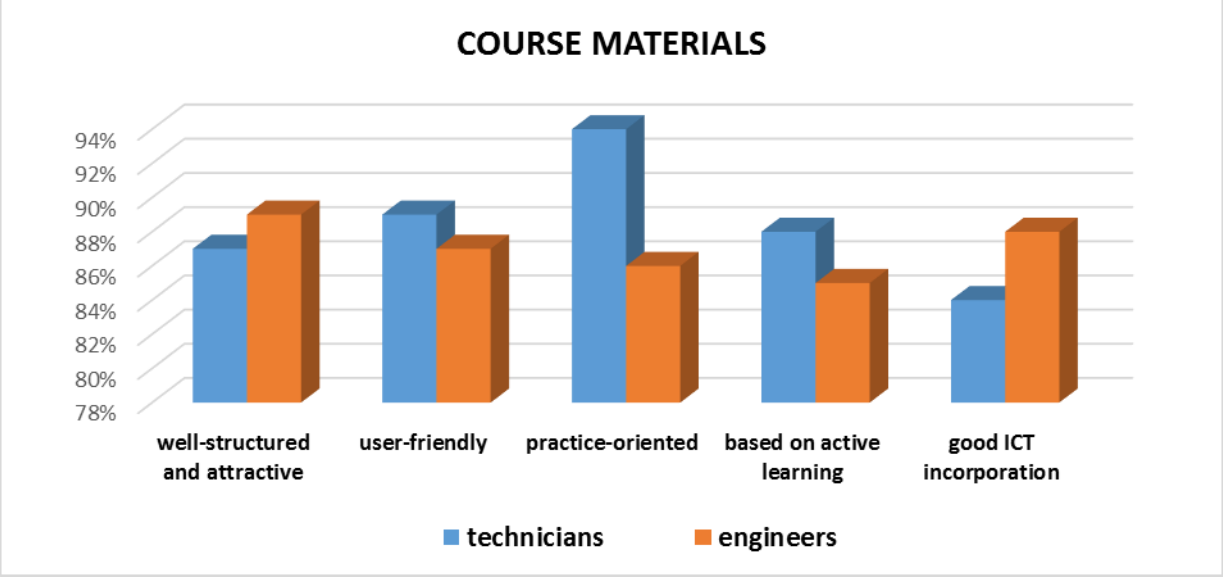

Figure 12

Tecnicians liked most the practice-orientation of the training whereas the engineers the structure and lay out of the materials and the good incorporation of ICT into training.

You can see in Fig. 13 that engineers liked the ALC Platform a little bit more than technicians but difference vary from 0.5% to 3.5%. It confirms the previos analysis, wherethe engineers are said to prioritize the good incorporation of ICT into training. In general, the responses were very positive.

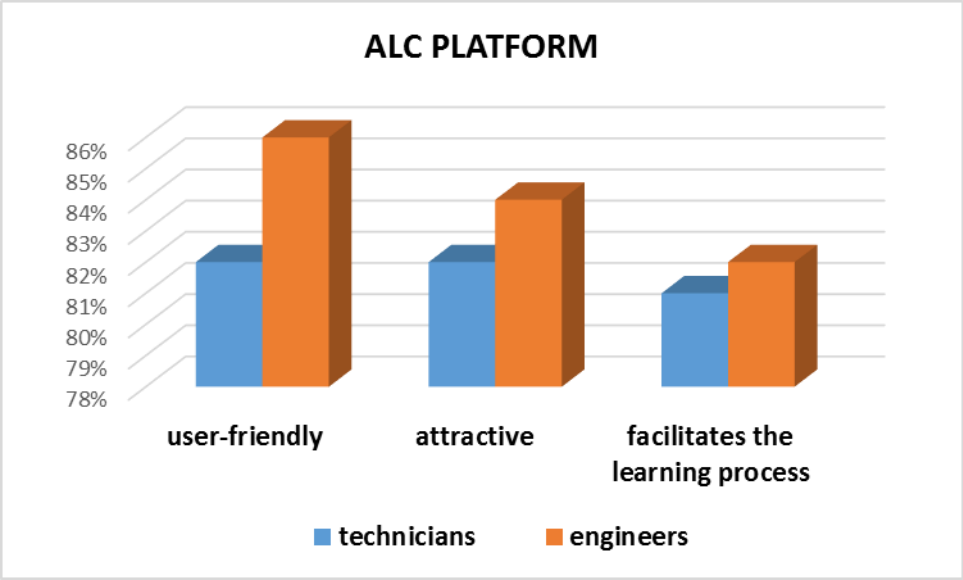

Figure 13

Figure 14 shows that the expectations of most technicians and engineers were met. Therefore they would like to join future courses of that type. The difference between the two target groups varies from 2% to 3%.

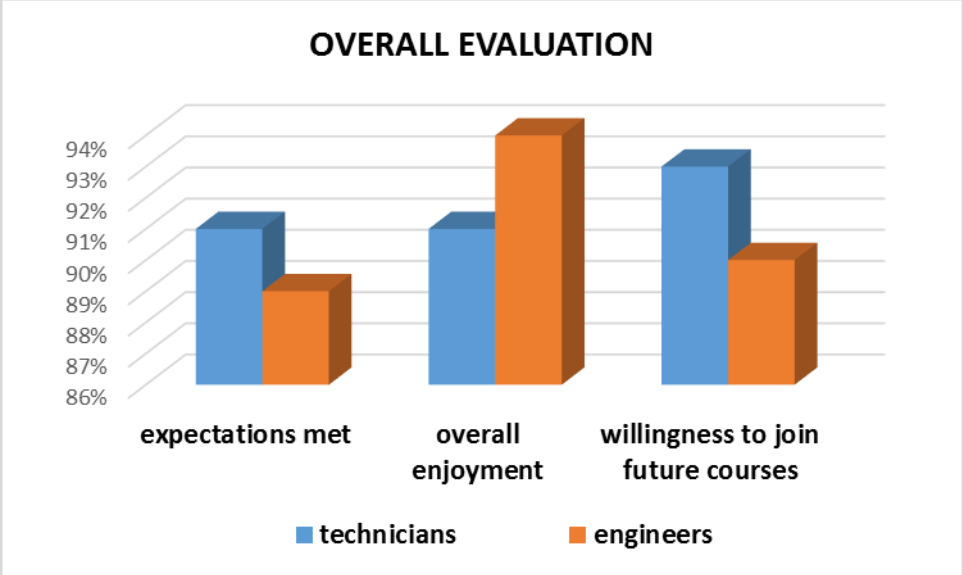

Figure 14

When we look at Fig. 15, we could immediately see that pilot training and project IOs were highly rated by both target groups. In general, the grades of the technicians are a little bit higher than those of engineers (1-2%) except for the ALC Platform. It is not a big surprise taking into consideration the above mentioned findings.

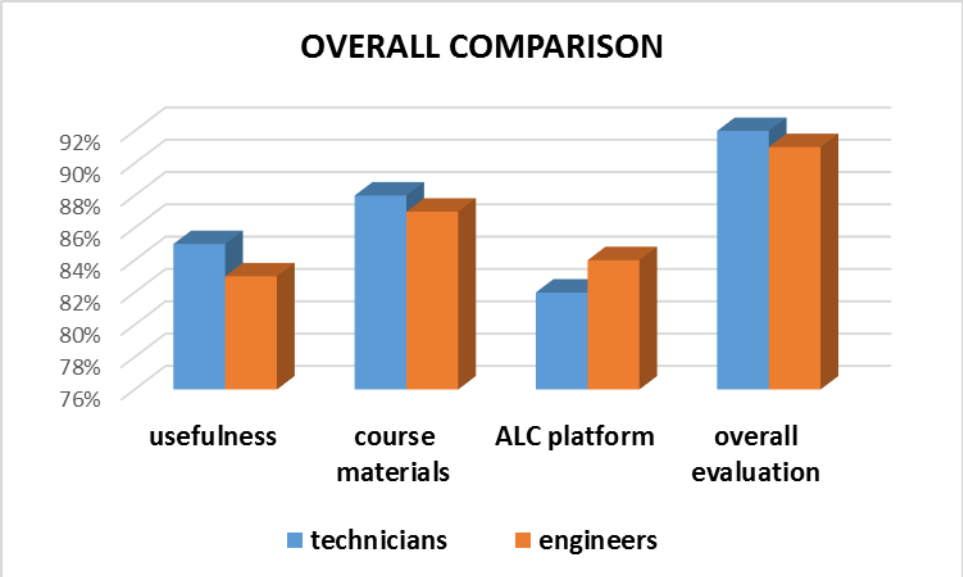

Figure 15

The positive responses received after the pilot testing of project IOs confirm the success of the project team to best implement the project activies so as to achieve the measurable indicators set in advance in the Quality Plan. They also indicate the potential of the project IOs to be multiplied and transferred to other target groups and sectors since they are relevant, well structured, attractive and user-friendly, all of which will help the partnership to further sustain them.

D) COMPANIES

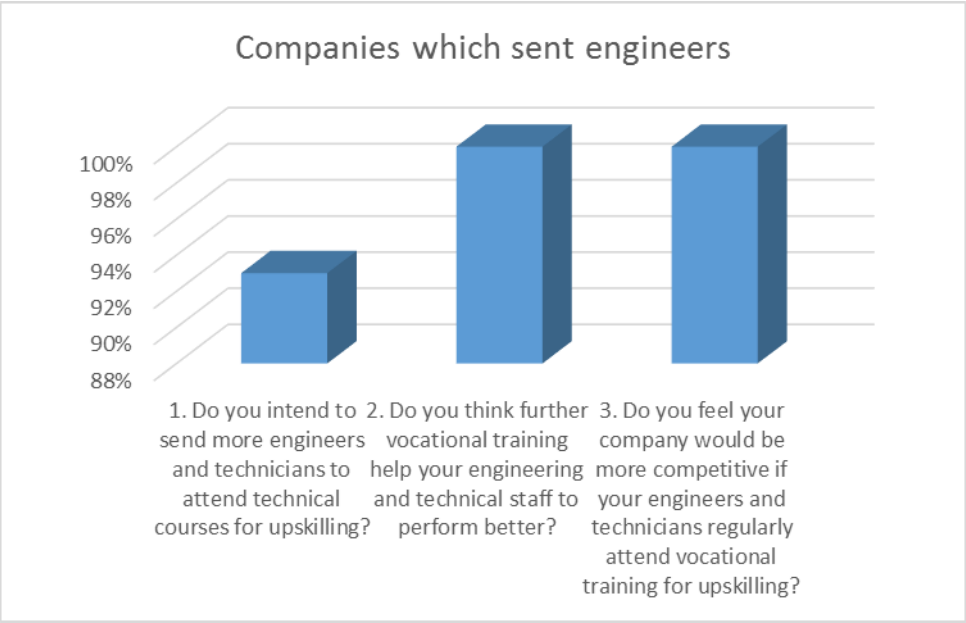

Figure 16

As it can be seen in fig. 16 most companies (93%) intend to send more engineers to attend courses for upskilling and all companies feel that such trainings make their staff perform better thus making companies more competive.

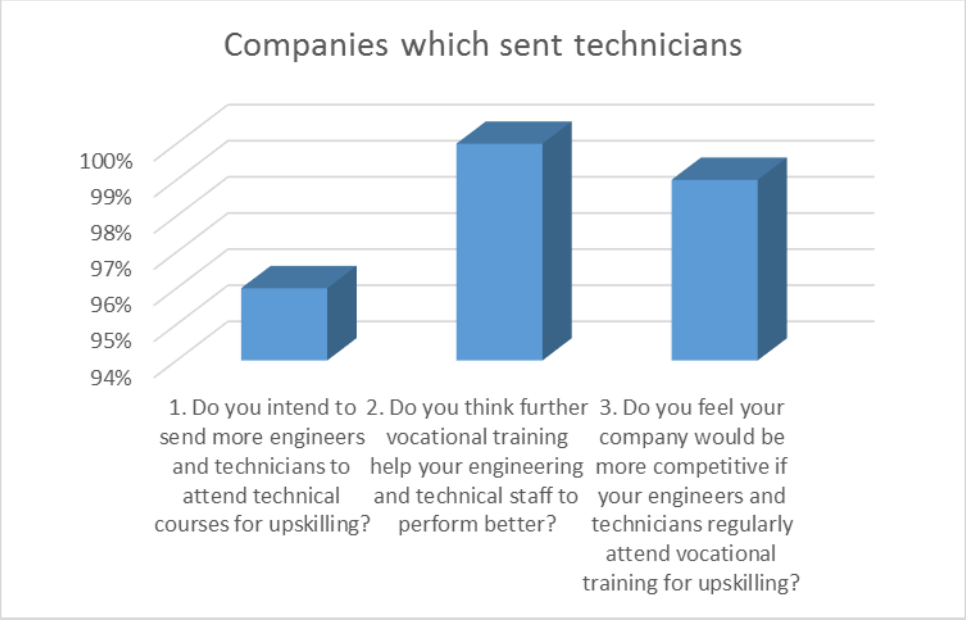

Figure 17

Figure 17 also shows the high percentage of companies that are willing to train their technicians for upskilling (96%) and their believe that upskilling helps their staff to perform better, which results in raising their competitiveness.

E) CONCLUSIONS

The following conclusions could be drawn after the conduction of the pilot training:

1. Both target groups (technicians and engineers) enjoyed the training and think that it is very useful and will help them in their career path. They find the course materials topical, interesting and attractive. The teaching methodology based on active learning and extensive use of ICT was highly evaluated. The greatest advantage of the proposed training was its practice-orientation and active engagement of the trainees in the learning process. It could be said that the project succeeded in achieving its goals since the expectations of most participants were met and they are willing to attend such courses in the future.

2. The companies that provided engineers and technicians for training were also very positive. They recognize the potential of upskilling their staff for their benefit and intend to send more trainees to attend future courses.

3. The experience gained in relation to the organization of the pilot training showed that in the future it would be better to have a group of trainees from one company since the problems are similar and the trainer could help better in the learning process.

The partnership would like to express their gratitude to the following companies since without their contribution the pilot testing wouldn't be possible:

Mechatronica
Fresenius Medical Care Bulgaria LTD
Podemkran JSC
Mekalit
DONIDO JSC
NESTO-2000 LTD
Rockfin Sp. Z o.o.
Spintec precision
Itara trade
Elta elektro
Vossloh MIN skretnice
Fruit Orga
EI PCB Factory
IMI Niš
Elrad WS-S
Gruner
LMB Soft
Mikelsen electronics
Mikoterm
AGGELIDIS ANESTIS
DUTH
DYPA
GENAMAXALELIS
GIANNAKOS
HEDNO
HLE - KAT. O. E.
JTI
KARANIKOLIS
KONSTANTINIDIS
MAIXOSIS THEODOROS
ROMANOS PANAGIOTIS
Sunlight
TOMPOYDIS
ZISAKIS OE
EMMANOULILIDIS
hellagrolip
KTIZHN
PERFECTURE OF XANTHI
PONTIKAKIS
SAVVIDIS
TSANTAS
OTE