



CAREER COMEBACK SUPPORT PROGRAM FOR WOMEN

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Intellectual Output 6: “Piloting” Piloting Report

Leading Organization: IASIS, Greece



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INTRODUCTION

In this output, all partners organized the Piloting phase, by involving more than 100 women that are willing to join work environment. Specifically, the collected data showed that:

-The total number of the Platform's registrations are: 213 (see the table below)

| PARTNER ORGANIZATION | BENEFICIARIES |
|------------------------|---------------|
| BAU, Turkey | 64 |
| IASIS, Greece | 58 |
| C4FF, United Kingdom | 36 |
| ITG, France | 25 |
| SAN University, Poland | 30 |

-During the Piloting period, the consortium had the chance to introduce to the participants an innovative platform, which includes curriculum and activities related to the thematic units that came up after the research of the main needs and requirements of the women. The majority agreed that it is a very interesting and useful tool that cover their needs and aim to empower their competencies.

-The adaptability and the sustainability of the platform has been ensured through the involvement of Professionals in the platform. Specifically, trainers have created their own profile, in order to support women on covering their training needs. This direct collaboration between the women and the professionals, was one of the most important deliverables of the Project.

-The Website and the Platform characterized as a well-organized educational tool that definitely will use for personal or professional purposes.

1. Partner Contribution: BAU, Turkey

General information about the Piloting period: Our pilot test event had 26 attendees. (In addition, total number of registrations is reported as 64. Based on user categories, 56 members from several NGOs (such as Yeniden Biz) are registered. In addition, 8 coaches from BAU and BIS created their profile as experts on the field.)

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| <p style="text-align: center;">Main recommendations gathered from the beneficiaries about policies improvement of the platform.</p> |
| <p>Attendees mostly provided positive feedback about the platform and appreciate the system as a whole. They showed a great interest on the platform as they found the system as a unique opportunity for self-development and network enhancement. They recommended minor changes about some statements in the system in order to make it more familiar to the target user, in other words more localization in a sense is suggested. For example, some standard parts of the EuroPass CV were not fully clear to the users hence we updated the system with additional information. They declared whenever they get confused in any step including registration, creating chats, using materials etc. Therefore we created a user manual which makes the use of the platform for a new member much easier.</p> |
| <p style="text-align: center;">Main recommendations gathered from the target group about the contents of the platform (the strengths and the weaknesses.</p> |
| <p>Based on the used evaluations, we can conclude the strengths and weaknesses as follows:</p> <p><u>Strong points:</u></p> <ul style="list-style-type: none">• Platforms allows to use state-of-the-art educational mediums such as videos, interactive tests etc.• Contents encourage women returnees to learn for more.• Self-evaluations and tests are useful to measure their progress.• Contents increase their awareness about expectations of modern business life. <p><u>Weak points:</u></p> <ul style="list-style-type: none">• It may not be easy for a new member to discover full functionality of the system, hence a user manual or video tutorials may be included. |

Main recommendations gathered from the target group about the usefulness and sustainability of the Platform after the end of the Project.

Their recommendations are concluded as follows:

- Since the platform is very flexible for further training integrations, it can be shared with various audience.
- They share the platform and spread the information about the platform.
- System and material availability is central in sustainability.
- They appreciate free access to the platform.

2. Partner Contribution: IASIS, Greece

General information about the Piloting period: Profile of the participants: According to the registrations, 50 members of the Platform are women-beneficiaries of the Business Centre of Connect Your City and IASIS NGO. Connect Business is the new Youth Centre of female entrepreneurship of IASIS NGO. Also, 8 coaches IASIS staff have already created their Profile as Professional Trainers experts on the field.

Main recommendations gathered from the beneficiaries about policies improvement of the platform.

In general the recommendations about policies improvements that gathered by the participants, who registered and make use of the Platform, were positive and related to specific issues related to women. Firstly, what was suggested here is that through all these Profiles, we ensure the safety of the Participants, by meaning that the coaches and the trainers included inside the Platform, are well experienced Professionals, through whom we ensure the validity and the reliability of the Platform as an effective training tool. Secondly, one other recommendation related to the sustainability of the Platform after the end of the Project, was defined as a question addressed to the consortium; how exactly IASIS plans to ensure the functionality of the Career Comeback Platform? The answer here was given by the organizers, who make clear the fact that the Platform is one of the basic Tools- Platforms for the registrations made by the beneficiaries of the Business centre of Connect Your City. Specifically, this Profile will be the main tool for all the women-beneficiaries who try to expand their Network for enhancing the possibilities on finding a job, or even more on finding a supportive service that will be useful for their work-life balance.

Main recommendations gathered from the target group about the contents of the platform (the strengths and the weaknesses.)

During the seminars, the participants had the chance to evaluate the Platform, by using the method of SWOT Analysis. Following you can find the **Strength** points described by the majority of the beneficiaries:

- Experiential Exercises on the Platform that can be integrated in other training contexts.
- Useful Educational Tool for improving soft-skills.
- The Tools and the Platform respond directly to the women's needs.
- The contents of the Platform are understandable and clear.

Following you can find the **Weak** points described by the majority of the beneficiaries:

- The platform is not so easy to be used for those who do not have IT knowledge/skills or access on Internet.
- The platform should have a video as a tutorial that would explain a step by step procedure on how they can create a profile, what are the most important elements that should be included inside their profiles, how they can do a coach request, etc.

Main recommendations gathered from the target group about the usefulness and sustainability of the Platform after the end of the Project.

The both target groups (trainers and beneficiaries-women) gave us the following recommendations regarding the usefulness and sustainability of the Platform:

- The contents are clear and understandable and the tools are very useful for the Professionals, who need to adapt them to their working environments.
- The Platform is user-friendly and it can work as an educational tool, which combine both the pedagogical and the social perspective.
- This Platform can be addressed also to a wider audience, for training reasons.
- The women as end-users found the Platform as a useful and supporting tool for the empowerment of their social-work life, by approaching the most educational-pedagogical perspective.

3. Partner Contribution: C4FF, United Kingdom

General information about the Piloting period: In the UK pilot, we aimed to involve all the stakeholders in the piloting sessions which included Coaching and Mentoring Consultants, Entrepreneurs, Recruitment Consultants, Employers, NGOs who work with women to restart their career, job seekers, researchers, academia etc. In terms of registrations on the platform, there are 7 Coaches, 27 Members and 2 Country Admins who has registered on the platform. We had concluded several piloting sessions, both online and in person. All the recommendations and suggestions gathered during the sessions have been uploaded to the project's shared folder.

| Main recommendations gathered from the beneficiaries about policies improvement of the platform. |
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| <p>The participants who utilised the platform provided us with positive feedback. These are given as a bullet point list below:</p> <ul style="list-style-type: none">• CV Builder: the beneficiaries suggested to fields for citizenship and visa status information so employers are aware of this applicant residence status.• Some of beneficiaries suggested to take out DOB(Date of Birth) and Gender information out from the CV builder to avoid violation of regulations related to GDPR – Data Protection regulations and/or Equal opportunities. The ICT team took the suggestions on board and added the gender field as optional. Following this action, it is now entirely up to users and they can decide whether they want to provide the gender related information on their CVs.• Negotiation Skills – the participants suggested to add learning resources on Negotiation skills e.g. Salary negotiation. The negotiation skills are very important for women when they discussed their salary with the employers• Participants found some minor typos and grammatical issues in the learning contents and suggested to proof read the contents. The suggestion was taken on board and the partners doubled checked all the contents in fact, all the contents were also peer reviewed by the consortium.• Personnel skills page in CV Builder – The participants suggested to group the personnel skills and create categories so it is easy to find the skills.• Some standard parts of the EuroPass CV were not clear to the users. To address this issue, the consortium created a user manual which is available to all the users. |

Main recommendations gathered from the target group about the contents of the platform (the strengths and the weaknesses.)

C4FF team carried out a number of piloting sessions at different stages of the project to gather feedback from the target group. In these sessions, the different feedback collections methods were used e.g. feedback form, verbal feedback etc. The key strengths reported are:

CV Builder Tool: All the participants found the tool very useful and mentioned that it could even help the users who don't have knowledge of Word or similar tool to get a professional looking CV with the help of CV builder.

Find a Coaches Feature – All the participants especially mentoring, coaching consultants and target users found this feature very useful. One of the participants stated it as a novel *“way to connect with useful people and expand your support network”*.

User friendliness and usability – All the participants found the platform user friendly and overall layout easily manageable.

Forum – Majority of the participants stated the Forum feature is very novel and it can be used for variety of purposes.

In addition to the above, the participants stated that information was understandable and clear which empowered women to return and learn more. The Platform uses state-of-the-art educational mediums including self-evaluations which were a good measure. It also developed awareness about expectations of modern business life.

In terms of areas for improvement, the participants stated that it could be made easier for a new member to use the platform fully and get the most out of the platform. The suggestion was taken on board by the consortium and a user manual has been developed.

It was suggested that it may not be so easily used for those who do not have IT knowledge/skills on Internet. It had been considered appropriate for a video as a tutorial that would explain a step by step procedure.

Main recommendations gathered from the target group about the usefulness and sustainability of the Platform after the end of the Project.

The target groups provided feedback on the usefulness and whether they felt the Platform would continue after the Project. It is worth mentioning that the representatives of training and coaching companies have shown interest in having the platform on their web servers where they will be hosting the platform. C4FF team with consent from other partners, is planning to explore similar opportunities to support the sustainability of the platform after the funding period is over.

Some of the key comments and recommendations about the platform gathered from the target group includes:

- The information is clear.
- It considers the social perspective in a work environment.
- It is adaptable to various professionals and should be shared to others to ensure its full potential.
- It is a valuable strategy for improving social-work life.
- It gives participants the idea to further consider entrepreneurship.
- The collective games and real situation activities provided the most support to our participants.
- The use of a range of groups, using the Platform, gave a variety of uses and choice.
- The trainers were able to explain on a one-to-one basis the purpose of the training providing the best outcomes.
- System and material availability is central in sustainability and continued access in the future.

4. Partner Contribution: ITG, France

General information about the Piloting period: ITG has decided to organize several workshops with target groups. In all, 25 women attended the 5 sessions of ITG Piloting:

- a) 1 March 2019: ITG Piloting/Training activity « L'ENTREPRENEURIAT »: 6 women between 40 and 55 years,
- b) 1 April 2019: ITG Training/piloting the event "Comparing to others" ("SE COMPARER") with 3 women and one man,
- c) 4 April 2019: ITG Piloting/Training "My success story" ("MON ANALYSE SWOT") with 6 women;
- d) 9 & 12 April 2019: 2 ITG Piloting/Training seminars (« Valeurs et croyances 103 CSI » (« PERFECTIONISME ») with 9 women in all.

Main recommendations gathered from the beneficiaries about policies improvement of the platform.

In France, Piloting was organized by ITG Trainers: Davia Yaddaden, Eveline Naymark, Emmanuel Lavocat & Cédric Guillon (**4 Trainers** & coordinators). ITG decided to implement the piloting activity in organizing seminars, and in order to promote small group exchanges, to allow a greater awareness of the target audience and to allow them to express themselves more easily than in too large groups gathered. This approach, which asked for more attention, means and time, was judged very satisfactory by all participants.

Before coming to the comments of the participants, on the side of the trainers/coordinators/mentors of these seminars of piloting, there was a real work of exchanges and feedback post-training, in order to promote the continuous improvement of the processes of the project.

After feedback, could be improved:

- Testing directly on the IT tool, rather than on the contents,
- Some activities are quite long (too many exercises).

Main recommendations gathered from the target group about the contents of the platform (the strengths and the weaknesses.)

Some **very positive aspects**:

- variety of types of exercises and activities
- high adaptability of activities to women
- lots of advice and recommendations
- a lot of confidence building activities
- All translation ready on time and available for the Piloting.

Main recommendations gathered from the target group about the usefulness and sustainability of the Platform after the end of the Project.

These people are away from employment leading a reflection on entrepreneurship, which now, after piloting, seems attractive and more positive. These people believe that the approach, strategy and tools proposed, and tested, will help them in the future.

The best type of exercise is probably the one, where there are collective games and real situations, followed by debriefing in collective, with led perspectives of trainers and mentors? that provide points of view that complement the different opinions.

In terms of recommendations, it was emphasized that:

1. **Use and choice of tools:** the piloting phase shows that it is possible to choose tools and contents among the different modules of the project; this makes it easy to adapt to the target audiences encountered: there have been women in groups, women alone, women with a lot of autonomy (to use the tools online or alone) and others needing to work in group.
2. The piloting also demonstrates that there is a **strong need for explanation** to be made on the purpose of the training, on the tools and on their meaning; coaches should not give up time for this work of pedagogy.
3. The piloting also shows that the tools can be used **without necessarily a single logic**; It is necessary to focus on adaptation and pragmatism on a case-by-case basis; « tailor-made » adapted to the target group!



5. Partner Contribution: SAN University, Poland

General information about the Piloting period: During the Pilot testing Period, participated 30 women.

Main recommendations gathered from the beneficiaries about policies improvement of the platform.

The general feedback from users of pilot was very positive. Participants stressed out very good design of our platform. They emphasised good quality of substantive materials of modules. They evaluated as very useful and helpful to develop soft skills and entrepreneurial skills. Participants were impressed about role of coaches. They noticed importance of their roles.

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| Main recommendations gathered from the target group about the contents of the platform (the strengths and the weaknesses.) |
| Participants evaluated contents of platform very good. They do not provide any other comments. |
| Main recommendations gathered from the target group about the usefulness and sustainability of the Platform after the end of the Project. |
| Participants evaluated usefulness of platform in high level. They emphasized that contents of modules were very good. In their opinions they use this knowledge to personal development. |