

FEMPOWER - Female Empowerment Leaders of the Future



Co-funded by
the European Union



D5.2 (D10) Evaluation Survey and Feedback Report

Introduction

An online survey was created in Google Forms to collect feedback on the FEMPOWER Website and Digital Tools including the publicly available Mini-Course Structure for Trainers and the Mini-Course for Trainees. The Feedback Survey was designed to only take about 3-5 minutes to fill out. The responses from trainers, teachers, trainees, students and other educational stakeholders allow the FEMPOWER Consortium to evaluate the project results and gain insights from those who apply and use the FEMPOWER Mini-Course and Structure. There was no differentiation between genders and the responses were collected with focus on the project countries but not limited to them.

Number and role of the survey participants:

- 60** Total Respondents
- 27** Practice Enterprise trainers, teachers
- 11** Practice Enterprise trainees, students, youth
- 11** Practice Enterprise Central Office Staff
- 10** Other Stakeholders
- 1** International Coordination Center Staff

Responses from Countries:

- 14** Spain
- 12** Austria
- 11** Belgium
- 10** Lithuania
- 8** Germany*
- 5** from other Countries including: Australia, Denmark, Italy.*

**PEN collected responses from Germany and all non-partner countries whereas the project partners concentrated on their national respondents.*

Survey Results

The FEMPOWER Feedback Survey is the key instrument for the Evaluation of the FEMPOWER Website, specifically the Mini-Course Structure for Trainers and Teachers as well as the Mini-Course Digital Tools for Trainees and Students. While the consortium continuously worked on the FEMPOWER results and shared these with colleagues from the partner countries and beyond, feedback upon the completion of the results is highly valuable to improve the tools also after the project timeframe and increase the reach and impact of the Erasmus+ project. It also helps to maintain the quality and adjust the project results to the target group needs.

A total of 10 questions were asked to discover the user friendliness, structure, applicability and overall appearance of the FEMPOWER Website, Mini-Course Structure and Mini-Course Digital tools, also taking into consideration the countries the respondents are from.

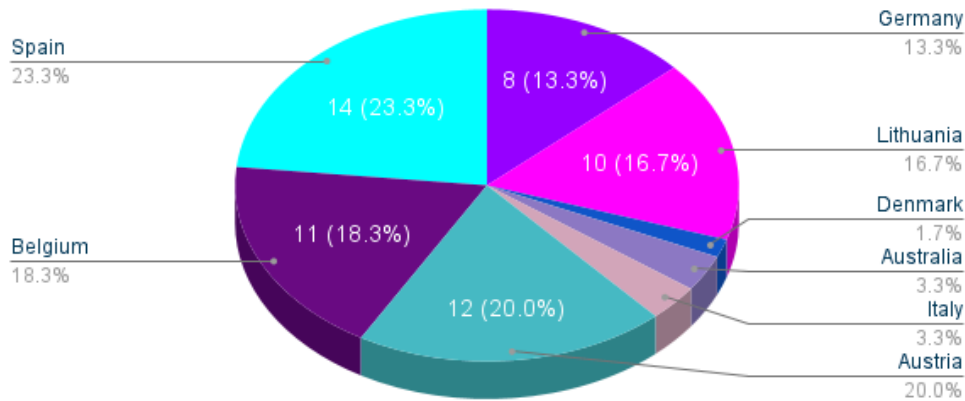
The **Evaluation Survey Questions** were as follows:

1. I live in (Country)
2. I am a (Trainer, Trainee, Central Office Staff, Other Stakeholder, Coordination Center Staff)
3. I find the FEMPOWER website **user-friendly** (easy to use). (No, I don't. = 1 to Yes, I do. = 4)
4. I find the FEMPOWER website **language** easy to understand. (No, I don't. = 1 to Yes, I do. = 4)
5. I find the FEMPOWER website **structure** easy to follow, and I can find what I need. (No, I don't. = 1 to Yes, I do. = 4)
6. I find the Mini-Courses for Participants useful. (No, I don't. = 1 to Yes, I do. = 4)
7. The Mini-Course **topic(s)** I find the most interesting is / are. (Multiple Choice: Teambuilding, Decision-making, Self-Esteem and Self-Confidence, Critical Thinking, People Management)
8. Only for Trainers and Teachers: Each Mini-Course Structure includes skill learning outcomes, tools, course value and the learning process. Do you find these useful? (No, I don't. = 1 to Yes, I do. = 4)
9. How would you rate the overall content of the **FEMPOWER website**? (1 = I don't like it, to 10 = I like it.)
10. Let us know what you think. What do you like? Do you have any suggestions? We really appreciate your feedback! (Open text question, non-compulsory.)

Survey Respondents

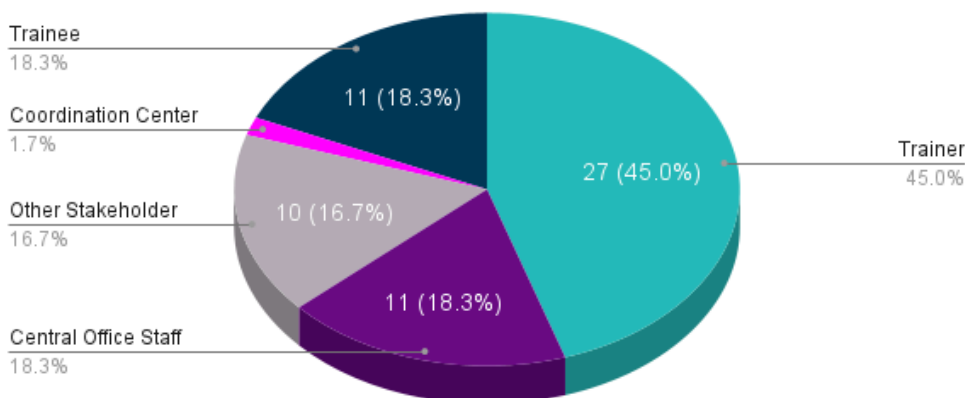
The FEMPOWER Evaluation Survey was completed by 60 respondents from 8 different countries, covering the five project countries Austria, Belgium, Germany, Lithuania and Spain, while further respondents came from Denmark and Italy as well as non-EU country Australia.

I live in:



The respondents represent the main target groups of the FEMPOWER Project with **27 out of 60 being trainers working with youth directly, 11 trainees (youth), 12 respondents working at the national Central Offices for Practice Enterprises** or at the international Coordination Center and **10 Stakeholders** who mirror the real-world business views.

I am a:

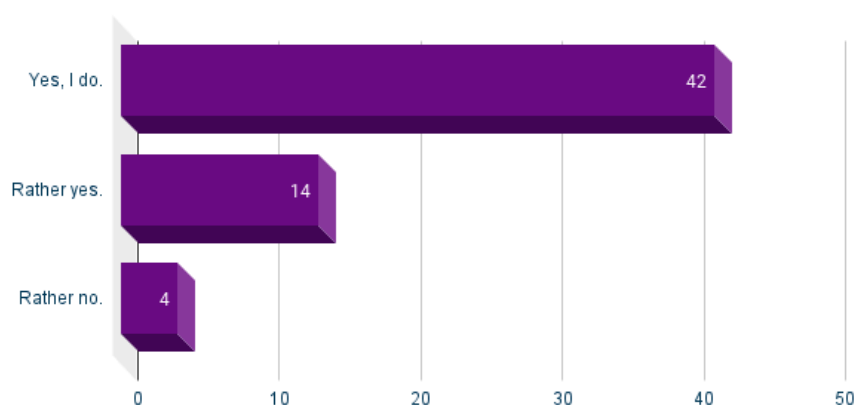


FEMPOWER Website Feedback

All 60 respondents were asked if they find it easy to navigate through the FEMPOWER website. The results are crucial to the consortium to guarantee that the key FEMPOWER target groups will continue to use the digital tools and that the results impact youth directly.

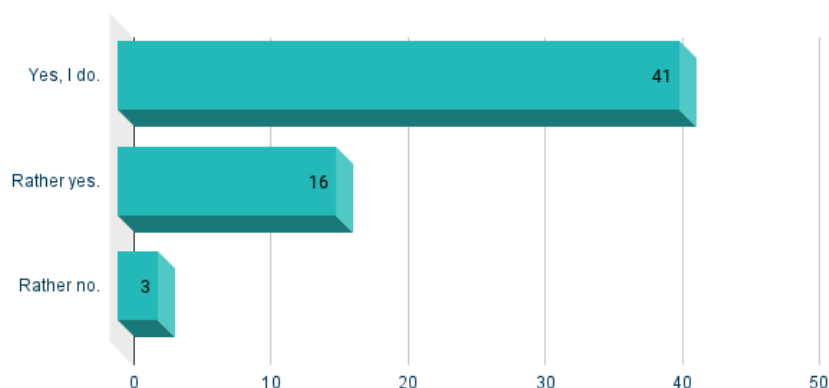
56 respondents found the FEMPOWER website fully or rather user-friendly and only 4 respondents stated they considered the website to be less user-friendly (no answer for “Not user-friendly at all.”). Also taking into consideration the verbal feedback and open final Evaluation Survey answers, there were a few answers that found the content slightly overwhelming or the texts too long. This correlates with the user-friendliness. The consortium will take the suggestions to rework some sections in design and length to increase the user-friendliness rating further.

I find the FEMPOWER website user-friendly (easy to use).



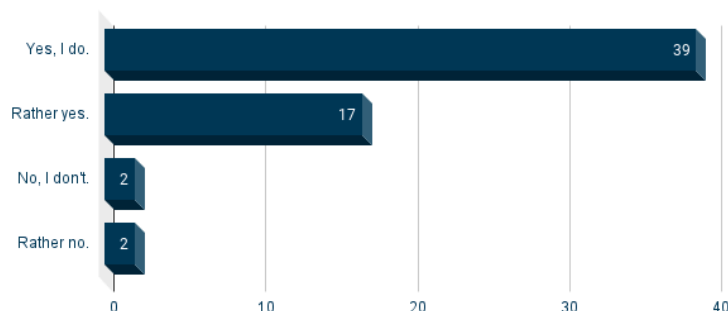
The FEMPOWER Website was designed in English language and translated in the project partner languages: Dutch, French, German, Lithuanian, and Spanish as well as Catalan. In general, the consortium also adjusted the writing style of the contents' to the key target groups. This means that the Mini-Course Structure for Trainers was less simplified and used a slightly different writing style in comparison to the Mini-Course for Participants (Trainees, Youth) who might find some terminology more challenging, especially if completing the Mini-Courses in English language. Generally speaking the language style can be considered as appropriate for the project's target group with more than **68% finding the language easy to understand and an additional 27% finding it rather easy to understand.**

I find the FEMPOWER website language easy to understand.



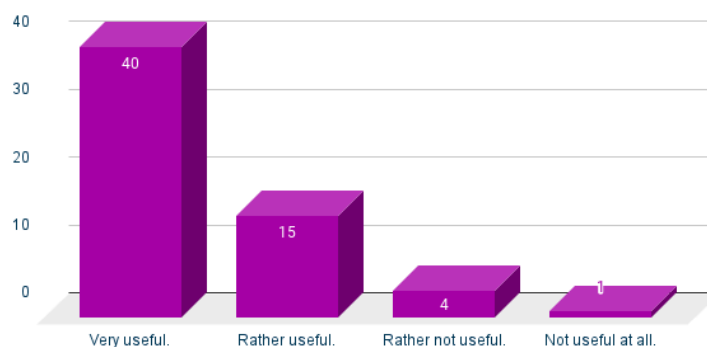
Further, respondents were asked whether they found the structure of the website easy to follow. This question was crucial for the FEMPOWER consortium because the website structure has to cater different needs: It serves as a digital training tool for youth (participants), as an online resource for trainers as well as it provides general project information and further resources. With a total of **93,3% considering the website structure (rather) easy to follow** and only 6,7% finding the website structure less or not easy to follow, and the user-friendliness reaching similarly high scores, the **FEMPOWER Website structure can be seen as easily accessible, uncomplicated and useful for trainers, trainees and other stakeholders.**

I find the FEMPOWER website structure easy to follow, and I can find what I need.



The attention was also specifically directed towards the Mini-Courses for Participants. **Out of 60 respondents 55 believe the Mini-Courses to be usefully or rather useful which are 92%.** Only 8% are therefore less likely to revisit the website and participate in the Mini-Courses. This could also be attributed to a minority of participants that find the language and structure harder to understand.

I find the Mini-Courses for Participants useful.

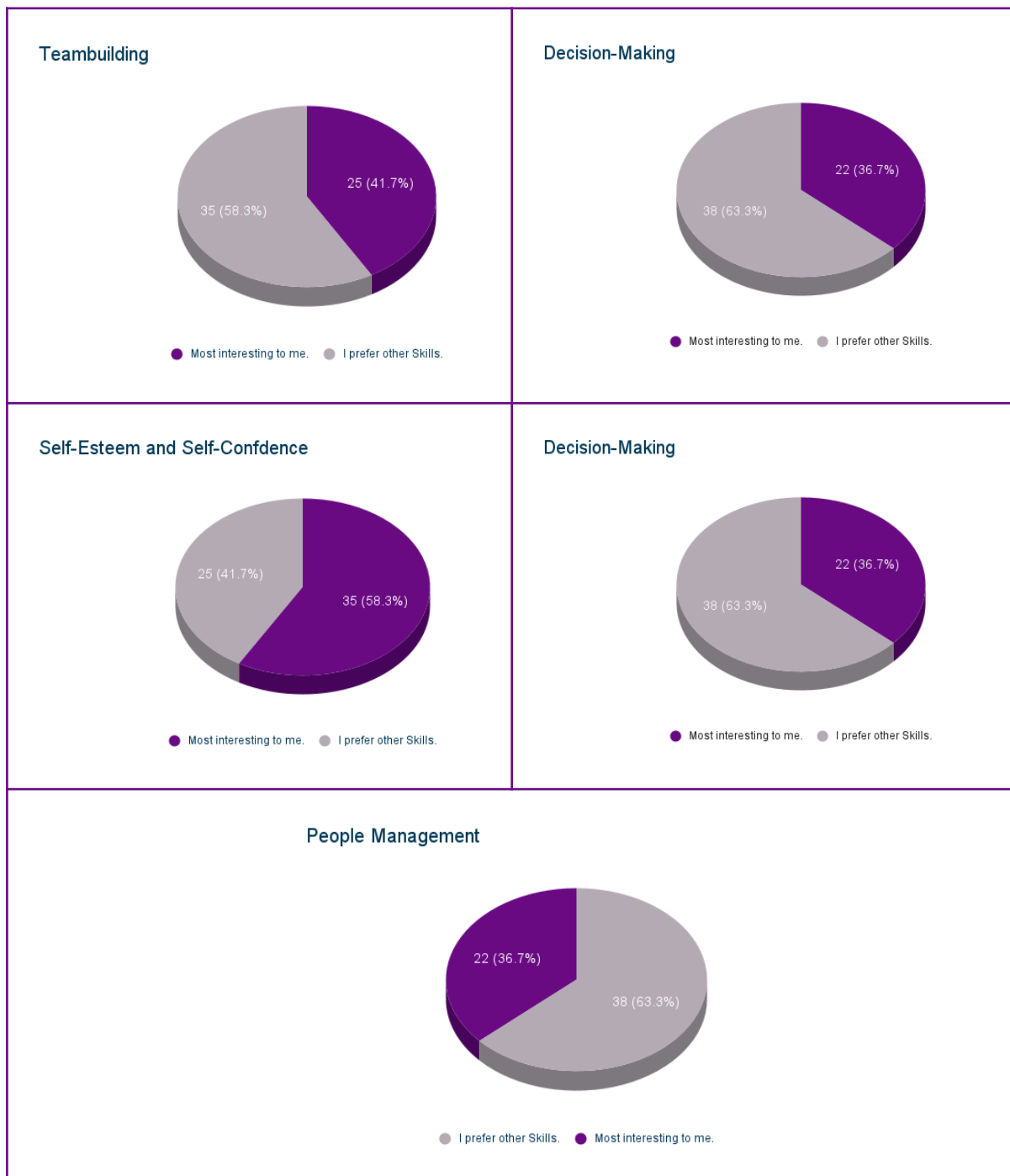


Mini-Course Skills

The FEMPOWER Mini-Courses for Participants and Structure focuses on five key skills: **Teambuilding, Decision-Making, Self-Esteem and Self-Confidence, Critical Thinking, and People Management.** Evaluation Survey respondents were asked to choose the Mini-Course they found the most interesting out of the five skills and could either pick one or more without restriction. There was no rating added to the level of interest which also means that respondents who did not choose one or more Mini-Courses as their most interesting choice, are considered to prefer other skills to be trained.

The Mini-Course that was considered as the **most interesting one was Self-Esteem and Self-Confidence with 35 respondents** choosing this skill and training course, closely followed by **Critical-Thinking (32)** and then **Team Building (25)**. **Decision-Making and People Management (both 22) were chosen the least often as the most interesting skill** which, taking into account the skills training already existing in the Practice Enterprise training (taking on responsibility, team management, etc.), could be due to similar skill sets already being a part of the respondents' training and teaching.

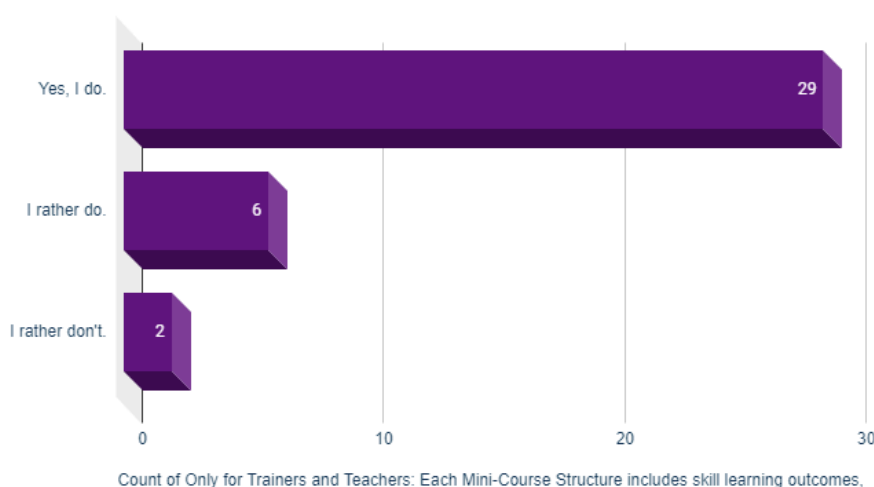
Looking back at the interviews performed with trainees, trainers and business representatives, a lack of **self-esteem** and limited **self-confidence** was also often mentioned by the interviewees as an obstacle that they are facing or faced in their past.



Trainer Feedback

One question was directed particularly at trainers and teachers as the FEMPOWER consortium was interested in learning whether trainers and teachers would consider using the FEMPOWER Mini-Courses and especially the Structure for trainers for their teaching. Interpreting the graph below, it has to be noted that not only teachers and trainers have answered the question but also Central Office Staff responded. Therefore **35 out of 37 respondents consider the Mini-Course Structure to be useful or rather useful**. Thus, the Mini-Course Structure and Digital Tools will directly impact youth as nearly all surveyed trainers and Central Office staff stated the usefulness and applicability of the project outcomes.

Only for Trainers and Teachers: Each Mini-Course Structure includes skill learning outcomes, tools, course value and the learning process. Do you find these useful?



Feedback and Suggestions for Improvement

We asked all respondents to provide general feedback and suggestions on how to adjust the FEMPOWER Website and Tools. The question was: *Let us know what you think. What do you like? Do you have any suggestions? We really appreciate your feedback!* It was an open text box where respondents were free to write their ideas and were not limited in characters. This question was not made compulsory to answer as based on experience, respondents are less likely to provide constructive answers if 'forced' to. Therefore, the consortium decided to leave the final question as non-compulsory to get the most valuable feedback.

- *Overall I really like the content and structure. Such training tools are very important for youth and the younger students are who learn and train these skills, the better it is and more impact it will have on their (and others') lives. I still think that these skills are important not only for secondary level students but also for Higher Education students because soft skills have not been trained enough, especially during pandemic times.*
- *The FEMPOWER material looks modern and is easy to use. To use this at university level it would be important to adjust a bit and add several more soft skills including resilience, problem-solving,*

intercultural communication and much more. Then it would be easier to apply and cater to more advanced groups as well. Great start!

- *I've really appreciated the Members Session #17 "FEMPOWER: Soft Skills Development Using Online Mini-Courses" presented by you. Thanks and best regards. (Refers to PEN Event Series.)*
- *I like it and I work with Erasmus projects too regarding youth and VET, and adults. The presentation of the outcomes is much better than other results I have seen, especially looking at user-friendliness and design of the website. Finally something not in pdf format. Very cool and could be elaborated on adding skills and competences and adjusting to other target groups.*
- *Very cool, there could be more skills added.*
- *I will use this for my interns at our training center. Maybe only the videos and related tasks and not the teamwork points.*
- *Really interesting.*
- *I think it's good that the exercises are not only suitable for schoolgirls but also for boys.*
- *Sometimes very long texts.*
- *Very good and useful website!*
- *Very nice and useful, in terms of layout it is sometimes a bit "too much" for the eyes with how the text is explained, maybe have a graphic designer look at it.*
- *There could be a little more depth about leadership.*
- *The FEMPOWER website is understandable and has a good collection of topics for working on soft skills.*
- *What I like are the mini-courses that are quite practical and understandable for our young people. On the other hand, they are aimed at young people but the emphasis is on women, I don't really understand, I admit.*
- *There are other interesting themes to discuss, e.g. the role of the team leader in EVI. (EVI = PE)*
- *Maybe explain a little more if boys can also participate?*

Conclusion

The overall satisfaction with the FEMPOWER Mini-Courses and the Website is high. Especially the skills chosen and the topic of youth empowerment, in particular female empowerment, is current and needed. There are some takeaways from the general feedback that the consortium considers very useful:

Firstly, the chosen skills - based on the surveys undertaken at the start of the project - are well-chosen and considered as valid and useful. However, the wish for further skills to be added as Mini-Course Structure (for Trainers) and Mini-Courses (for Participants) can be recognized. **Soft Skills** have proven to be key factors when hiring new employees and therefore the demand is increasing while the training offer to improve soft skills does not appear to be present enough. Due to the scope of the FEMPOWER Project (timeframe, funding, set-up, etc.) the content had to be limited also to guarantee great overall quality and in-depth content.

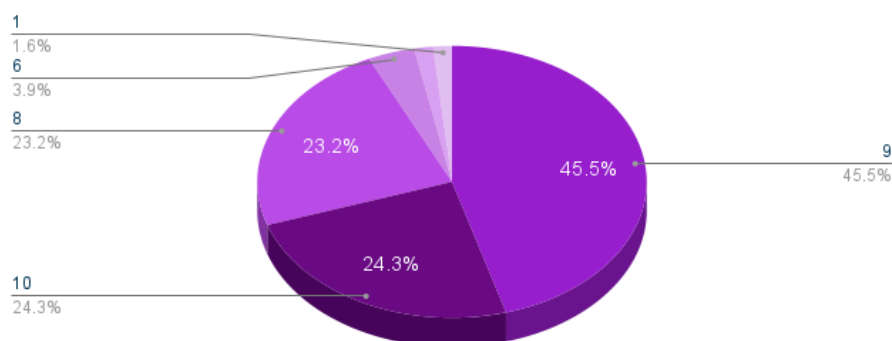
Secondly, it was mentioned that the **visual design and language** could be adjusted slightly. As the respondents were from different educational and cultural backgrounds this feedback appears to be more individually based. Hence, the language style could be looked at and simplified to cater more to non-native speakers whereas a more academic style might be more appealing to Higher Education participants. The visual design was

developed and agreed upon by all consortium members but it is agreed that some pages shall be reworked and simplified to make it even easier to navigate through all sections.

Thirdly, further **target groups** were mentioned that could be interested in training soft skills with the FEMPOWER tools. This suggestion also was mentioned within the consortium and the idea for upscaling the FEMPOWER results in a future project to other target groups - not only youth but also for Higher Education, Adults, People with Disabilities, etc. - as well as to **extend the soft skills** that are trained in the Mini-Courses, so to add more Mini-Courses, are in discussion.

Lastly, it was stated that the **overall design and content is highly appealing, flexible and adaptable**. The choice to provide the project results in **digital format** (website) and include digital tools (videos, quizzes, etc.) was greatly appreciated and underlines the need to increase digital training material for trainers and trainees in the future.

How would you rate the overall content of the FEMPOWER website?
1= I don't like it. 10 = I like it.



Respondents were asked to rate the overall content from 1 meaning they were not satisfied at all to 10 referring to full satisfaction. The **overall satisfaction with the FEMPOWER website content can be seen as very high as 93% gave an answer from 8 to 10** and only 1,6% responding they were not satisfied with the rest giving medium values.

The feedback during the project lifetime, at Multiplier Events, after the Event Series and via the Evaluation Survey is of great value for the FEMPOWER consortium and the overall feedback has been positive throughout the project work packages for all results. The FEMPOWER consortium therefore will revisit the idea of upscaling the project results through another project application adding the Evaluation Survey Feedback and the Evaluation of the Final Project Report to build new additional content.

References & Links

- [Link to PEN + VIKO Evaluation Survey](#)
- [Link to Inform Evaluation Survey](#)
- [Link to ACT Evaluation Survey](#)
- [Link to Tryangle FR Evaluation Survey](#)
- [Link the Tryangle NL Evaluation Survey](#)

Screenshots of the FEMPOWER Evaluation Survey



The screenshot shows the introduction page of the FEMPOWER Feedback Survey. At the top left is the FEMPOWER logo, which consists of a 2x2 grid of colored squares (teal, dark blue, purple, grey) with a white line drawing of a woman's profile. To the right of the logo, the text reads "FEMPOWER" in large, bold, dark blue letters, followed by "Female Empowerment Leaders of the Future" in a smaller, dark blue font. Below the logo and text, the main heading "FEMPOWER Feedback Survey" is displayed in a large, black font. The introductory text states: "This survey is about the FEMPOWER project. It is for students, trainees, teacher, trainers and others. It will take maximum 5 minutes to fill out." This is followed by two paragraphs describing the project's goals: "The FEMPOWER – Female Empowerment: Leaders of the Future project develops and strengthens female leadership skills and empowers young women in the learning environment." and "The Female Leadership and Empowerment Mini-Course Programme supports young participants, especially female trainees, to understand and improve their soft skills through the Mini-Courses." The text concludes with: "We appreciate your feedback on the content and tools in the Mini-Courses and on the website. For more information: [FEMPOWER Website](#)." At the bottom of the page, there is a footer area containing the email address "zenz@penworldwide.org" with a "Switch accounts" link and a cloud icon, a "Not shared" status with a lock icon, and a red asterisk indicating a required question.

FEMPOWER Website

Please look at the [FEMPOWER Website](#).

I find the FEMPOWER website **user-friendly** (easy to use). *

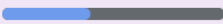
	1	2	3	4	
No, I don't.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Yes, I do.

I find the FEMPOWER website **language** easy to understand. *

	1	2	3	4	
No, I don't.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Yes, I do.

I find the FEMPOWER website **structure** easy to follow, and I can find what I need. *

	1	2	3	4	
No, I don't.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Yes, I do.

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