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# SEnDIng

## D6.2

### EVALUATION PLAN AND TOOLS

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## Delivery Slip

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## PROJECT SUMMARY

SEnDIng project aims to address the skills' gap of Data Scientists and Internet of Things engineers that has been identified at the ICT and other sectors (e.g. banking and energy) at which Data Science and Internet of Things have broad applications. To achieve this goal, SEnDIng will develop and deliver to the two aforementioned ICT-related occupational profiles two learning outcome-oriented modular VET programmes using innovative teaching and training delivery methodologies.

Each VET program will be provided to employed ICT professionals into three phases that include: (a) 100 hours of on-line asynchronous training, (b) 20 hours of face-to-face training<sup>1</sup> and (c) 4 months of work-based learning. A certification mechanism will be designed and used for the certification of the skills provided to the trainees of the two vocational programs, while recommendations will be outlined for validation, certification & accreditation of provided VET programs.

Furthermore, SEnDIng will define a reference model for the vocational skills, e-competences and qualifications of the targeted occupational profiles that will be compliant with the European eCompetence Framework (eCF) and the ESCO IT occupations, ensuring transparency, comparability and transferability between European countries.

Various dissemination activities will be performed – including the organization of one workshop at Greece, Bulgaria and Cyprus and one additional conference at Greece at the last month of the project – in order to effectively disseminate project's activities and outcomes to the target groups and all stakeholders. Finally, a set of exploitation tools will be developed, giving guides to stakeholders and especially companies and VET providers, on how they can exploit project's results.

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<sup>1</sup> Due to COVID-19 restrictions this training has been delivered through online sessions

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## 1 Introduction

The scope of this deliverable is to specify the steps and instruments that will be used to evaluate the project. The evaluation will cover two main axes: the outputs (deliverables) of the project and the main activities of the project: development of training material and MOOC, vocational trainings, certifications exams, national workshops and final conference.

We would like to mention that this is the final version of the project evaluation plan that has been updated after the production of the core outputs of the project. The plan for the evaluation of project impact is described at the deliverable "D6.4: Impact evaluation methodology".

## 2 Project evaluation tools

The evaluation of the project activities and its main outputs will be performed at two levels:

- **Level 1: internal evaluation by SEnDIng partners.**
- **Level 2: external evaluation by relevant stakeholders.**

The main tools that will be used for the evaluation of project outcomes and core activities are questionnaires, observations and focus groups.

- **Questionnaires.** A questionnaire consists a research instrument that is composed by a series of questions for the purpose of gathering information from respondents. Although questionnaires are often designed for statistical analysis of the responses, this is not always the case and they are also used for evaluation purposes.
- **Observations.** It is a tool that can be used to monitor or evaluate a process or situation and document evidence of what is seen and heard. Observation is used in a variety of ways in evaluation. Often it is a transit method that leads to other methods. For example, an evaluator can initially pay attention to a wide variety of factors. In this case the evaluation begins with exploratory observation. This exploratory step helps narrow the study and refines the evaluation strategy. The next step could be a more focused observation using checklists. Or the exploratory observation might lead to other evaluation methods such as surveys, in-depth interviews, focus groups, secondary data or other strategies.
- **Focus groups.** A focus group is a group interview that involves a small number of people. Their reactions to specific researcher-posed questions are studied. The discussions can be guided or open.

The evaluation of project main activities and outputs will be performed based both on quantitative and qualitative data. All data are primary data coming from:

- Surveys through questionnaires that will be distributed during the implementation of project national workshops and final conference.
- Surveys through questionnaires that will be distributed to the trainees and trainers at the end of each phase of pilot trainings.
- Surveys through questionnaires that will be distributed to the participants in the certification exams.
- WP quality reports produced internally in the project.
- Data analytics from the MOOC.

### 3 Project evaluation plan

#### 3.1 Level 1 Evaluation: Internal evaluation by SEnDIng partners

Level 1 evaluation is the internal evaluation of the project outputs and activities that is performed by SEnDIng partners. The internal evaluation takes place during different stages of the project:

- **For each deliverable once it is produced.** To ensure the maximum quality of each deliverable and for evaluation purposes, a set of review procedures will be applied which are described in detail in the project quality assurance plan. The partner responsible for the production of a deliverable should ensure that those procedures are applied and deadlines are met. For each deliverable a peer review system is defined, where at least two reviewers are appointed by the Work Package Leader after a consultation with the Technical Manager on the basis of their expertise on the deliverable's subject. For more information about the evaluation process for project deliverables, please refer to the deliverable "D6.1: Quality Assurance Plan".
- **For each WP at its end.** Each WP leader will provide at the end of the WP, a WP Quality Report that among others will include a list of measured quantitative and qualitative indicators used to evaluate the project and its impact.
- **For the whole project at its end.** At the project end, all SEnDIng partners will perform an evaluation of the project aiming to gather their perception about the effectiveness of its implementation, the quality of project outputs and their impact.

This evaluation will cover 3 different aspects: the project activities, the project outputs and the project impact. For more information, please refer to the deliverable "D6.5: Final internal evaluation report".

## 3.2 Level 2 Evaluation: External evaluation by relevant stakeholders

Level 2 evaluation is the external evaluation of the project outputs and activities that is performed by relevant stakeholders. The external evaluation takes place at the following stages of the project:

- **During the pilots** and more specific at the following phases
  - At the end of each online course at MOOC
  - At the end of the transversal skills training
  - At the end of the work-based learning
  - At the end of the certification exams
- **During the national workshops and the final conference**

## 3.3 Evaluation of core outputs and activities

### 3.3.1 Curricula and MOOC

SEnDIng curricula combines technical knowledge and skills at the Data Science and IoT domains with transversal skills and competences. The curricula are multi-disciplinary, modular and learning outcomes-oriented. The curricula have been delivered through self-paced online courses at <http://mooc.sending-project.eu>.

The data that will be used for the evaluation of the curricula and MOOC are primary data coming from the MOOC, surveys at the end of each online course (see Annex 1) and the WP2 and WP5 Quality Reports. The stakeholders involved at the evaluation of curricula and MOOC are project partners and trainees, as well as others (i.e., VET providers). The indicators that will be used to evaluate the curricula and the MOOC are the following:

#### **Quantitative Indicators**

- Number of curricula produced
- Number of learning outcomes defined
- Number of educational modules produced
- Number of online courses produced

- Number of open educational resources produced

### **Qualitative Indicators**

- Challenge for completion of online courses
- Fulfillment of expectations of trainees by the online courses
- Quality of training material at online courses
- Organization of training material at online courses
- Usefulness of online courses for the work
- Objectives of the online courses
- Time allocated for each online course
- Enhancement of knowledge by the online courses

### **3.3.2 Vocational trainings**

The vocational trainings at Data Science and IoT will be piloted through 3 different stages:

- Online courses at MOOC
- Transversal skills training
- Work-based learning

The data that will be used for the evaluation of the vocational trainings are primary data coming from the MOOC, observations, surveys at the end of each stage of the training and the WP5 Quality Report. The stakeholders involved at the evaluation of the vocational trainings are the participants in the pilot trainings, i.e., trainees and trainers. The indicators that will be used to evaluate the vocational trainings are the following.

### **Quantitative Indicators**

- Hours of online training provided
- Hours of face-to-face training provided
- Hours of work-based learning provided
- Number of participants in the vocational trainings for Data Science and IoT
- Number of companies participated in the vocational trainings for Data Science and IoT
- Number of MOOC users
- Completion rate of online courses at MOOC
- Completion rate of transversal skills training
- Completion rate of work-based learning

### **Qualitative Indicators**

- For online courses at MOOC
  - User interface of MOOC platform
  - Reliability of MOOC platform
  - Availability of MOOC platform
- For transversal skills training
  - Fulfillment of expectations from transversal skills training
  - Objectives of the transversal skills training
  - Content of the transversal skills training
  - Correspondence of theoretical knowledge to the needs of acquiring competences and skills
  - Innovation of modules
  - Online training platform used for transversal skills
  - Training material and methodology for the delivery of transversal skills training
  - Evaluation of trainer (by trainees) and trainees (by trainers)
  - Self-assessment of trainees and trainers
  - Overall evaluation of transversal skills training
- For work-based learning
  - Fulfillment of expectations from work-based learning
  - Connection of work-based learning with the previous phases of training
  - Outcomes of work-based learning
  - Work-based learning aspects
  - Training material and methodology for the delivery of work-based learning
  - Evaluation of trainers (by trainees) and trainees (by trainers)
  - Self-assessment of trainees and trainers
  - Overall evaluation of work-based learning

The evaluation questionnaires used to evaluate the transversal skills training are given at Annexes 2, 3, while the evaluation questionnaires used to evaluate the work-based learning, are given at Annexes 4 and 5.

### 3.3.3 Certification scheme

At the end of the vocational trainings, all those who have successfully completed the 3 phases of the project will pass through certification exams leading to the SEnDIng Data Science or IoT certification. Furthermore, all those who will successfully complete the online courses will receive a certification of achievement.

The data that will be used for the evaluation of the 2 certifications schemes (Data Science and IoT) are primary data coming from a survey at the end of the certification exams (see Annex 6) and the WP4 Quality Report. The stakeholders involved at the evaluation of the certification schemes are the participants in the exams. The indicators that will be used to evaluate the certification schemes are the following:

#### **Quantitative Indicators**

- Number of participants in the certification exams
- Success rate at the certification exams

#### **Qualitative Indicators**

- Overall experience of the certification procedure
- Certification system
- Presence of the supervisor during the exams
- Organization of the certification procedure
- Documents and instructions sent before the exams

### 3.3.4 National workshops and final conference

The project will organize a set of national workshops and a final conference. The data that will be used to evaluate these events (as well as the project impact) are questionnaires that will be distributed to the participants during the events (please refer to the Annex 7 and 8) and the WP7 Quality Report. The stakeholders involved at the evaluation of these events are IT professionals and companies, associations of IT companies, professionals and scientists, HEIs, VET providers, as well as other relevant stakeholders (e.g., Policy Makers and Certification Bodies). The indicators that will be used to evaluate these events are the following.

#### **Quantitative Indicators**

- Number of participants in the national workshops
- Number of participants in the final conference

### **Qualitative Indicators**

- Availability of necessary information prior the event
- Fulfillment of event's goals
- Expectations before the event
- Impressions after the event
- Reasons to attend the event
- Contribution of the event to get a clear picture of project outputs
- Satisfaction from speakers, presentations, process, discussions, quality sessions, date
- Weakest and strongest points of the event

## 4 Annexes

The following Annexes are attached to this deliverable:

- Annex 1: Questionnaire for the evaluation of online courses at MOOC
- Annex 2: Questionnaire for the evaluation of transversal skills training by trainees
- Annex 3: Questionnaire for the evaluation of transversal skills training by trainers
- Annex 4: Questionnaire for the evaluation of work-based learning by trainees
- Annex 5: Questionnaire for the evaluation of work-based learning by trainers
- Annex 6: Questionnaire for the evaluation of certification exams
- Annex 7: Questionnaire for the evaluation of national workshops
- Annex 8: Questionnaire for the evaluation of final conference

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## **Annex 1**

### **Questionnaire for the evaluation of online courses at MOOC**

## DS-EM5 course evaluation

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### QUESTIONS

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1.I have enjoyed the course.	<input type="radio"/>				
2.This course was challenging.	<input type="radio"/>				
3.The course meet my expectations.	<input type="radio"/>				
4.The quality of the training material was high.	<input type="radio"/>				
5.The content was well organized and easy to follow.	<input type="radio"/>				
6.The course will be useful in my work.	<input type="radio"/>				
7.The objectives of the course were clearly defined.	<input type="radio"/>				
8.The time allocated for the course was reasonable.	<input type="radio"/>				
9.The course enhanced my knowledge of the subject matter.	<input type="radio"/>				
10.In this course, I have been challenged to learn more than I expected.	<input type="radio"/>				



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## **Annex 2**

### **Questionnaire for the evaluation of transversal skills training by trainees**

# SEnDIng transversal skills online training - Trainees evaluation form

This is trainees' evaluation form for the assessment of SEnDIng transversal skills online training. You are kindly asked to answer all questions.

\* Required

## Trainee profile

### 1. Sex \*

*Mark only one oval.*

Female

Male

### 2. Age group \*

*Mark only one oval.*

18-30

31-40

41-50

51-60

60+

## 3. Educational level (choose the highest degree) \*

*Mark only one oval.*

- High School
- College/University
- Post-graduate studies - MSc
- Post-graduate studies - Phd

## 4. Have you attended in the past any training on transversal skills? \*

*Mark only one oval.*

- Yes
- No

## Training data

## 5. 1. Country \*

*Mark only one oval.*

- Greece
- Bulgaria
- Palestine

## 6. 2. Training start date \*

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*Example: January 7, 2019*

## 7. 3. Training end date \*

Example: January 7, 2019

## Training assessment

Please evaluate every aspect of the training ( 1= Not at all, 5=Completely)

## 8. 4. Please evaluate the degree of the fulfillment of the expectations you had before the beginning of the training according to the following evaluation criteria (Rate 1-5 ): \*

Mark only one oval per row.

	1	2	3	4	5
Improving of knowledge, skills, competences	<input type="radio"/>				
Acquiring more qualifications	<input type="radio"/>				
Professional development	<input type="radio"/>				
Enhancement of professional capacity	<input type="radio"/>				
Facilitation of labour mobility	<input type="radio"/>				

9. 5. Please evaluate the objectives of the training according to the following evaluation criteria (Rate 1-5): \*

*Mark only one oval per row.*

	1	2	3	4	5
Meeting training objectives with real training needs	<input type="radio"/>				
Adequacy of cultivated knowledge, skills and competences to meet the needs for effective communication and presentation	<input type="radio"/>				
Adequacy of cultivated knowledge, skills and competences to meet the needs for adaptation to changes	<input type="radio"/>				
Adequacy of cultivated knowledge, skills and competences to meet the needs for effective teamwork	<input type="radio"/>				
Adequacy of cultivated knowledge, skills and competences to meet the needs for goal-setting	<input type="radio"/>				
Adequacy of cultivated knowledge, skills and competences to meet the needs for thinking out of the box	<input type="radio"/>				

10. 6. Please evaluate the training according to the following evaluation criteria (Rate 1 to 5)

*Mark only one oval per row.*

	1	2	3	4	5
Sequence, hierarchy and connection of modules content	<input type="radio"/>				
Adequacy of modules duration	<input type="radio"/>				
Relevance of the modules to the objectives of the SEnDIng project	<input type="radio"/>				
Presentation of new knowledge, approaches and theories (modules innovation)	<input type="radio"/>				
Usefulness of the theoretical knowledge (as a whole)	<input type="radio"/>				
Correspondence of theoretical knowledge to the needs of acquiring competences and skills	<input type="radio"/>				

11. 7. Please evaluate the online training platform utilized for the training according to the following evaluation criteria (Rate 1 to 5) \*

*Mark only one oval per row.*

	1	2	3	4	5
Adequacy/quality of the online training platform	<input type="radio"/>				
Usability of the online training platform	<input type="radio"/>				
Tools of the online training platform	<input type="radio"/>				

12. 8. Please evaluate the training material and methodology of the training according to the following evaluation criteria (Rate 1 to 5) \*

*Mark only one oval per row.*

	1	2	3	4	5
Adequacy of the training material	<input type="radio"/>				
Quality of the training material	<input type="radio"/>				
Usefulness and exploitation of the training material	<input type="radio"/>				
Appropriateness of proposed training methods and techniques	<input type="radio"/>				

13. 9. Please evaluate the trainer according to the following evaluation criteria (Rate 1 to 5)

*Mark only one oval per row.*

	1	2	3	4	5
Scientific knowledge of subject	<input type="radio"/>				
Ability to transfer knowledge	<input type="radio"/>				
Organization and preparation of face to face training	<input type="radio"/>				
Adequacy and Quality of material distributed	<input type="radio"/>				
Relationship with trainees	<input type="radio"/>				
Ability to handle group, problem solving, flexibility	<input type="radio"/>				
Proper behaviour	<input type="radio"/>				
Consistency - responsibility	<input type="radio"/>				
Communication skills - personal contact and cooperation	<input type="radio"/>				
Innovation in educational methods and techniques	<input type="radio"/>				
Implementation / use of supervisory means	<input type="radio"/>				
Adherence of schedule	<input type="radio"/>				

**Self-  
assessment**

You are kindly asked to assess your performance during the transversal skills training

14. 10. Please evaluate your behavior and presence (Self-Assessment) during the training according to the following evaluation criteria (Rate 1 to 5) \*

*Mark only one oval per row.*

	1	2	3	4	5
Participation in the educational process	<input type="radio"/>				
Consistency - responsibility	<input type="radio"/>				
Proper behaviour	<input type="radio"/>				
Relations with other trainees	<input type="radio"/>				
Cooperation with other trainees	<input type="radio"/>				
Relations with trainer(s)	<input type="radio"/>				
Taking initiatives	<input type="radio"/>				
Formulating opinions, approaches	<input type="radio"/>				
Use of educational tools	<input type="radio"/>				
Performance in exercises, tests, tasks	<input type="radio"/>				
Ability to adapt to the needs and specifics of training	<input type="radio"/>				
Felt prepared to apply new knowledge at work	<input type="radio"/>				

Other comments

15. 11. Do you have other comments/proposals? \*

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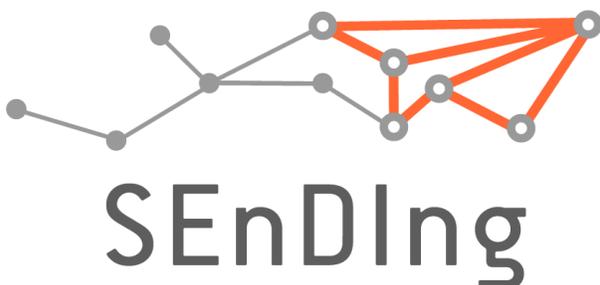
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### **Annex 3**

## **Questionnaire for the evaluation of transversal skills training by trainers**

# SEnDIng transversal skills online training - Trainers evaluation form

This is trainers' evaluation form for the assessment of SEnDIng transversal skills online training. You are kindly asked to answer all questions

\* Required

## Trainer profile

### 1. Sex \*

*Mark only one oval.*

Female

Male

### 2. Age group \*

*Mark only one oval.*

18-30

31-40

41-50

51-60

60+

## 3. Educational level (choose the highest degree) \*

*Mark only one oval.*

- High School
- College/University
- Post-graduate studies - MSc
- Post-graduate studies - Phd

## 4. Years of experience in adult aducation \*

*Mark only one oval.*

- 1-3
- 4-6
- 7-10
- More than 10

## Training data

## 5. 1. Country \*

*Mark only one oval.*

- Greece
- Bulgaria
- Palestine

## 6. 2. Training start date \*

---

*Example: January 7, 2019*

## 7. 3. Training end date \*

---

*Example: January 7, 2019*

## Training assessment

4. Please evaluate every aspect of the training ( 1= Not at all, 5=Completely)

## 8. Please evaluate the information that the trainees had at the start of the training according to the following evaluation criteria (Rate 1-5 ) \*

*Mark only one oval per row.*

	1	2	3	4	5
The purposes of the training	<input type="radio"/>				
The transversal skills training modules	<input type="radio"/>				
The training schedule	<input type="radio"/>				
The subject of the training	<input type="radio"/>				
The rules of procedure of the training (rights - obligations of members)	<input type="radio"/>				

9. 5. Please evaluate the objectives of the training according to the following evaluation criteria (Rate 1-5): \*

*Mark only one oval per row.*

	1	2	3	4	5
Meeting training objectives with real training needs	<input type="radio"/>				
Adequacy of cultivated knowledge, skills and competences to meet the needs for effective communication and presentation	<input type="radio"/>				
Adequacy of cultivated knowledge, skills and competences to meet the needs for adaptation to changes	<input type="radio"/>				
Adequacy of cultivated knowledge, skills and competences to meet the needs for effective teamwork	<input type="radio"/>				
Adequacy of cultivated knowledge, skills and competences to meet the needs for goal-setting	<input type="radio"/>				
Adequacy of cultivated knowledge, skills and competences to meet the needs for thinking out of the box	<input type="radio"/>				

10. 6. Please evaluate the training according to the following evaluation criteria (Rate 1 to 5)

*Mark only one oval per row.*

	1	2	3	4	5
Sequence, hierarchy and connection of modules content	<input type="radio"/>				
Adequacy of modules duration	<input type="radio"/>				
Relevance of the modules to the objectives of the SEnDIng project	<input type="radio"/>				
Presentation of new knowledge, approaches and theories (modules innovation)	<input type="radio"/>				
Usefulness of the theoretical knowledge (as a whole)	<input type="radio"/>				
Correspondence of theoretical knowledge to the needs of acquiring competences and skills	<input type="radio"/>				

11. 7. Please evaluate the online training platform utilized for the training according to the following evaluation criteria (Rate 1 to 5) \*

*Mark only one oval per row.*

	1	2	3	4	5
Adequacy/quality of the online training platform	<input type="radio"/>				
Usability of the online training platform	<input type="radio"/>				
Tools of the online training platform	<input type="radio"/>				

12. 8. Please evaluate the training material and methodology of the training according to the following evaluation criteria (Rate 1 to 5) \*

*Mark only one oval per row.*

	1	2	3	4	5
Adequacy of the training material	<input type="radio"/>				
Quality of the training material	<input type="radio"/>				
Usefulness and exploitation of the training material	<input type="radio"/>				
Appropriateness of proposed training methods and techniques	<input type="radio"/>				

13. 9. Please evaluate the trainees of the training according to the following evaluation criteria (Rate 1 to 5)

*Mark only one oval per row.*

	1	2	3	4	5
Participation in the educational process	<input type="radio"/>				
Consistency - responsibility	<input type="radio"/>				
Proper behaviour	<input type="radio"/>				
Relations among trainees	<input type="radio"/>				
Cooperation among trainees	<input type="radio"/>				
Relations with trainer(s)	<input type="radio"/>				
Taking initiatives	<input type="radio"/>				
Formulating opinions, approaches	<input type="radio"/>				
Use of educational tools	<input type="radio"/>				
Performance in exercises, tests, tasks	<input type="radio"/>				
Ability to adapt to the needs and specifics of training	<input type="radio"/>				
Expressed preparedness to apply new knowledge at work	<input type="radio"/>				

**Self-  
assessment**

You are kindly asked to assess your performance during the transversal skills training

14. 10. Please evaluate your behavior and your presence (Self-Assessment) during the training according to the following evaluation criteria (Rate 1 to 5) \*

*Mark only one oval per row.*

	1	2	3	4	5
Creation of a comfortable learning environment	<input type="radio"/>				
Good relationship with trainees	<input type="radio"/>				
Group handling, problem solving, flexibility	<input type="radio"/>				
Effective facilitation to participants during activities	<input type="radio"/>				
Knowledge transfer to trainees	<input type="radio"/>				
Full coverage of the planned content and duration	<input type="radio"/>				
Mastery of the content	<input type="radio"/>				
Kept learning outcomes consistently in mind	<input type="radio"/>				
Made adjustments in delivery to better meet participant needs	<input type="radio"/>				
Utilised the most appropriate training techniques	<input type="radio"/>				
Adequacy and quality of material distributed	<input type="radio"/>				
Felt prepared	<input type="radio"/>				

Other comments

15. 11. Do you have other comments/proposals? \*

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## **Annex 4**

### **Questionnaire for the evaluation of work-based learning by trainees**

# WBL evaluation report by trainees

This is the evaluation report to be filled by each trainee after the end of the work based learning.

\* Required

## Trainee profile

1. Company. \*

---

2. Sex

*Mark only one oval.*

Male

Female

3. Age group. \*

*Mark only one oval.*

18-30

31-40

41-50

51-60

60+

## 4. Educational level (choose the highest degree). \*

*Mark only one oval.*

- High School
- College/University
- Post-graduate studies - MSc
- Post-graduate studies - Phd

## 5. Years of work experience in the field of Data Science. \*

*Mark only one oval.*

- 0
- 1-5
- 6-10
- 11-20
- More than 20

## 6. Years of work experience in the field of IoT. \*

*Mark only one oval.*

- 0
- 1-5
- 6-10
- 11.20
- More than 20

7. Have you attended any training related to your profession? \*

*Mark only one oval.*

Yes

No

### Work Based Learning data

8. Work based learning start date. \*

---

*Example: January 7, 2019*

9. Work based learning end date. \*

---

*Example: January 7, 2019*

10. SEnDIng program attended.

*Mark only one oval.*

Data Science

IoT

Data Science and IoT

Work based learning  
evaluation

Please evaluate every aspect of Work Based Learning (WBL) - (Rate 1: Not at all - 5: Completely).

11. Please evaluate the degree of the fulfillment of the expectations you had before the beginning of WBL according to the following criteria. \*

*Mark only one oval per row.*

	1	2	3	4	5
Improvement of knowledge, skills and competences	<input type="radio"/>				
Acquiring more qualifications	<input type="radio"/>				
Professional development	<input type="radio"/>				
Enhancement of professional capacity	<input type="radio"/>				
Facilitation of labour mobility	<input type="radio"/>				
Fulfillment of expectations I had before the beginning of WBL	<input type="radio"/>				

12. Please evaluate the connection of WBL with the other phases of SEnDIng training. \*

*Mark only one oval per row.*

	1	2	3	4	5
The online training at Data Science/IoT and transversal skills training had adequately prepared me for WBL	<input type="radio"/>				
There was correlation between the theoretical and practical part of the training	<input type="radio"/>				
The allocation of hours between the online training at Data Science/IoT, the transversal skills training and the WBL was adequate.	<input type="radio"/>				

## 13. Please evaluate the outcomes of WBL training according to the following criteria. \*

Mark only one oval per row.

	1	2	3	4	5
The training objectives met the real training needs	<input type="radio"/>				
Exploitation of theoretical knowledge during WBL	<input type="radio"/>				
Acquiring knowledge, skills, competences and changed behaviour during the WBL	<input type="radio"/>				
There is strong potential of exploiting the outcomes of WBL in my company	<input type="radio"/>				
The training objectives of WBL met the market needs	<input type="radio"/>				

## 14. Please evaluate the WBL training according to the following criteria. \*

Mark only one oval per row.

	1	2	3	Column 4	5
Implementation and management of WBL	<input type="radio"/>				
Consulting and support during WBL from SEnDing partners	<input type="radio"/>				
The time was sufficient to complete the WBL	<input type="radio"/>				
Quality of WBL	<input type="radio"/>				
Cohesion between the theoretical and practical part of the modules	<input type="radio"/>				
Adherence to WBL scheduling	<input type="radio"/>				
Involvement of employers, supervisor and other colleagues in WBL	<input type="radio"/>				
Level of satisfaction from the way that the in-company trainer provided training	<input type="radio"/>				

15. Please evaluate the training material and methodology of work based learning according to the following criteria. \*

*Mark only one oval per row.*

	1	2	3	4	5
Adequacy of the training material	<input type="radio"/>				
Quality of the training material	<input type="radio"/>				
Usefulness and exploitation of the training material	<input type="radio"/>				
Appropriateness of proposed training methods and techniques	<input type="radio"/>				

## 16. Please evaluate your in-company trainer according to the following criteria \*

Mark only one oval per row.

	1	2	3	4	5
Scientific knowledge of subject and professional experience	<input type="radio"/>				
Creation of a comfortable learning environment	<input type="radio"/>				
Knowledge transfer to trainees	<input type="radio"/>				
Organization and preparation of WBL training	<input type="radio"/>				
Adequacy and quality of distributed material	<input type="radio"/>				
Relationship with trainees	<input type="radio"/>				
Group handling, problem solving, flexibility	<input type="radio"/>				
Facilitation to participants during activities	<input type="radio"/>				
Ability to adapt to the needs and particularities of trainees	<input type="radio"/>				
Utilised the most appropriate training techniques	<input type="radio"/>				
Adequacy and quality of additional material distributed	<input type="radio"/>				
Level of preparation	<input type="radio"/>				
Proper behaviour	<input type="radio"/>				
Consistency - responsibility	<input type="radio"/>				
Communication and collaboration skills	<input type="radio"/>				
Implementation / use of supervisory means	<input type="radio"/>				

Adherence of schedule

Collaboration with employers and other staff for the implementation of the training

 Self-  
assessment

You are kindly asked to assess your performance during the work based learning (Rate 1: Not at all - 5: Completely).

17. Please evaluate your behavior and your presence during the work based learning according to the following criteria. \*

Mark only one oval per row.

	1	2	3	4	5
Participation in the WBL	<input type="radio"/>				
Consistency - responsibility	<input type="radio"/>				
Proper behaviour	<input type="radio"/>				
Relations with other trainees	<input type="radio"/>				
Cooperation with other trainees	<input type="radio"/>				
Relations with trainer(s)	<input type="radio"/>				
Taking initiatives	<input type="radio"/>				
Formulating opinions, approaches	<input type="radio"/>				
Use of educational tools	<input type="radio"/>				
Performance in allocated tasks	<input type="radio"/>				
Ability to adapt to the needs and specifics of training	<input type="radio"/>				
Felt prepared to apply new knowledge at work	<input type="radio"/>				

### Other comments

18. How do you generally evaluate SEnDIng work-based learning? \*

Mark only one oval.

1	2	3	4	5
<input type="radio"/>				

19. Do you have any other comments or suggestions? \*

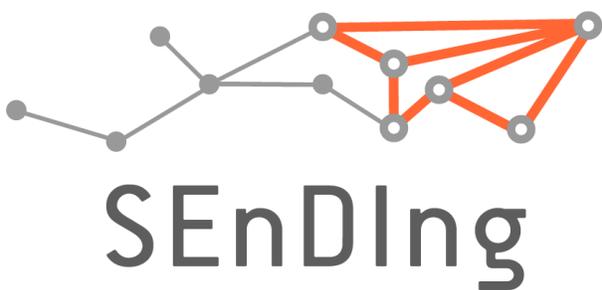
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to Data Science  
and Internet of Things  
Professionals

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## **Annex 5**

### **Questionnaire for the evaluation of work-based learning by trainers**

# WBL evaluation report by trainers

This is the evaluation report to be filled by each trainer/mentor after the end of the work based learning.

\* Required

## Trainer profile

1. Company. \*

---

2. Sex.

*Mark only one oval.*

Male

Female

3. Age group. \*

*Mark only one oval.*

18-30

31-40

41-50

51-60

60+

4. Educational level (choose the highest degree). \*

*Mark only one oval.*

- High School
- College/University
- Post-graduate studies - MSc
- Post-graduate studies - Phd

5. Years of work experience in the field of Data Science. \*

*Mark only one oval.*

- 0
- 1-5
- 6-10
- 11-20
- More than 20

6. Years of work experience in the field of IoT. \*

*Mark only one oval.*

- 0
- 1-5
- 6-10
- 11-20
- More than 20

Work Based Learning data

## 7. Work based learning start date. \*

---

Example: January 7, 2019

## 8. Work based learning end date. \*

---

Example: January 7, 2019

## 9. SEnDIng program attended by trainees

Mark only one oval.

- Data Science
- IoT
- Data Science and IoT

Work based learning  
evaluation

Please evaluate every aspect of Work Based Learning (WBL) - (Rate 1: Not at all - 5: Completely).

## 10. Please evaluate the information that the trainees had at the beginning of work based learning according to the following evaluation criteria. \*

Mark only one oval per row.

	1	2	3	4	5
The purposes of WBL training	<input type="radio"/>				
The subject of WBL training	<input type="radio"/>				
The WBL schedule	<input type="radio"/>				
The rules and procedure of WBL training (rights - obligations of people involved)	<input type="radio"/>				

11. Please evaluate the connection of work based learning with the other phases of SEnDIng training. \*

*Mark only one oval per row.*

	1	2	3	4	5
The online Data Science/IoT training and the transversal skills training had adequately prepared trainees for WBL	<input type="radio"/>				
There was correlation between the theoretical and practical part of the modules	<input type="radio"/>				
The allocation of hours between the online Data Science/IoT training, the transversal skills training and the WBL was adequate.	<input type="radio"/>				

12. Please evaluate the outcomes of WBL according to the following criteria. \*

*Mark only one oval per row.*

	1	2	3	4	5
The training objectives meet the real training needs	<input type="radio"/>				
Exploitation of theoretical knowledge during WBL on behalf of the trainees	<input type="radio"/>				
The trainees obtained new knowledge, skills, competences and changed their behaviour during the WBL	<input type="radio"/>				
There is strong potential of exploiting the outcomes of WBL in my company	<input type="radio"/>				
The training objectives of WBL meet market needs	<input type="radio"/>				
The expectations I had before the beginning of WBL have been fulfilled	<input type="radio"/>				

## 13. Please evaluate the WBL training according to the following evaluation criteria. \*

Mark only one oval per row.

	1	2	3	4	5
Implementation and management of WBL	<input type="radio"/>				
Consulting and support during WBL from SEnDIng partners	<input type="radio"/>				
The time was sufficient to complete the WBL	<input type="radio"/>				
Quality of WBL	<input type="radio"/>				
Cohesion between the theoretical and practical part of the modules	<input type="radio"/>				
Adherence to WBL scheduling	<input type="radio"/>				
Involvement of employers, supervisor and other colleagues in WBL	<input type="radio"/>				

## 14. Please evaluate the training material and methodology of WBL according to the following criteria. \*

Mark only one oval per row.

	1	2	3	4	5
Adequacy of the training material	<input type="radio"/>				
Quality of the training material	<input type="radio"/>				
Usefulness and exploitation of the training material	<input type="radio"/>				
Appropriateness of the proposed WBL methods and techniques	<input type="radio"/>				

**Self-  
assessment**

You are kindly asked to assess your performance during the work based learning (Rate 1: Not at all - 5: Completely).

15. Please evaluate your behavior and your presence during the work based learning according to the following criteria. \*

*Mark only one oval per row.*

	1	2	3	4	5
Creation of a comfortable learning environment	<input type="radio"/>				
Relationship with trainees	<input type="radio"/>				
Group handling, problem solving, flexibility	<input type="radio"/>				
Effective facilitation to participants during activities	<input type="radio"/>				
Knowledge transfer to trainees	<input type="radio"/>				
Full coverage of the planned content and duration	<input type="radio"/>				
Kept learning outcomes consistently in mind	<input type="radio"/>				
Made adjustments in delivery to better meet participants' needs	<input type="radio"/>				
Utilised the most appropriate training techniques	<input type="radio"/>				
Adequacy and quality of additional material distributed	<input type="radio"/>				
Felt prepared	<input type="radio"/>				
Proper behaviour	<input type="radio"/>				
Consistency - responsibility	<input type="radio"/>				
Communication and collaboration skills	<input type="radio"/>				
Implementation / use of supervisory means	<input type="radio"/>				
Collaboration with employers and other staff for the implementation of WBL	<input type="radio"/>				

---

Use of SEnDIng training resources

---

### Other comments

16. How do you generally evaluate SEnDIng work-based learning? \*

*Mark only one oval.*

1      2      3      4      5

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17. Do you have any other comments or suggestions?

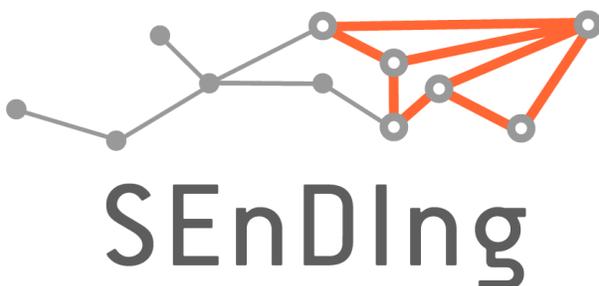
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## **Annex 6**

### **Questionnaire for the evaluation of certification exams**

# Sending Evaluation Form for the Certification Procedure

The SEnDIng project (Sector Skills Alliance for the design and delivery of innovative VET programmes to Data Science and Internet of Things professionals) is a strategic partnership for Sector Skills Alliance (SSA) which is implemented under the key action Cooperation for innovation and the exchange of good practices of Erasmus+ programme with a project number 2017-3184/001-001.

The SEnDIng alliance brings together twelve partners coming from Greece, Bulgaria, Cyprus and Ireland with different profile, expertise and culture (higher education institutes, VET providers, IT associations, SMEs and a certification body) that share a common vision: to provide the European labor market with high qualified DS and IoT professionals.

The evaluation form is anonymous and is part of the project cycle of Sending Project

**\* Required**



1. How would you rate your overall experience of the certification procedure? \*

*Mark only one oval.*

- Very dissatisfied
- Somewhat dissatisfied
- Neutral
- Somewhat satisfied
- Very satisfied

2. How would you rate the UNICERT S.A.'s certification system? \*

*Mark only one oval.*

- Very dissatisfied
- Somewhat dissatisfied
- Neutral
- Somewhat satisfied
- Very satisfied

3. How would you rate the presence of the UNICERT S.A.'s supervisor? \*

*Mark only one oval.*

- Very dissatisfied
- Somewhat dissatisfied
- Neutral
- Somewhat satisfied
- Very satisfied

4. How would you rate the organisation of the certification procedures of UNICERT S.A.? \*

*Mark only one oval.*

- Very dissatisfied
- Somewhat dissatisfied
- Neutral
- Somewhat satisfied
- Very satisfied

5. How would you rate the documents and the instructions which were sent by UNICERT S.A.? \*

*Mark only one oval.*

- Very dissatisfied
- Somewhat dissatisfied
- Neutral
- Somewhat satisfied
- Very satisfied

6. How would you rate the documents and the instructions which were sent by UNICERT S.A.? \*

*Mark only one oval.*

- Very dissatisfied
- Somewhat dissatisfied
- Neutral
- Somewhat satisfied
- Very satisfied

7. Have you been aware of the webpage of UNICERT S.A. as a certification body? \*

*Mark only one oval.*

- Yes
- No

8. Please give us any additional comments regarding your experience

---

### Thank you for your response!

The European Commission support for the production of this publication does not constitute endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

GDPR Consent: We would like to inform you that during the certification of the SEnDIng program and in the context of the project, we will be obligated to collect the evaluation forms anonymously. Also in this context we are obliged by EU and Erasmus + regulations to keep in our file all personal data and material that we collect and produce during this project for at least 5 years after the completion of the project.



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## **Annex 7**

### **Questionnaire for the evaluation of national workshops**

**WORKSHOP EVALUATION FORM**

*The purpose of the questionnaire is to collect feedback from ICT industry representatives (stakeholders) in order to evaluate the SEnDIng project impact on the different target groups.*

*Your comments and recommendations are highly appreciated.*

*GDPR agreement*

*I consent the results of the survey to be publicly used for the purpose of the SEnDIng project implementation and impact evaluation.*

**Workshop:** Building the Data Science and IoT skills and competences of IT professionals

**Date:** 14 February 2020

**Place:** UniCert premises, Akadimias 98-100, 106 77, Athens, Greece

**Organizers:** Greek Computer Society, Universal Certification Solutions, University of Patras

QUESTIONS	min					max
A1 Which were your expectations about the workshop (topics, goals, etc.) <b>PRIOR</b> your attendance?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
A2 What are your impressions from the workshop <b>AFTER</b> after your attendance?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
A3 Would the presented <b>Vocational Training Program for IoT &amp; Data Science</b> be useful for:						
A3.1 Up-skilling of ICT professionals and especially Data Scientists and IoT engineers in order to meet new challenges in the work field	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
A3.2 Training your employees in skills and competences that are more tailored to the needs of ICT learners and industry based on a learning outcomes oriented vocational curricula	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	

A3.3	Development of a more aware and flexible mind-set amongst ICT professionals	<input type="checkbox"/>				
		1	2	3	4	5
A3.4	More interactive learning opportunities via the use of new teaching and learning technologies for learners;	<input type="checkbox"/>				
		1	2	3	4	5
A3.5	Reduced training expenses for ICT businesses due to the free access to the VET programs.	<input type="checkbox"/>				
		1	2	3	4	5
A3.6	Free access to learning opportunities and training methodologies for ICT businesses that lack training facilities and departments.	<input type="checkbox"/>				
		1	2	3	4	5
B1	Overall workshop content:	<input type="checkbox"/>				
		1	2	3	4	5
B2	Workshop organization:	<input type="checkbox"/>				
		1	2	3	4	5

Q1 Do you think that the presented Vocational Training Program for IoT & Data Science can contribute to the elimination of the ICT skills' gap?

YES

PARTIALLY

NO

*Any comments:*

Q2 Do you think that the presented Vocational Training Program for IoT & Data Science meets the real needs of market?

YES

PARTIALLY

NO

*Any comments:*

Q3 Which topic you would like to be included or elaborated in more details in such a workshop?

Q4 Which are the strengths of the presented Vocational Training Program for IoT & Data Science related to your business:

.....

Q5 Which are the weaknesses of the presented Vocational Training Program for IoT & Data Science:

.....

**Contact information** (\*Optional)

C1.1 Name:

C1.2 Company/organization:

C1.3 Position:

C1.4 E-mail:

---

THANK YOU!



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## **Annex 8**

### **Questionnaire for the evaluation of final conference**

# SEnDIng final conference - Evaluation form

The questionnaire aims to collect feedback from SEnDIng stakeholders in order to evaluate the final conference and the project impact on the different target groups.

**\* Required**

## Personal details

Dimitar Shalvardjiev, Code Runners

### 1. GDPR agreement \*

*Check all that apply.*

I consent the results of the survey to be processed by the SEnDIng consortium for reporting reasons

### 2. Name, Surname

---

### 3. Organization

---

### 4. Type of organization \*

*Mark only one oval.*

- VET provider
- Higher Education Institution
- Enterprise
- Policy maker
- Other

## 5. Industry \*

*Mark only one oval.*

- ICT
- Energy
- Utilities
- Health
- Education
- Finance
- Other

Conference  
evaluation

You are kindly asked to evaluate the conference by providing your feedback at the following questions.

## 6. Did you receive all the information you needed before the conference? \*

*Mark only one oval.*

- Yes
- No

## 7. Do you think the conference met its goals? \*

*Mark only one oval.*

- Yes
- No

8. Which were your expectations about the conference (topics, goals, etc.) PRIOR your attendance? \*

Mark only one oval.

	1	2	3	4	5	
Very Low	<input type="radio"/>	Very High				

9. Which are your impressions from the conference AFTER your attendance? \*

Mark only one oval.

	1	2	3	4	5	
Very bad	<input type="radio"/>	Very Good				

10. Did the conference contribute in a substantial way to get a clear picture of SEnDIng project's outputs and how you can exploit them? \*

Mark only one oval.

- Yes
- No
- Not sure

11. Why did you choose to attend the conference and what are you hoping to take away from the experience? \*

Check all that apply.

- Learning more about the SEnDIng project
- Learning how I can exploit SEnDIng outputs
- Learning more about initiatives, policies and frameworks for digital skills development especially at the domains of Data Science and IoT
- Networking with relevant stakeholders

12. Which is your level of satisfaction for this conference? \*

Mark only one oval.

1	2	3	4	5	
Very Low	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very High

13. Indicate your satisfaction for the following aspects of the conference: \*

Mark only one oval per row.

	Very Low	Low	Moderate	High	Very High
Online Platform	<input type="radio"/>				
Speakers	<input type="radio"/>				
Presentations	<input type="radio"/>				
Process	<input type="radio"/>				
Discussions	<input type="radio"/>				
Quality of Sessions	<input type="radio"/>				
Date	<input type="radio"/>				
Breaks	<input type="radio"/>				

14. How likely are you to tell a friend about this conference?

Mark only one oval.

1	2	3	4	5	
Very Low	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Very High

15. Which was the strongest point of the conference? \*

*Mark only one oval.*

- Speakers
- Presentations
- Discussions
- Quality of Sessions
- Networking opportunities

16. Which was the weakest point of the conference? \*

*Mark only one oval.*

- Speakers
- Presentations
- Discussions
- Quality of Sessions
- Networking opportunities

17. Please mention any other comment about the conference

---

SEnDIng impact  
evaluation

You are kindly asked to evaluate the impact of SEnDIng project by providing your feedback at the following questions.

## 18. Evaluate the overall impact of SEnDIng training program on the following aspects \*

Mark only one oval per row.

	Very Low	Low	Moderate	High	Very High
Up-skilling of ICT professionals and especially Data Scientists and IoT engineers in order to meet new challenges in the work field	<input type="radio"/>				
Training in skills and competences that are more tailored to the needs of ICT professionals	<input type="radio"/>				
Development of a more aware and flexible mind-set amongst ICT professionals	<input type="radio"/>				
More interactive learning opportunities via the use of new teaching and learning technologies for learners	<input type="radio"/>				
Reduced training expenses for enterprises and other organizations due to the free access to the VET programs	<input type="radio"/>				
Free access to learning opportunities and training methodologies for ICT businesses that lack training facilities and departments	<input type="radio"/>				
Ability of ICT professionals throughout Europe to respond to the needs of different ICT markets and other sectors like banking, insurance and energy	<input type="radio"/>				

19. How likely is your organization to exploit in the near future the following outputs of SEnDIng project? \*

*Mark only one oval per row.*

	Very Low	Low	Moderate	High	Very High
Curriculum	<input type="radio"/>				
MOOC on Data Science	<input type="radio"/>				
MOOC on Internet of Things	<input type="radio"/>				
MOOC on transversal skills	<input type="radio"/>				
Work based learning methodology	<input type="radio"/>				

20. Do you think that SEnDIng training program can contribute to the elimination of the skills gap at the domains of Data Science and IoT? \*

*Mark only one oval.*

- Yes  
 No  
 Partially

21. Do you think that SEnDIng training program meet the real needs of the market? \*

*Mark only one oval.*

- Yes  
 No  
 Partially

22. Which are the strengths of SEnDIng training program? \*

*Check all that apply.*

- MOOC on Data Science
- MOOC on IoT
- Transversal skills development
- Work based learning
- None of the above
- I do not know

23. Which are the weaknesses of SEnDIng training program? \*

*Check all that apply.*

- MOOC on Data Science
- MOOC on IoT
- Transversal skills development
- Work based learning
- None of the above
- I do not know

24. Do you have any other comment about SEnDIng impact on stakeholders?

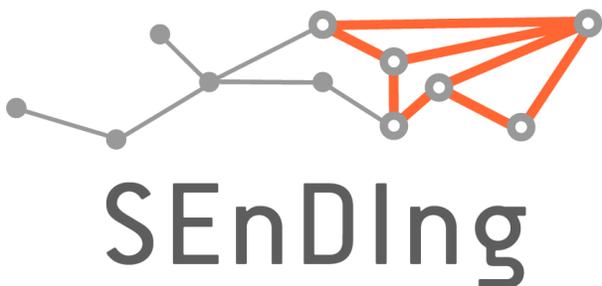
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