



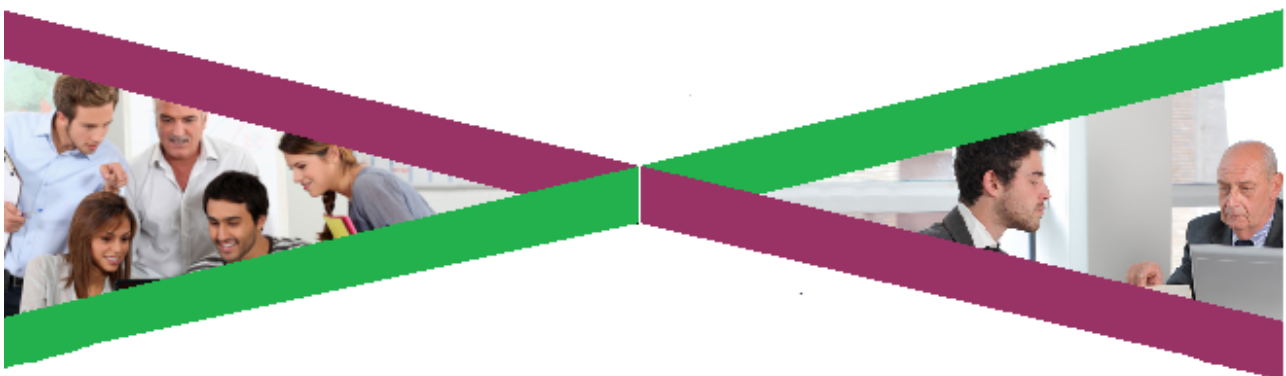
Erasmus+

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IntGen

**Intergeneration Mentoring
for Entrepreneurs**



IO7- E-learning pilot planning and evaluation report



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Planning and evaluation of the e-learning with entrepreneurs and potential entrepreneurs

Introduction

The pilot and testing of the co-created e-learning for entrepreneurs is planned over a six month period, by Finland, Spain, Greece and the United Kingdom. The main course and evaluations are detailed in IO8.

The e-learning follows a common course structure, co-created by all partners, with some differences to allow for cultural, social and legal differences in each partner country.

It is envisaged that there will be three different types of participants in this phase of the project:

1. Participants who follow both the mentoring process and the e-learning
2. Participants who only use the mentoring process
3. Participants who will use the e-learning but not partake in the mentoring

Each of these groups will be asked to evaluate, the process and/or the e-learning. Teachers/trainers will also be asked to evaluate the e-learning, with thoughts and suggestions for changes.

IO8 details all the individual evaluations.

The purpose of IO7 – planning the pilot

The 6-month mentoring process for IO8 is quite complex, not least with the numbers of mentors/mentees who will participate, but also individuals who will participate solely in the e-learning. This IO was to allow time and thought to go into the planning process, testing and piloting areas of the e-learning and also how the process would work. Changes, where necessary, were then made prior to the main mentoring process (IO8).

Partners started their planning earlier in the project, using co-creation where possible. The results of that planning revealed that some partners started the mentoring process early; this was approved by the partnership – once mentors had been trained by partners, mentees were available and it would have been wrong to make those mentees wait to start working with their mentor and start working on their business idea. Some of these mentor/mentee relationships will continue and the mentees may decide not to participate in the e-learning.

Teachers and project partners have been asked to study parts of the e-learning course (including the workshops) and to give their opinions and evaluation. Partners have also created instruments to allow the e-learning and translations to be changed and improved, before the official IO start date. For example, Bath College spent a lot of time trying to discover a way to translate Xerte e-learning objects, in order that other partners could utilize these in their own language e-learning (and this proved to be almost impossible).

Part 1: IO7 - Planning the mentoring process, with e-learning (IO8)

Finding participants for the pilot

It varied in different countries, see the individual reports in IO8 per country.

The experience in the UK found that many people who were willing to participate as a Mentor or as a Mentee found it almost impossible to find the time to participate fully, even though they were interested and willing. Mentors were already running their own businesses; Small to Medium Business owners (SMEs) are well aware that they do not work '9-5' but very long hours. The Mentor course ran twice to cover the different times that people were available. The Mentees were mainly working full time and found it hard to find time and to concentrate on thinking about new ideas.

Some Mentees were already pursuing the Mentoring only route and finding that useful; they did not wish to participate in the e-learning as well. This continued during the IO7 and IO8 time periods.

There were no problems in Greece, with many Mentors and Mentees wanting to participate; the course is practical and many people wanted to attend. IN fact, more Mentors were trained than assessed as appropriate Mentors.

In Finland, the Mentoring course was very popular. It was hard to find the Mentees, as the Start-up School run by Haaga-Helia already delivers support for the entrepreneurs and their ideas for Start-Ups (so Haaga-Helia found a college to deliver the training, planning for that aspect instead).

In Spain, two pre-pilots ran; one was with students from CDEA and it was added to the curriculum for their business studies, the other was with external people from all backgrounds, including some older participants. These pre-pilots worked extremely well; one was approved by the Basque Government.

Schedule

The UK and Greece both ran Taster Sessions, which worked well. This allowed potential Mentees to meet Mentors, teachers and other potential entrepreneurs, discovering if they felt they could participate in the entire programme (or not).

Lessons learnt include not making the course too compact; the experience in the UK was that they tried too hard to fit with people's schedules and made the course too short.

The e-learning course, testing and initial evaluation

In Spain, the business 'pitch' was a new concept and they all liked this concept, including the students, who were also coached (mentored) in delivery of the 'pitch'.

In Greece, this was deemed essential. Many of the participants have already started their own companies (see the details in IO8).



In the UK, the concentrated efforts of the three partners were on creating the course, creating XERTE objects in English and trying to help with how to translate for the other partners. Testing of the e-learning, creation of videos for introductions, scripting the e-learning and testing the entire course for flowing learning.






Learning Outcomes were created for the course and translated.

A rubric was created for use 'before' and 'after'. This was used in Greece but not in the UK.






The following evaluation questionnaires have been created to be used following IO8:

Teachers and trainers opinions






Overall, are they satisfied with the e-learning? Has it met their expectations? Average

					
Personal satisfaction and motivation	[]	[]	[]	[]	[]
Professional relevance	[]	[]	[]	[]	[]
User Guides	[]	[]	[]	[]	[]

How do they rate the **shared resources and other aspects** of the workshops?

					
Duration	[]	[]	[]	[]	[]
Resources available	[]	[]	[]	[]	[]
Overall	[]	[]	[]	[]	[]

What is their evaluation on the suitability of the **contents of the e-learning (workshops and reading/activities at home)?**

					
Theoretical knowledge	[]	[]	[]	[]	[]
Practical application	[]	[]	[]	[]	[]
Materials used	[]	[]	[]	[]	[]
Communication tools provided	[]	[]	[]	[]	[]
Overall	[]	[]	[]	[]	[]

Please, add any comments regarding the particular good/bad e-learning aspects/subjects:
What do they think about the length of the e-learning?

					
Workshops	[]	[]	[]	[]	[]
Reading and activities	[]	[]	[]	[]	[]
Overall	[]	[]	[]	[]	[]

To what extent will the **e-learning** advance in the creation of a new business?

					
Clarifying the idea	[]	[]	[]	[]	[]

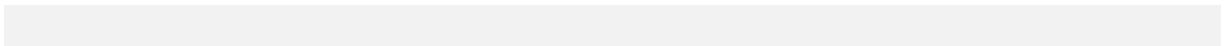


Economical aspects	[]	[]	[]	[]	[]
Analysing the market	[]	[]	[]	[]	[]
Other (please state)	[]	[]	[]	[]	[]

Is there anything that they particularly liked about the e-learning or anything they think needs improving?

Any comments

Further remarks and recommendations, if any, that could help us improve e-learning



Mentee Opinions

1. Motivation to participate in the project

1.1. Why have they participated in this project?

Personal interest []

Professional reasons []

Both []

1.2. Have they attended:

Mentoring []

E-learning []

Both []

2. If you have attended mentoring

Mentoring process. Please rate the following aspects of the course
 (☺☺=excellent ☺=very good ☺=good ☹=not entirely good ☹☹poor)

2.1. Overall, are you **satisfied** with mentoring? Has it met your expectations?

	☺☺	☺	☺	☹	☹☹
Personal interest and learning	[]	[]	[]	[]	[]
Professional relevance	[]	[]	[]	[]	[]

Other comments or suggestions:

.....

2.2. How do you rate the **organisational aspects**?

	☺☺	☺	☺	☹	☹☹
Sessions	[]	[]	[]	[]	[]
Duration	[]	[]	[]	[]	[]
Meetings	[]	[]	[]	[]	[]
Overall	[]	[]	[]	[]	[]

2.3. How do you evaluate the mentor(s)?

	😊😊	😊	😐	😞	😞😞
Methodology	[]	[]	[]	[]	[]
Preparation /knowledge	[]	[]	[]	[]	[]
Communication skills	[]	[]	[]	[]	[]
Overall evaluation	[]	[]	[]	[]	[]

2.4. What is your evaluation on the results of the mentoring?

	😊😊	😊	😐	😞	😞😞
Theoretical analysis	[]	[]	[]	[]	[]
Practical application	[]	[]	[]	[]	[]
Materials used	[]	[]	[]	[]	[]
Overall	[]	[]	[]	[]	[]

2.5. To what extent has the mentoring helped to advance in the creation of your own business?

	😊😊	😊	😐	😞	😞😞
Clarifying the idea	[]	[]	[]	[]	[]
Economical aspects	[]	[]	[]	[]	[]
Analysing the market	[]	[]	[]	[]	[]
Other (please state)	[]	[]	[]	[]	[]

2.6. Is there anything that you particularly liked about the mentoring or anything your think needs improving?

.....

2.7. Would you recommend the mentoring's outcomes to others?

Yes [] No []

2.8. Further remarks and recommendations, if any, that could help us improve mentoring process

.....

3. If you have attended e-learning

E-learning. Please rate the following aspects of the course
 (☺☺=excellent ☺= very good ☺ = good ☹ = not entirely good ☹☹ poor)

3.1. Overall, are you satisfied with e-learning? Has it met your expectations?

	☺☺	☺	☺	☹	☹☹
Personal interest and learning	[]	[]	[]	[]	[]
Professional relevance	[]	[]	[]	[]	[]

3.2. How do you rate the organisational aspects of the workshops?

	☺☺	☺	☺	☹	☹☹
Facilities	[]	[]	[]	[]	[]
Duration	[]	[]	[]	[]	[]
Breaks on time	[]	[]	[]	[]	[]
Overall	[]	[]	[]	[]	[]

3.3. How do you evaluate the mentor(s) during the workshops?

	☺☺	☺	☺	☹	☹☹
Methodology	[]	[]	[]	[]	[]
Preparation	[]	[]	[]	[]	[]
Communication skills	[]	[]	[]	[]	[]
Overall evaluation	[]	[]	[]	[]	[]

3.4. What is your evaluation on the contents of the e-learning (workshops and reading/activities at home)?

	☺☺	☺	☺	☹	☹☹
Theoretical analysis	[]	[]	[]	[]	[]
Practical application	[]	[]	[]	[]	[]
Materials used	[]	[]	[]	[]	[]
Overall	[]	[]	[]	[]	[]

Please, specify the particular good/bad e-learning aspects/subjects:

.....

.....

3.5. What do you think about the **length of the e-learning?**

	😊😊	😊	😐	😞	😞😞
Workshops	[]	[]	[]	[]	[]
Reading and activities	[]	[]	[]	[]	[]
Overall	[]	[]	[]	[]	[]

3.6. To what extent has the **e-learning helped to advance in the creation of your own business?**

	😊😊	😊	😐	😞	😞😞
Clarifying the idea	[]	[]	[]	[]	[]
Economical aspects	[]	[]	[]	[]	[]
Analysing the market	[]	[]	[]	[]	[]
Other (please state)	[]	[]	[]	[]	[]

3.7. Is there anything that you particularly liked about the e-learning or anything your think needs improving?

.....

3.8. Would you recommend the course's outcomes to others?

Yes [] No []

3.9. Further remarks and recommendations, if any, that could help us improve e-learning

.....

Mentors opinions

1. Motivation to participate in the project

1.1 Why have you participated in this project?

Personal motivation [] Professional reasons [] Both []

1.1 Have you given:

Mentoring [] E-learning [] Both []

2. If you have mentored

Mentoring process. Please rate the following aspects of the course
 (😊😊=excellent 😊= very good 😊= good 😞 = not entirely good 😞😞 poor)

2.1 Overall, are you **satisfied** with the mentoring? Has it met your expectations?

	😊😊	😊	😊	😞	😞😞
Personal interest and motivation	[]	[]	[]	[]	[]
Professional relevance	[]	[]	[]	[]	[]

Other comments or suggestions:

.....

2.2. How do you rate the **organisational aspects of the mentoring sessions?**

	😊😊	😊	😊	😞	😞😞
Number of Sessions	[]	[]	[]	[]	[]
Duration	[]	[]	[]	[]	[]
Extra Meetings	[]	[]	[]	[]	[]
Overall	[]	[]	[]	[]	[]

2.3. How do you evaluate the **mentee(s) attitude?**






	😊😊	😊	😊	😞	😞😞
Participation	[]	[]	[]	[]	[]

Evolution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall evaluation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.4. What is your evaluation on the results of the mentoring for the mentee?

					
Theoretical knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Practical application	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Materials used	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.5. To what extent has the mentoring helped to advance in the creation of a new business?

					
Clarifying the idea	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Economical aspects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Analysing the market	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.6. Is there anything that you particularly liked about mentoring or anything you think needs improving?

.....

2.7. Would you recommend the mentoring experience to others?

Yes No

2.8. Further remarks and recommendations, if any, that could help us improve mentoring process

.....

3. If you have given workshops and e-learning

E-learning. Please rate the following aspects of the course
 (😊😊=excellent 😊= very good 😊 = good 😞 = not entirely good 😞😞 poor)

3.1 Overall, are you satisfied with e-learning? Has it met your expectations?

	😊😊	😊	😊	😞	😞😞
Personal satisfaction and motivation	[]	[]	[]	[]	[]
Professional relevance	[]	[]	[]	[]	[]

3.2 How do you rate the organisational aspects of the workshops?

	😊😊	😊	😊	😞	😞😞
Facilities	[]	[]	[]	[]	[]
Duration	[]	[]	[]	[]	[]
Breaks on time	[]	[]	[]	[]	[]
Attendance	[]	[]	[]	[]	[]
Overall	[]	[]	[]	[]	[]

3.3 How do you evaluate the mentee(s) attitude during the workshops?

	😊😊	😊	😊	😞	😞😞
Participation	[]	[]	[]	[]	[]
Evolution	[]	[]	[]	[]	[]
Communication	[]	[]	[]	[]	[]
Overall evaluation	[]	[]	[]	[]	[]

3.4 What is your evaluation on the suitability of the contents of the e-learning (workshops and reading/activities at home)?

	😊😊	😊	😊	😞	😞😞
Theoretical knowledge	[]	[]	[]	[]	[]
Practical application	[]	[]	[]	[]	[]
Materials used	[]	[]	[]	[]	[]
Overall	[]	[]	[]	[]	[]

Please, specify the particular good/bad e-learning aspects/subjects:

.....

.....

3.5 What do you think about the **length of the e-learning?**

	😊😊	😊	😐	😞	😞😞
Workshops	[]	[]	[]	[]	[]
Reading and activities	[]	[]	[]	[]	[]
Overall	[]	[]	[]	[]	[]

3.6 To what extent has the **e-learning helped to advance in the creation of a new business?**

	😊😊	😊	😐	😞	😞😞
Clarifying the idea	[]	[]	[]	[]	[]
Economical aspects	[]	[]	[]	[]	[]
Analysing the market	[]	[]	[]	[]	[]
Other (please state)	[]	[]	[]	[]	[]

3.7 Is there anything that you particularly liked about the e-learning or anything you think needs improving?

.....

.....

3.8 Would you recommend teaching e-learning to others?

Yes [] No []

3.9. Further remarks and recommendations, if any, that could help us improve e-learning

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