

BEYOND INCLUSION project  
Employability for persons with disabilities  
2020-1-RO01-KA204-080215

IO3 TESTING COURSES AND HANDBOOK FOR SMES ACTORS

# PILOTING IN ROMANIA

## Short report



*This project has been funded with support from the European Commission. This plan reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein*



## TABLE OF CONTENTS

<b>GENERAL INFORMATION</b>	<b>3</b>
<b>1. 3</b>	
<b>1.1 SME's SECTION</b>	<b>4</b>
1.1.1 Evaluation of the Beyond Inclusion training provision as a whole	4
1.1.2 Evaluation of Module 1: Benefits for SMEs	5
1.1.3 Evaluation of Module 2 for SMEs: Into action: Steps towards the creation of a disability inclusive workforce	6
1.1.4 Suggestions, remarks, recommendations	8
<b>1.2 PERSONS WITH DISABILITIES SECTION</b>	<b>9</b>
1.2.1 Evaluation of the Beyond Inclusion training provision as a whole	9
1.2.2 Evaluation of Module 1: About myself	10
1.2.3 Evaluation of Module 2: Disability and the job market	12
1.2.4 Evaluation of Module 3: Self-presentation and self-marketing	13
1.2.5 Evaluation of Module 4: At the workplace	14
1.2.6 Suggestions, remarks, recommendations	15
<b>2. 16</b>	
<b>ANNEX 1: INVITATION IN ROMANIA</b>	<b>18</b>
<b>ANNEX 2: LINK TO QUESTIONNAIRE FOR SME IN ROMANIA</b>	<b>19</b>
<b>ANNEX 3: LINK TO QUESTIONNAIRE FOR PWD IN ROMANIA</b>	<b>20</b>

## GENERAL INFORMATION

The pilot testing in Romania was implemented in the period 7/10/2022 until 09/01/2023 engaging 30 stakeholders (30 representatives of SMEs) and 15 representatives of the target group with persons with disabilities.

It was implemented fully online by developing a short presentation of the project and invitation sent by email (see annex 1) to join the platform and test the BEYOND INCUSION e learning platform. All the respondents were provided with a phone number and a e-mail address in case they had any problem with the training. Even if some of them had problems with the registry process, none of them were aided by the GPI staff.

The piloting in Romania was addressed to SMEs and persons with disabilities. In the case of SMEs, was implemented fully online. In a first stage, Great People Inside organized online webinars and presented the platform Beyond Inclusion to the representatives of interested SME companies, then fill in their suggestions in the feedback questionnaire. In the second stage, online invitations were sent to participate in the pilot testing phase of the Beyond Inclusion platform, through which they were sent information about the learning platform, how to connect and how to collect feedback/suggestions for improvement notified by users. The SMEs participating in the study were selected from:

1. GPI network – clients and collaborators
2. The Register of Authorized Protected Units in Romania
3. The SME database created among the companies registered on the pages of the Chambers of Commerce and industry of Romania
4. Other SMEs involved in ERASMUS+ projects with the same profile on the dissemination platform: <https://erasmus-plus.ec.europa.eu/projects>
5. Organizations/ institutions in Romania supporting the rights of persons with disabilities.
6. Open call on Social media network such as the project's Facebook page and LinkedIn.

In the case of people with disabilities, ARPA organized meetings with representatives of the National Association of the Deaf to explain how the platform works and what needs to be done to complete the training courses. Since most deaf people use sign language, the representatives of the National Association of Deaf People organized a meeting with some young beneficiaries of the association, who are looking for a job. 5 people with hearing impairment attended the online training courses. Regarding people with visual impairment, ARPA representatives organized an online meeting to explain them how the online training course works and what they need to do to benefit from the information. The visually impaired persons were recruited from the association's database, most of them being beneficiaries of ARPA projects. 7 visually impaired people offered positive feedback on the online training courses regarding the employment of people with disabilities. More than 10 people with physical disabilities attended the online training courses. They were recruited from the database of the association, many of them being participants of the scientific events organized by ARPA. Three of the participants provided feedback on the online training course.

## 1. EVALUATION OF THE BEYOND INCLUSION TRAINING

The piloting was addressed to SMES and persons with disabilities. For each target, the evaluation focused on the following aspects:

- Evaluation of the Beyond Inclusion training provision as a whole
- Evaluation of each module (2 for SMES and 4 for persons with disabilities):
- Suggestions, remarks, recommendations

For analysis purposes we provided the “totally agree” part of the scale the number 5 and “totally disagree) number 1.

## 1.1 SME’s SECTION

### 1.1.1 Evaluation of the Beyond Inclusion training provision as a whole

The questions about the training provision requested respondents to provide their **agreement with each of the following statements:**

- The training content in all the 2 Modules is relevant for my work, helping me to better understand the benefits for my company and the steps towards the creation of a disability inclusive workforce
- The flow and sequence of the 2 Modules and their content is presented in a clear and logical manner
- The online training environment was user-friendly and easy to understand (e.g., navigation, menus etc.)
- The digital and graphical elements used (images, tables, pictures etc.) are supporting the learning experience.
- The overall time needed to go through the training material is appropriate.

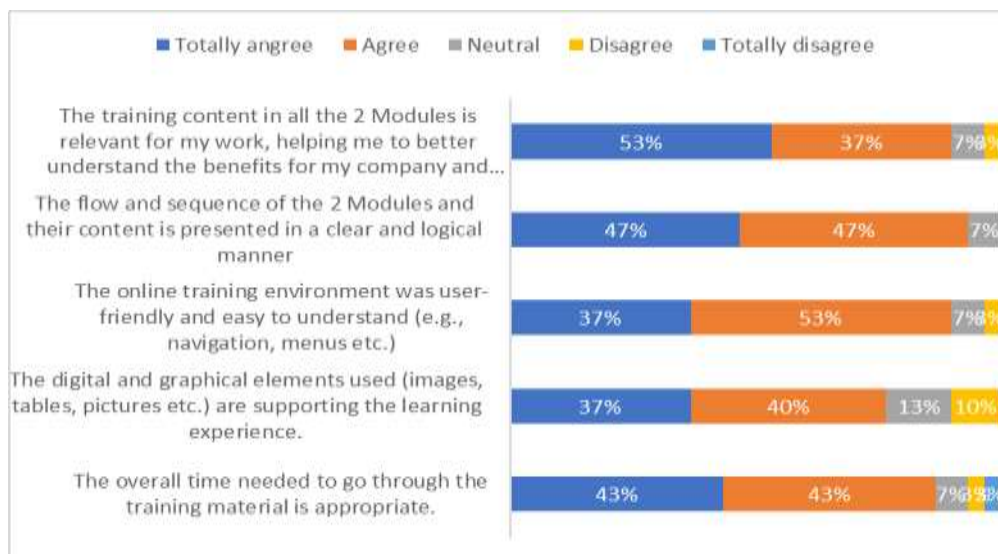
In table 1 we have included the averages by item: we can see that the collated rating corresponded to 4.3 (agree) and the lowest rating corresponded to “*The digital and graphical elements used (images, tables, pictures etc.) are supporting the learning experience.*” which received a 4.0, corresponding to “I agree”.

Table 1: Evaluation of the Beyond Inclusion training – averages. Own elaboration

Statements	Average
<i>The training content in all the 2 Modules is relevant for my work, helping me to better understand the benefits for my company and the steps towards the creation of a disability inclusive workforce</i>	4.4
<i>The flow and sequence of the 2 Modules and their content is presented in a clear and logical manner</i>	4.4
<i>The online training environment was user-friendly and easy to understand (e.g., navigation, menus etc.)</i>	4.2
<i>The digital and graphical elements used (images, tables, pictures etc.) are supporting the learning experience.</i>	4.0
<i>The overall time needed to go through the training material is appropriate.</i>	4.2
<b>Collated, all statements</b>	<b>4.3</b>

In the figure below, figure 1, we are illustrating the results by statement and percentages:

Figure 1: Evaluation of the Beyond Inclusion training – percentages. Own elaboration



Aspects mentioned by those who have ticked disagree or total disagree for one or more items referring to the evaluation of the Beyond Inclusion platform are:

- ⇒ On the phone the platform does not log in to the Romanian language, so they had to go through more than half of the information in English and there is no option to move to another language.
- ⇒ It took a long time to complete the material and the tests. It is rather difficult to find the answer to the tests.
- ⇒ There are not many digital elements (charts, tables) which makes it difficult to read the material. Due to the presentation mode, the time required for the study is very high.
- ⇒ I don't think this issue is at the moment of our company.
- ⇒ There are not enough digital elements; they should be included to facilitate the reading of information.

### 1.1.2 Evaluation of Module 1: Benefits for SMEs

The questions about Module 1 included the 5 statements included in table 2. As we can see below the collated rated corresponded to 4.4 (agree) and the lowest rating was for “*The language used was appropriate and easy to understand.*” and “*The Additional Resources offered are useful for deepening the knowledge gained in Module 1.*” which received a 4.3, corresponding to “I agree”. This is influenced by the fact that some of the respondents were unable to access the platform and create an account in Romanian, so the information on the platform was accessed in English (“*I was connected directly to English, although I accessed the link in Romanian. I didn't see the Romanian button and it was quite difficult to go through the whole material.*”). It has also been mentioned that the language used is sometimes “standard”, which can make it difficult to follow ideas (very good, by the way).

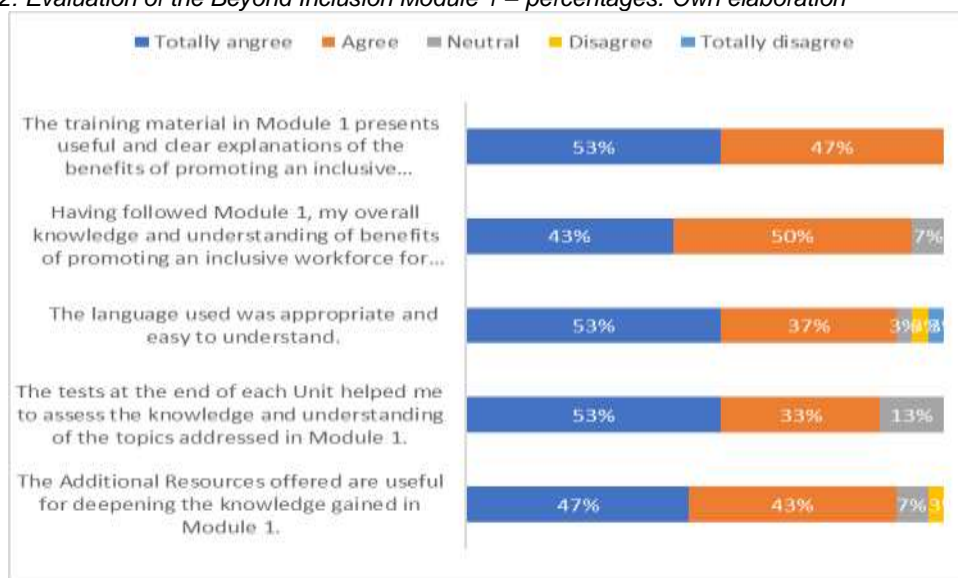
Table 2: Evaluation of the Beyond Inclusion Module 1 – averages. Own elaboration

Statements	Average
<i>The training material in Module 1 presents useful and clear explanations of the benefits of promoting an inclusive workforce for SMEs</i>	4.5
<i>Having followed Module 1, my overall knowledge and understanding of benefits of promoting an inclusive workforce for SMEs has been enhanced.</i>	4.4
<i>The language used was appropriate and easy to understand.</i>	4.3
<i>The tests at the end of each Unit helped me to assess the knowledge and understanding of the topics addressed in Module 1.</i>	4.4
<i>The Additional Resources offered are useful for deepening the knowledge gained in Module 1.</i>	4.3

<b>Collated, all statements</b>	<b>4.4</b>
---------------------------------	------------

Again, in the figure below, figure 2, we are illustrating the results by statement regarding Module 1 and percentages:

Figure 2: Evaluation of the Beyond Inclusion Module 1 – percentages. Own elaboration



A person motivated the disagreement for one of the analyzed items affirming that: resources seem to be useful to those who thoroughly (possibly scientifically) research this subfield, for SME leaders create additional tasks without adequate efficiency.

### 1.1.3 Evaluation of Module 2 for SMEs: Into action: Steps towards the creation of a disability inclusive workforce

The questions about Module 2 included the 5 statements included in table 2. As we can see below the collated rated corresponded to 4.4 (agree) and the lowest rating was for “Module 2 provided me with appropriate and useful knowledge and tools from an SME perspective to promote a disability inclusive workforce in the EU”, “The language used was appropriate and easy to understand.” And “The Additional Resources offered are useful for deepening the knowledge gained in Module 2.” which received a 4.3, corresponding to “I agree”.

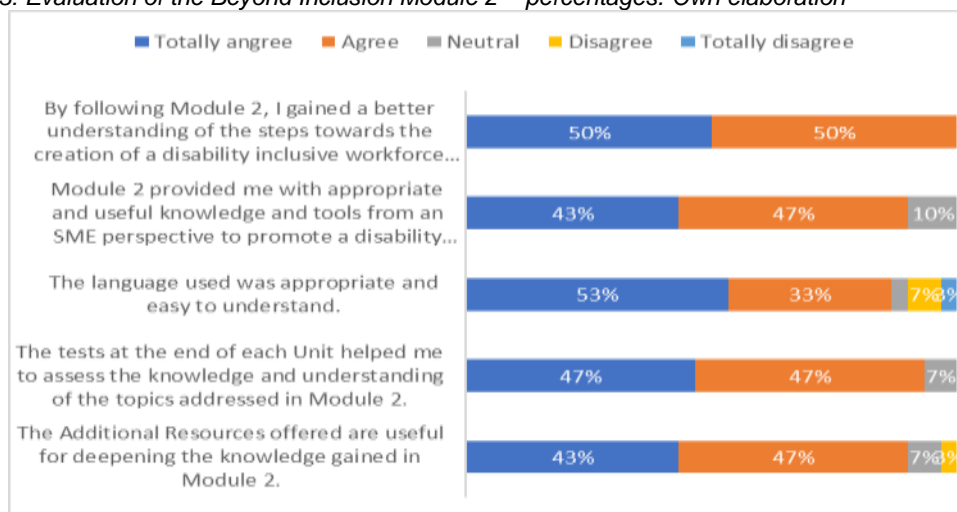
Not all respondents were able to connect to the platform in their native language, respectively Romanian, so the item regarding the language used obtained low values on the scale used, as a result the obtained average is also lower.

Table 3: Evaluation of the Beyond Inclusion Module 2 – averages. Own elaboration

Statements	Average
By following Module 2, I gained a better understanding of the steps towards the creation of a disability inclusive workforce in the EU from an SME perspective.	4.5
Module 2 provided me with appropriate and useful knowledge and tools from an SME perspective to promote a disability inclusive workforce in the EU	4.3
The language used was appropriate and easy to understand.	4.3
The tests at the end of each Unit helped me to assess the knowledge and understanding of the topics addressed in Module 2.	4.4
The Additional Resources offered are useful for deepening the knowledge gained in Module 2.	4.3
<b>Collated, all statements</b>	<b>4.4</b>

In the figure below, figure 3, we are illustrating the results by statement regarding Module 2 and percentages:

Figure 3: Evaluation of the Beyond Inclusion Module 2 – percentages. Own elaboration



Those who opted for the lower scale levels (total disagree and disagree) explained why they chose this for the items analyzed for Module 2, the issues noted referring to:

- ⇒ The language used is standard and makes it difficult to follow ideas.
- ⇒ Connection on the platform in English, because it was not allowed to connect in Romanian;
- ⇒ There is a lot of information in the form of text. Better structuring of information and more graphic representations would have been more useful;
- ⇒ The additional resources seem appropriate for doctoral research, rather than the do it yourself approach, and it does not suggest going through all the resources. Some valuable resources may be skipped.

### 1.1.4 Suggestions, remarks, recommendations

9 of the respondents replied that there were technical aspects that should be optimized. However, as we have reported below, 14 out of our respondents filled in the *Open question* field about further suggestions. The most mentioned suggestion is the one related to the inclusion in the content of the platform of visual elements, videos, graphics, images in order to facilitate the reading of information. A summary of the replies would be:

- *The connection on the Romanian link takes you most often also on .EU; it is indicated to specify or make more visible the option to browse the information in Romanian;*
- *When the Romanian language changes you return to the login page and the information path is not kept, that is, you have to start over or remember where you left and continue;*
- *If you switch to another module, it disconnects you from the platform and displays the login page. Basically, it is a logout on connecting to another module. This means that the link does not work properly;*
- *To the questions at the end of the units I answered the wrong question and he did not let me go further, he blocked me at the quizz;*
- *The information contained in the platform gives the impression of a master thesis rather than an online course;*
- *Better structuring of information; the material should be segmented into smaller pieces with graphs or other elements;*
- *Suggestion: Instead of learning outcomes, use the term objectives for the SME module, because for entrepreneurs it is not exactly appropriate to name the sub-chapter of learning outcomes, because it brings you to the thought of learning, school, school, etc. and today's entrepreneurs are not receptive to such an approach, but rather to notice the benefits they have from browsing the information from the platform. For goals to be passed: Increasing employability, understanding current contexts, benefits of hiring people with disabilities, etc., these should be listed as units. These formulations should also be linked to the interests and benefits of SME users;*
- *Correlation as content between starting sentences and bulleted information. Ex: By completing Module 1, you will be able to learn about: What are the factors and challenges that limit the entry of people with disabilities into the labor market / What are the advantages and benefits for your company. when you hire people with disabilities, from improving the company's reputation and image to increasing market share and revenue. This mismatch is also found in English;*
- *The lack of visual digital elements or their existence to a small extent (charts, tables, graphical representations, infographics) makes it difficult to browse the material. Due to the way of presentation, the time required for the study is very high. More visual / multimedia content (videos, photos, animations like doodle) would make it easier to go through the modules;*
- *The platform is too long and has too many stages, entrepreneurs will not have the patience to go through all the stages, to do tests, quizzes. The suggestion would be that all the information be put together and the quizzes at the end of the whole material. The tests are smart and well thought out as questions!*
- *In terms of content: Beware of abbreviations!*
- *More space may be given to legislative aspects to encourage employment of persons with disabilities in each country;*
- *Inclusion of case studies;*
- *The platform has the possibility to choose how to browse the information: 1) Text, 2) Video with interpretation for the deaf, 3) Audio, so that entrepreneurs who are in the car at the wheel, on the long road can choose the audio option, they should lead and at the same time inform themselves;*



- There are audio and video materials that are not necessarily made in a super professional way, to facilitate the information of those with disabilities;
- Regarding additional resources, it could be at least partially in the form of videos with best practice case or interviews with organizations that have applied these principles, including people with disabilities and their managers or mentors.

## 1.2 PERSONS WITH DISABILITIES SECTION

### 1.2.1 Evaluation of the Beyond Inclusion training provision as a whole

The questions about the training provision requested respondents to provide their **agreement with each of the following statements**:

- The training content in all the 4 Modules is relevant for my personal life and work, helping me to better understand myself, my potential, improving my presentation skills in the frame of the current job market requirements and increasing my employability potential
- The flow and sequence of the 4 Modules and their content is presented in a clear and logical manner
- The online training environment was user-friendly and easy to understand (e.g., navigation, menus etc.)
- The digital and graphical elements used (images, tables, pictures etc.) are supporting the learning experience.
- The overall time needed to go through the training material is appropriate.

In table 4 we have included the averages by item: we can see that the collated rating corresponded to 4.3 (agree) and the lowest rating corresponded to “The online training environment was user-friendly and easy to understand (e.g., navigation, menus etc.)”, “The overall time needed to go through the training material is appropriate.” which received a 4.2, corresponding to “I agree”.

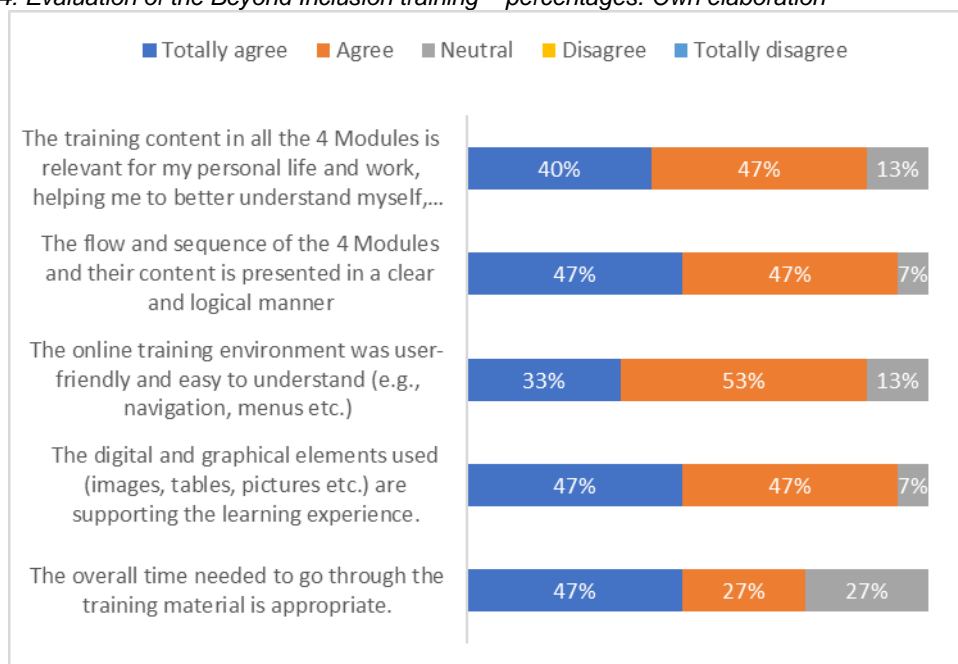
None of the respondents opted for Disagree or Totally Disagree for the aspects analyzed regarding the Beyond Inclusion training as a whole.

Table 4: Evaluation of the Beyond Inclusion training – averages. Own elaboration

Statements	Average
<i>The training content in all the 4 Modules is relevant for my personal life and work, helping me to better understand myself, my potential, improving my presentation skills in the frame of the current job market requirements and increasing my employability potential</i>	4.3
<i>The flow and sequence of the 4 Modules and their content is presented in a clear and logical manner</i>	4.4
<i>The online training environment was user-friendly and easy to understand (e.g., navigation, menus etc.)</i>	4.2
<i>The digital and graphical elements used (images, tables, pictures etc.) are supporting the learning experience.</i>	4.4
<i>The overall time needed to go through the training material is appropriate.</i>	4.2
<b>Collated, all statements</b>	<b>4.3</b>

In the figure below, figure 4, we are illustrating the results by statement and percentages:

Figure 4: Evaluation of the Beyond Inclusion training – percentages. Own elaboration



### 1.2.2 Evaluation of Module 1: About myself

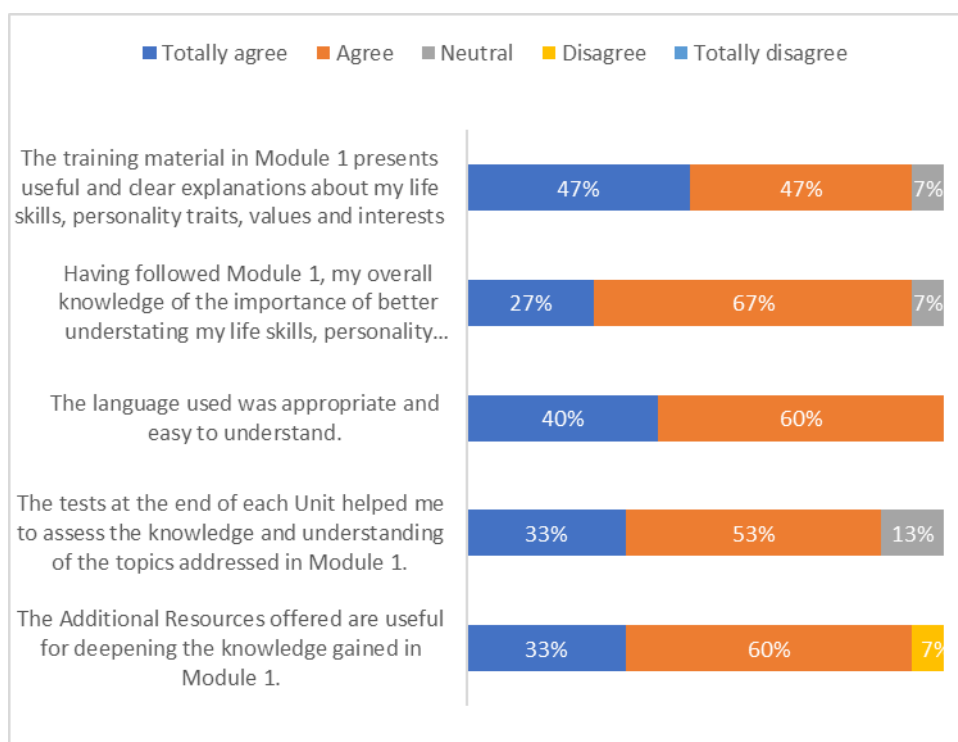
The questions about Module 1 included the 5 statements included in table 5. As we can see below the collated rated corresponded to 4.3 (agree) and the lowest rating was for “*Having followed Module 1, my overall knowledge of the importance of better understating my life skills, personality traits, values and interests has increased.*”, “*The tests at the end of each Unit helped me to assess the knowledge and understanding of the topics addressed in Module 1.*” and “*The Additional Resources offered are useful for deepening the knowledge gained in Module 1.*” which received a 4.2, corresponding to “I agree”.

Table 5: Evaluation of the Beyond Inclusion Module 1 – averages. Own elaboration

Statements	Average
<i>The training material in Module 1 presents useful and clear explanations about my life skills, personality traits, values and interests</i>	4.4
<i>Having followed Module 1, my overall knowledge of the importance of better understating my life skills, personality traits, values and interests has increased.</i>	4.2
<i>The language used was appropriate and easy to understand.</i>	4.4
<i>The tests at the end of each Unit helped me to assess the knowledge and understanding of the topics addressed in Module 1.</i>	4.2
<i>The Additional Resources offered are useful for deepening the knowledge gained in Module 1.</i>	4.2
<b>Collated, all statements</b>	<b>4.3</b>

Again, in the figure below, figure 5, we are illustrating the results by statement regarding Module 1 and percentages:

Figure 5: Evaluation of the Beyond Inclusion Module 1 – percentages. Own elaboration



### 1.2.3 Evaluation of Module 2: Disability and the job market

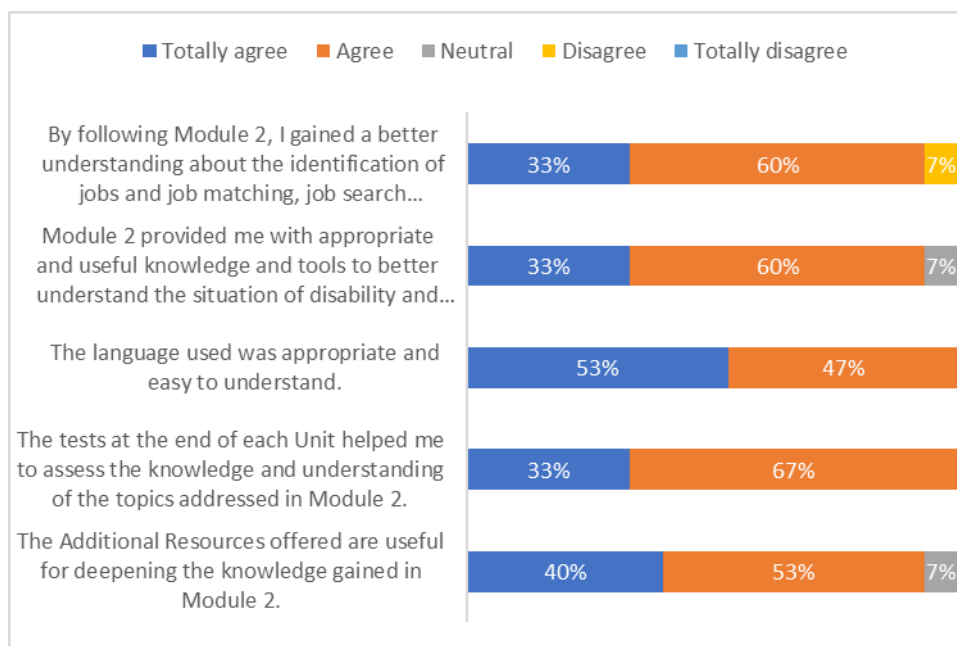
The questions about Module 2 included the 5 statements included in table 6. As we can see below the collated rated corresponded to 4.3 (agree) and the lowest rating was for “By following Module 2, I gained a better understanding about the identification of jobs and job matching, job search methods and careers exploration.” that received a 4.2, corresponding to “I agree”.

Table 6: Evaluation of the Beyond Inclusion Module 2 – averages. Own elaboration

Statements	Average
<i>By following Module 2, I gained a better understanding about the identification of jobs and job matching, job search methods and careers exploration</i>	4.2
<i>Module 2 provided me with appropriate and useful knowledge and tools to better understand the situation of disability and the job market in the EU.</i>	4.3
<i>The language used was appropriate and easy to understand.</i>	4.5
<i>The tests at the end of each Unit helped me to assess the knowledge and understanding of the topics addressed in Module 2.</i>	4.3
<i>The Additional Resources offered are useful for deepening the knowledge gained in Module 2.</i>	4.3
<b>Collated, all statements</b>	<b>4.3</b>

In the figure below, figure 6, we are illustrating the results by statement regarding Module 2 and percentages:

Figure 6: Evaluation of the Beyond Inclusion Module 2 – percentages. Own elaboration



### 1.2.4 Evaluation of Module 3: Self-presentation and self-marketing

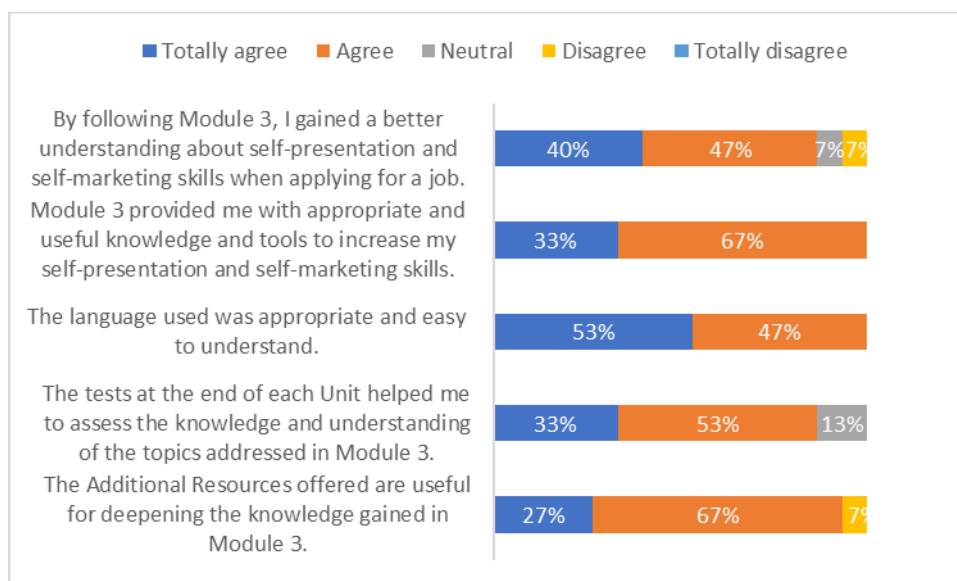
The questions about Module 3 included the 5 statements included in table 7. As we can see below the collated rated corresponded to 4.3 (agree) and the lowest rating was for “The Additional Resources offered are useful for deepening the knowledge gained in Module 3.” that received a 4.1, “By following Module 3, I gained a better understanding about self-presentation and self-marketing skills when applying for a job.” and “The tests at the end of each Unit helped me to assess the knowledge and understanding of the topics addressed in Module 3.” which received a 4.2, corresponding to “I agree”.

Table 7: Evaluation of the Beyond Inclusion Module 3 – averages. Own elaboration

Statements	Average
<i>By following Module 3, I gained a better understanding about self-presentation and self-marketing skills when applying for a job.</i>	4.2
<i>Module 3 provided me with appropriate and useful knowledge and tools to increase my self-presentation and self-marketing skills.</i>	4.3
<i>The language used was appropriate and easy to understand.</i>	4.5
<i>The tests at the end of each Unit helped me to assess the knowledge and understanding of the topics addressed in Module 3.</i>	4.2
<i>The Additional Resources offered are useful for deepening the knowledge gained in Module 3.</i>	4.1
<b>Collated, all statements</b>	<b>4.3</b>

In the figure below, figure 7, we are illustrating the results by statement regarding Module 3 and percentages:

Figure 7: Evaluation of the Beyond Inclusion Module 3– percentages. Own elaboration



### 1.2.5 Evaluation of Module 4: At the workplace

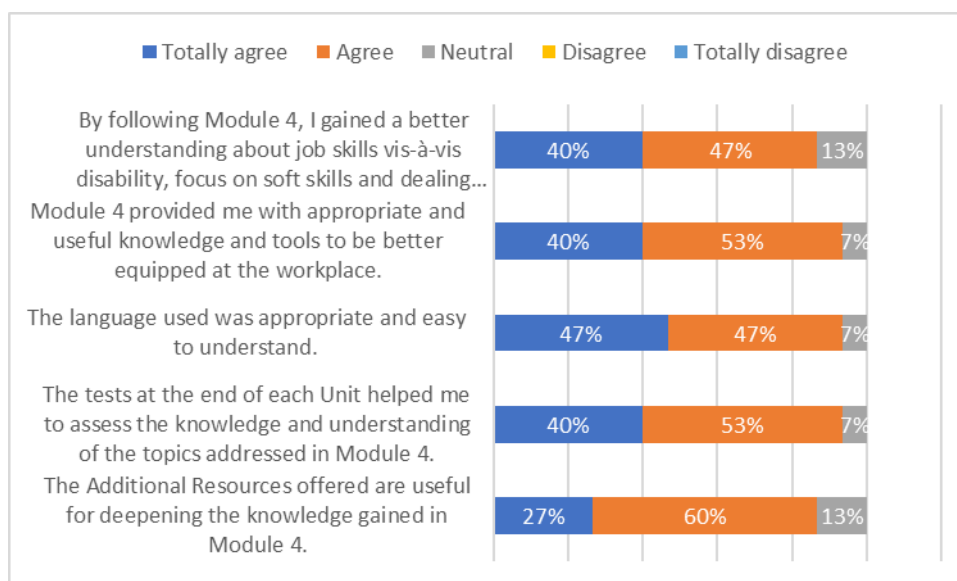
The questions about Module 4 included the 5 statements included in table 8. As we can see below the collated rated corresponded to 4.3 (agree) and the lowest rating was for “The Additional Resources offered are useful for deepening the knowledge gained in Module 4.” that received a 4.1, corresponding to “I agree”.

Table 8: Evaluation of the Beyond Inclusion Module 4 – averages. Own elaboration

Statements	Average
By following Module 4, I gained a better understanding about job skills vis-à-vis disability, focus on soft skills and dealing with the expectations of others	4.3
Module 4 provided me with appropriate and useful knowledge and tools to be better equipped at the workplace.	4.3
The language used was appropriate and easy to understand.	4.4
The tests at the end of each Unit helped me to assess the knowledge and understanding of the topics addressed in Module 4.	4.3
The Additional Resources offered are useful for deepening the knowledge gained in Module 4.	4.1
<b>Collated, all statements</b>	<b>4.3</b>

In the figure below, figure 8, we are illustrating the results by statement regarding Module 4 and percentages:

Figure 8: Evaluation of the Beyond Inclusion Module 4 – percentages. Own elaboration



### **1.2.6 Suggestions, remarks, recommendations**

4 of the respondents replied that there were technical aspects that should be optimized. However, as we have reported below, 5 out of our respondents filled in the *Open question* field about further suggestions. A summary of the replies would be:

- Chromatic design to help navigate the site
- For the deaf and hard of hearing, special video materials in mime-gestural language
- Providing the content (also) in an audio format would be a great advantage
- The use of sign language in the materials, the mother tongue for the deaf - LSR (Romanian sign language).

## 2. CONCLUSIONS: summary of recommendations to improve the modules for SMES and persons with disabilities

The pilot testing in Romania was implemented in the period 7/10/2022 until 09/01/2023 engaging 30 stakeholders (30 representatives of SMEs) and 15 persons with disabilities using online devices and telephone. The piloting in Romania focused on SMEs that were contacted by the GPI using the network of contacts, and persons with disabilities that were contacted by the RO partner, ARPA using their network of contacts, too.

In the table below we have included the average ratings provided by the respondents to the main statements regarding Overall rating of the training for SMEs, module 1 and module 2.

Table 9: Summary evaluation for SME's section – averages. Own elaboration

Summary of ratings for SMEs section	Average
<b>Overall rating of the training</b>	<b>4.3</b>
<b>Overall rating Module 1</b>	<b>4.4</b>
<b>Overall rating Module 2</b>	<b>4.4</b>

In order to illustrate the results we have included figure 9, below.

Figure 9: Summary Evaluation of the Beyond Inclusion training for SMEs – averages. Own elaboration



9 of the respondents replied that there were technical aspects that should be optimized. However, as we have reported in section 1.1.4, 14 out of the Romanian respondents filled in the *Open question* field about further suggestions that were mainly addressed to simplifying the registration process/ access to Romanian platform and better structuring of information with graphs or other elements. All identified technical errors were analysed by the project team at Great People Inside and forwarded to the technical partner (RNDO).

In the table below we have included the average ratings provided by the respondents to the main statements regarding Overall rating of the training for persons with disabilities, and for each individual model.

Table 10: Summary evaluation for Pwd's section – averages. Own elaboration

Summary of ratings for persons with disabilities section	Average
<b>Overall rating of the training</b>	<b>4.3</b>
<b>Overall rating Module 1</b>	<b>4.3</b>
<b>Overall rating Module 2</b>	<b>4.3</b>



<b>Overall rating Module 3</b>	<b>4.3</b>
<b>Overall rating Module 4</b>	<b>4.3</b>

In order to illustrate the results we have included figure 10, below.

Figure 10: Summary Evaluation of the Beyond Inclusion training for Pwds – averages. Own elaboration



4 of the respondents replied that there were technical aspects that should be optimized. However, as we have reported in section 1.2.6, 5 out of the Romanian respondents filled in the *Open question* field about further suggestions that were mainly addressed to making the learning platform easier to navigate by including materials that include sign language for the hearing impaired and adding a chromatic design.

## Annex 1: Invitation in Romania



Employability for  
persons with disabilities

Stimată Doamnă/Stimate Domn,

Platforma de formare pentru IMM-uri cu titlul **Beyond Inclusion: Employability for persons with disabilities** (trad. **Dincolo de incluziune: Angajabilitate pentru persoanele cu dizabilități**), dezvoltată în cadrul proiectului Erasmus Plus - K2 – Parteneriate Strategice, cuprinde informații utile reprezentanților IMM în vederea includerii pe piața forței de muncă a persoanelor cu dizabilități. Aceasta este **disponibilă în mod gratuit** accesând următorul link <https://training.beyond-inclusion.eu/ro> și se găsește momentan în etapa de testare (respectiv parcurgere pilot).

Astfel, pentru a finaliza platforma de învățare avem plăcerea de a vă invita la etapa pilot/ de testare a platformei online de formare pentru IMM-uri, etapă ce are în vedere **colectarea de informații privind experiențele utilizatorilor, a aspectelor care sunt de îmbunătățit din prisma conținutului, formei și utilității materialelor de învățare** furnizate în cadrul platformei. Pe baza informațiilor colectate vom putea optimiza modulele digitale online.

**Ce anume trebuie făcut?** Practic activitatea de testare se derulează în două etape:

1. **Parcurgerea programelor de formare special create și dedicate IMM-urilor**, respectiv accesarea platformei la secțiunea „EȘTI UN REPREZENTANT IMM?”. Durata testării este de aproximativ 1,30 h (parcurgerea platformei).
2. **Completarea chestionarului de feedback** ce poate fi accesat în următorul link: <https://www.research.net/r/XQJDL6Y>. Completarea chestionarului durează aproximativ 5 minute.

Pentru a ușura accesul și navigarea pe platforma de învățare atașăm manualul de utilizare a platformei de formare (**Fisier PDF: Manual de utilizare platformă**). Precizăm că este în curs de testare și este posibil să întâlniți erori (Ex.: erori gramaticale sau aranjare în pagină).

Se recomandă ca persoanele participante la testarea platformei, oferirea de feedback și completarea chestionarului să dețină responsabilități în departamentele de Resurse Umane, dar accesul nu este restricționat în nici un fel.

**Termenul limită pentru testarea platformei de învățare Beyond Inclusion (parcurgerea modulelor de învățare) și completarea chestionarului de feedback este 27 octombrie 2022.**

Mai multe informații puteți găsi în **Fișa proiectului** atașată acestui mail.

Contăm pe sprijinul dvs. și vă mulțumim anticipat pentru implicare și timpul acordat!

*În cazul în care nu mai doriți să primiți emailuri legate de acest proiect vă rugăm să dați reply la acest email cu subiectul Dezabonare./*

## Annex 2: Link to Questionnaire for SME in Romania

<https://www.research.net/r/XQJDL6Y>



### Employability for persons with disabilities 2020-1-RO01-KA204-080215

#### Chestionar de feedback pentru IMM-uri

Stimate respondent,

Acest chestionar a fost conceput cu intenția de a vă cunoaște opinia cu privire la formarea Beyond Inclusion pentru IMM-uri (în urma testării platformei) pentru a măsura impactul potențial asupra performanței dvs. personale și profesionale. Scopul acestui chestionar este de a colecta informații privind experiențele utilizatorilor, a aspectelor care sunt de îmbunătățit din prisma conținutului, formei și utilității materialelor de învățare furnizate în vederea optimizării platformei Beyond Inclusion.

Vă rugăm să evaluați nivelul de acord cu următoarele afirmații referitoare la mai multe aspecte ale celor 2 module de formare, selectând opțiunea relevantă pe scala furnizată. În cazul în care doriți să vă motivați răspunsul la oricare dintre întrebările de mai jos sau dacă aveți comentarii de adăugat, vă rugăm să utilizați întrebarea deschisă corespunzătoare pentru a realiza acest lucru.

Vă asigurăm că informațiile pe care le veți furniza sunt de mare importanță pentru analiza pe care ne propunem să o realizăm și vă garantăm că răspunsurile dumneavoastră sunt confidențiale și sunt analizate doar în scop statistic.

Înainte de a lua decizia de a participa sau nu, vă rugăm să citiți cu atenție [Fișa de informații și Formularul de consimțământ informat](#), accesându-le printr-un simplu clic.

Vă mulțumim pentru timpul acordat !

**FĂCÂND CLIC PE ACCEPT, CONFIRMAȚI CĂ AȚI CITIT FIȘA DE INFORMAȚII ȘI FORMULARUL DE CONSIMȚĂMANT, CĂ LE ÎNȚELEGEȚI ȘI CĂ VĂ DAȚI ACORDUL EXPRES PENTRU PRELUCRAREA DATELOR, ALTFEL NU VEȚI PUTEA ACCESA CHESTIONARUL.**

## Annex 3: Link to Questionnaire for Pwd in Romania

<https://www.research.net/r/5Z3QV5C>



### Employability for persons with disabilities 2020-1-RO01-KA204-080215

#### Chestionar de feedback pentru persoane cu dizabilități

Stimate respondent,

Acest chestionar a fost conceput cu intenția de a vă cunoaște opinia cu privire la formarea Beyond Inclusion pentru a măsura impactul potențial asupra performanței dvs. personale și profesionale în funcție de feedback-ul dvs. Scopul acestui chestionar este de a colecta informații privind experiențele utilizatorilor, a aspectelor care sunt de îmbunătățit din prisma conținutului, formei și utilității materialelor de învățare furnizate, în vederea optimizării platformei Beyond Inclusion.

Vă rugăm să evaluați nivelul de acord cu următoarele afirmații referitoare la mai multe aspecte ale celor 4 module de formare, selectând opțiunea relevantă pe scala furnizată. În cazul în care doriți să vă motivați răspunsul la oricare dintre întrebările de mai jos sau dacă aveți comentarii de adăugat, vă rugăm să utilizați întrebarea deschisă corespunzătoare pentru a realiza acest lucru.

Vă asigurăm că informațiile pe care le veți furniza sunt de mare importanță pentru analiza pe care ne propunem să o realizăm și vă garantăm că răspunsurile dumneavoastră sunt confidențiale și sunt analizate doar în scop statistic.

Înainte de a lua decizia de a participa sau nu, vă rugăm să citiți cu atenție [Fișa de informații și Formularul de consimțământ informat](#), accesându-le printr-un simplu clic.

Vă mulțumim pentru timpul acordat !

**FĂCÂND CLIC PE ACCEPT, CONFIRĂȚI CĂ AȚI CITIT FIȘA DE INFORMAȚII ȘI FORMULARUL DE CONSIMȚĂMANT, CĂ LE ÎNȚELEGEȚI ȘI CĂ VĂ DAȚI ACORDUL EXPRES PENTRU PRELUCRAREA DATELOR, ALTFEL NU VEȚI PUTEA ACCESA CHESTIONARUL.**