

Inclusion & Diversity Kitchen - Staff training on inclusion & diversity Evaluation Report

18-20 October 2021, online

Following the 3 day of the online ID Kitchen Staff Training, an evaluation form was shared and filled in by 16 participants. This evaluation aimed to monitor the expectations and needs fulfillment and to take stock of suggestions and ideas for future meetings and support in participants' development. Here is a summary of the results.

1. Objectives of the training (1=not achieved at all, 5=fully achieved)

In your opinion, were the objectives of this training achieved? (1=not achieved at all, 5=fully achieved)



The objectives were:

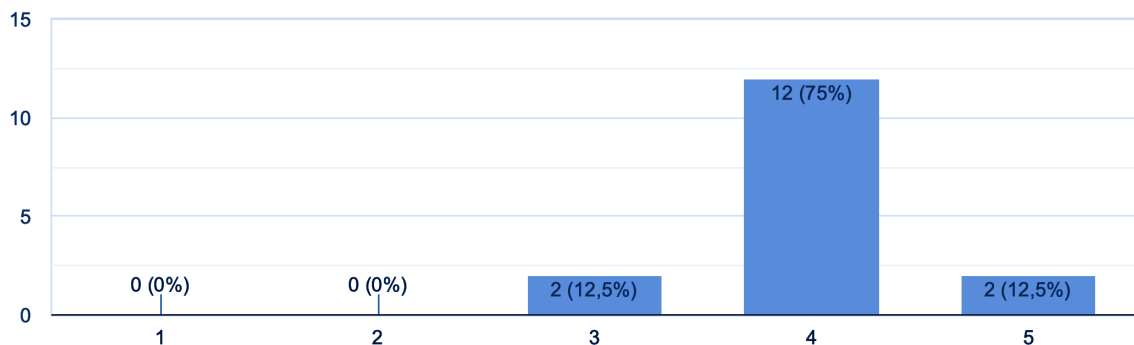
- **To get familiar with ID concepts and the European ID policy framework:** The majority of participants rated 4 & 5 (70%).
- **To gain a better understanding of the ID issues and how to tackle those:** The majority of participants rated 4 & 5 (70%).
- **To get to know better specificities of the ID Strategy of the National Agency of the country of origin:** The majority of participants rated 4 & 5 (100%).
- **To become better equipped to support the ID Officers colleagues, as well as the beneficiaries:** The majority of participants rated 4 (65%) the rest divided between the rate 3 and 5 (35%).
- **To exchange ideas and share practices on managing the inclusion issues and learn from each other:** The majority of participants rated 4 & 5 (85%).
- **To reflect on the values and aims of the NA officer's work, analyze how we can contribute to I&D from our different roles in the NA, with existing resources:** The majority of participants rated 3 & 4 (85%).

2. Expectations

Participants were asked to express whether they believed their expectations of the meeting were met on a scale from 0% to 100%. The answers showed that their expectations of the meeting were met in proportion of 87,5 %.

How much would you say that your expectations of the ID Kitchen were met?

16 risposte

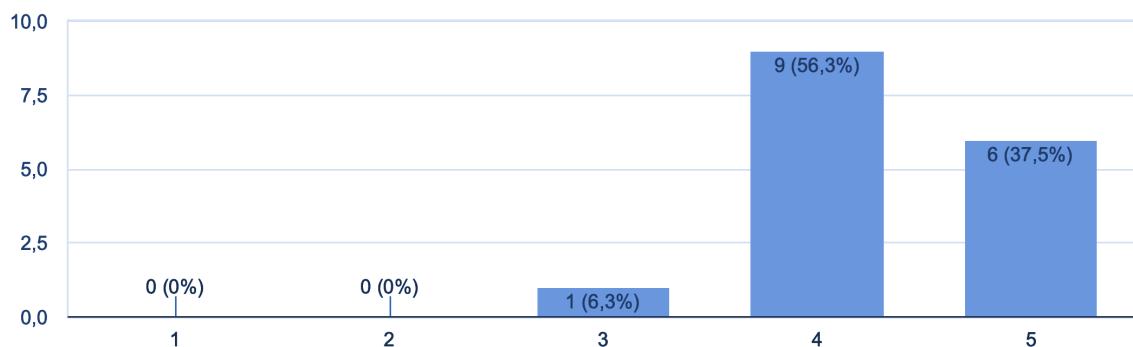


3. Overall experience

Participants were asked how their experience of the meeting was on a scale from 'very negative' to 'very positive'. The answers were mostly positive, with 60% stating it was good/positive and 40% very positive

Overall, your experience of the ID Kitchen was:

16 risposte



4. What worked and should be keep in future trainings

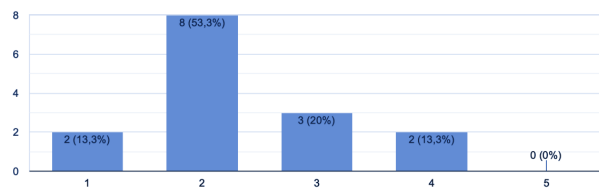
In general, participants appreciated the engaging and energetic atmosphere of the training course. The balance between content and the space for sharing was very valuable to support their learning process. The use of the padlet was defined as useful and the program flow well structured and not "heavy", especially considering the online dimension.

5. What should be improved, changed or add in future trainings

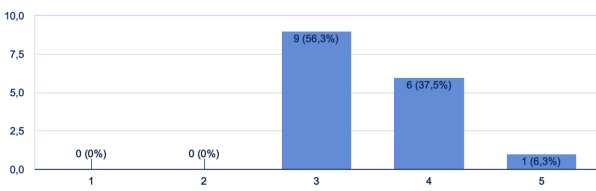
The group had a diverse sense of the time: for some participants 3 days were too long, however the majority of participants expressed the need to have more time for sharing among them. They would like to foster a more cross-sectoral approach, maybe inviting more participants over the youth field and they suggest sharing more concrete practice implemented by the NA in the framework of the ID strategy implementation.

6. How equipped to work with inclusion & diversity did you feel before and after ID Kitchen

How equipped to work with inclusion & diversity did you feel before ID Kitchen?
15 risposte



How equipped to work with inclusion & diversity do you feel now, after ID Kitchen?
16 risposte



Comparing how equipped participants felt before and after the ID Kitchen, it is notable that the training course contributed to a relevant increase on the equipment and readiness to work on ID strategy.

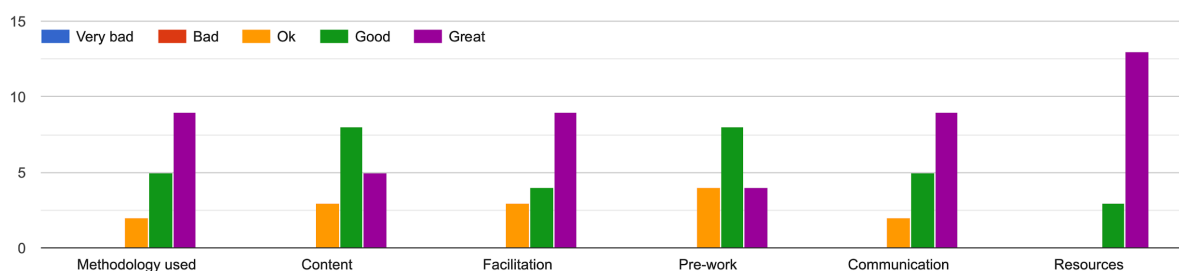
7. Support that is still needed in terms of developing understanding and practice of inclusion & diversity among participants

Several participants requested more training and team work with their NA staff and to have time to deepen their knowledge of the available resources. In general, they would like to be informed more about good practice and tools that they can implement with their peers and to support the program beneficiaries.

8. Evaluation of the meeting in terms of (from very bad to great):

- methodologies: 60% great, 40% ok and good
- content: 20% Ok, 50% good and 30% great
- facilitation: 15% ok, 25 good, 60% great
- pre-work: 25% ok, 50% good, 25% great
- communication: 60% great, 40% ok and good
- resources: 15 % good and 85% great

How did you find the meeting in terms of:



Comments:

- Participants felt that the training course was well prepared and interesting, very rich in useful resources and facilitated in an engaging way;
- The participants also expressed that the TC was inspiring and that they were pleased.