VAMOS

2019-1-ES01-KA202-06545

O2.A3 Digital Assessment Tool testing
International report

Date: October 2021

Place: Rethymno, Crete, Greece

Done by: EELI

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1. INTRODUCTION

The purpose of the activity "O2.A3 Digital Assessment Tool testing" is to test the developed assessment tool and to provide feedback for previous activities. The main goal of this survey was to collect considerations, suggestions and opinions on consistency, usefulness, and clarity of the Tool from migrant users. The feedback collected by the users in each country will allow VAMOS consortium partners to identify possible strengths or weaknesses and to proceed accordingly to Tool modifications and improvements. Thanks to the collected feedback, VAMOS project partners intend to outline and set a most suitable version of the Tool, according to the purposes for which it was designed (to check and map the key competencies of migrants that are seeking to work in supporting services of newcomers).

The VAMOS Assessment Tool is based on the Professional profile of the Expert in Migrants' Labour and Social Inclusion completed in IO1. The VAMOS Assessment Tool is an online tool designed to assess the skills and competences of migrants that are already living in the host country. This tool is intended to be used by migrant participants of VAMOS training course but also by professionals or organizations that need to assess migrants' skills and competencies. In the end, the VAMOS tool will help partner institutions suggest a specific training path to the participants of VAMOS training programme (IO3), focused on their training needs and based on specific modules or subtopics of VAMOS training course.

For above mentioned reasons, the quality and the respondence of the Tool's contents to the users' (migrants) needs - as well as the adequacy of the issues to be explored through it - are essential to ensure the output's quality and usefulness.

During the pilot testing process of the assessment tool, VAMOS partners first presented the VAMOS Erasmus+ project to their migrant participants (http://projectvamos.eu/). They described the project's scope and aims and then they presented the online VAMOS Assessment Tool (http://projectvamos.eu/vamostraining/vamostraining-self-assessment-tool). Partners explained to migrant participants that the VAMOS Self-Assessment Tool aims to help them identify the key competencies required to guide, accommodate, support and integrate other migrants when arriving in Europe. Partners also explained to migrant participants that this tool had been specifically designed to lead to a personalized training based on their results and they suggested areas of improvement. At the end of these presentations, participants were asked to test the online assessment tool. Subsequently, at the end of the testing process participants were asked to evaluate the VAMOS assessment tool by filling an evaluation questionnaire. The VAMOS Assessment Tool Feedback was collected by the distribution of these online evaluation questionnaires (via Google forms).

In order to make the collected results easily comparable between each of the partnering organisations, the partnership decided to use a common Semi-structured questionnaire template (Appendix), which was initially drafted in English and then all partners translated it in their respective languages. This template included both multiple choice and open-ended questions. The use of a semi-structured format, instead of a fixed questionnaire, enabled the participants to make a more personal contribution to the project. Apart from answering the questions on the form, participants discussed the questions with VAMOS partners, who added notes to the interviews, when necessary.

## 2. SELECTION OF PARTICIPANTS AND PARTICIPANTS PROFILE

The testing results reported in this paper derived from the analysis of sixty-six (66) evaluation questionnaires on assessment tool testing administered in Greece, Italy, Spain and UK.

The number of migrants that each participating country got to involve in the pilot testing of the VAMOS Tool, as well as the methods used to deliver the questionnaires in each country, are presented below:

Greece:

- The Greek partners collected feedback from nineteen (19) migrants. The Greek partners, EELI and KEKAPER, decided to approach the migrants directly and ask them first to fill the tool with the assistance of EELI and KEKAPER staff. Eleven (11) migrants were involved in this face-to-face pilot testing of the VAMOS assessment tool. The remaining eight (8) migrants filled the tool on their own, after receiving instructions from EELI and KEKAPER staff.

19 responses

- Horuelo
- INCOMA
- Centro Machiavelli
- EELI
- CLP
- Refuweegee
- KEKAΠΕΡ
- CEPISS
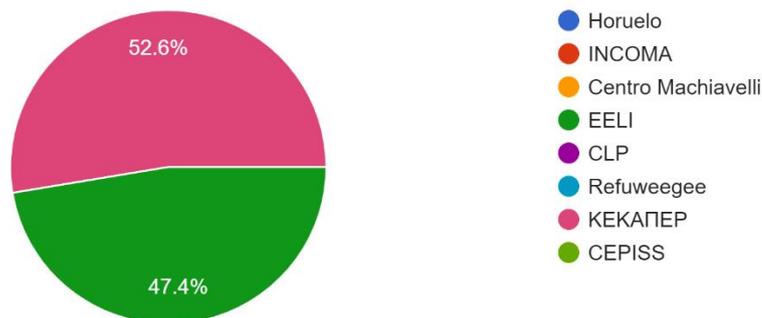
EELI and KEKAPER involved in VAMOS assessment tool testing migrants that had been living in Greece at least for five (5) years. Moreover, the Greek partners involved in the testing process migrants that had already adapted in the labour market, either as employees or as employers. A basic requirement for the migrants was to speak Greek at an advanced level and to be seeking to work in field of migration, reception or social integration of newcomer migrants in Greece.

Italy:

- The sample group of migrants who tested the Tool and who – consequently – filled the related online evaluation form was identified among the users gravitating around the several territorial services offered by the CEPISS Social Coop and by its local stakeholders. In detail, the respondents have been chosen according these three (3) main criteria:
    - Interviewing migrants coming from different areas of the world, focusing the ethnic groups more diffused in the reference zone: therefore, interviews with South Americans, Asians,

Africans and migrants from Eastern Europe in non-EU countries (many of which are in the Florence area) have been carried out.

o Interviewing people who have been residents for at least three (3) years, trying to find both young people who have recently arrived and people who have been residents for several years (at least ten years). This choice was made in order to have a quite broad users' age spectrum and so as to compare the answers of people who lived in the area for a longer time to those with a shorter stay (in any case, no less than three years)

o Gender balancing in the interviews.

The respondents are people living in Italy and about 50% work on a regular basis. As for the educational qualification, most of them have completed compulsory education, while about 40% have a professional qualification or a diploma.

In order to give a realistic picture of the presence of foreign citizens in our area, the sample group was identified trying to cover the population of both the north-west and the south-east of the Province of Florence.

The majority of the interviewees are under thirty (30) years old, coming mainly from Asian countries and with a slight higher percentage of males.

The sample group was constituted by 20 migrants who filled the evaluation form, and they were involved in the project by CEPISS.

Organisation which involved you in this project

20 risposte

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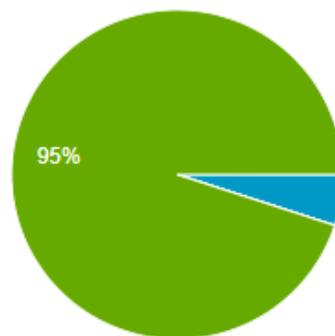
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Spain:

- The Spanish partners collected feedback from seventeen (17) migrants. Participants were selected, considering the following criteria:
    - Participants have to be adults.
    - Participants should be living in Spain for at least three (3) years.
    - Participants should have studied or have had working (volunteering) experience in the field of migration, reception or social integration of migrants.
    - Participants should have a B2 level language skill in Spanish language.

Please indicate which organization has asked you to give feedback on the tool
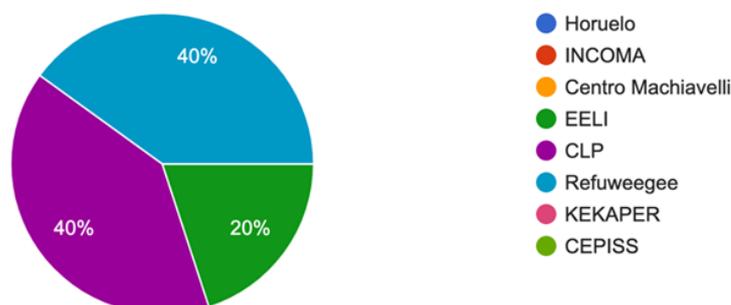17 responses

- Horuelo
- INCOMA

58,8%
41,2%
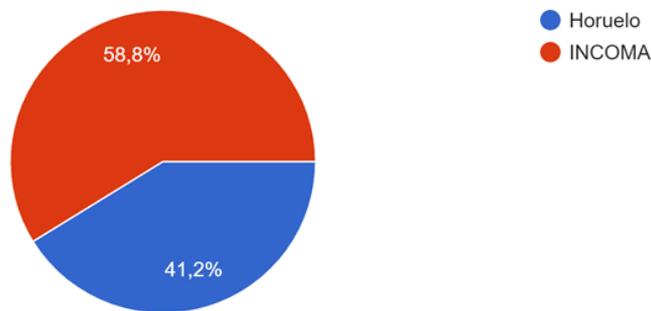
UK:

- The UK partners collected feedback from ten (10) migrants. Participants were selected from their volunteer and student network based on the criteria agreed by the wider group. UK partners shared information of the project with their volunteer network digitally and then followed up with telephone calls and some in-person walk throughs of the project and toolkit.
- The majority of participants from Refuweegee are from a refugee background, which resulted in some unique feedback and willingness to participate.

Organisation which involved you in this project
10 responses

- Horuelo
- INCOMA
- Centro Machiavelli
- EELI
- CLP
- Refuweegee
- KEKAPER
- CEPISS

40%
40%
20%

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3. RESULTS

After having conducted the pilot testing of the VAMOS Assessment Tool, the different partner organisations collected and analysed the results, which are presented in the following section.

The features of the Assessment Tool that were to be evaluated by the users through the Google Form concerned functionality, usability, pertinence and clarity, exploring such dimensions as:

1) **Technical and operational aspects** (features of instructions and questions, questionnaire's length, design and layout, accessibility and usability)

2) **Specific contents** (questions' appropriateness for migrants; relevance of migrant issues)

The assessment of the above-mentioned dimensions was carried out with both closed questions, resorting to a numeric values scale (from 1 – the lower one, to 5 – the highest one) for evaluating the several proposed issues and by open-ended questions.

GREEK FINDINGS:

A. How clear did you find the instruction and questions?

Most of the Greek responders – the 63,2% - found the instructions and questions "Clear" or "Very Clear". However, three of our nineteen responders – the 15,8% - rated the tool's questions as neither "Clear" nor "Unclear". In the end four of our responders – the 21,1% - evaluated the tool's questions mostly as "Unclear".

Reference Scale: from 1 = Very unclear to 5 = Very Clear

How clear did you find the instruction and questions?

19 responses
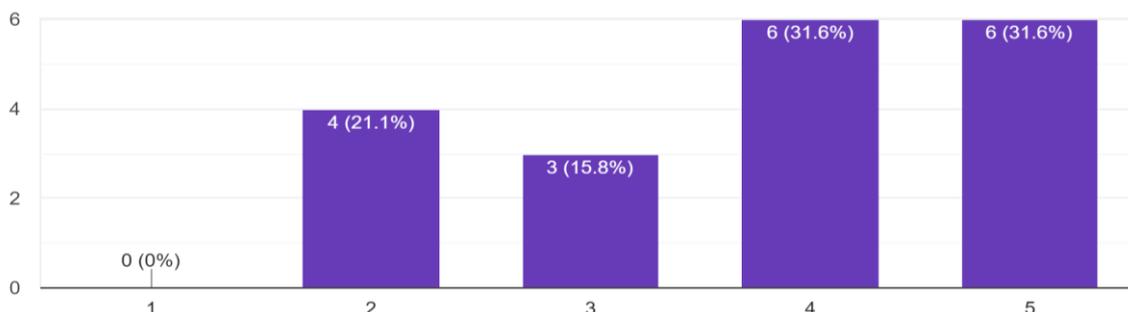
Comments on clarity:
- Some questions were very difficult to me.
- I did not understand some questions, I filled in the questionnaire with the support of EELI.

- Several questions were long and vague.

- The questionnaire was quite difficult for me.

- The questions were clear and understandable.

- Self assessment : Some questions unclear. Secondary language. field of study. Scenarios: instructions need to state that it's drag and drop to change the order of the topics.

- The questions are long and in many points complicated / complex for no reason and seem to be mispronounced.

- The questionnaire includes many unknown words to me.

B. How was the length of the assessment?

Most of the Greek responders – the 73,7% - found the length of the assessment tool "Long" or "Too Long". Alongside, four of our nineteen responders – the 21,1% - rated the tool's length as neither "Long" nor "Short". In the end one responder – the 5,3% - evaluated the tool's length mostly as "Short".

Reference Scale: from 1 = Too Short to 5 = Too Long

How was the length of the assessment?

19 responses
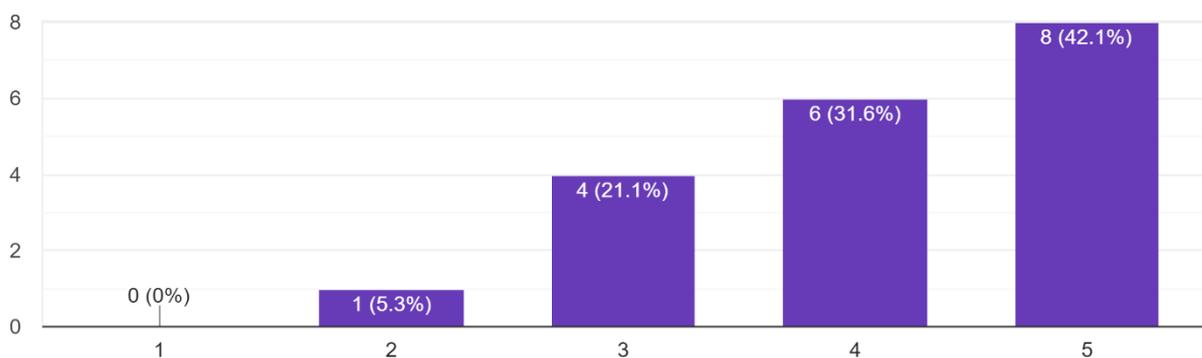
Comments on length:

- It takes much time to complete the tool to a person who does not speak English and Greek that well. Arabic should be also included in the tool as language option, for Arabic speaking people.

- It takes a lot of time to complete the tool, however I understand that is an assessment tool that intents to collect a lot of information.

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- The questionnaire took me a lot of time to complete.

- It took us 30 minutes to complete the questionnaire.

- It needs time.

- Some questions are very similar. Reducing the number of questions would make it easier to complete the tool.

- Tool could have less questions.

C. How was the layout of the tool?

Most of the Greek responders – the 84,3% - found the layout of the assessment tool "Very Good" or "Good". Two of our nineteen responders – the 10,5% - rated the tool's layout as neither "Good" nor "Bad". In the end one responder – the 5,3% - evaluated the tool's layout mostly as "Bad".

Reference Scale: from 1 = Very Bad to 5 = Very Good

How was the layout of the tool?

19 responses
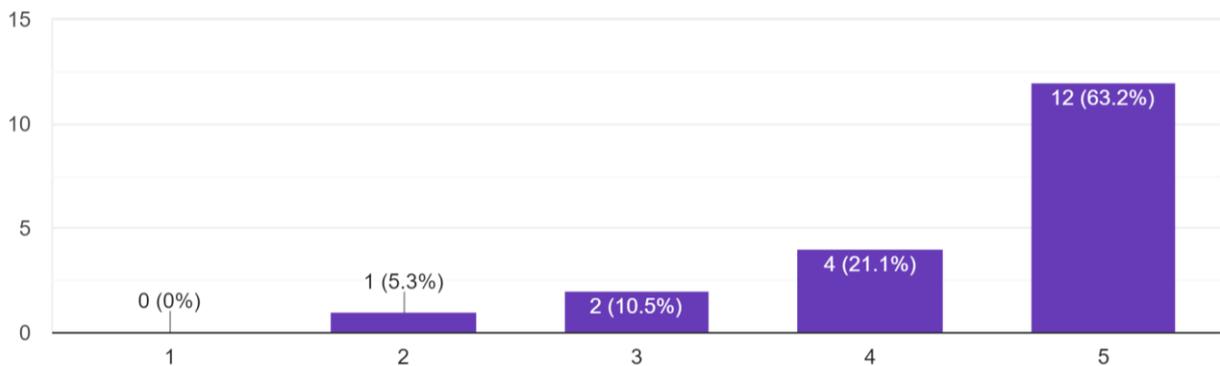
Comments on layout:

- The presentation was very good.

- Very good.

- The platform was friendly but I was needed extra instructions.

- The platform could have more colours or some pictures to make it more pleasant.

- It doesn't inform the users about the total filling time and the filling process (other questions that follow).

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D. How appropriate were the questions for migrants and migration issues?

Most of the Greek responders (84.2%) found the questions of the assessment tool "Very Appropriate" or "Appropriate" for migrants and migration issues. Three of our nineteen responders – the 15,8% - rated the tool's questions as neither "Appropriate" nor "Inappropriate".

Reference Scale: from 1 = Very Inappropriate to 5 = Very Appropriate

How appropriate were the questions for migrants and migration issues?

19 responses
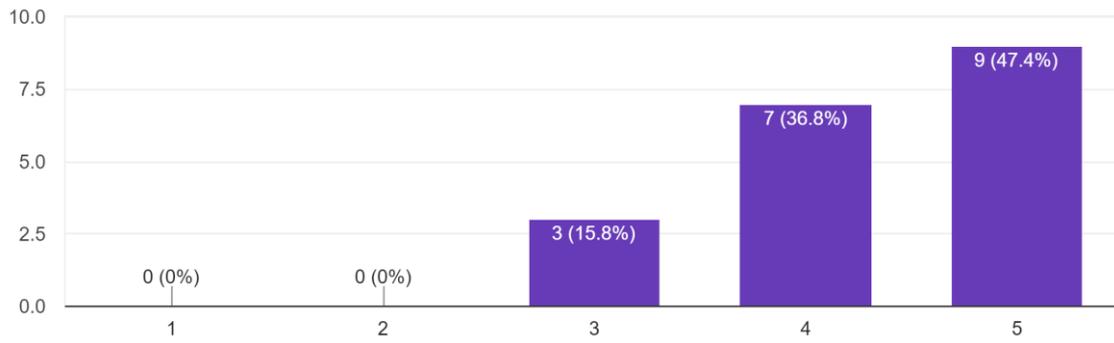
Comments on appropriateness:

- I think the questions were appropriate; I do not have that much knowledge on these issues.

- Questions were accurate and targeted.

- Some of them were out of my range.

- Several questions are similar.

- The questions are appropriate (if I managed to understand the purpose of the questionnaire correctly), but the wording in some questions / answers should be corrected in order questions to be shorter and clear.

E. How engaging did you find the questions?

Most of the Greek responders – the 84,2% - found the questions of the assessment tool "Very Interesting" or "Interesting" for migrants and migration issues. Alongside, three of our nineteen responders – the 15,8% - rated the tool's questions as neither "Interesting" nor "Boring".

Reference Scale: from 1 = Very Boring to 5 = Very Interesting

How engaging did you find the questions?

19 responses
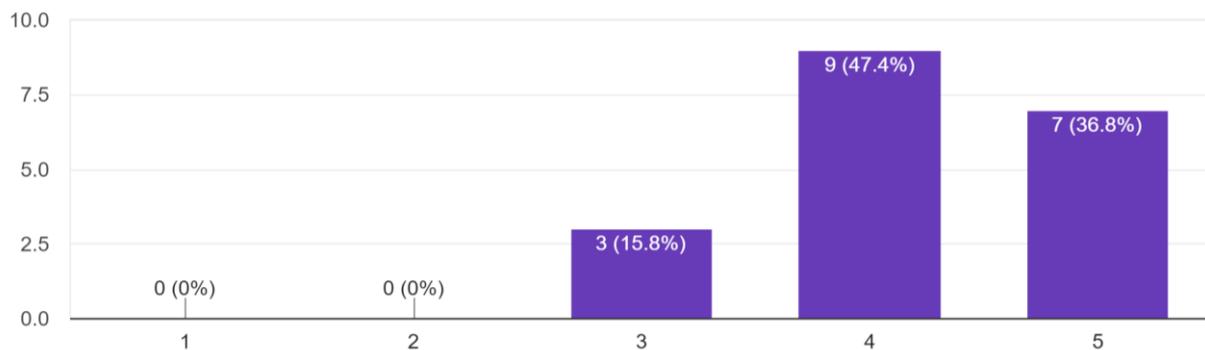
Comments on interest:

- It was interesting.
- I think some scenarios are repetitive.
- Some of them were out of my range.
- If the questions were simpler and more comprehensive it would be much better.

F. How easy did you find using the tool?

Most of the Greek responders – the 73,7% - found the assessment tool "Very Easy" or "Easy" to use. However, two of our nineteen responders – the 10,5% - evaluated the use of the tool as neither "Easy" nor "Difficult". In the end two responders evaluated the use of the tool as "Difficult", while one participant evaluated the use of the tool as "Very Difficult".

Reference Scale: from 1 = Very Difficult to 5 = Very Easy

How easy did you find using the tool?

19 responses
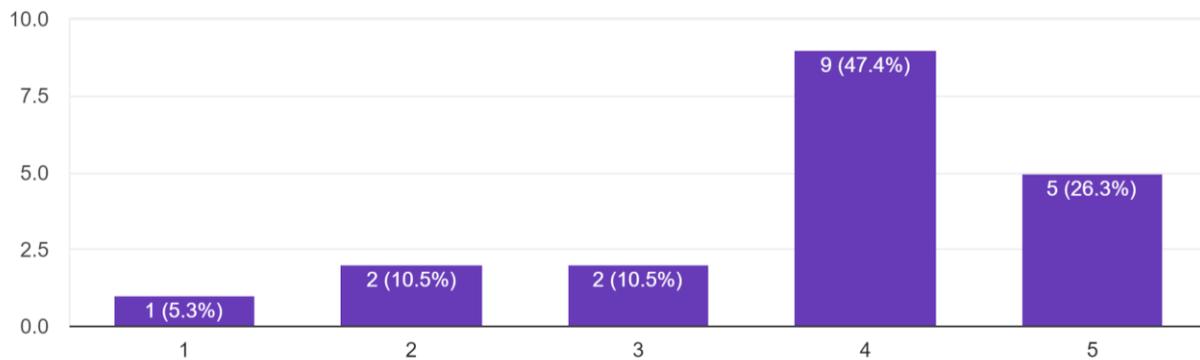
Comments on ease of use:

- It was easy but it takes time to complete the questions.
- The VAMOS assessment tool is an easy and good tool.
- It was easy except the scenario cases.
- There are no instructions for answering the scenarios.

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G. Is there anything you would change/add/remove to make this tool better for you?

The 57,9% of Greek participants said that they would change/add/remove things to make this tool better.

Is there anything you would change/add/remove to make this tool better for you?

19 responses
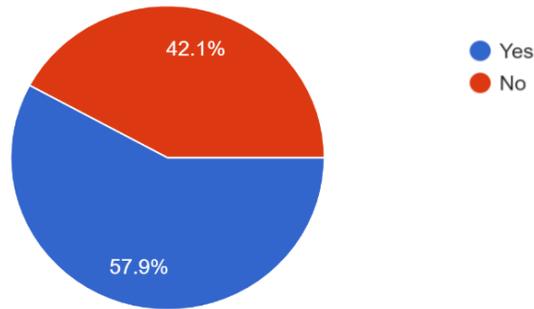
In the question of what they would change, participants provided the following comments:

- More symbols, graphs, images, etc.
- I would probably reduce the number of scenarios.
- Less questions.
- Simpler sentences.

H. On a scale of 1–5, how likely or unlikely would you be to recommend this to someone?

On a scale of 1–5, how likely or unlikely would you be to recommend this to someone?
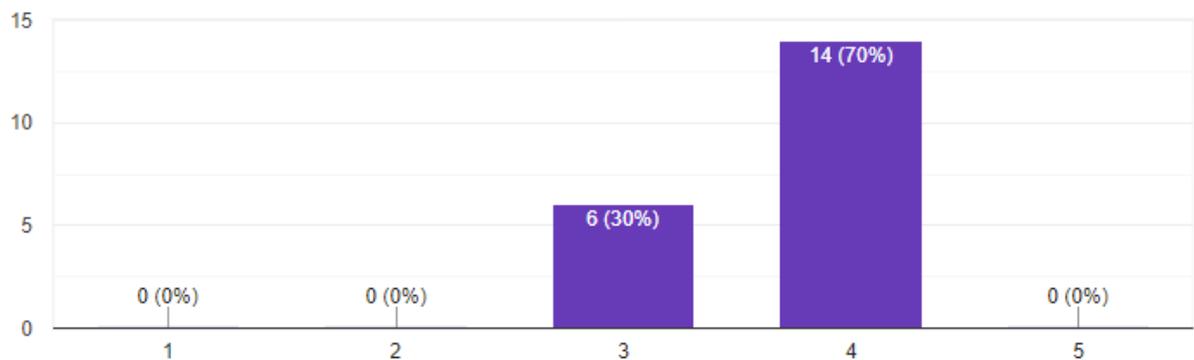
19 responses
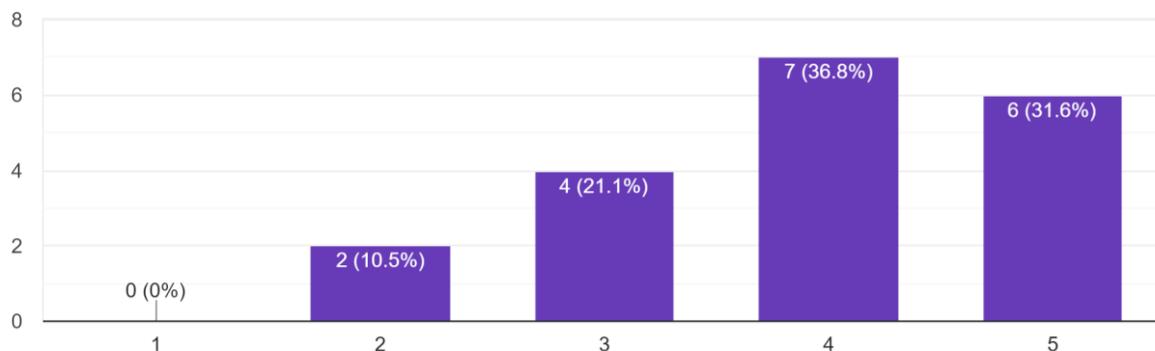
ITALIAN FINDINGS:

I. How clear did you find the instruction and questions?

REPORTED VALUES
Reference Scale: from 1 = Very unclear to 5 = Very Clear

20 risposte

COMMENTS ON CLARITY
(3 answers)

- *The questions were very clear.*
- *Interessante per capire la situazione dei migranti – ITALIANO NEL TESTO (Interesting to understand the situation of migrants)*
- *Molto utile per riflettere su migrazione– ITALIANO NEL TESTO (Very useful for thinking about migration)*
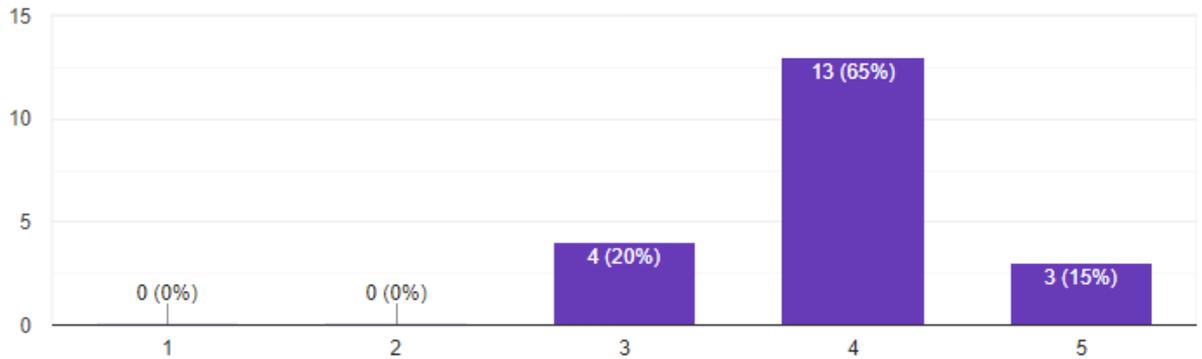
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J. How was the length of the assessment?

REPORTED VALUES
Reference Scale: from 1 = Too Short to 5 = Too Long

20 risposte

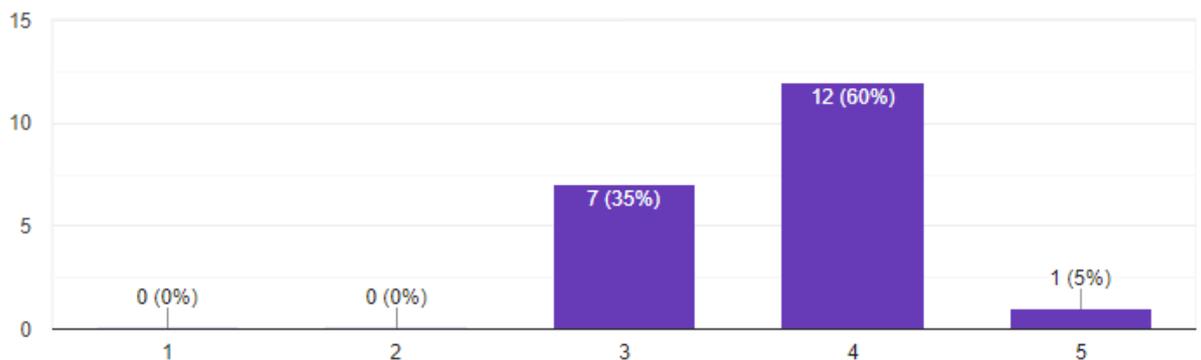**COMMENTS ON LENGTH**
(1 answer)
- *I think the questions should less, and add a save function for anyone who cannot continue the question in one sitting.*

K. How was the layout of the tool?

REPORTED VALUES
Reference Scale: from 1 = Very Bad to 5 = Very Good
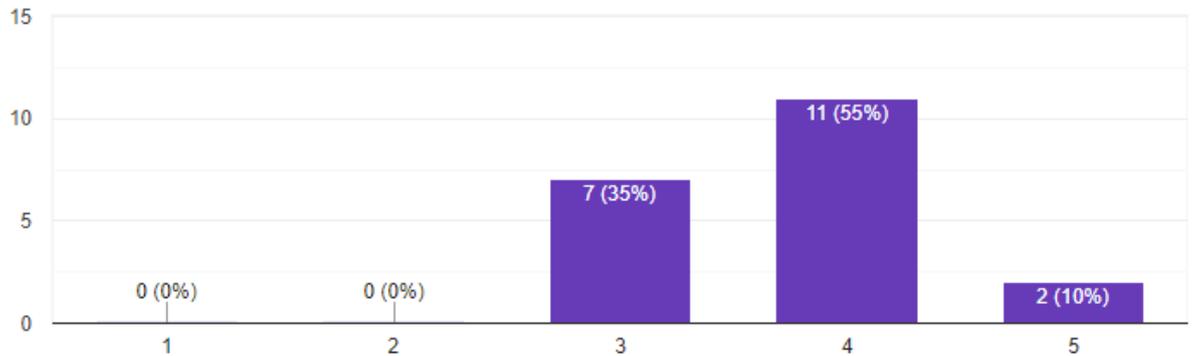
20 risposte

COMMENTS ON LAYOUT
(No comments)

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L. How appropriate were the questions for migrants and migration issues?

20 risposte

COMMENTS ON APPROPRIATENESS

(1 answer)

- *I think it mostly refered to emotion rather than practicality.*

M. How engaging did you find the questions?

20 risposte
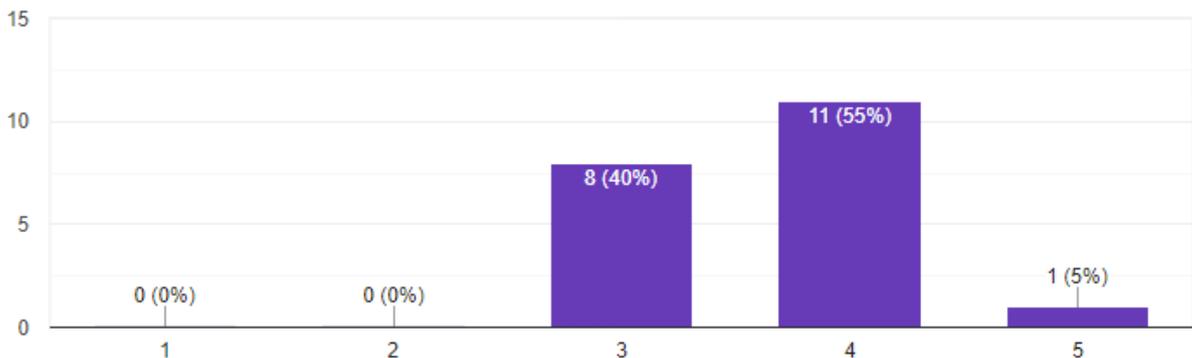
COMMENTS ON INTEREST

(1 answer)

- *I had thought the questions were related to employability not the issues that migrants are having.*

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N. How easy did you find using the tool?

REPORTED VALUES
Reference Scale: from 1 = Very Difficult to 5 = Very Easy

20 risposte
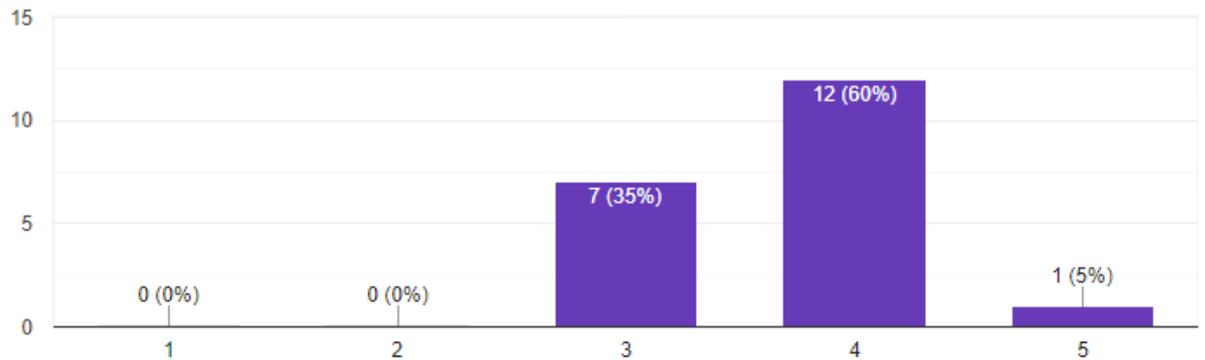
COMMENTS ON EASE OF USE.
(No comments)

O. Is there anything you would change/add/remove to make this tool better for you?

20 risposte

● Yes
● No

95%
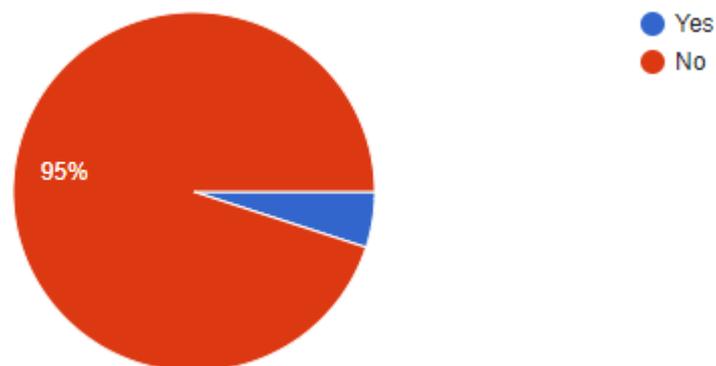
If YES, please elaborate:

(1 answer)

- *Add a progression save button, also reduce the number of question or shorten them.*

P. On a scale of 1–5, how likely or unlikely would you be to recommend this to someone?

REPORTED VALUES
Reference Scale: from 1 = Very Unlikely to 5 = Very Likely

20 risposte

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SPANISH FINDINGS:

A. How clear did you find the instructions and questions?

REPORTED VALUES
Reference Scale: from 1 = Very unclear to 5 = Very Clear

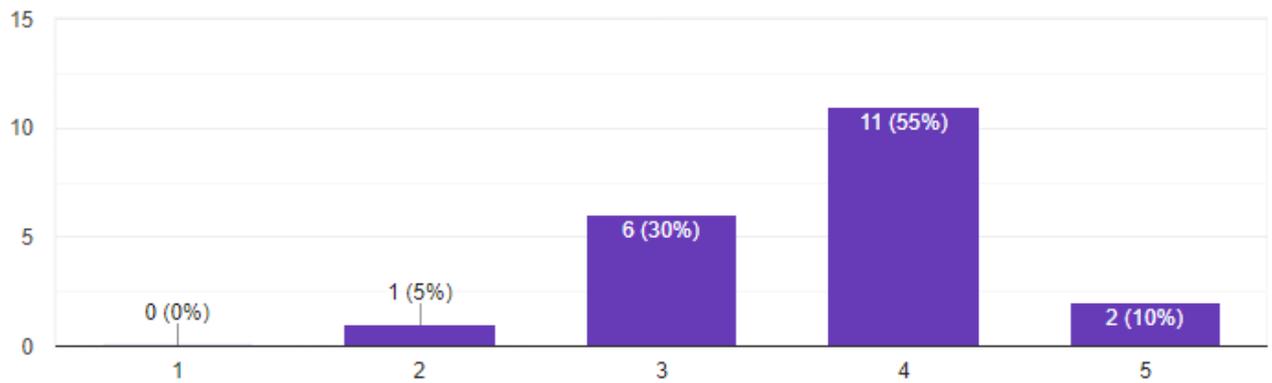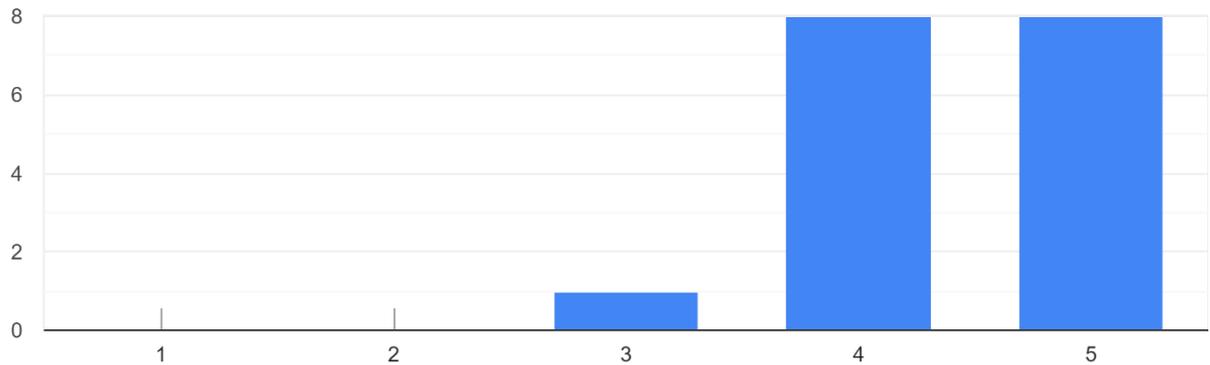1. Did you find the instructions and questions clear?
17 responses

Comments on clarity:

- It was quite interesting, although it has some writing errors, it confuses a little, but in general it is understood.
- The questions are very clear and are all around the subject that we evaluate.
- All the questions were clearly understood. I had a little doubt in the first section with the questions of the different residence and / or work permits since the NIE being European and the different permits are different from those of a non-European person.
- Regarding clarity, I have no comment. I have had no difficulties understanding the questions and scenarios. Yes, in the request of initial data, in Latin America we used to put "Name and Surname" in the forms. I also think that it would be good in the "administrative situation" (both in the arrival and at the present time) to put options. I think it would help in collecting personal data.
- Instructions fine, some very unclear questions
- No objection
- I found reading comprehension difficulties for the questions, I think due to the linguistic translation
- It's all clear

B. How was the length of the assessment?

2. What do you think of the time spent on the evaluation tool?

17 responses
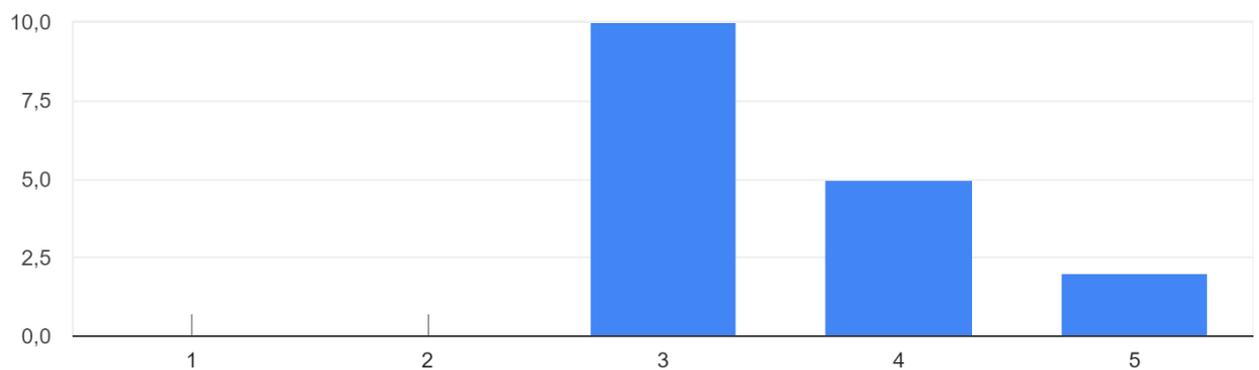
Comments on length:

- Personally, it seemed a bit long, but since it is an interesting topic, I did not feel discouraged.
- Is not sufficient.
- Time is reasonable. It is done very fast.
- The time did not seem too long to me, I think that for a first questionnaire the completion time was balanced.
- Suitable for the required theme.
- The right one.
- Reading and not understanding some questions made it difficult to interpret and that lengthened the process.
- It's good time.

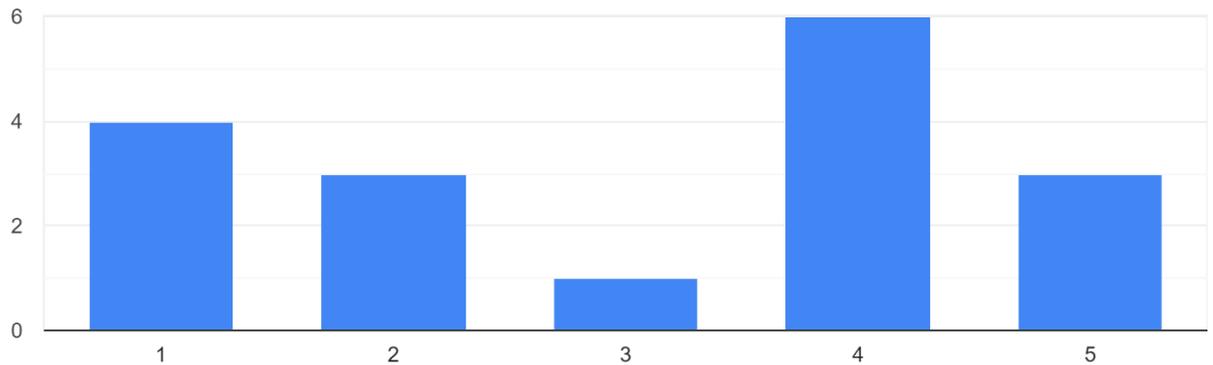Co-funded by the
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C. How was the layout of the tool?

REPORTED VALUES
Reference Scale: from 1 = Very Bad to 5 = Very Good

3. What do you think of the design of the tool?
17 responses

Comments on layout:

- I liked that they showed the graphs with the results, but in the test, I had problems doing it from a tablet, apparently it is not compatible, so I had to switch to a computer, additionally the results are not translated into Spanish. I did not understand many of the score's descriptions.
- Good.
- It has been easy to navigate to answer the questions.
- The tool seemed to me to follow an orderly scheme and questions divided by themes; I liked it because at the time of doing it does not create doubts or confusion.
- It would be good, if possible, that the results that are expressed in graphics were also available in Spanish. And an interpretation of them would also be desirable.
- Perfect.
- I think, it is very technical, it lacks more dynamism.
- Design is ok.

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D. How appropriate were the questions for migrants and migration issues?

4. To what extent do you consider the questions and issues addressed in the tool appropriate for migrants?

17 responses
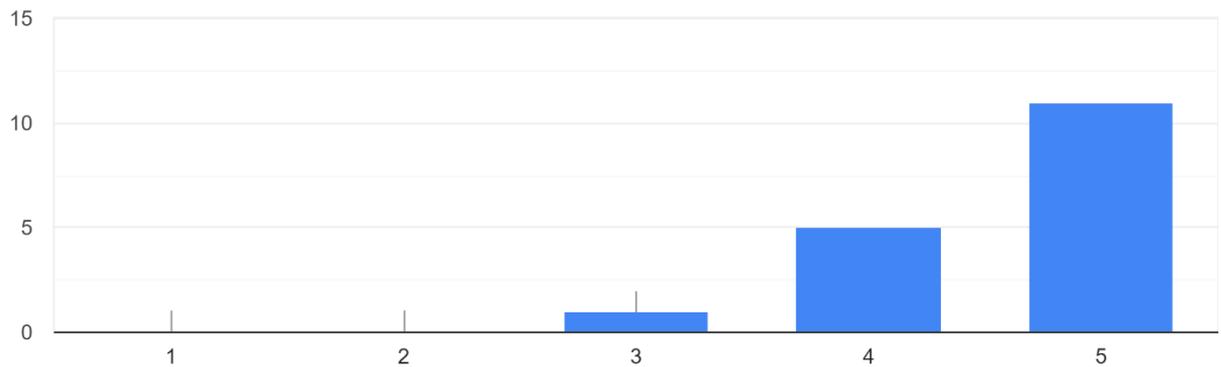
Comments on appropriateness:

- All the questions are very well formulated, they seem very appropriate to me, I would not change anything.
- They are fundamental.
- Ideal.
- The issues dealt with in my professional performance seemed very familiar to me.
- There are people who know there are some who do not know.

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E. How engaging did you find the questions?

5. Have the questions caught your attention?

17 responses
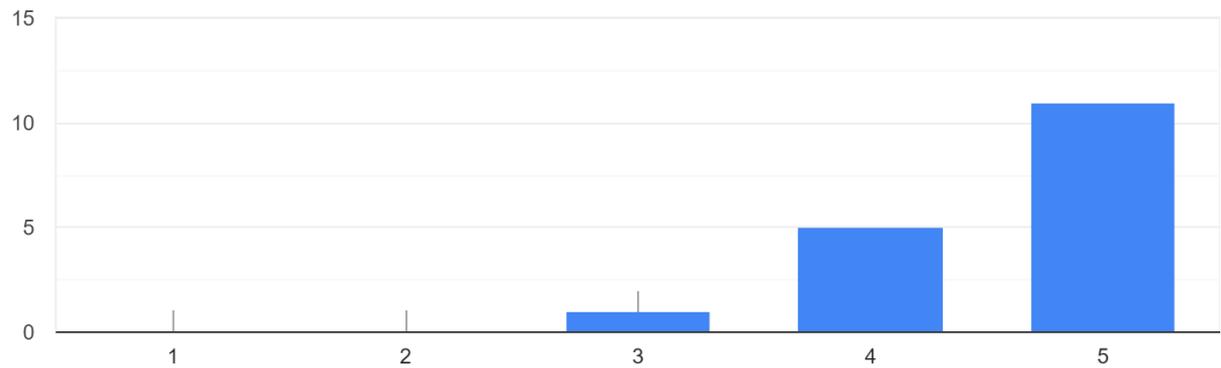
Comments on interest:

- Totally, as I mentioned before, although it seems a bit long, I did not lose interest because it deals with a topic that I find very interesting.
- Not that much.
- In my opinion, the survey is to receive various information.
- Yes, especially the third section of "Scenarios"
- The questions have seemed very interesting to me.
- It is interesting.
- The content discussed is very motivating for me.
- No.

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F. How easy did you find using the tool?

6. Do you think it was easy to use the tool?

17 responses
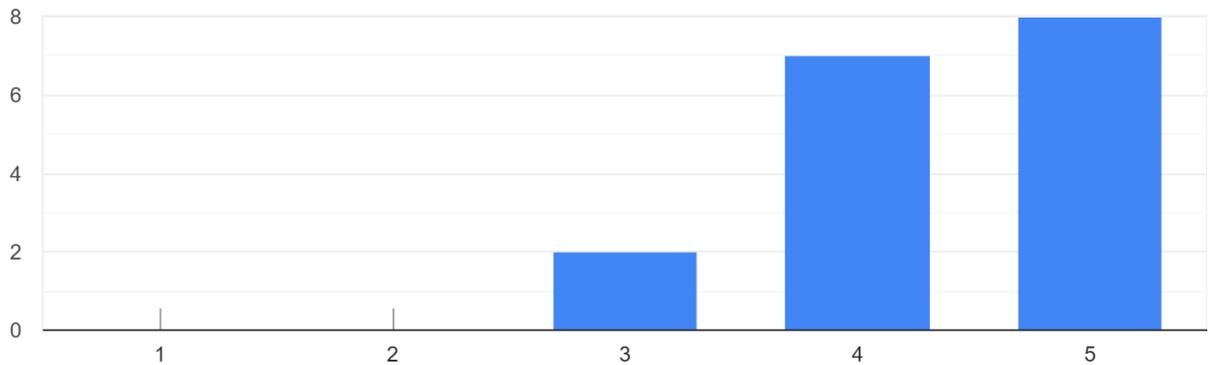
Comments on ease of use:

- It was very simple to use, it would be much more pleasant if they made it more dynamic.
- It has been easy to use.
- Affordable.
- Reading was difficult. I did not see instructions to drag the questions from more to less effective.
- Yes.

G. Is there anything you would change/add/remove to make this tool better for you?

7. Is there anything you would change/add/remove to improve the tool?

17 responses
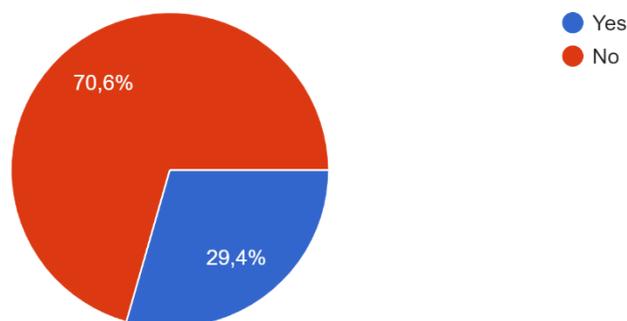
If YES, please elaborate:

- I would improve the platform so that it can be used on all devices, and in the results, I would put the answers of the scores in the language that the respondent chose.
- It's fine.

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- The option of doing it through the mobile also without having a computer: in ordering the scenarios.
- Review of scenarios 19 and 21. They are duplicated.
- As the professional is asked about the knowledge of the legislation, I would include in the questionnaire the effectiveness of this legislation and how it is influencing (currently in a negative way) the integration and well-being of migrants.
- Correctly test the formulation of the questions in terms of their wording. Give clearer instructions.

H. On a scale of 1–5, how likely or unlikely would you be to recommend this to someone?

REPORTED VALUES
Reference Scale: from 1 = Very Unlikely to 5 = Very Likely

8. On a scale of 1 to 5, how likely would you recommend this tool to someone?
17 responses
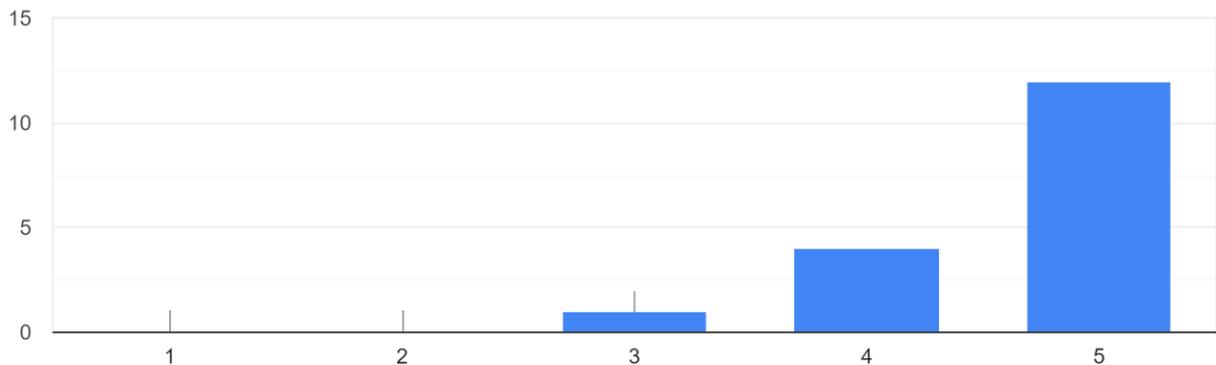
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UK Findings:

A. **How clear did you find the instruction and questions?**

How clear did you find the instruction and questions?
10 responses
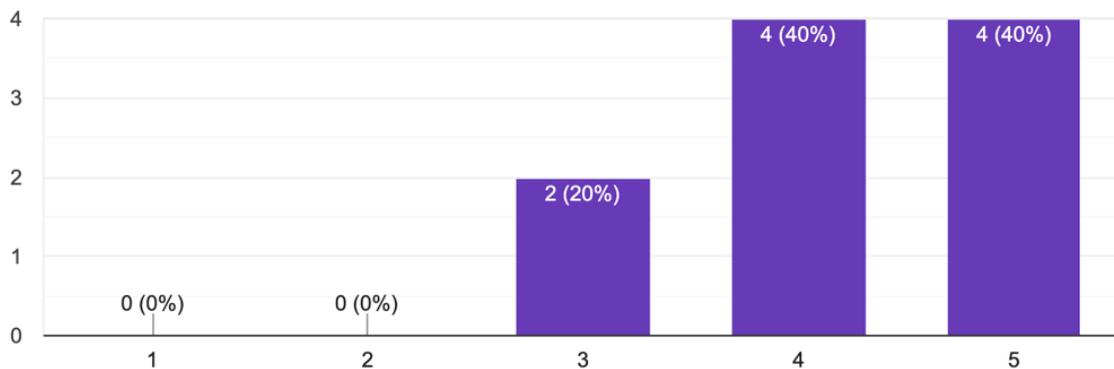
Comments on clarity:
- The questions were very clear.
- Some questions are similar.
- I found some of the questions a little unclear. Questions 24-27 were all very similar which made it a little confusing.
- I was not able to edit a few of the answers, which affected my result.
- It was excellent management.

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B. How was the length of the assessment?

How was the length of the assessment?

10 responses
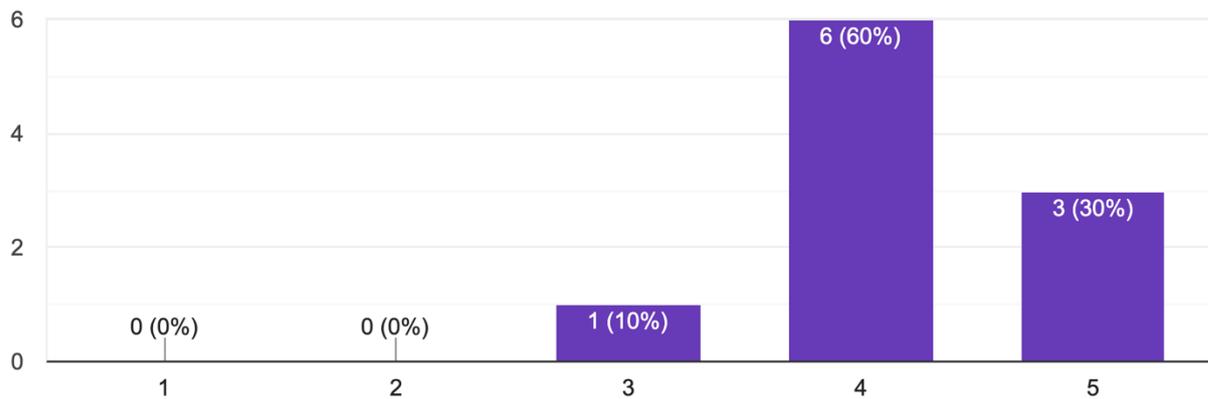
Comments on length:

- I think the questions should less, and add a save function for anyone who cannot continue the question in one sit.
- I would like to have knowledge on how long it taking me.
- As I mentioned before, I felt that some of the questions and some of the scenarios were similar so I felt that the assessment could have been shortened a little.
- Too many scenarios.
- It was bit long but enjoyable.

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C. How was the layout of the tool?

How was the layout of the tool?
10 responses
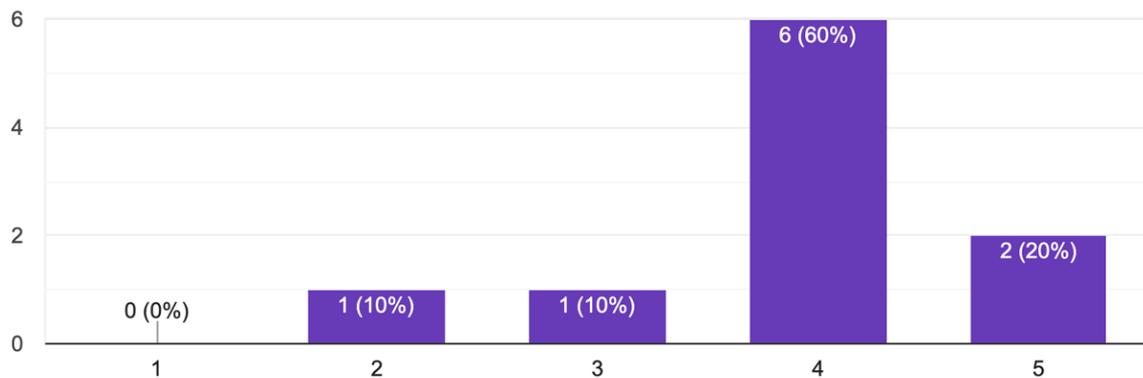
Comments on layout:

- The layout was very straightforward and easy to use.
- The scenarios efficiency rating didn't really work!
- End part scenario was difficult. Should have been easier if scenarios come one-by-one rather than all comes together.
- Unable to edit a few.
- Need a bit improvement.

D. How appropriate were the questions for migrants and migration issues?

REPORTED VALUES
Reference Scale: from 1 = Very Inappropriate to 5 = Very Appropriate

How appropriate were the questions for migrants and migration issues?
10 responses
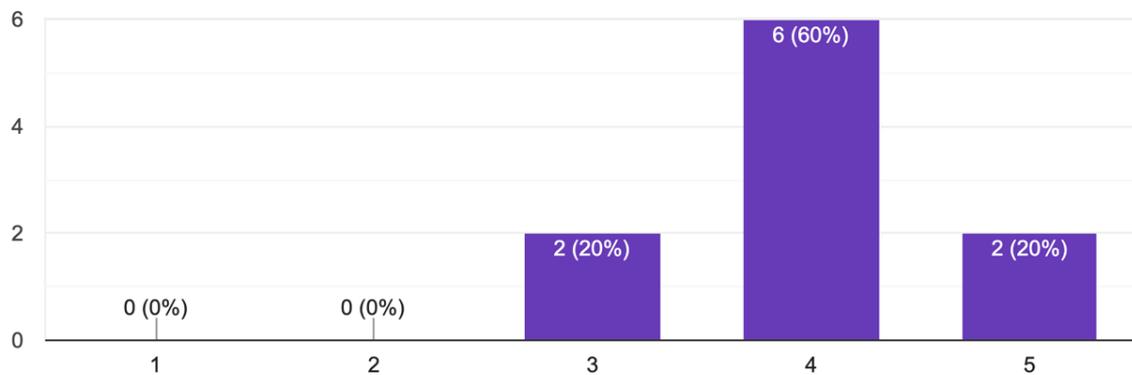
Comments on appropriateness:
- I think it mostly related to emotion rather than practicality.
- I thought most of the questions were relevant to migration issues. I thought that the wording of one of the answers in scenario 4 came across as quite harsh and potentially upsetting by being told to "forget everyone".
- Great real life scenarios and issues!
- Ok.

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E. How engaging did you find the questions?

How engaging did you find the questions?
10 responses
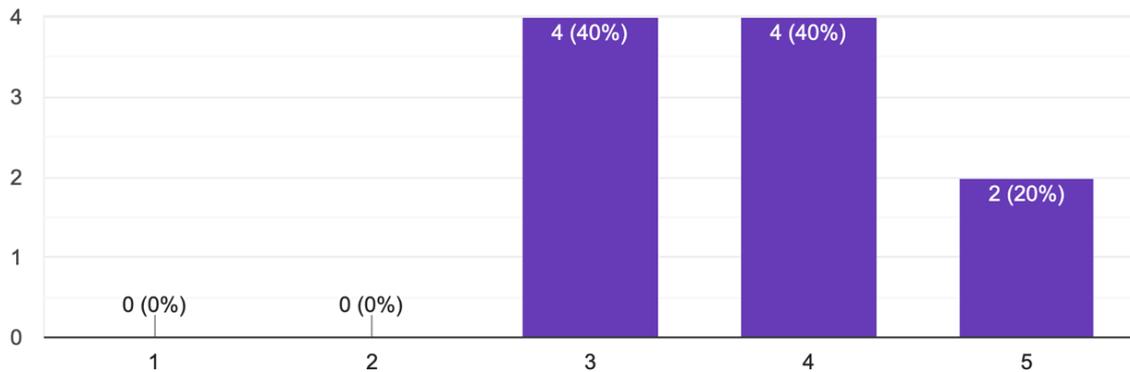
Comments on interest:

- I had thought the question were related to employability not the issues that migrants are having.
- Repeating questions in the scenarios was confusing for me.
- I thought that the questions were appropriate and were interesting and I liked that there were a mixture of competency based questions and scenarios.
- I found this very engaging; only had difficulty with scenarios section as they all come together.
- In details.

F. How easy did you find using the tool?

REPORTED VALUES
Reference Scale: from 1 = Very Difficult to 5 = Very Easy

How easy did you find using the tool?
10 responses
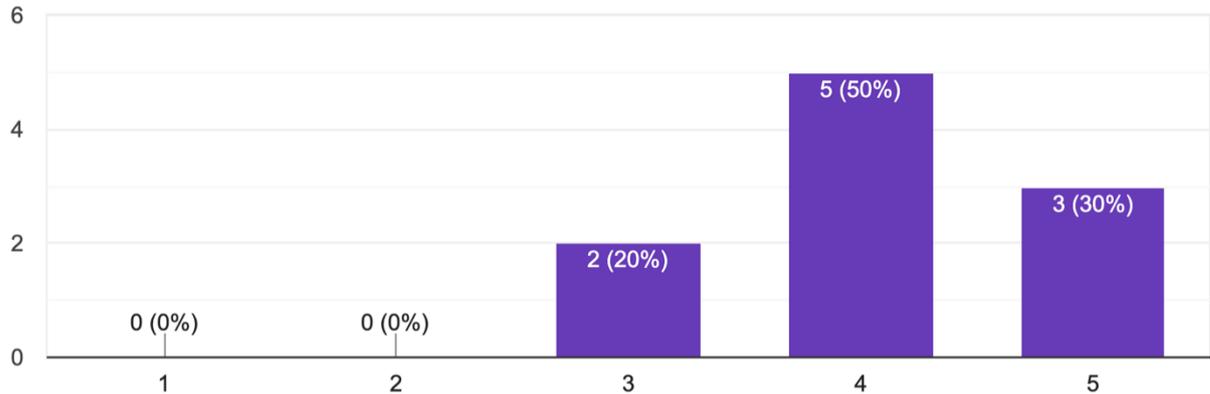
Comments on ease of use:

- Easy until the second half with scenarios.
- I found the tool very easy to use.
- Not complicated.

G. Is there anything you would change/add/remove to make this tool better for you?

Is there anything you would change/add/remove to make this tool better for you?
10 responses

Yes
No
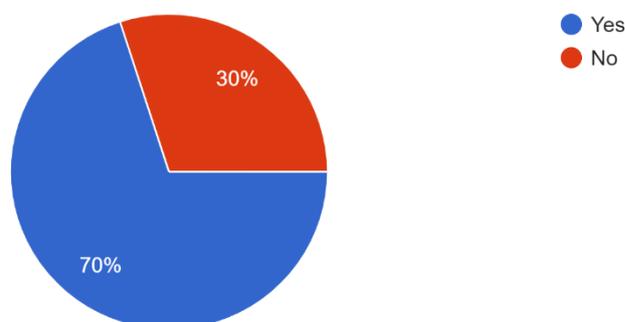
If YES, please elaborate:

- Add a progression save button, also reduce the number of question or shorten them.
- I was not able to do the scenarios section because it was not compatible with a mobile device (iPad, phone screen.) Was unable to rearrange the answers for scenarios.

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- Give me indication of time it will take and how long to go.
- I felt that the layout of the results page was really confusing and I didn't understand what the results meant.
- Rating the effective intervention in scenario part. Might be a technical error.
- Please separate all scenarios one by one.
- Clarity on how to edit the middle ones that would not change please.

H. On a scale of 1–5, how likely or unlikely would you be to recommend this to someone?

REPORTED VALUES
Reference Scale: from 1 = Very Unlikely to 5 = Very Likely

On a scale of 1–5, how likely or unlikely would you be to recommend this to someone?
10 responses
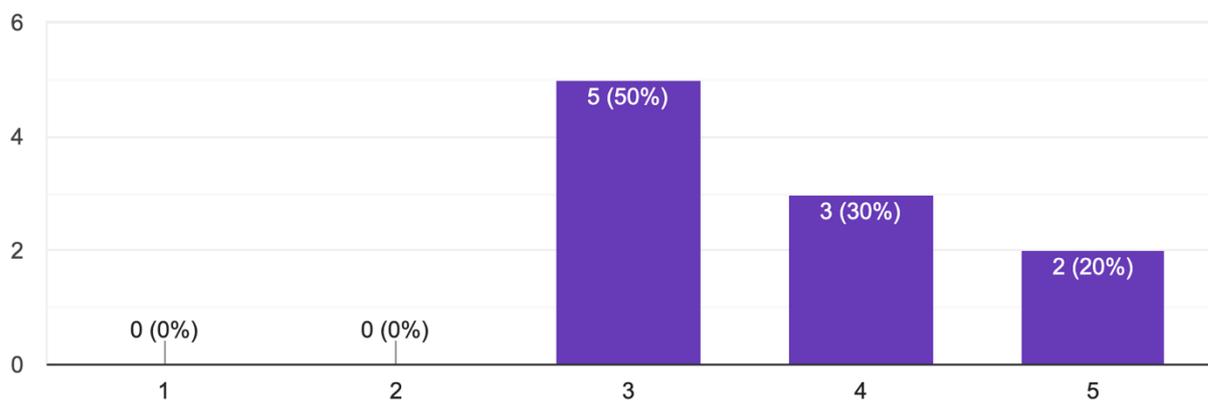
4. CONCLUSIONS PER COUNTRY

GREECE

According to the feedback / results we collected by the online questionnaire for VAMOS assessment tool, we can conclude that most Greek participants evaluated the tool positively. However, based on the comments and recommendations made by responders, there are some vital improvements that we should make on the tool;

Clarity of the tool:

- Correct the wording in some questions / answers; use simple Greek and not complex syntax.
- Reduce the scenarios – if possible.
- The length of the assessment: many participants commented that the time spent in filling the form was quite long.

Layout of the tool:

- Add more colours or some pictures.
- Provide information to users about the time needed to complete the tool.

Participant's suggestions for tool improvement:

- Add more symbols, graphs, images, etc.
- Reduce the number of scenarios.
- Use simpler sentences.

ITALY

According to the feedback gained by the online evaluation questionnaire Italian partners affirm that the most relevant aspects that deserve to be considered for a possible improvement of the Tool concern Technical and operational features, in particular:

- The length of the assessment: the questions should be less or more concise (The time spent in filling the form is considered quite long by the 65% of the respondents).
- Considering the length of time required to fill the form, it could be better, if the assessment can be completed in different steps (e.g. adding a save function for anyone who cannot continue the question in one sitting).
- Making the Tool usable also through the most diffused mobile devices.

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SPAIN

Most of the Spanish respondents liked and enjoyed using the self- assessment tool and evaluation. It was seen as clear enough and interesting, with appropriate and catchy questions. Here below some comments and remarks:

CLARITY:

- Although most respondents claimed that the tool was clear enough, some of them answered that some questions were not that clear to understand. For that reason, INCOMA + HORUELO will do a revision of the language and the wording.

LAYOUT:

- Easy to navigate but depending on the device people had problems using the tool.
- More instructions are needed regarding the results obtained once the tool is filled in. Is it possible to have results in the local language?

EASE OF USE:

- In general, the tool was considered easy to use. However, one person indicated that "I did not see instructions to drag the questions from more to less effective".

GENERAL SUGGESTIONS OF IMPROVEMENT:

- To check the possibility of using any kind of device to fill in the tool, especially the "scenarios part". Some respondents highlighted the use of smartphones.
- The possibility of having data/ results in the local language.
- More instructions about how to use the tool properly (especially the "scenarios part").
- Revision of Spanish redaction and wording.

UK

The overall understanding of the tool and feedback on using it was positive. Most comments around it not being clear or not being user friendly were in relation to the scenarios' section. The most common piece of feedback was that a save function or indication of time left until completed would be very helpful.

As one of the organisations sourcing participants for the testing, we would approach this differently in future. We would carry out all testing in person, so that queries and concerns could be dealt with in-person. This was incredibly difficult during covid-times, when people have varying degrees of comfort with being in shared spaces. We felt sharing the tool digitally was less successful than in 'normal times', due to digital fatigue and fear of what/who the information would be used for/shared with.

5. RECOMMENDATIONS FOR VAMOS ONLINE ASSESSMENT TOOL IMPROVEMENT

The pilot testing of the VAMOS Assessment Tool and the evaluation of testing process based on semi-structured questionnaires were a good way to get direct feedback on VAMOS Tool function from our target group. However, it was not that easy to find people available to test the tool and answer the evaluation questions. For some, the VAMOS Assessment Tool was perceived as being too long, complicated and time consuming. Nevertheless, thanks to this pilot testing, we are able to make recommendations in regard of the improvement of the VAMOS Self-Assessment Tool.

Recommendations on Clarity:

- Although most respondents claimed that the tool was clear enough, some of them answered that some questions were not that clear to understand. For that reason, it is recommended that all partners do a revision of the language and the wording.

- The length of the assessment: many participants commented that the time spent in filling the form was quite long. For this reason, it is recommended that partners reduce some of the scenarios and short – where possible – some of the questions.

Recommendations on tools Layout:

- It is recommended to add more colors or some pictures in the tool; for instance, in the scenarios section, it is suggested to add some pictures.

- Provide information to users about the time needed to complete the tool.

- Change the layout of results page; users commented that graphs and diagrams are complex and do not facilitate the understanding of their specific training path and training needs. Moreover, the results page is not presenting the specific modules or subtopics of VAMOS training course, that users should attend based on their results.

General suggestions:

- Modify the tool in order for it to be used by any kind of device, for instance with smartphones.
- Translate the results' page in the respective partners' languages.
- Provide more instructions on how to fill the tool (especially the "scenarios part").

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6. APPENDIX : VAMOS Assessment Tool Feedback Questionnaire

VAMOS Assessment Tool Feedback

Thank you for participating in the assessment tool testing for the Erasmus+ project VALORISING MIGRANTS' EXPERIENCE TO INCREASE THEIR OCCUPATIONAL SKILLS.

Please use this form to give us your opinion, any suggestions for improving the tool, and to tell us what worked or what did not.

We look forward to taking this project forward with you.

Thank you again for your time to complete this testing. VAMOS!

2019-1-ES01-KA202-065450

*Required

1. Name *

   _____

2. Email *

   _____

3. Organisation which involved you in this project

   Mark only one oval.

   ◯ Horuelo

   ◯ INCOMA

   ◯ Centro Machiavelli

   ◯ EELI

   ◯ CLP

   ◯ Refuweegee

   ◯ KEKAPER

   ◯ CEPISS

Feedback

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4. How clear did you find the instruction and questions? *

Mark only one oval.

	1	2	3	4	5	
Very unclear	◯	◯	◯	◯	◯	Very clear

5. Comments on clarity.

_____

_____

_____

_____

_____

6. How was the length of the assessment? *

Mark only one oval.

	1	2	3	4	5	
Too short	◯	◯	◯	◯	◯	Too long

7. Comments on length.

_____

_____

_____

_____

_____

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8. How was the layout of the tool?

Mark only one oval.

	1	2	3	4	5	
Very bad	◯	◯	◯	◯	◯	Very good

9. Comments on layout.

_____

_____

_____

_____

_____

10. How appropriate were the questions for migrants and migration issues? *

Mark only one oval.

	1	2	3	4	5	
Very inappropriate	◯	◯	◯	◯	◯	Very appropriate

11. Comments on appropriateness.

_____

_____

_____

_____

_____

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12. How engaging did you find the questions? *

Mark only one oval.

	1	2	3	4	5	
Very boring	◯	◯	◯	◯	◯	Very interesting

13. Comments on interest.

_____

_____

_____

_____

_____

14. How easy did you find using the tool?

Mark only one oval.

	1	2	3	4	5	
Very difficult	◯	◯	◯	◯	◯	Very easy

15. Comments on ease of use.

_____

_____

_____

_____

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16. Is there anything you would change/add/remove to make this tool better for you? *

Mark only one oval.

◯ Yes

◯ No

17. If YES, please elaborate.

_____

_____

_____

_____

_____

18. On a scale of 1–5, how likely or unlikely would you be to recommend this to someone?

Mark only one oval.

	1	2	3	4	5	
Very unlikely	◯	◯	◯	◯	◯	Very likely

Thank you

Thank you for taking part in this feedback for our assessment tool, we greatly appreciate your input!