



# Pilot activities - Synthesis Report





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## Introduction

Pilot activities have a quite significant role in ensuring the successful completion of the projects' results. In case of the WIN project, the implementation of pilot activities was necessary in order to get valuable feedback and proceed to relative improvements regarding the training material and the e-learning platform.

Pilot activities were conducted in each partner country, and in accordance with the application form, they included at least 3 pilot SMEs per country and a minimum number of 3 key staff members per each pilot SME. A total number of 47 participants and especially, CEOs, Managers and staff members of SMEs, were engaged to the pilot activities and to the respective training. More specifically, in the piloting activities participated 12 SMEs - 7 CEOs, 32 employees, 5 Managers, 2 supervisors and 1 individual unemployed - depending on the size of the company and willingness for participation.

Partners decided the number of pilot sessions, the date of implementation and the mode of execution, either in-person or online, considering the availability and time constraints of the participants.

This report is a synthesis report of the results produced at national level in the following partners countries; Germany, Bulgaria, Slovenia and Greece. It includes an analytical description of the way of implementation and the key findings based on respective questionnaire that was delivered to participants after the pilot activity. The questionnaire was designed in such a way so to evaluate all the required aspects including pilot activities, learning material, e-learning platform and certification process.





## Germany

### Implementation of pilot activities

In Germany, the pilot test was conducted between May and June 2024 by ITALCAM and IP-International, targeting a diverse group of individuals. The participants were 9 individuals in total, located in different cities and specifically, 1 participant was located in Kehl, 1 in Berlin, 1 in Frankfurt, and 6 were in Munich.

The group included a mix of professional backgrounds: 4 CEOs and founders of their own companies, 4 employees of SMEs, and 1 individual who was currently unemployed and took the course as an opportunity of upskilling in order to increase his attractiveness on the job market.

The companies represented by the participants spanned various industries including movie making, fashion, online retail, aerospace, healthcare, and education.

The piloting was delivered in a blended mode, incorporating both in-person and online sessions to accommodate the availability and needs of each participant.

The pilot included elements of self-study and interactive sessions, depending on individual schedules and preferences. Nevertheless, each participant engaged in at least one session to thoroughly go through the features of the course.

The pilot test was carried out with flexibility, in order to adapt to everyone's schedule and availability. But on the whole, it consisted in the following parts:

- An initial orientation session to introduce the participants to the platform and the course objectives.
- Follow-up sessions to monitor progress and address any issues or feedback from participants.
- The pilot testing specifically focused on evaluating PR3 and PR5 modules. For PR3, the aspects tested included the quality of the content, user-friendliness of the platform, platform usability, satisfaction with the delivery modality, effectiveness of the course content, and the certification process.

Regarding the collection of feedback, participants were asked to provide their input through a Google Form questionnaire, which covered various aspects such as:





- Overall satisfaction with the course
- Specific feedback on the quality and relevance of the content
- User experience with the online platform
- Effectiveness of the blended learning approach
- Recommendations for improvement

The collected feedback will be instrumental in refining the course content, enhancing the user interface of the platform, and improving the overall delivery model for future implementations.

## Evaluation results and analytics

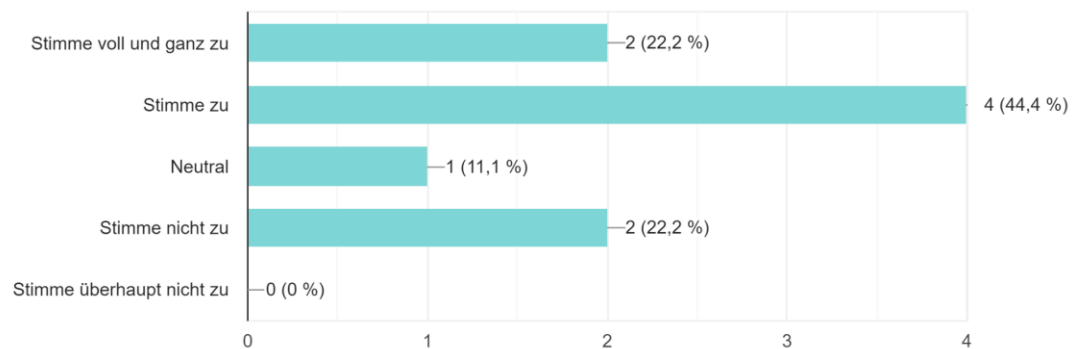
The following text presents the result of each section of the questionnaire providing a short comment.

### Pilot activities

**Motivation and Content:** Many participants found the course motivating and relevant, but some did not, suggesting a need for more engaging content.

1. Ich fand die Lernerfahrung motivierend und die Kursinhalte für meine Aufgaben und die Rolle im Unternehmen relevant.

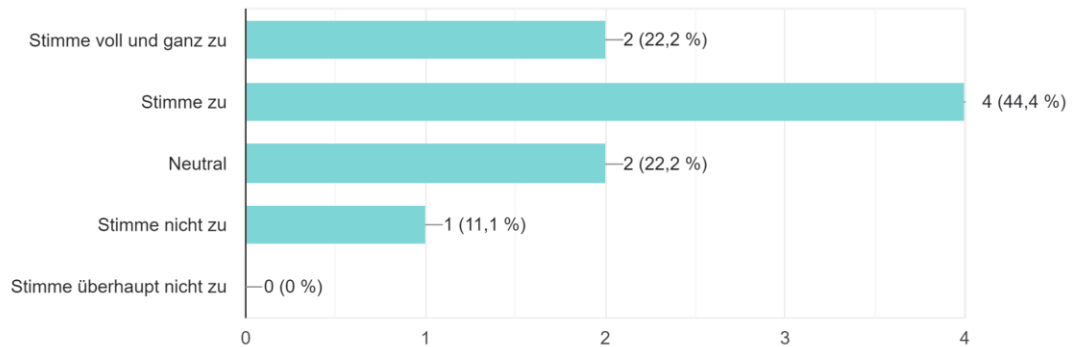
9 Antworten



**Instructions:** While some participants found the instructions clear, others did not, indicating a need for clearer and more comprehensive guidance.

2. Die Anleitungen, die ich während der Testphase erhalten habe, insbesondere wie ich mich beim Navigieren auf der Online-Plattform und in den vers...halten zurecht finde, waren klar und verständlich.

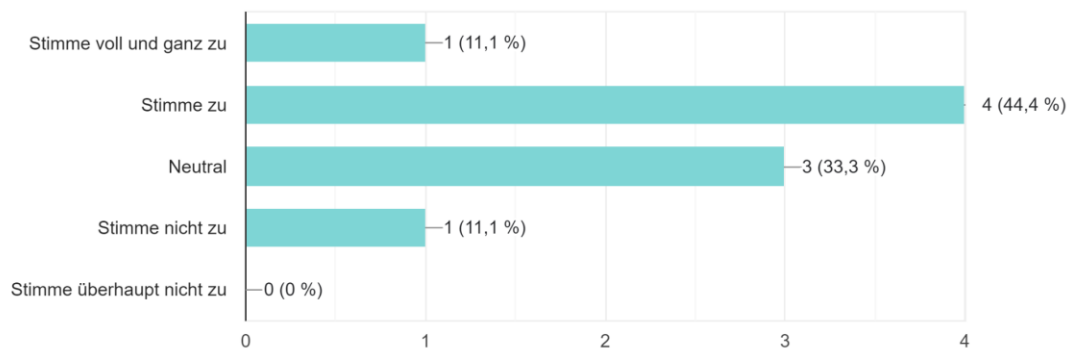
9 Antworten



**Interactive Course Aspects:** The interactive elements were helpful for many, but not all. Improving these elements could enhance understanding for more participants.

3. Die interaktiven Aspekte des Kurses haben mir geholfen besser zu verstehen, was mit Innovation am Arbeitsplatz gemeint ist und welche Konzepte es gibt.

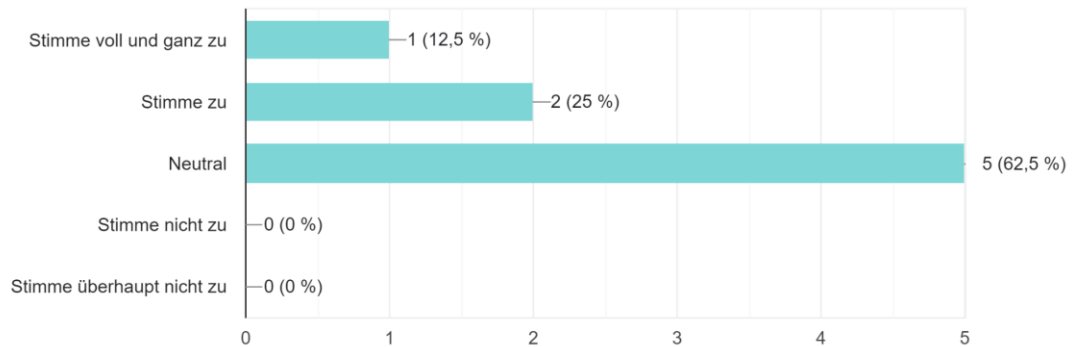
9 Antworten



**Practical Application of Knowledge:** Participants were neutral about the practical application of the course content, highlighting a need to enhance the integration of theoretical concepts with real-world applications.

4. Im Kurs habe ich Wissen erworben, dass ich bei meiner täglichen Arbeit und bei der Einführung von Innovationen am Arbeitsplatz konkret anwenden kann.

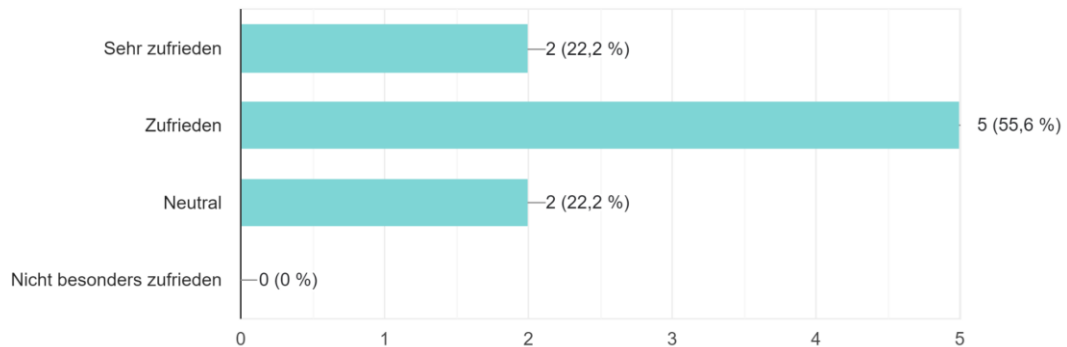
8 Antworten



**Overall Satisfaction:** Satisfaction was found to be relatively high, with half of the respondents indicating satisfaction with the course.

5. Wie zufrieden sind Sie mit den Erfahrungen, die Sie in dieser Testphase mit dem Kurs und den Lerninhalten gemacht haben?

9 Antworten



The key areas for improvement that were identified are the following:

1. Platform Usability: Improve navigation and add features like a general page button.
2. Clear Instructions: Enhance clarity and detail of guidance.
3. Interactive Content: Improve interactive elements to aid understanding.
4. Practical Application: Better integrate practical applications into the content.





## 5. Overall Engagement: Increase content relevance and engagement.

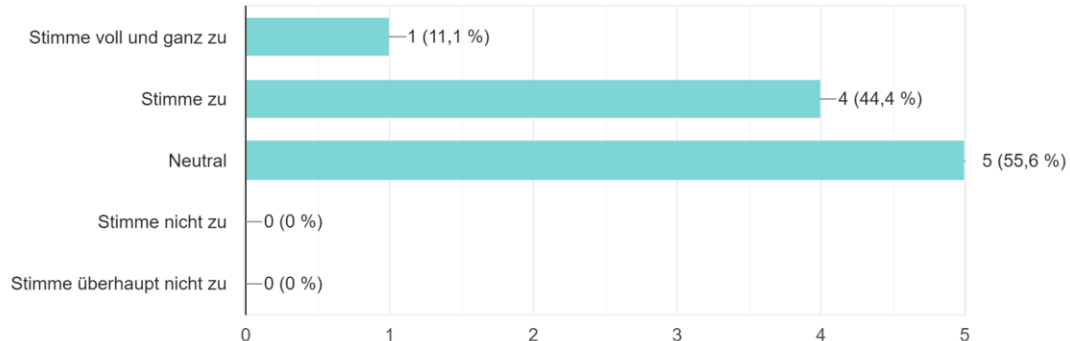
The main conclusion derived is that to improve satisfaction, focus should be given on usability, clearer instructions, better interactive elements, and demonstration of practical applications of the content. These changes will better meet participant needs and enhance the learning experience.

### Learning content

**Relevance and Clarity of Training Content:** The responses to the training content were diverse, with some participants indicating that it was relevant to their roles, while others felt that it was not. Similarly, the clarity of the information provided was perceived differently by different individuals. While some participants found the content relevant and clear, others remained neutral or expressed dissatisfaction.

1. Der Inhalt der Schulung war für meine Rolle relevant und die vermittelten Informationen waren klar und verständlich.

9 Antworten

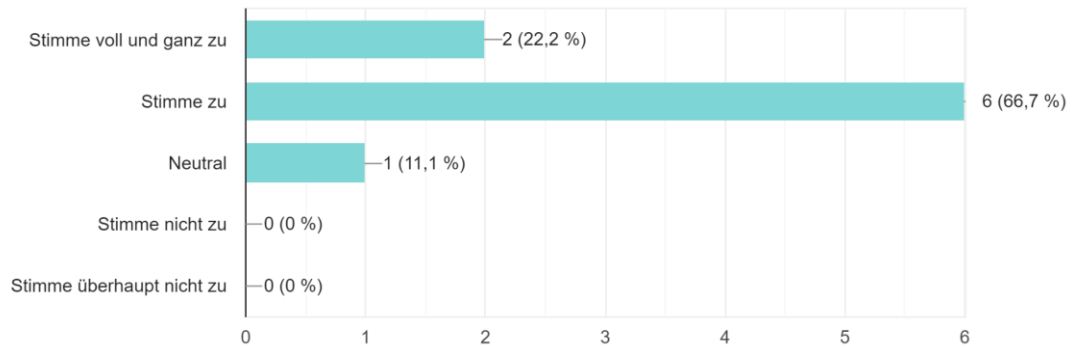


**Effectiveness of Training Methods:** Most respondents agreed that the training methods, including presentations and interactive learning activities, were helpful in understanding various concepts of workplace innovation. This suggests that these methods were generally effective in facilitating learning and comprehension.



2. Die Schulungsmethoden (z. B. Präsentationen und interaktive Lernangebote) waren für mich hilfreich um die verschiedenen Konzepten zur Innovation am Arbeitsplatz zu verstehen.

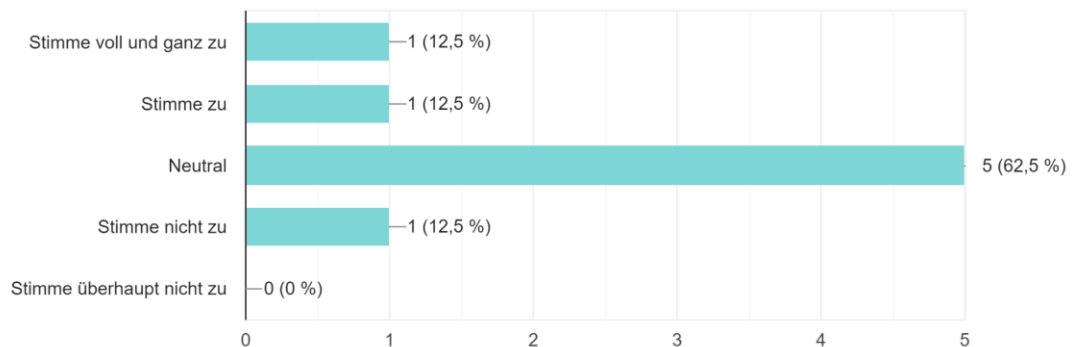
9 Antworten



**Motivation and Enrichment:** Half of the respondents agreed that the course was motivating, and they found the interactive aspects enriching. While some participants found the course engaging, there is room for improvement to increase motivation and enrichment for all participants.

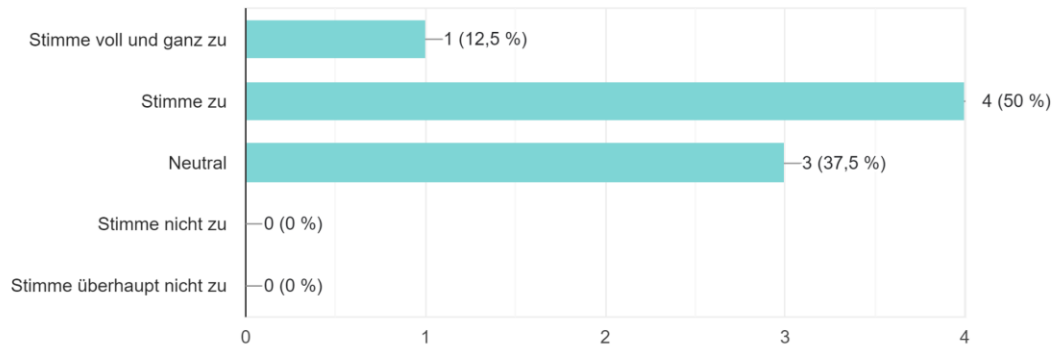
3. Die Schulungsinhalte sind im Arbeitsalltag konkret umsetzbar und ich habe eine klare Vorstellung, wie ich sie anwenden kann.

8 Antworten



4. Ich fand den Kurs motivierend und die interaktiven Aspekte empfand ich als Bereicherung.

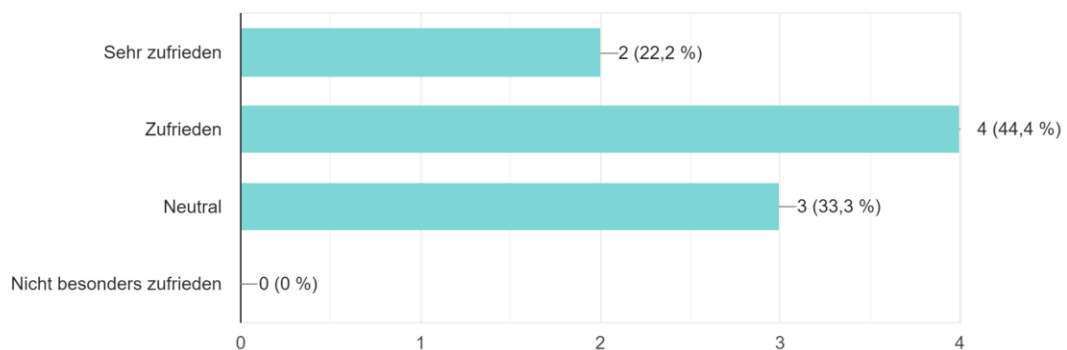
8 Antworten



**Overall Satisfaction and Improvement Suggestions:** Less than half of the respondents expressed satisfaction with the training topics or learning content. Additionally, suggestions for improvement were requested, indicating areas where the training experience could be enhanced to make it more effective.

5. Wie zufrieden sind Sie mit den Schulungsthemen bzw. Lerninhalten? Haben Sie darüber hinaus Verbesserungsvorschläge oder gibt es Bereiche, die... die Lernerfahrung noch effektiver zu gestalten?

9 Antworten



The feedback from the pilot test indicates a diverse response regarding the training content and methods. While some aspects of the training were positively received, including the effectiveness of the training methods, there are areas for improvement. These include clarifying the relevance of the content, increasing motivation, and addressing areas of dissatisfaction. Proposals for enhancement



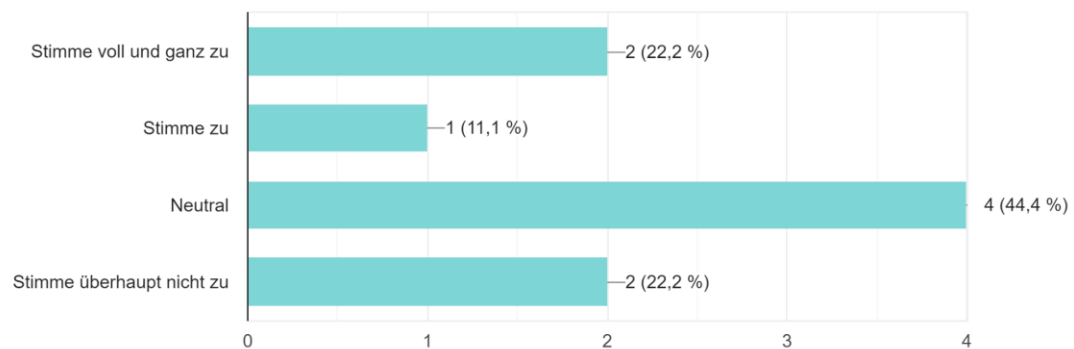
were put forth, suggesting avenues for furthering the learning experience and enhancing overall efficacy.

## E-learning platform

**Navigation on the E-Learning Platform:** The participants expressed a range of opinions regarding the platform's ease of navigation, with a notable proportion remaining neutral. This indicates that there is potential for enhancement in the clarity and user-friendliness of the navigation.

1. Die Navigation auf der E-Learning-Plattform empfand ich als einfach.

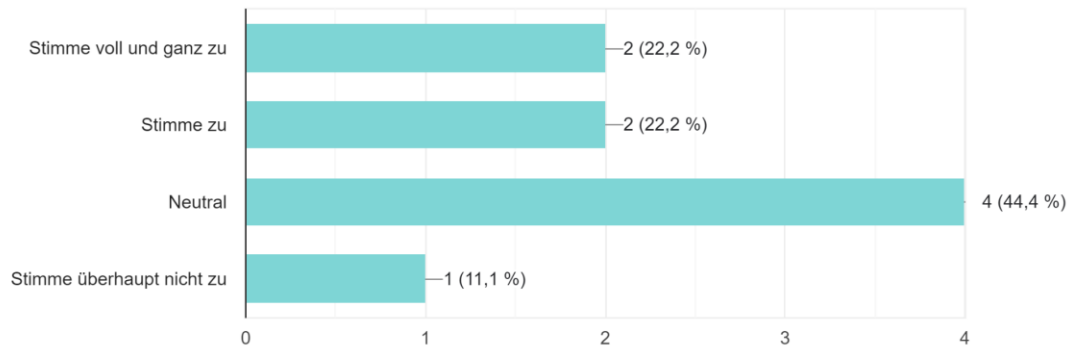
9 Antworten



**Interface:** Similar to navigation, participants expressed neutrality regarding the clarity and user-friendliness of the platform's interface. This indicates that there might be opportunities to enhance the user interface to improve user experience.

2. Die Benutzeroberfläche der E-Learning-Plattform war übersichtlich und benutzerfreundlich gestaltet.

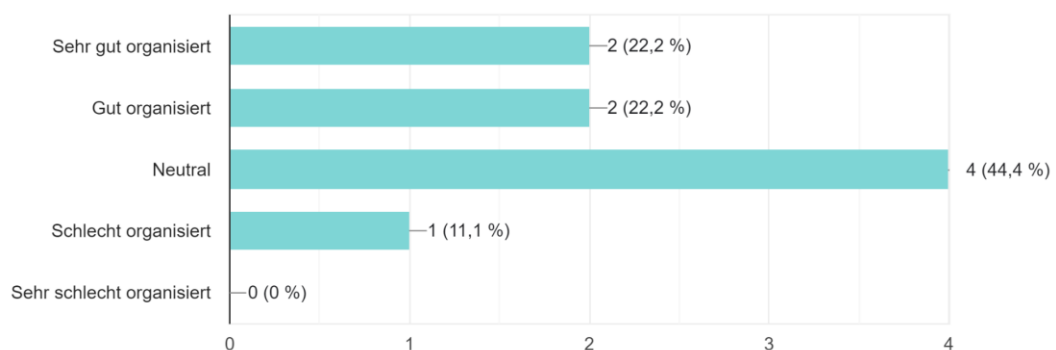
9 Antworten



**Organization of Content:** Responses here were diverse. While a considerable proportion of respondents remained neutral, some participants perceived the organisation of content to be inadequate, while others considered it to be satisfactory. This suggests a need for clearer and more logical content organisation to improve usability.

3. Die Organisation der Inhalte auf der E-Learning-Plattform war logisch aufgebaut und leicht verständlich.

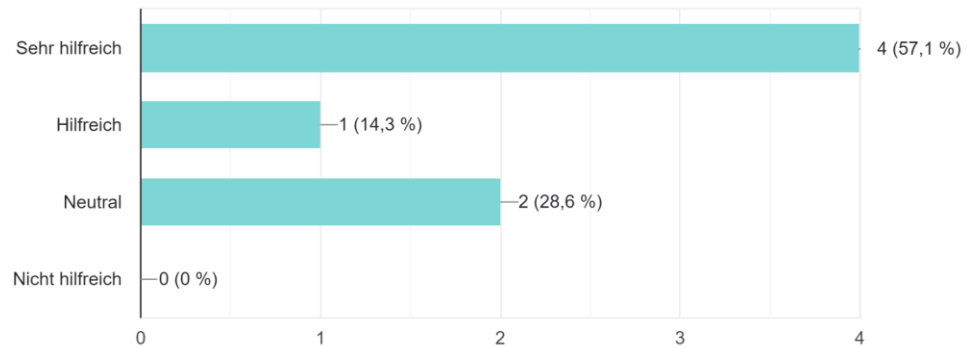
9 Antworten



**Interactive Elements:** Most respondents expressed satisfaction with the interactive elements on the platform, finding them helpful for learning. This indicates that interactive features like quizzes and discussions were perceived positively and contributed to the learning experience.

4. Die interaktiven Elemente (Quiz, Diskussionen usw.) auf der E-Learning-Plattform empfand ich für das Lernen als hilfreich.

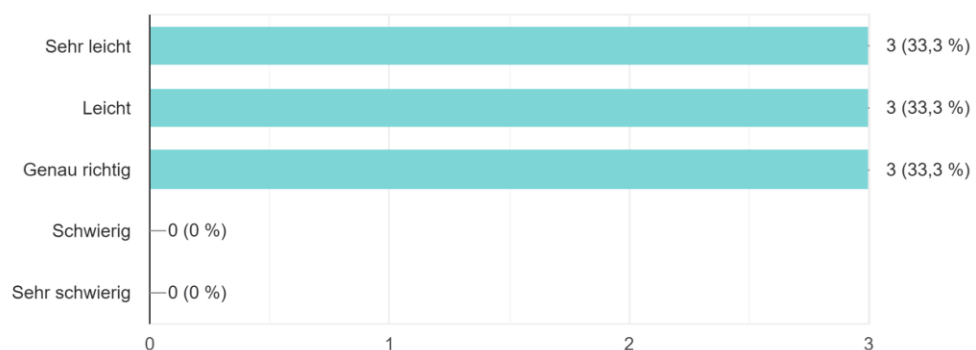
7 Antworten



**Overall Difficulty Level of Learning on the E-Learning Platform:** Responses were evenly distributed across different difficulty levels, with one-third each indicating that learning on the platform was easy, very easy, or easy enough. This suggests that the overall difficulty level was perceived as manageable by most participants.

5. Wie würden Sie den Schwierigkeitsgrad des Lernens auf der E-Learning-Plattform insgesamt bewerten?

9 Antworten



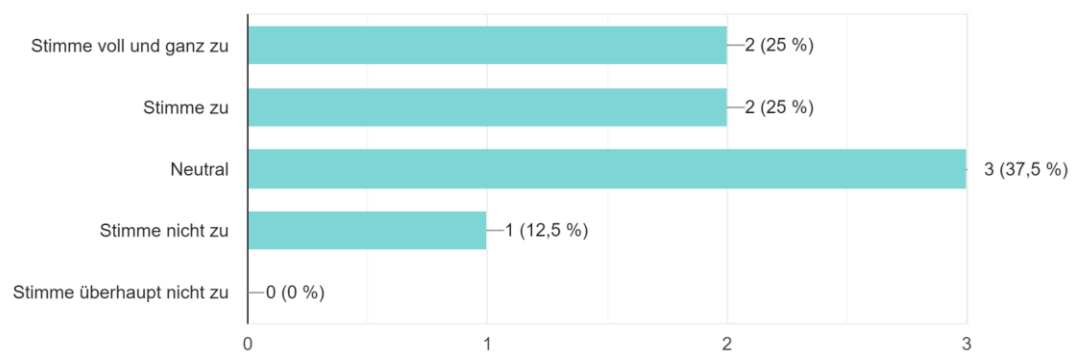
The feedback from the pilot test regarding the E-Learning platform highlights areas of both satisfaction and potential improvement. While interactive elements were generally well-received and the difficulty level of learning was perceived as manageable, there were concerns regarding navigation, user interface, and content organization. Addressing these concerns could enhance the overall user experience and effectiveness of the E-Learning platform.

## Certification process

**Evaluation of Self-Assessment Quiz:** Participants had mixed feelings about whether the quiz questions adequately assessed their understanding of the course content, with a neutral average response. This suggests that there may be room for improvement in the quiz question quality or alignment with the learning objectives.

1. Die Quizfragen auf der E-Learning-Plattform bewerteten mein Verständnis des Kursinhalts bzw. des Lernangebots in angemessener Weise.

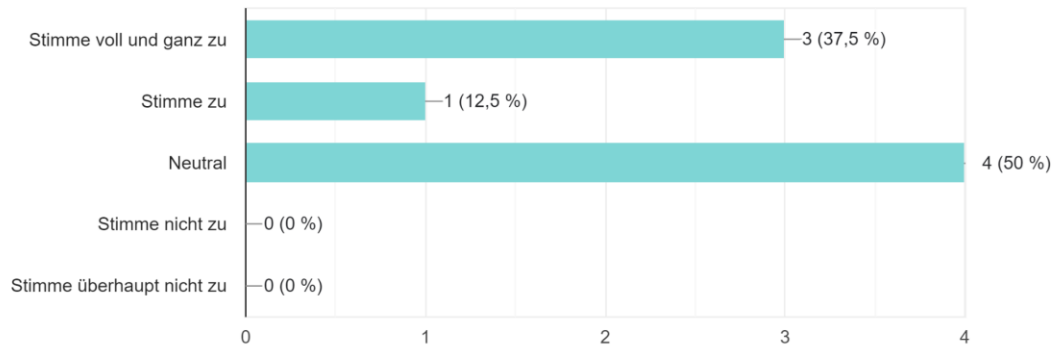
8 Antworten



**Correspondence of Final Quiz with Course Content:** While a significant portion remained neutral, most participants agreed that the final quiz with 20 questions correspond well with the course content. This indicates that the quiz was perceived as relevant to the material covered in the course.

2. Das abschließende Quiz mit 20 Fragen entsprach den Lerninhalten des Kurses.

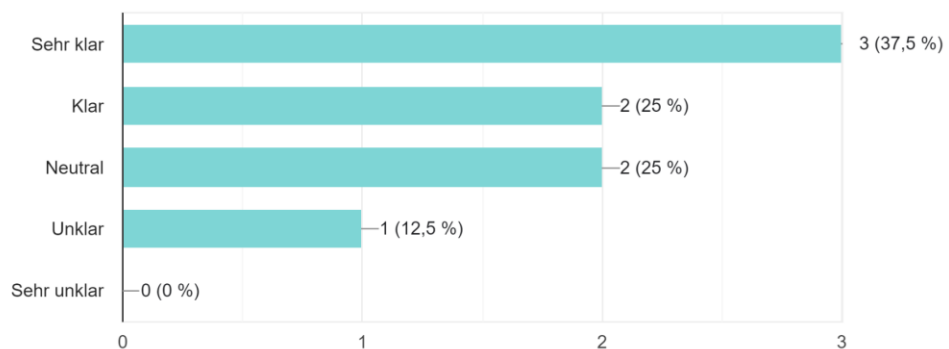
8 Antworten



**Requirements:** A considerable percentage of participants totally agreed that the requirements for the successful completion of the certification process, including quiz questions, were clearly explained and communicated. This suggests that the certification process instructions were well-received and effectively communicated.

3. Die Anforderungen für den erfolgreichen Abschluss des Zertifizierungsprozesses, einschließlich der Quizfragen, wurden eindeutig erklärt und klar kommuniziert.

8 Antworten

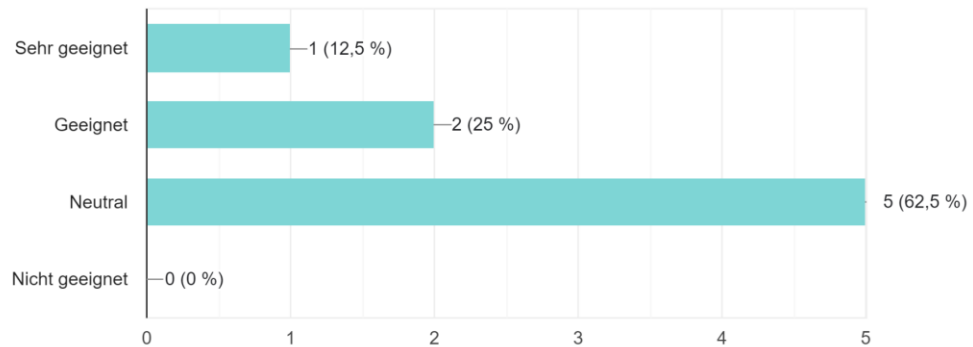


**Suitability of Certification Process:** The majority of respondents remained neutral about the suitability of the certification process to assess a person's ability to promote workplace innovation in a practical and sustainable manner. This indicates uncertainty or mixed perceptions regarding the effectiveness of the certification process in evaluating practical skills related to workplace innovation.



4. Wie geeignet ist der Zertifizierungsprozess Ihrer Meinung nach, um die Fähigkeit einer Person, Innovation am Arbeitsplatz auf praktikable und nachhaltige Weise zu fördern, zu beurteilen?

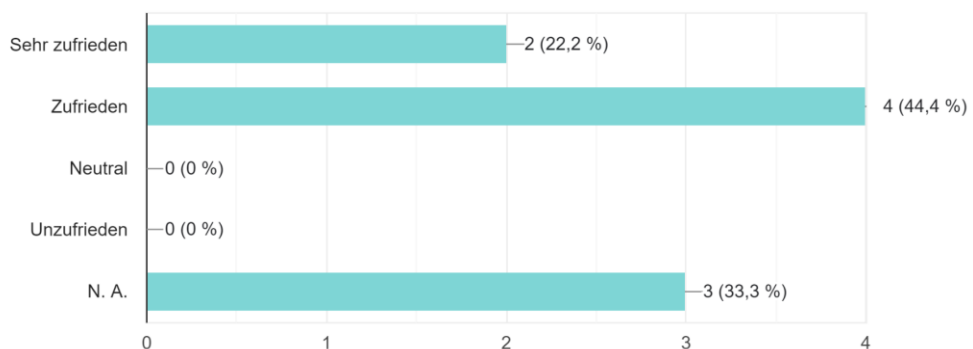
8 Antworten



**Overall Satisfaction with Certification Process:** Less than half of the respondents expressed satisfaction with the entire certification process, including quiz questions, the E-Learning platform, and the final 20-question quiz. This suggests that while some aspects were satisfactory, there may be areas for improvement to enhance overall satisfaction with the certification process. But it has been taken into accounts that not all the participants got to the Certification Quiz.

5. Wie zufrieden sind Sie mit dem gesamten Zertifizierungsprozess: Quizfragen, E-Learning-Plattform, abschließendes 20-Fragen-Quiz?

9 Antworten



In summary, we could say that the feedback regarding the certification process was heterogeneous. Some areas received positive feedback, such as the clarity of the certification requirements and the correspondence of the final quiz with the



course content. Nevertheless, there were also areas of concern, such as the evaluation of quiz questions and the overall satisfaction with the certification process. It is recommended that these concerns should be addressed in order to enhance the effectiveness and satisfaction of the certification process in future iterations.

## Bulgaria

### Implementation of pilot activities

The pilot test took place during the second half of March and the first half of April 2024. Balkan Bridge contacted 3 SMEs and presented to each of them the project framework. The staff members that had participated in the LTTA in Larisa, Greece in January 2024 had facilitated the communication with the respective managers/supervisors that had also provided their feedback during the pilot testing activities.

The target group involved in the pilot activity was 3 SMEs with registrations in Sofia, Bulgaria and their respective employees/managers/supervisors, summing in total 9 participants (5 staff members, 2 managers, 2 supervisors).

For PR5 - e-WIN Platform, the evaluated features were the clarity of its structure; the effectiveness of the digital resources that it includes; the easiness to use and navigate through the platform; the amount of time spending in the platform and in its activities / components; the easiness to enter new data / information; the overall structure and aesthetics of the platform; the connection / loading of the components and/or their pages.

For PR3 – Workplace Innovation Manager VET training course, the evaluated material features were the relevance with the topic and the target group needs; the effectiveness of teaching method in conveying the content and engaging participants and overall Design. Moreover, there is evaluation of the assessments' (quizzes, exams, assignments) meaningfulness and level of alignment with the learning objectives and their applicability.

For PR4 - Certification process of the Workplace Innovation Manager professional profile, the material features were evaluated and specifically the set of established criteria, demonstrating their competence and credibility.





The collection of feedback took place through specific online questionnaires (Google forms) translated into Bulgarian, to facilitate understanding and the collection process even for those who are not very familiar with the English language.

The tested deliverables were evaluated by a linear scale from 1 to 5. 1 indicates 'Very low quality', 5 indicates 'Very high quality' and 3 neutral opinions.

## Evaluation results and analytics

### Pilot activities

In Bulgaria, the pilot activities were basically self-conducted by the selected SMEs, with the involved staff members completing the activity in their own pace. The given instructions were absolutely clear, and most participants found the content relevant to their role and position. The interactive elements and activities within the course content wasn't the key to fully understand the described workplace innovation concepts, but the whole learning material was considered to be applicable to the staff's day-to-day work in promoting workplace innovation.

### Learning content

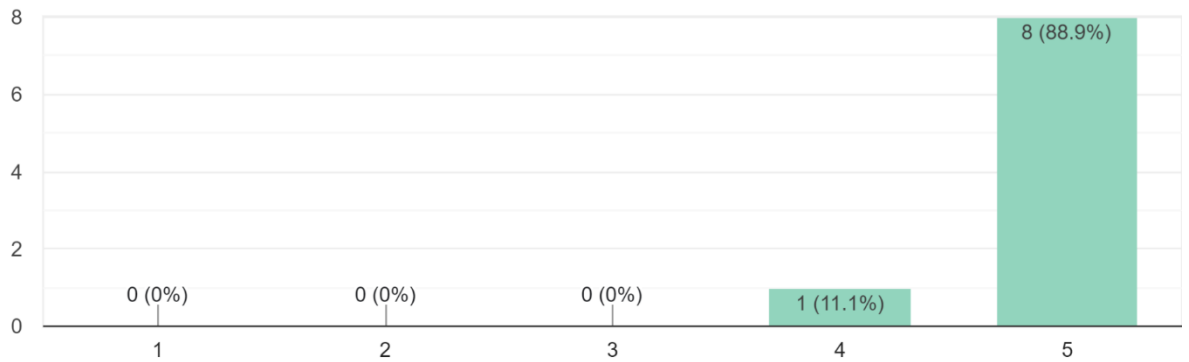
The question concerning the relevancy of the training content and its clearness, registered highly positive feedback with eight respondents sharing 5 and just one for 4.





### Обучителното съдържание е представено ясно и разбираемо

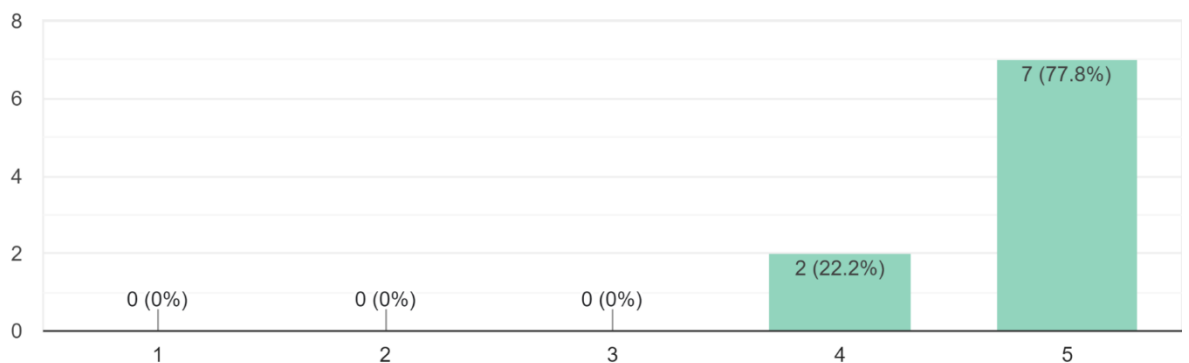
9 responses



The question concerning the selected training modules' applicability to the workplace innovation topic, was rated by seven respondents with 5 and two with 4.

### Подбраните обучителните методи (презентации, тестове) са ефективни за въвеждането в темата за иновациите на работното място

9 responses



The question that was designed to explore the adaptability of the training content to the real-life business environment registered the following votes:

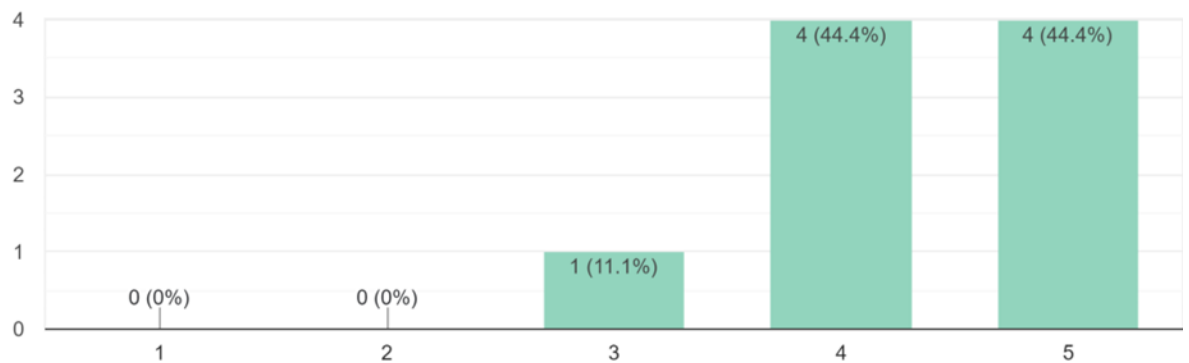
- One person rated with 3 (neutral)



- Four people with 4, and
- Four with 5

Обучителните модули са адаптирани към актуалния бизнес свят и знанията могат да се приложат на практика

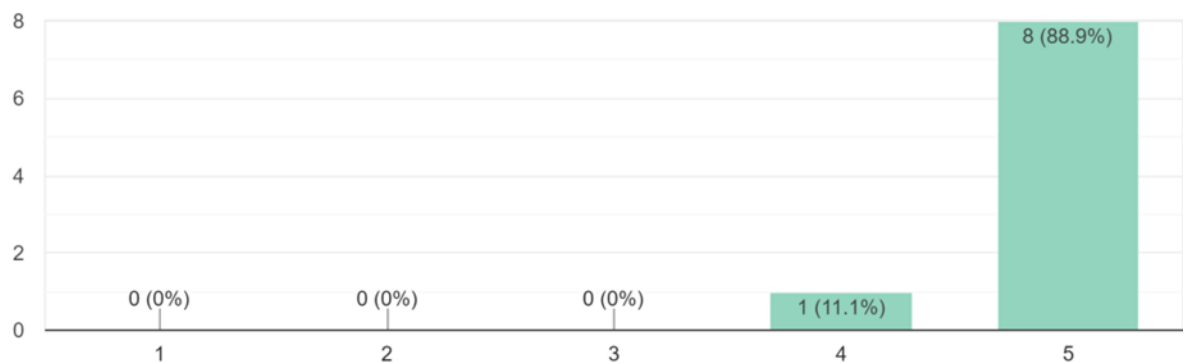
9 responses



The summary question exploring the overall satisfaction of the training content however registered eight votes for 5 and just one for 4.

Цялостно оценявам високо качеството на обучителното съдържание

9 responses

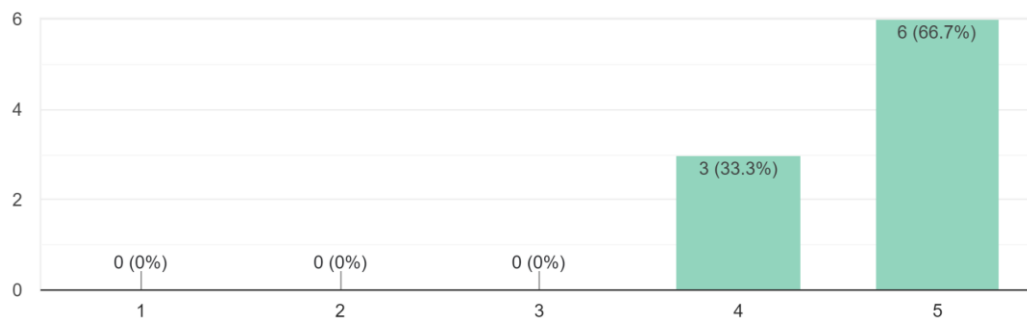




## E-learning platform

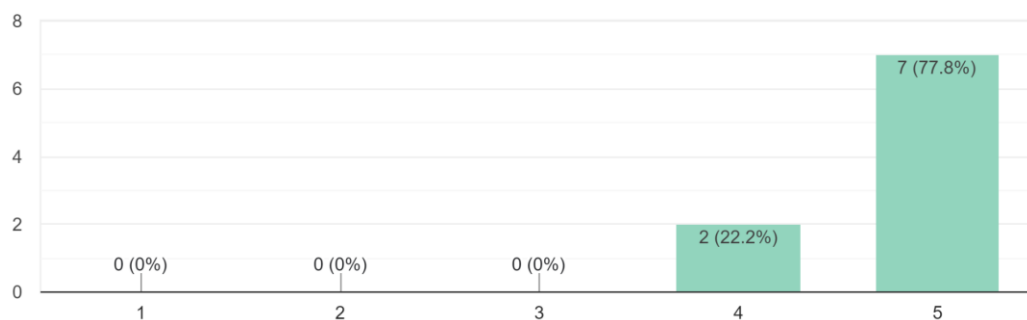
The question exploring how easy is to navigate and how responsive the e-learning platform is, resulted in six votes for 5 and three for 4.

Платформата за обучение е лесна за управление и разбираема за потребителя  
9 responses



The question that was designed to evaluate the overall user-friendliness of the platform, marked seven people responding with 5 and two with 4.

Цялостния облик на платформата за обучение е достъпен и предполага добро управление  
9 responses

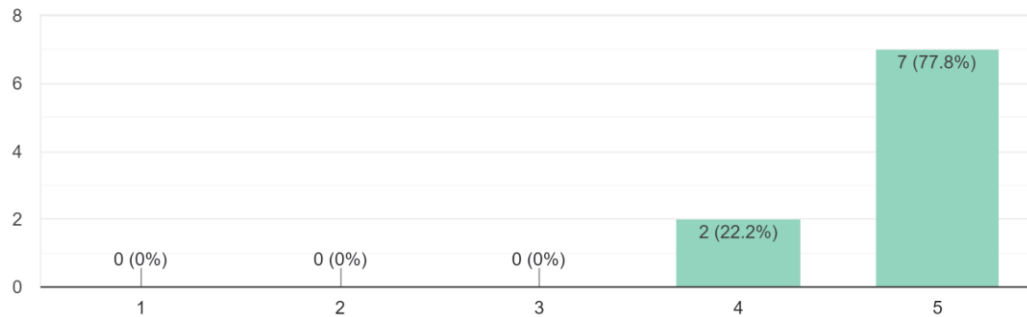


In question 3, regarding how logical and easy is to follow the sections of the E-learning platform, the respondents shared seven votes for 5 and two for 4.



Организацията на отделните секции в платформата за обучение е ефективна за постигането на обучителните цели

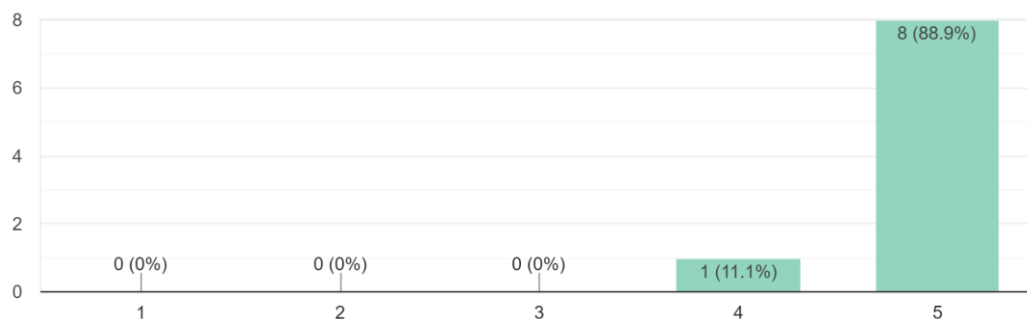
9 responses



Regarding how the interactivity contributes to the overall learning objectives, eight of the respondents voted for 5 and just one for 4.

Интерактивните елементи в платформата за обучение подпомагат постигането на обучителните цели

9 responses

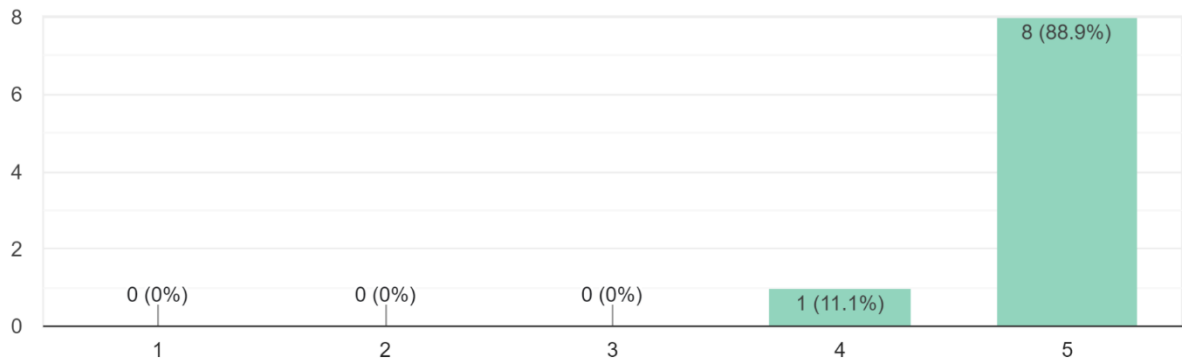


The overall effectiveness of the E-learning platform was evaluated with 5 by eight of the respondents and one voted for 4.



Как бихте оценили цялостната ефективност на електронната платформа за обучение?

9 responses

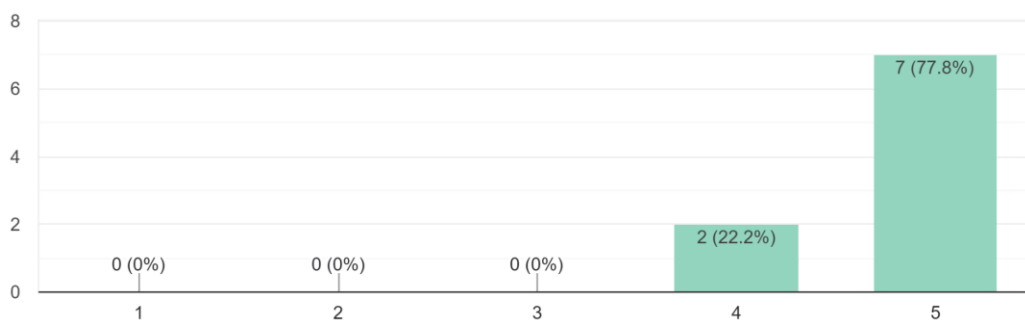


## Certification process

The question that explores the level of adequacy in terms of the questions' structure was evaluated with 5 by seven people and with 4 by two of the respondents.

Тестовата част в платформата за обучение адекватно отразява обучителното съдържание

9 responses

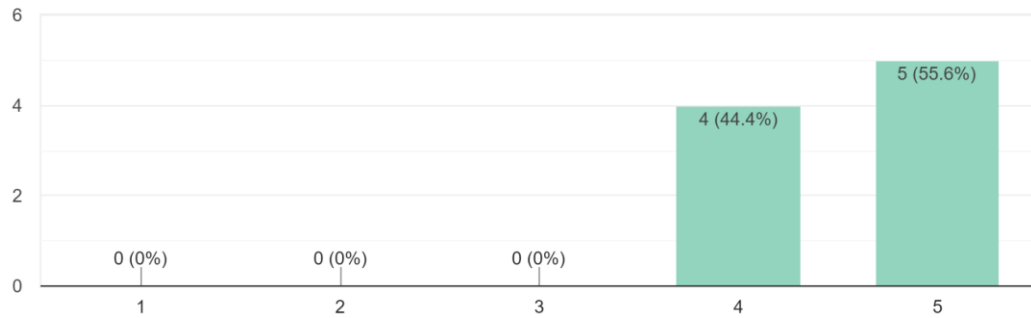


The question that evaluates the final 20 questions registered five votes for 5 and four for 4.



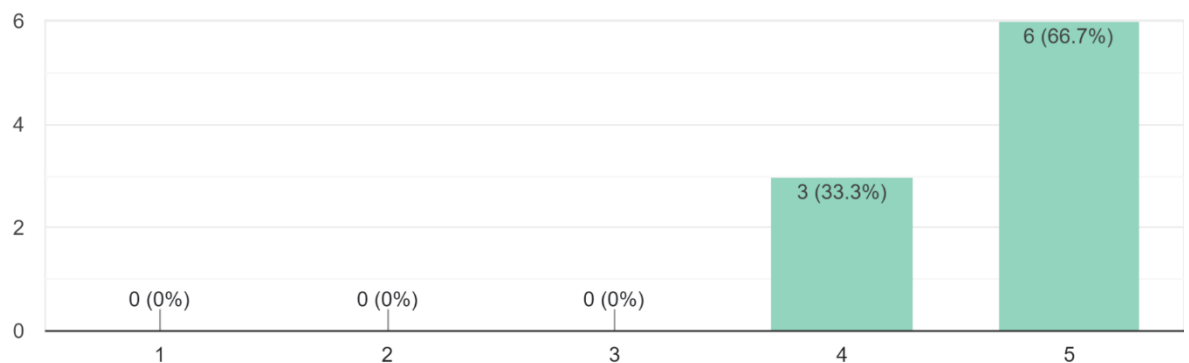


Финалният тест от 20 въпроса обхваща какво съм научил от модулите  
9 responses



The question that measures the level of requirements' clearness for completing the certification process, including quizzes, showcases the high satisfaction of six people marking with 5 and three with 4.

Колко подходящи са въпросите за оценка на знанията в областта на иновациите на работното място?  
9 responses

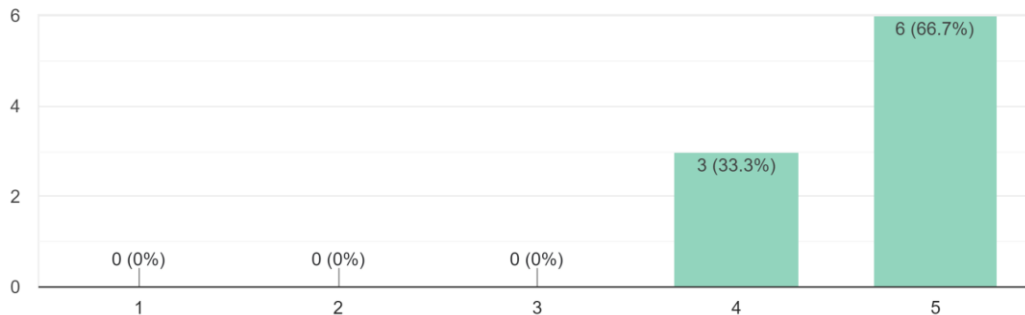


The question that measures how applicable the certification process is in assessing one's ability to promote workplace innovation in a viable and sustainable way, was marked by 5 from six people and by 4 by three.



Цялостната структура и съдържание на сертификационния процес е ефективен за  
обучителните цели

9 responses



Some of the comments received regarding PR3, PR4 and PR5 are the following:

1. *Overall modules' structure is very diverse and adapted to the nowadays business environment. All training content is very interesting and helpful.*
2. *I would like to have more digital tools listed.*
3. *Modules are very good. There are a variety of topics covering business innovations.*
4. *Probably ~~would~~ be nice to incorporate more management systems that track for example the energy efficiency.*
5. *It is very impressive that there is 'accessibility mode' that allows people with visual impairment for example to navigate freely.*
6. *Overall platform structure is nice and close to the student platforms we used in the university.*

As an analysis of the registered answers (both multiple choice and open questions) in Bulgaria, we can outline the following:

- diverse topics are covered with the great potential to enhance the less know thematic field of workplace innovation.
- The overall evaluation of the E-learning platform is quite positive with not answers below 4 in the Likert scale.
- The overall visuals are catchy, and the interactive elements serve the educational purpose they are tailored to do.



- Certification questions are well-aligned with the overall structure of the platform and the training content.

## Slovenia

### Implementation of pilot activities

In Slovenia, the pilot test was decided to be conducted online on the 18<sup>th</sup> of June 2024, targeting a diverse group of individuals. Then, if necessary and in agreement with the involved stakeholders, a separate, in person meeting would take place with the representatives from Savinjsko-šaleška gospodarska zbornica and MIITR. The participants were in total 18 individuals with the group including a mix of professional backgrounds: 3 CEOs and founders of their own companies and 14 employees or management positions of SMEs.

The companies represented by the participants spanned various industries including retail, computer engineering, healthcare, education, tourism and culture sector.

The piloting was delivered in a blended mode, incorporating both in-person and online sessions to accommodate the availability and needs of each participant.

Slovenian partners decided to conduct the pilot test in two parts, in order to adapt to everyone's schedule and availability. First there was an online piloting on 18.6.2024 ~~followed by individual trainings and then there was a later support individually and~~ in person. But on the whole, it consisted in:

- An initial orientation session to introduce the participants to the platform and the course objectives.
- Follow-up sessions to monitor progress and address any issues or feedback from participants.

The pilot testing specifically focused on evaluating and presenting PR3 and PR5 modules.

For PR3, the aspects tested included the quality of the content, user-friendliness of the platform, platform usability, satisfaction with the delivery modality, effectiveness of the course content, and the certification process.

Participants were asked to provide their input through a Google Form questionnaire, which covered various aspects such as:





- Overall satisfaction with the course
- Specific feedback on the quality and relevance of the content
- User experience with the online platform
- Effectiveness of the blended learning approach
- Recommendations for improvement

## Evaluation results and analytics

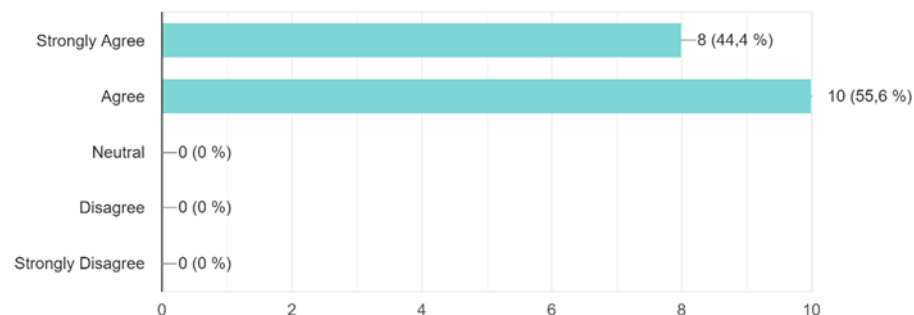
In this section, there is a presentation of the feedback provided and respective analytics.

### Pilot activities

**Motivation and Content:** Most participants found the piloting activities engaging and the course content relevant to their roles and responsibilities, with an average rating of 4 (Agree). However, a few participants suggested the need for more practical examples.

1. I felt engaged during the piloting activities, and the course content was relevant to my role and responsibilities.

18 odgovorov

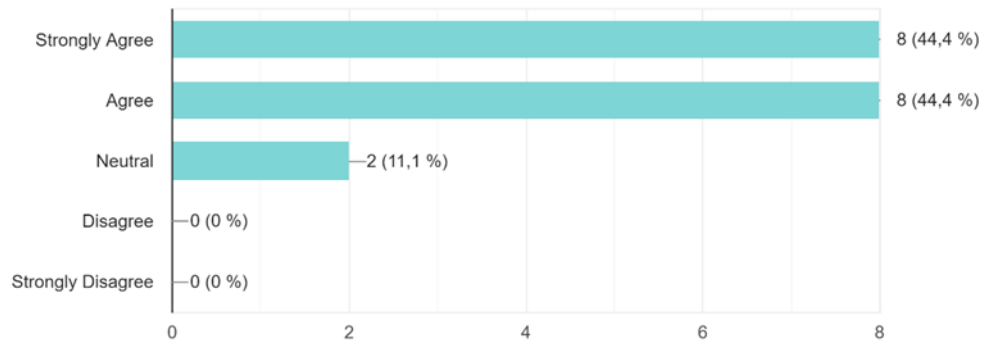


**Instructions:** Participants found the instructions during the piloting activities, especially navigation through the course content, to be very clear and understandable, with an average rating of 5 (Strongly Agree).



2. The instructions provided during the piloting activities, especially when navigating through the course content, were clear and understandable.

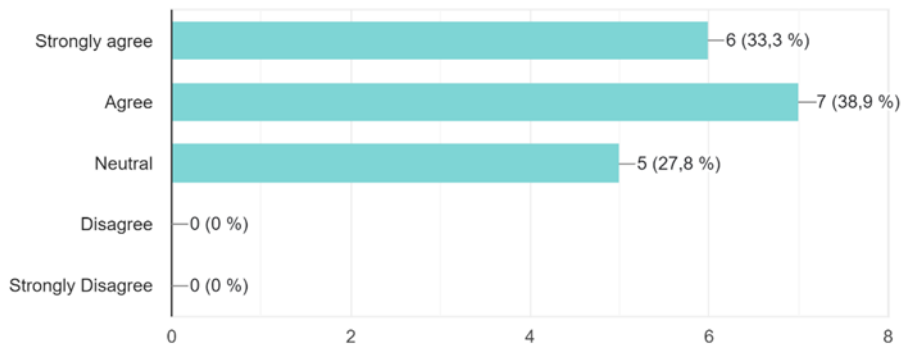
18 odgovorov



**Interactive Course Aspects:** The interactive elements and activities within the course content were rated positively, with an average rating of 4 (Agree). Many participants found these elements helpful in enhancing their understanding of workplace innovation concepts.

3. The interactive elements and activities within the course content were helpful in enhancing my understanding of workplace innovation concepts.

18 odgovorov

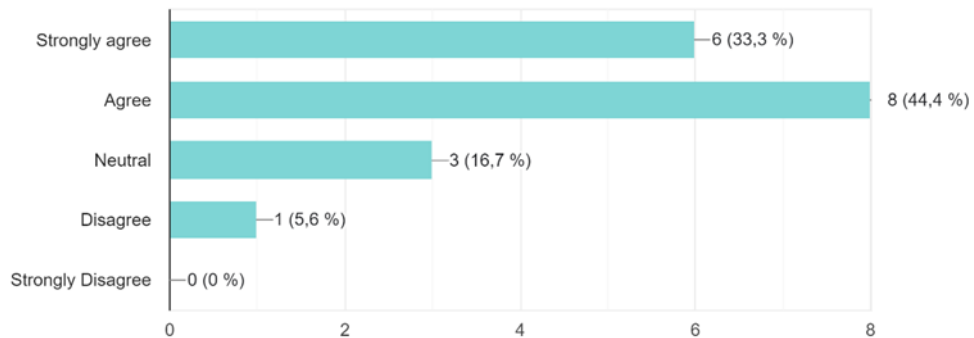


**Practical Application of Knowledge:** Participants felt that the knowledge gained from the course content was applicable to their day-to-day work, with an average rating of 4 (Agree). This indicates that the course effectively linked theoretical concepts with practical applications.



4. The knowledge gained from the course content is applicable to my day-to-day work in promoting workplace innovation.

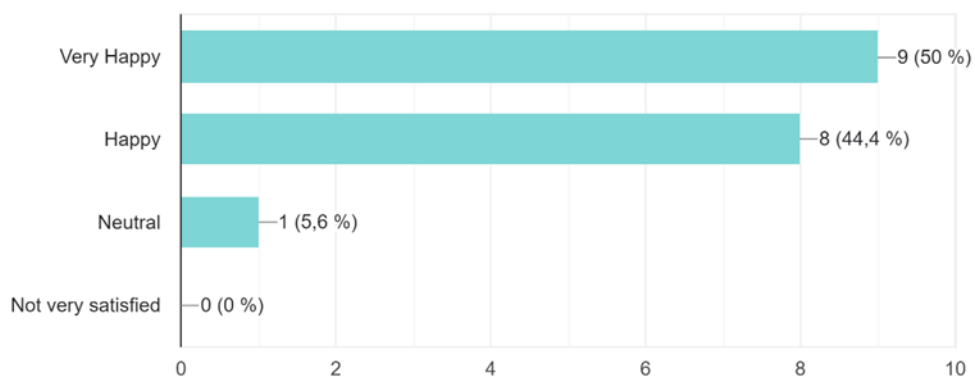
18 odgovorov



**Overall Satisfaction:** Overall satisfaction with the piloting activities and course content was high, with an average rating of 4 (Satisfied). Participants generally had a positive experience.

5. How satisfied are you with your overall experience during the piloting activities and the course content?

18 odgovorov



### Key Areas for Improvement:

1. **Platform Usability:** Although the e-learning platform was rated highly for ease of navigation and responsiveness (average rating of 5 - Very Easy), continuous improvements can be made by adding features such as a general page button.



2. **Clear Instructions:** While instructions were rated as very clear (average rating of 5 - Very Clear), ensuring that all guidance is comprehensive and detailed can further improve user experience.
3. **Interactive Content:** Enhancing interactive elements, as some participants suggested, can further aid understanding and engagement.
4. **Practical Application:** Better integration of more specific real-world scenarios and examples into the content could enhance practical application.
5. **Overall Engagement:** Increasing the content's relevance and engagement through more interactive and practical examples will improve overall satisfaction.

**Conclusions:** Enhancing platform usability, offering more detailed and understandable instructions, enhancing interactive components, and better showcasing the content's real-world applications are the main ways to raise overall satisfaction. These adjustments will improve the learning process and better serve the needs of the participants.

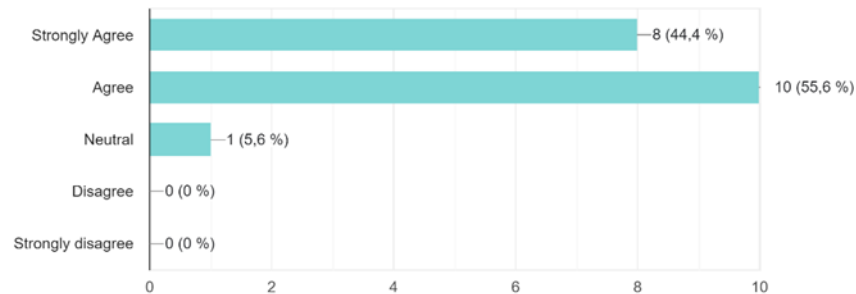
## Learning content

**Relevance and Clarity of Training Content:** The responses regarding the training content were diverse. Some participants found the content relevant to their roles and responsibilities, while others did not. Similarly, the clarity of the information provided varied, with some participants finding it clear and understandable, while others remained neutral or expressed dissatisfaction. This indicates a need for more consistent relevance and clarity across the content.



1. The training content was relevant to my role, and the information provided was clear and understandable.

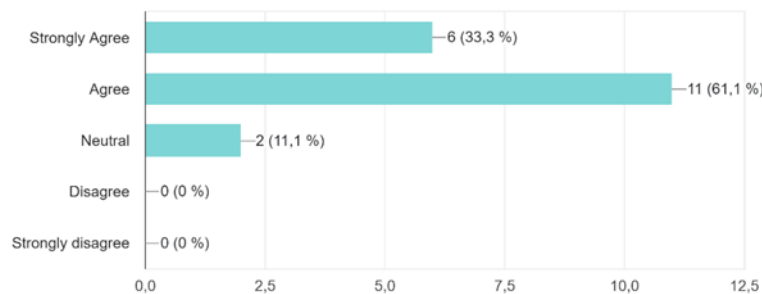
18 odgovorov



**Effectiveness of Training Methods:** Most respondents agreed that the training methods, including presentations and interactive learning activities, were helpful in understanding various concepts of workplace innovation. This suggests that these methods were generally effective in facilitating learning and comprehension.

2. The training methods used (e.g., presentations, and interactive sessions) were effective in conveying workplace innovation concepts.

18 odgovorov



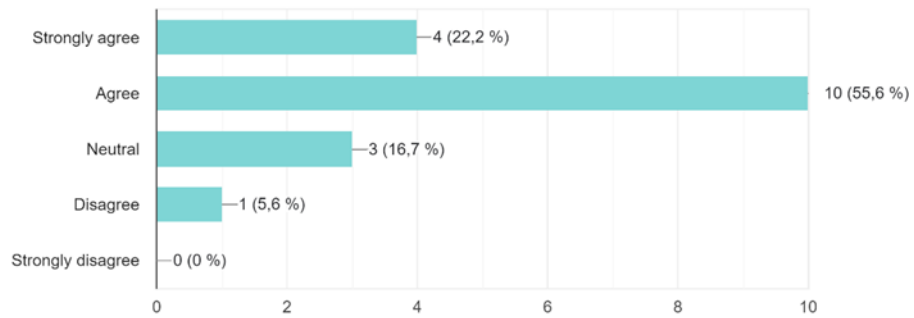
**Motivation and Enrichment:** Half of the respondents agreed that the course was motivating and found the interactive aspects enriching. While some participants found the course engaging, there is room for improvement to increase motivation and enrichment for all participants.





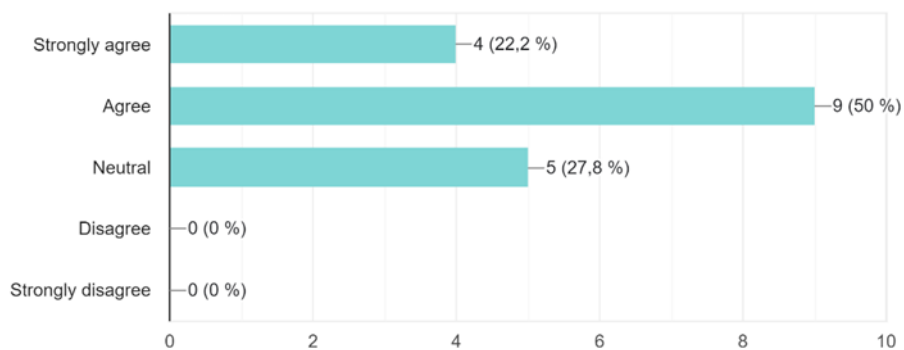
3. The training content was applicable to real-world scenarios, and I can see how I can implement the concepts in my work.

18 odgovorov



4. I felt engaged during the training sessions, and the interactive elements added value to the learning experience.

18 odgovorov

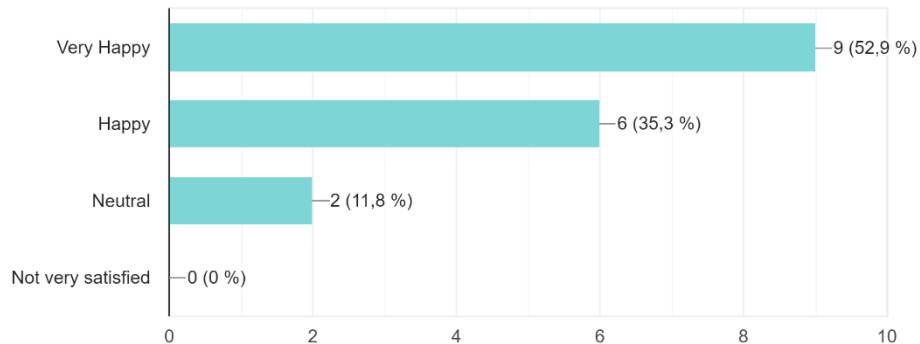


**Overall Satisfaction and Improvement Suggestions:** Less than half of the respondents expressed satisfaction with the training topics or learning content. Additionally, suggestions for improvement were requested, indicating areas where the training experience could be enhanced to make it more effective.



5. How satisfied are you with the training content? Additionally, do you have any suggestions for improvement or specific areas you believe could be enhanced for a more effective learning experience?

17 odgovorov



## Conclusions

Responses to the training materials and delivery techniques were found to be varied in the pilot test feedback. There is room for improvement, even though several features of the training - such as the methodologies' efficacy - were well welcomed. These consist of elucidating the content's significance, boosting motivation, and resolving regions of discontent. Improvement suggestions were made, outlining ways to advance the educational process and boost overall effectiveness.

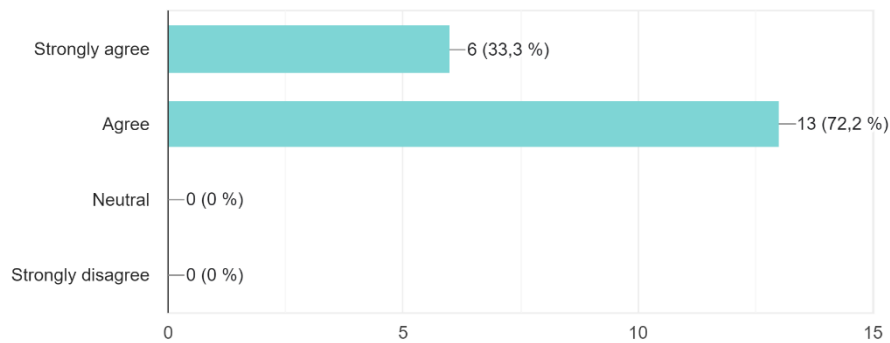
## E-learning platform

**Navigation on the E-Learning Platform:** The participants expressed a range of opinions regarding the platform's ease of navigation, with a notable proportion remaining neutral. This indicates that there is potential for enhancement in the clarity and user-friendliness of the navigation.



1. The e-learning platform was easy to navigate and is responsive.

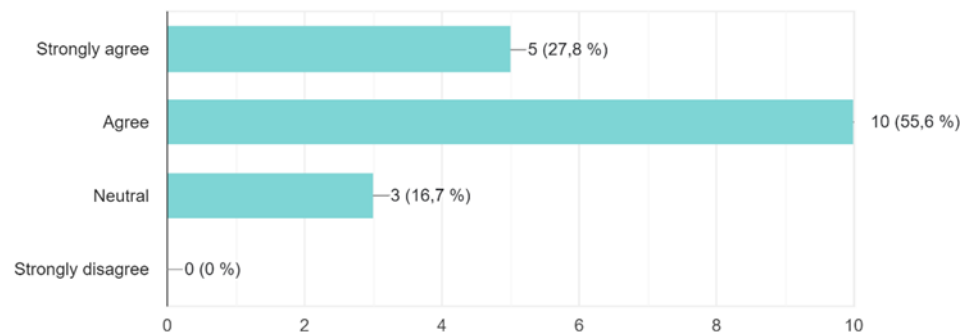
18 odgovorov



**Interface:** Similar to the navigation, participants expressed neutrality regarding the clarity and user-friendliness of the platform's interface. This indicates that there might be opportunities to enhance the user interface to improve user experience.

2. The interface design of the e-learning platform was clear and user-friendly.

18 odgovorov

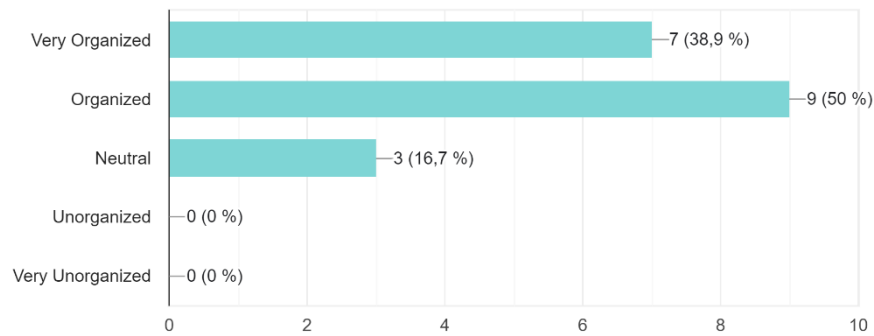


**Organization of Content:** The responses to the question of the organisation of content on the platform were diverse. While a considerable proportion of respondents remained neutral, some participants perceived the organisation of content to be inadequate, while others considered it to be satisfactory. This suggests a need for clearer and more logical content organisation to improve usability.



3. The organization of content on the e-learning platform was logical and easy to follow.

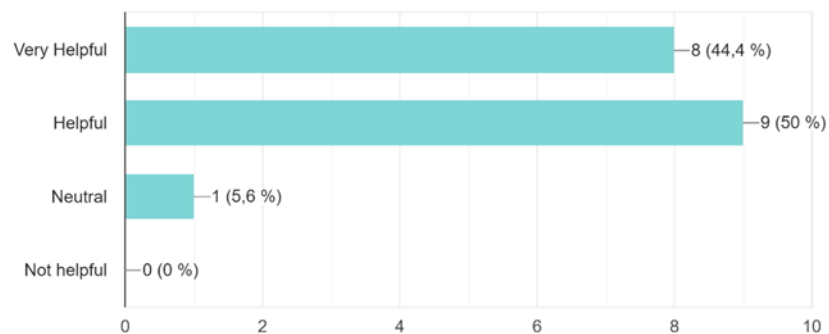
18 odgovorov



**Interactive Elements:** A majority of respondents expressed satisfaction with the interactive elements on the platform, finding them helpful for learning. This indicates that interactive features like quizzes and discussions were perceived positively and contributed to the learning experience.

4. The interactive features (quizzes, discussions, etc.) on the e-learning platform enhanced my learning experience.

18 odgovorov

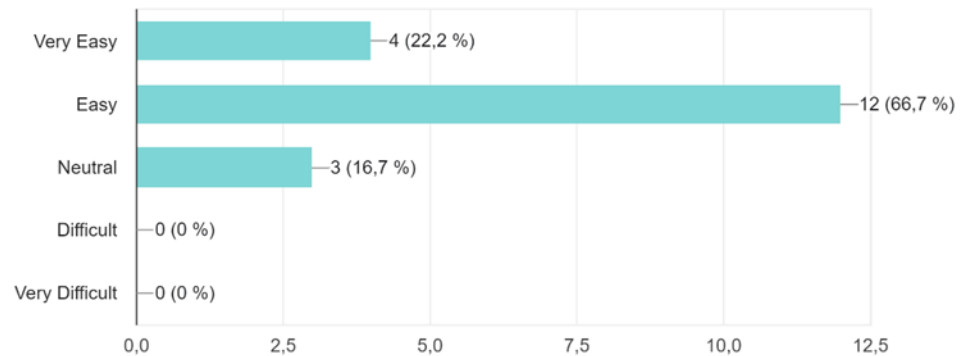


**Overall Difficulty Level of Learning on the E-Learning Platform:** Responses were evenly distributed across different difficulty levels, with one-third each indicating that learning on the platform was easy, very easy, or easy enough. This suggests that the overall difficulty level was perceived as manageable by most participants.



### 5. How would you rate the overall difficulty level of learning through the e-learning platform?

18 odgovorov



**Conclusions:** The E-Learning platform's pilot test feedback identifies areas for possible improvement as well as areas for satisfaction. Although the interactive features were largely well-received and the learning curve was thought to be acceptable, issues with navigation, user interface, and information arrangement were raised. By addressing these issues, the E-Learning platform's overall usability and efficacy may be improved.

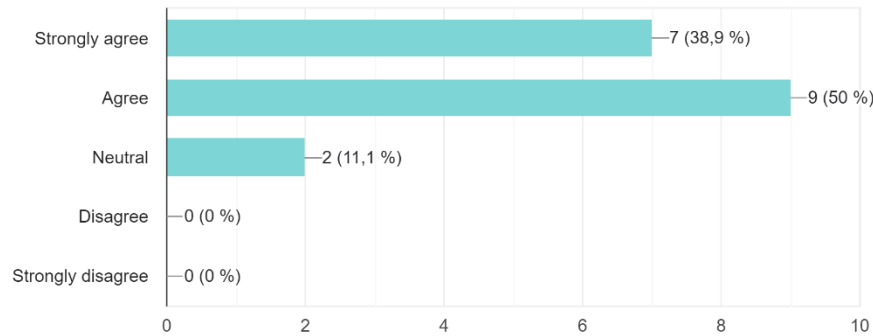
### Certification process

**Evaluation of Self-Assessment Quiz:** Participants had mixed feelings about whether the quiz questions adequately assessed their understanding of the course content, with a neutral average response. This suggests that there may be room for improvement in the quiz question quality or alignment with the learning objectives.



1. The quizzes on the e-learning platform adequately assessed my understanding of the course content.

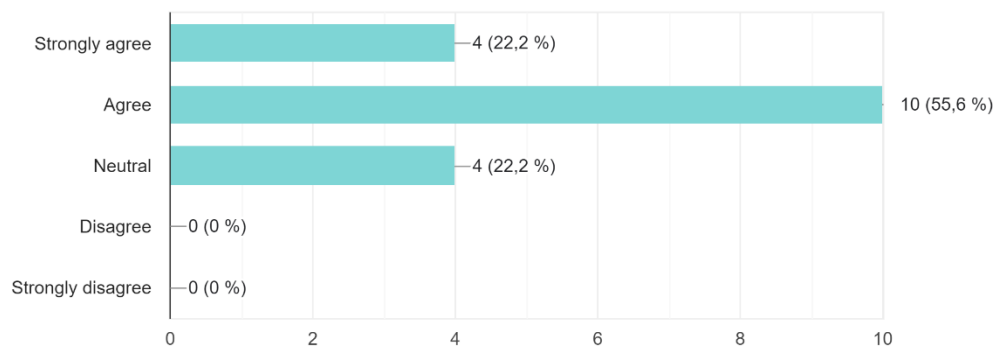
18 odgovorov



**Correspondence of Final Quiz with Course Content:** While a significant portion remained neutral, a majority of participants agreed that the final quiz with 20 questions is in line ~~correspond well~~ with the course content. This indicates that the quiz was perceived as relevant to the material covered in the course.

2. The final quiz with 20 questions accurately summed up what I have learned in the course content.

18 odgovorov

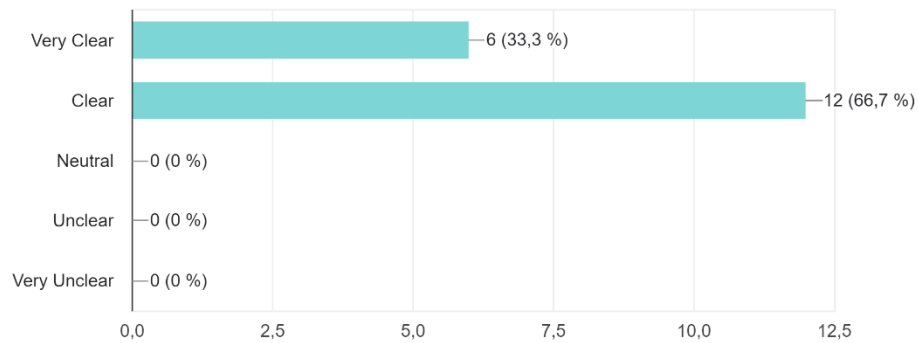


**Requirements:** A considerable percentage of participants totally agreed that the requirements for successfully completing the certification process, including quiz questions, were clearly explained and communicated. This suggests that the certification process instructions were well-received and effectively communicated.



3. The requirements for completing the certification process, including quizzes, were clearly communicated.

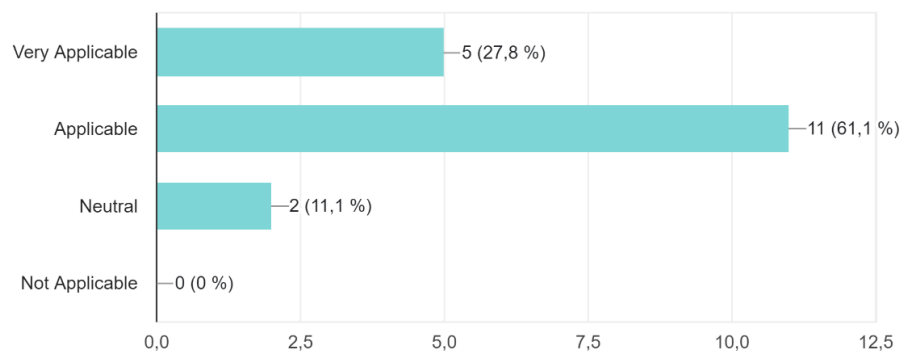
18 odgovorov



**Suitability of Certification Process:** The majority of respondents remained neutral about the suitability of the certification process to assess a person's ability to promote workplace innovation in a practical and sustainable manner. This indicates uncertainty or mixed perceptions regarding the effectiveness of the certification process in evaluating practical skills related to workplace innovation.

4. How applicable do you believe the certification process is in assessing one's ability to promote workplace innovation in a viable and sustainable way?

18 odgovorov



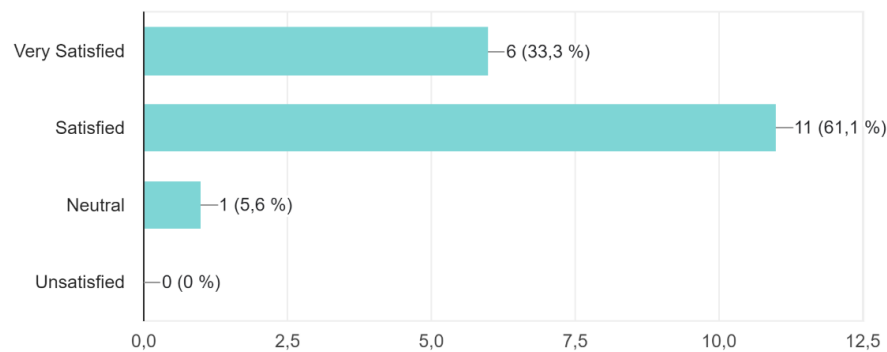
**Overall Satisfaction with Certification Process:** Less than half of the respondents expressed satisfaction with the entire certification process, including quiz questions, the E-Learning platform, and the final 20-question quiz. This suggests that while some aspects were satisfactory, there may be areas for



improvement to enhance overall satisfaction with the certification process. But it has been taken into accounts that not all the participants got to the Certification Quiz.

5. How satisfied are you with the overall certification process, including the quizzes on the e-learning platform and the final 20-question quiz?

18 odgovorov



**Overall Summary regarding the certification process:** Diverse opinions were expressed on the certification procedure. Positive comments were given to a few areas, including the final quiz's alignment with the course material and the certification standards' clarity. However, there were also certain areas that needed to be addressed, such how the quiz questions were graded and how satisfied people were with the certification procedure overall. To improve the efficacy and satisfaction of the certification process in subsequent iterations, it is advised that these issues be fixed.

To improve the platform based on the feedback received, several key areas need attention.

First, enhancing the quiz questions to better assess participants' understanding is crucial, as some feedback indicated room for improvement in this area. Reviewing and aligning quiz questions more closely with the learning objectives will ensure they effectively measure participants' knowledge.

Second, while the final quiz generally corresponded well with the course content, increasing its perceived relevance by integrating more practical and real-world scenarios could further enhance its effectiveness. This alignment will help participants see the direct applicability of what they've learned.





Third, despite the clarity of the certification process requirements being well-received, maintaining and periodically revising these instructions will ensure they remain clear and comprehensive. Additionally, providing examples or case studies of successfully certified participants could offer valuable insights and motivation.

Fourth, increasing the interactivity within the course content, such as incorporating more interactive elements and activities, can significantly enhance engagement and understanding. Including more diverse interactive features, like simulations or scenario-based exercises, will make the learning experience more dynamic and applicable.

Fifth, addressing the mixed perceptions regarding the certification process's ability to assess practical skills related to workplace innovation is vital. Enhancing the certification process to include more practical assessments or projects that demonstrate participants' ability to apply concepts in real-world situations could improve this aspect.

Sixth, overall satisfaction with the certification process, including the quizzes and e-learning platform, can be boosted by continuously seeking and incorporating feedback from participants. Regular updates and improvements based on user input will ensure the platform remains user-friendly and effective.

Lastly, paying attention to detailed aspects such as fixing any spelling and translation mistakes, as noted in the feedback, will contribute to a more polished and professional learning experience. For example, ensuring that quiz questions do not have duplicate answers, as observed in module 12, will prevent confusion and maintain the integrity of the assessment.

By focusing on these areas, the platform can be optimized to provide a more engaging, relevant, and effective learning experience, ultimately enhancing the overall satisfaction and success of the certification process.

## Greece

### Implementation of pilot activities

Chamber of Larissa and Innovation Hive collaborated for the organization and implementation of the pilot activities. After discussion, it was decided to conduct one activity online and one in-person. In case 1, invitations were sent to the





interested parties via email with a link to join the meeting in the proposed date. In case 2, we contacted the interested company via telephone to specify the additional details.

The first pilot activity took place on the 13th of June and the participants involved were staff members (managers and employees) of SMEs located in Larissa and Athens. In total, 8 participants were involved in the pilot activity and specifically 2 Managers and 6 employees.

The second pilot activity took place on 18th of June at the premises of the company. Three staff members participated in the activity, 1 Manager and 2 employees.

At the beginning of the pilot activities, there was a small presentation of the project, introducing participants to the project and its goals, and then there was an explicit presentation of the e-WIN platform (structure, features, digital environment) and the respective developed material (modules, certification process, etc.).

Participants in both cases had the opportunity to create an account and navigate through the platform to test both the performance, functionality and usability of the platform and the training course. At the end of the pilot activity, the evaluation questionnaire was shared with the participants to collect the necessary feedback for further adjustments and improvements.

## Evaluation results and analytics

### Pilot activities

Regarding the pilot activities (mode of implementation, content, knowledge gained), the overall satisfaction level was quite high with participants finding the whole process interesting and useful for their daily work processes. More specifically:

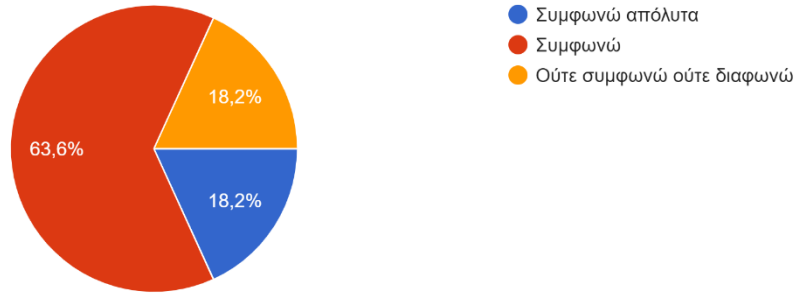
-Most participants (9 out of 11) agreed that they felt engaged during the pilot activities and that the course content was relevant to their role and responsibilities.





1. Συμμετείχα στις πιλοτικές δράσεις και το περιεχόμενο των μαθημάτων ήταν σχετικό με τη θέση μου στην εταιρία και τις αρμοδιότητές μου.

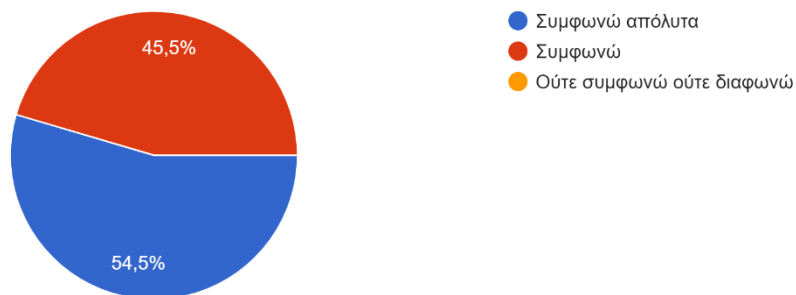
11 απαντήσεις



-The instructions provided during the piloting activities, especially when navigating through the course content, were absolutely clear and understandable.

2. Οι οδηγίες που δόθηκαν κατά τη διάρκεια των πιλοτικών δράσεων, ιδίως κατά την πλοήγηση στο περιεχόμενο του μαθήματος, ήταν σαφείς και κατανοητές.

11 απαντήσεις

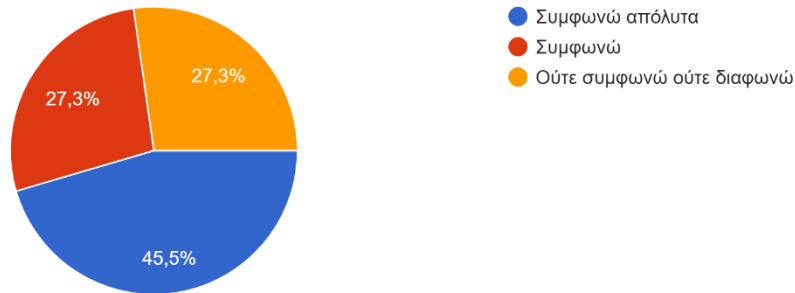


-27,3% (3 out of 11 participants) was neutral regarding the importance and usefulness of the interactive elements and activities within the course content while the rest 72,8% (8 participants) found it helpful in enhancing their understanding of workplace innovation concepts.



3. Τα διαδραστικά στοιχεία και οι δραστηριότητες εντός του εκπαιδευτικού υλικού ήταν χρήσιμα για την ενίσχυση της κατανόησης των εννοιών της καινοτομίας στο χώρο εργασίας.

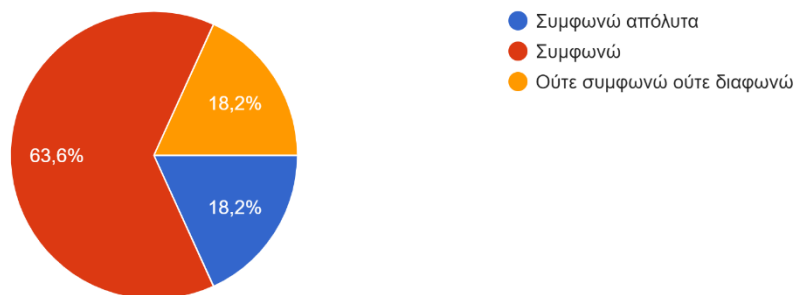
11 απαντήσεις



-Most participants (63,6%) agreed that the knowledge gained from the course content is applicable to their day-to-day work in promoting workplace innovation with a percentage of 18,2% not being sure.

4. Η γνώση που απέκτησα από το περιεχόμενο του μαθήματος μπορεί να εφαρμοστεί στην καθημερινή μου εργασία για την προώθηση της καινοτομίας στο χώρο εργασίας.

11 απαντήσεις

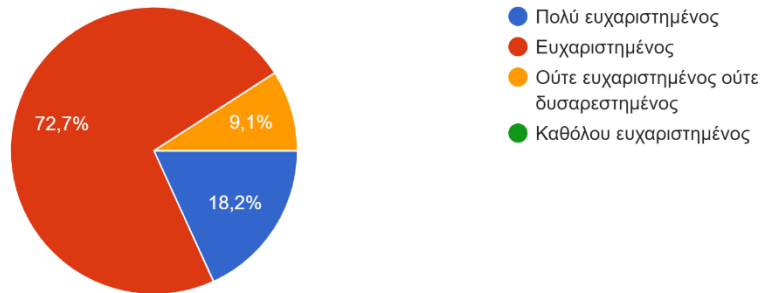


-Only one person (9,1%) was not fully satisfied with the overall pilot activity experience but in general, 72,7% of participants, felt content with the overall experience during the piloting activities and the course content.



5. Πόσο ευχαριστημένος είστε με τη συνολική εμπειρία που αποκτήσατε κατά τη διάρκεια της πιλοτικής δράσης και από το περιεχόμενο των μαθημάτων;

11 απαντήσεις



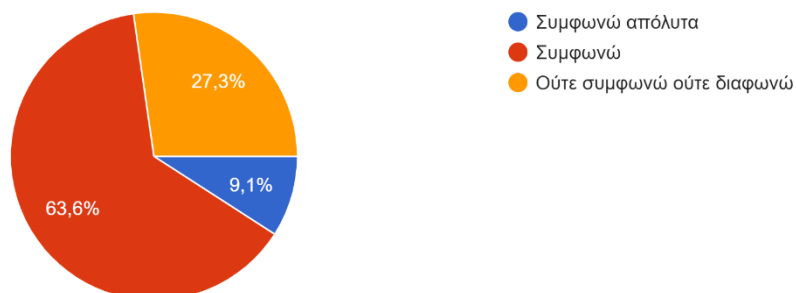
## Learning content

In this section, aspects such as relevance, training methods and applicability of the training material were evaluated. Participants found the content quite interesting enabling them to understand in depth concepts related to innovation and to directly apply them in their workplace.

-63,6% (7 out of 11 individuals) agreed that the training content relevant to their role, and the information provided was clear and understandable.

1. Το εκπαιδευτικό υλικό ήταν σχετικό με τη θέση μου στην εταιρία και οι δοθείσες πληροφορίες ήταν σαφείς και κατανοητές.

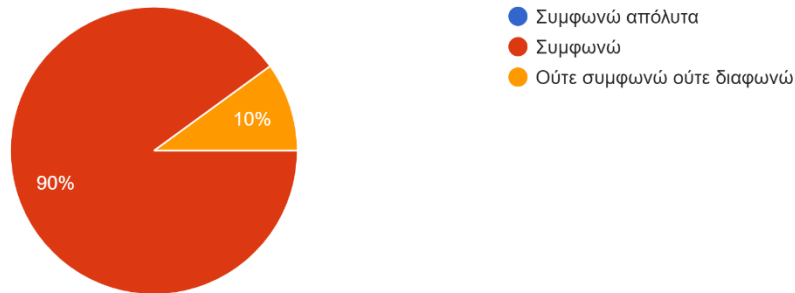
11 απαντήσεις



-The answers received in the second question were quite satisfying as 90% of participants found the training methods that were used (presentations and interactive sessions) effective in conveying workplace innovation concepts.

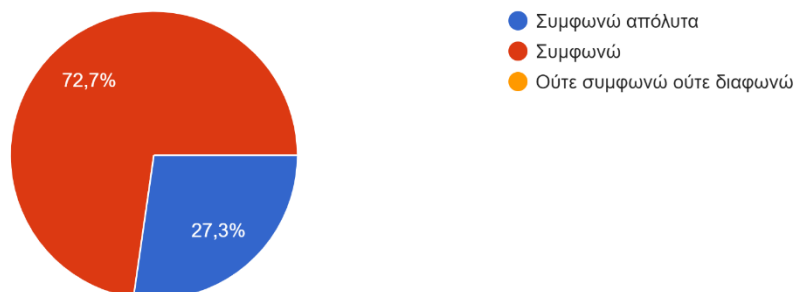


2. Οι εκπαιδευτικές μέθοδοι που χρησιμοποιήθηκαν (π.χ. παρουσιάσεις και διαδραστικές συνεδρίες) ήταν αποτελεσματικές στην μετάδοση ...χετικές με την καινοτομία στο χώρο εργασίας.  
10 απαντήσεις



-The same applies here with all 11 participants considering the training content applicable to real-world scenarios, and they can see how they can implement the concepts in their work (72,7% of participants agree and 27,3% strongly agree).

3. Το εκπαιδευτικό υλικό ήταν εφαρμόσιμο σε πραγματικές συνθήκες και μπορώ να καταλάβω πώς μπορώ να εφαρμόσω αυτές τις έννοιες στη δουλειά μου.  
11 απαντήσεις

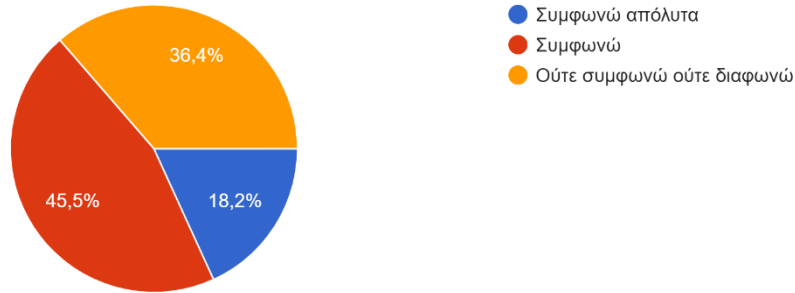


-Almost half of the participants (45,5%) felt engaged during the training sessions, and the interactive elements added value to the learning experience, while the 36,4% were neutral.



4. Οι εκπαιδευτικές συνεδρίες μου κράτησαν αμείωτο το ενδιαφέρον καθ' όλη τη διάρκεια και τα διαδραστικά στοιχεία προσέδωσαν αξία στην εμπειρία μάθησης.

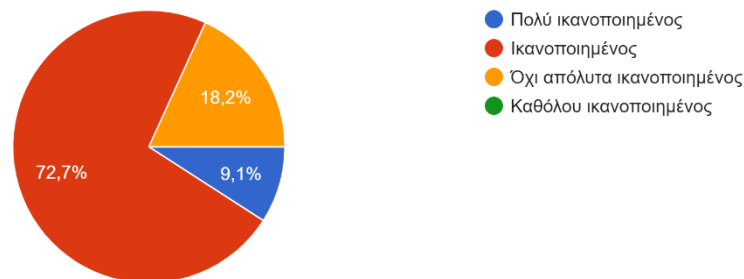
11 απαντήσεις



-8 out of 11 individuals (72,7%) are quite satisfied with the training content while 2 individuals (18,2%) think that the material produced could be more enhanced to further add value to their learning experience.

5. Πόσο ικανοποιημένος είστε από το παραγόμενο υλικό; Έχετε να προτείνετε βελτιώσεις ή να αναφέρετε συγκεκριμένα πεδία που θα μπορούσαν...υμε μια πιο αποτελεσματική εμπειρία μάθησης;

11 απαντήσεις



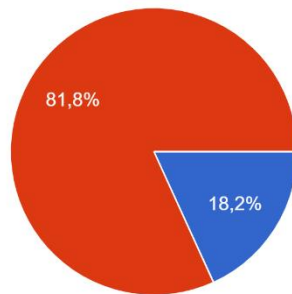
## E-learning platform

Regarding the e-WIN platform and especially in terms of structure and functionality, the answers provided have a positive impact as participants found the platform responsive, user-friendly and easy to navigate.

-81,8% agree and 18,2% strongly agree that the e-learning platform was easy to navigate and is responsive.



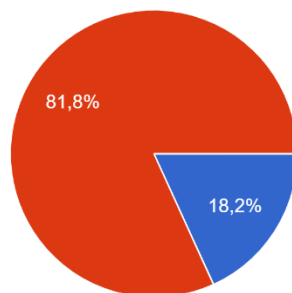
1. Η ηλεκτρονική πλατφόρμα μάθησης λειτουργεί εύρυθμα και η πλοήγηση είναι εύκολη.  
11 απαντήσεις



- Συμφωνώ απόλυτα
- Συμφωνώ
- Ούτε συμφωνώ ούτε διαφωνώ
- Διαφωνώ
- Διαφωνώ απόλυτα

-The same percentages apply regarding the interface design of the e-learning platform. Participants found it clear and user-friendly.

2. Ο σχεδιασμός της διεπαφής της ηλεκτρονικής πλατφόρμας μάθησης ήταν σαφής και φιλικός προς το χρήστη.  
11 απαντήσεις



- Συμφωνώ απόλυτα
- Συμφωνώ
- Ούτε συμφωνώ ούτε διαφωνώ
- Διαφωνώ
- Διαφωνώ απόλυτα

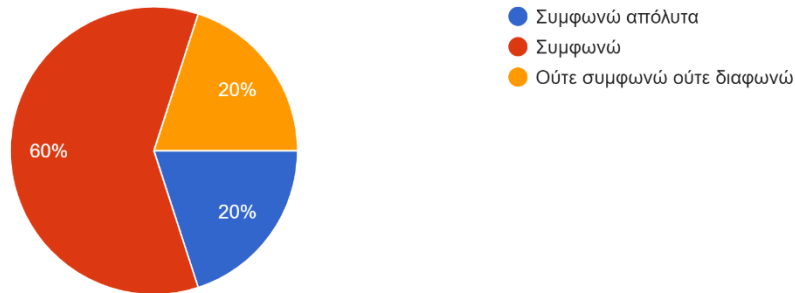
-The organization of content on the e-learning platform was logical and easy to follow for the 60% of individuals while 20% were neutral to this question.





3. Η οργάνωση του περιεχομένου της ηλεκτρονικής πλατφόρμας μάθησης ήταν λογική και εύκολη στο να την ακολουθήσει κάποιος.

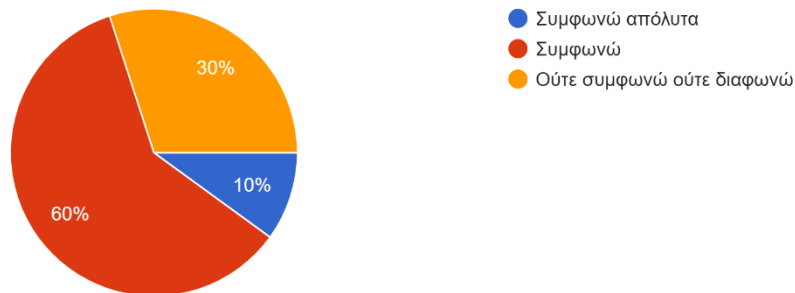
10 απαντήσεις



-Most participants (60%) agreed that the interactive features (quizzes, discussions, etc.) on the e-learning platform did enhance their learning experience with half of them (30%) feeling that the interactive features didn't add something more.

4. Τα διαδραστικά στοιχεία (τεστ, συζητήσεις, κτλ.) βοήθησαν στο να βελτιώσω την μαθησιακή μου εμπειρία.

10 απαντήσεις

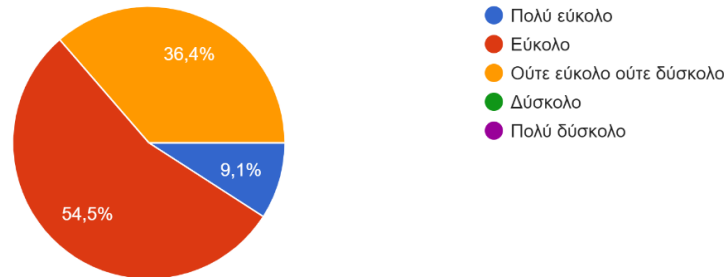


- The majority of individuals found the overall difficulty level of learning through the e-learning platform to be easy (54,5%) or manageable without significant difficulty (36,4%).



5. Πώς θα αξιολογούσατε συνολικά το επίπεδο δυσκολίας μάθησης μέσω της ηλεκτρονικής πλατφόρμας μάθησης;

11 απαντήσεις



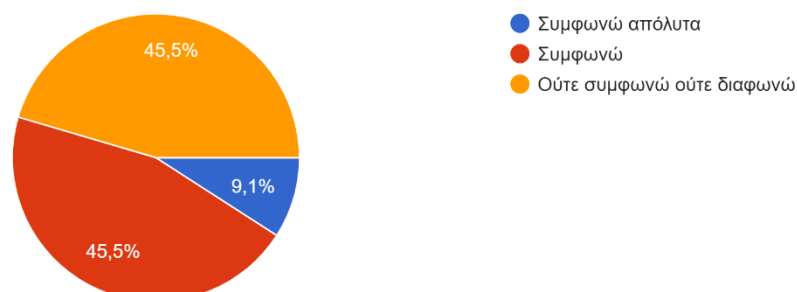
## Certification process

Regarding the certification process and the feedback received, attention should be given to the quizzes in each module and the final quiz. It is clear that the participants felt that these quizzes did not accurately reflect the learning content, making them feel uncertain about whether the questions adequately summarized what they had learned or effectively assessed their understanding of the material. However, the overall satisfaction level regarding the certification process was quite high due to clarity of established criteria and requirements.

-45,5% agreed that the quizzes on the e-learning platform adequately assessed their understanding of the course content with the same percentage of 45,5% giving a neutral response to this question.

1. Τα τεστ στην ηλεκτρονική πλατφόρμα μάθησης αξιολογούσαν επαρκώς την κατανόηση του περιεχομένου των μαθημάτων.

11 απαντήσεις

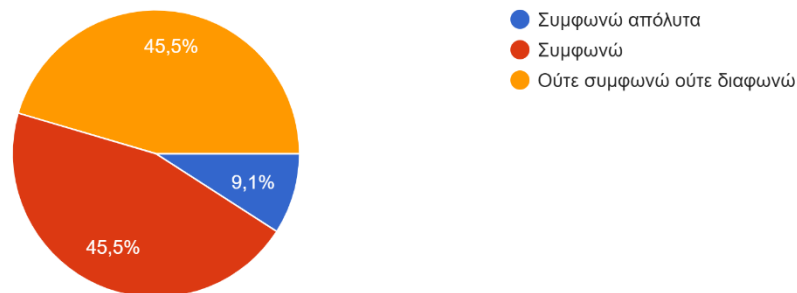




-The same percentages apply in this question too, as participants doubt that the final quiz with 20 questions accurately summed up what they have learned in the course content.

2. Το τελικό τεστ με τις 20 ερωτήσεις αποτύπωσε με ακρίβεια όσα έμαθα στο περιεχόμενο των μαθημάτων.

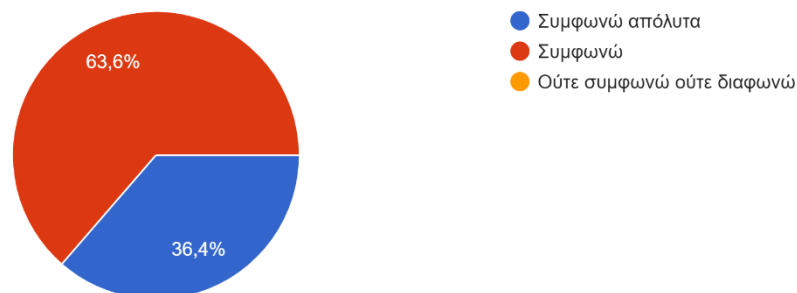
11 απαντήσεις



-On contrary, the requirements for completing the certification process, including quizzes, were clearly communicated as declared by most individuals (63,6% agree and 36,4% strongly agree).

3. Οι απαιτήσεις για την ολοκλήρωση της διαδικασίας πιστοποίησης, συμπεριλαμβανομένων των τεστ, διατυπώθηκαν με σαφήνεια.

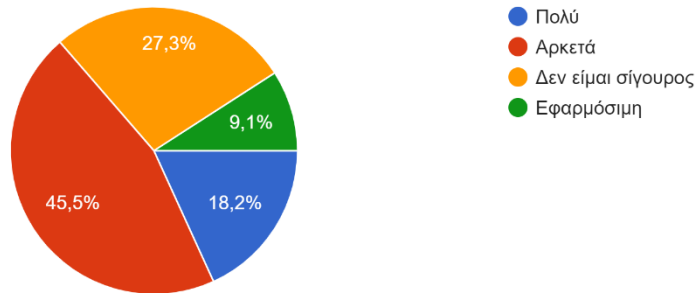
11 απαντήσεις



-45,5% find the certification process quite applicable in assessing one's ability to promote workplace innovation in a viable and sustainable way with a 27,3% not being sure about the applicability of the certification process.

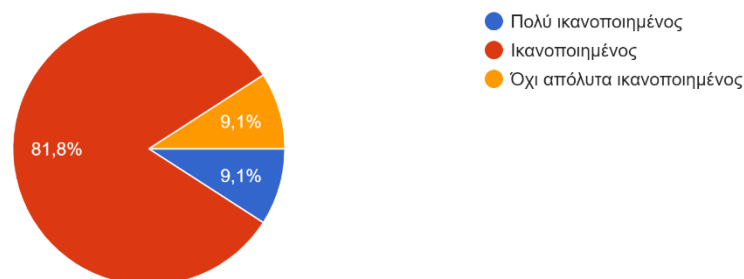


4. Πόσο εφαρμόσιμη πιστεύετε ότι είναι η διαδικασία πιστοποίησης στην αξιολόγηση της ικανότητας κάποιου να προωθεί την καινοτομία στο χώρο εργασίας με βιώσιμο και αειφόρο τρόπο;  
11 απαντήσεις



-81,8% of participants (9 out of 11) are satisfied with the overall certification process, including the quizzes on the e-learning platform and the final 20-question quiz with only one person being not absolutely satisfied.

5. Πόσο ικανοποιημένοι είστε με τη διαδικασία πιστοποίησης, συμπεριλαμβανομένων των τεστ της κάθε ενότητας και του τελικού τεστ των 20 ερωτήσεων;  
11 απαντήσεις



The overall feedback provided after the implementation of the pilot activities, was positive. Regarding the environment of the platform, participants were quite satisfied and found it easy to navigate through the platform. The training material also seemed to be satisfying, covering a wide range of topics and thematic areas, all relative to the promotion of innovative methods and techniques within a company.

One area that could be improved, is the appearance of the learning content on the e-learning platform. There could be a drop-down list so that we could first see all



the available modules and then, if we want to go in depth and get a more detailed aspect, click on the title and see respective sub-modules.

This could also be applied in “My active courses” drop-down list where we could have an overview of all 15 modules and select the one we want to read.

Another area of improvement is the certification process. Partners should conduct a thorough review of the quiz questions to ensure that they are directly aligned with the learning objectives of each module and with the whole course. The main reason that the certification process should be refined, is to better reflect the learning content and accurately assess participants' understanding, ultimately enhancing the overall effectiveness and credibility of the intellectual outputs.

## Conclusion

This synthesis report is based on the answers given by 47 individuals who participated in the pilot activities events throughout the partners' countries. Valuable insights were also provided during the learning, teaching and training activity (LTTA) where the e-learning platform and respective content was first presented to a wider audience.

We can see that in general, the feedback provided regarding the developed project results was positive. More specifically, the learning material, which was a quite crucial element for the project's progress, was highly rated by most participants with the 15 modules, all related to workplace innovation, offering a satisfactory variety of content, ranging from theoretical to practical topics. Most participants found the difficulty level manageable, describing it as easy or at least not very difficult. A possible reason to this, is the fact that the partnership decided to keep the content easily understood by everyone who is interested to take the course, avoiding excessive technical terms while maintaining a professional tone.

The e-learning platform is well-structured and easy to use with clear instructions. Attention though should be given to the certification process. Although the requirements and the instructions described were more than clear, participants in the pilot activities were confused whether the questions included certifying the knowledge gained, were adequate enough and relevant to the learning material.





Having all these in mind, and the feedback provided, we can summarize some possible suggestions that will enhance the learning experience of the trainees and that will add value to the project and address the areas that need attention.

One of them is the inclusion of even more relevant topics and the explicit relevance of topics to workplace innovation. Additionally, incorporating more real-world evidence scenarios and examples in the topics presented and increase of interactivity (interactive elements and activities) are needed. Improvements to the e-learning platform are always welcomed and are basically referring to refinement of the platform in terms of adjustment of content to all languages and the addition of new features that will facilitate navigation and smooth operation. Finally, the evaluation quizzes should be refined to align better with the knowledge gained and increase the difficulty level of the course to challenge participants appropriately.

