



Co-funded by the  
Erasmus+ Programme  
of the European Union

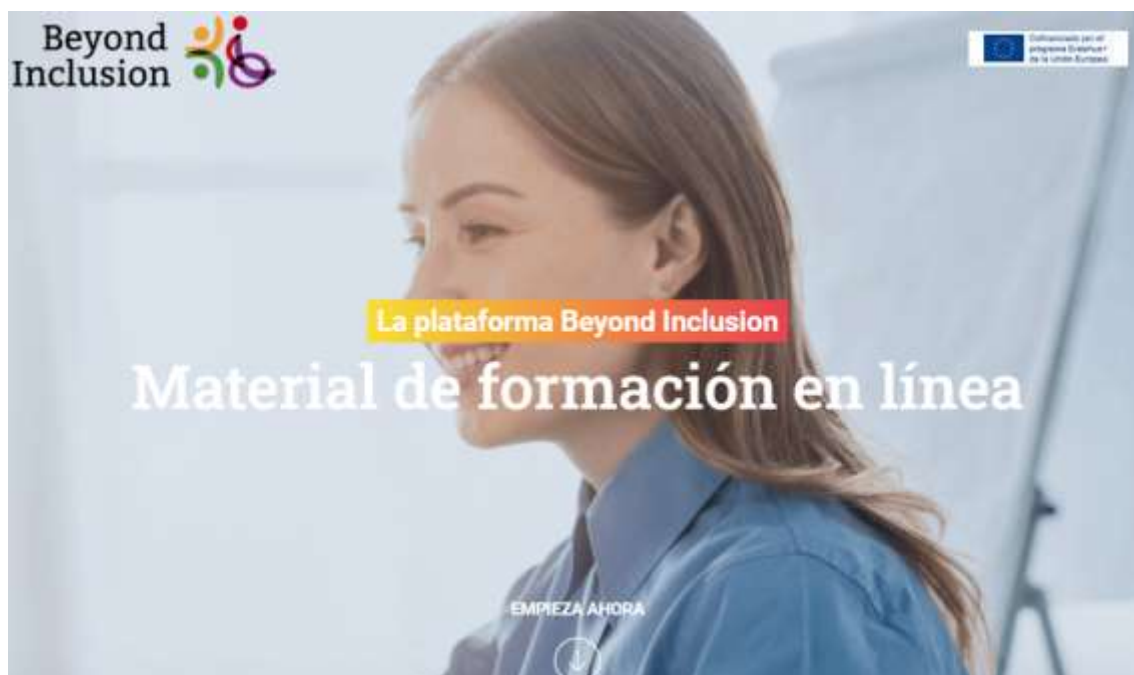
Beyond  
Inclusion 

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

**IO3 TESTING COURSES AND HANDBOOK FOR SMES ACTORS**

# PIOTING IN SPAIN

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><u>GENERAL INFORMATION</u></b>	<b>3</b>
<b><u>1.</u></b>	<b>3</b>
<b><u>1.1 EVALUATION OF THE BEYOND INCLUSION TRAINING PROVISION AS A WHOLE</u></b>	<b>4</b>
<b><u>1.2 EVALUATION OF MODULE 1 FOR SMES</u></b>	<b>5</b>
<b><u>1.3 EVALUATION OF MODULE 2 FOR SMES</u></b>	<b>6</b>
<b><u>1.4 SUGGESTIONS, REMARKS, RECOMMENDATIONS</u></b>	<b>7</b>
<b><u>2.</u></b>	<b>7</b>
<b><u>ANNEX 1: INVITATION IN SPAIN</u></b>	<b>8</b>
<b><u>ANNEX 2: LINK TO QUESTIONNAIRE IN ES</u></b>	<b>9</b>

## **GENERAL INFORMATION**

The pilot testing in Spain was implemented in the period 27/07/2022 until 13/10/2022 engaging 15 stakeholders.

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 in case they had any problem with the training. 2 of them had problems with the registry process and were aided by the ITC staff.

The piloting in Spain was addressed only to SMEs. The profile were SMEs active in Spain from ITCs network willing to improve their awareness regarding the potential of employability of persons with disabilities. We involved in this exercise all our network of contacts in Parc Bit (Iles Balears) and *Verdiblanca Association* in Spain (<https://www.verdiblanca.com/>), the Andalusian Association of persons with disabilities.

### **1. EVALUATION OF THE BEYOND INCLUSION TRAINING**

The piloting was addressed to SMES. 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 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.

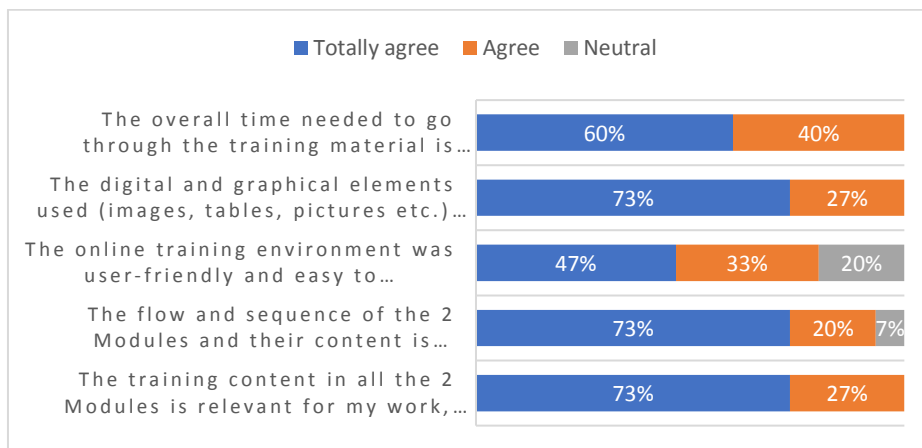
In table 1 we have included the averages by item: we can see that the collated rating corresponded to 4,6 (totally agree) and the lowest rating corresponded to “*The online training environment was user-friendly and easy to understand (e.g., navigation, menus etc.)*” which received a 4,3, corresponding 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>	<b>4,7</b>
<i>The flow and sequence of the 2 Modules and their content is presented in a clear and logical manner</i>	<b>4,7</b>
<i>The online training environment was user-friendly and easy to understand (e.g., navigation, menus etc.)</i>	<b>4,3</b>
<i>The digital and graphical elements used (images, tables, pictures etc.) are supporting the learning experience.</i>	<b>4,7</b>
<i>The overall time needed to go through the training material is appropriate.</i>	<b>4,6</b>
<b>Collated, all statements</b>	<b>4,6</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



## 1.2 EVALUATION OF MODULE 1: BENEFITS FOR SMES

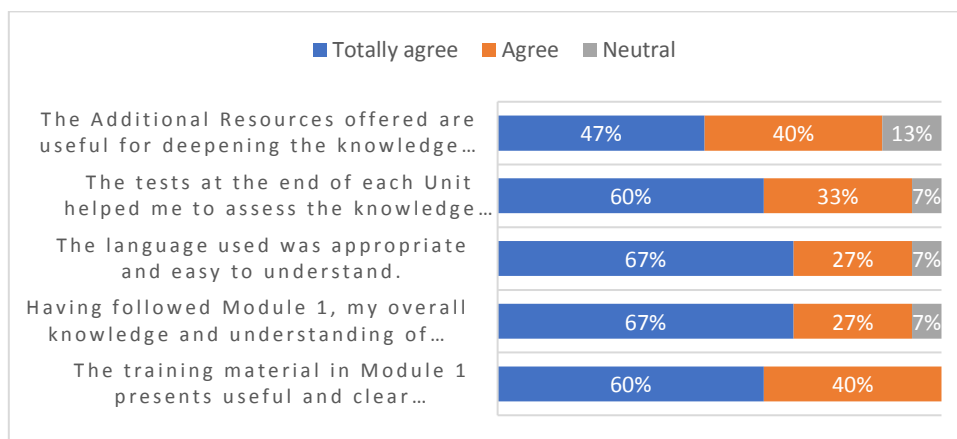
The questions about Module 1 included the 5 statements included in table 2. As we can see below the collated rated corresponded to 4,5 (Totally agree) and the lowest rating was for “The Additional Resources offered are useful for deepening the knowledge gained in Module 1”:

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>	4,6
<i>Having followed Module 1, my overall knowledge and understanding of benefits of promoting an inclusive workforce for SMEs has been enhanced.</i>	4,6
<i>The language used was appropriate and easy to understand.</i>	4,6
<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>	4,5
<i>The Additional Resources offered are useful for deepening the knowledge gained in Module 1.</i>	4,3
<b>Collated, all statements</b>	<b>4,5</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



### 1.3 EVALUATION OF MODULE 2 FOR SMEs: INTO ACTION: STEPS TOWARDS THE CREATION OF A DISABILITY INCLUSIVE WORKFORCE

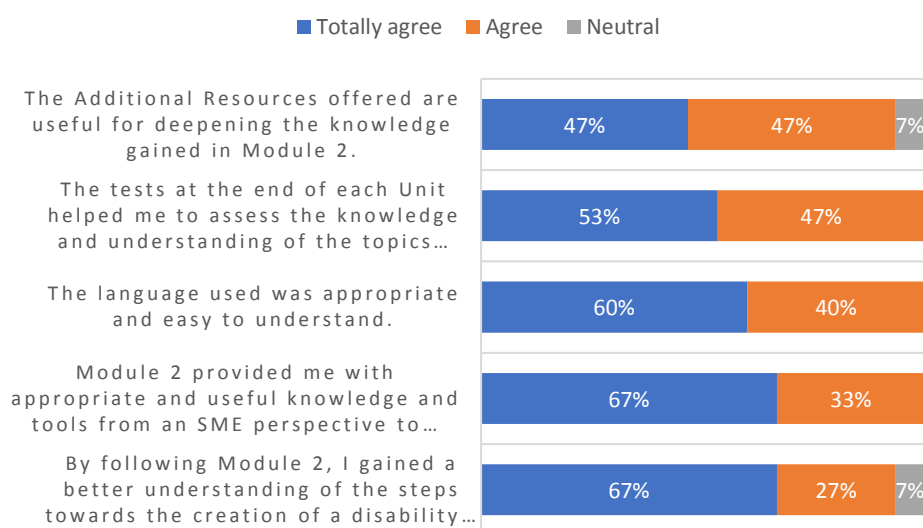
The questions about Module 2 included the 5 statements included in table 2. As we can see below the collated rated corresponded to 4,6 (Totally agree) and the lowest rating was for “The Additional Resources offered are useful for deepening the knowledge gained in Module 2”:

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

Statements	Average
<i>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.</i>	4,6
<i>Module 2 provided me with appropriate and useful knowledge and tools from an SME perspective to promote a disability inclusive workforce in the EU</i>	4,7
<i>The language used was appropriate and easy to understand.</i>	4,6
<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>	4,5
<i>The Additional Resources offered are useful for deepening the knowledge gained in Module 2.</i>	4,4
<b>Collated, all statements</b>	<b>4,6</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



## 1.4 SUGGESTIONS, REMARKS, RECOMMENDATIONS

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

- *The **registration and access in Spanish** is a bit confusing and clear messages do not appear in Spanish*
- *Perhaps the **access to the courses when the user registers** is a bit long and not very intuitive*
- *The **registration to the platform and access to the courses in Spanish** is not very intuitive...*
- ***Access to the courses in the user registration** is a bit long and not very intuitive, it cost us a lot*
- ***Registration and access in Spanish, I had to call my contact to clarify it***
- *The **content is very interesting, and I think it meets my expectations; however, the registration and access in Spanish has been quite confusing and not that intuitive...***
- *Perhaps it would include **more links with articles with updated data and optimize access and registration**: the Spanish version is not at all intuitive and it took us longer than we expected*
- ***Access**, there were three of us from our company and none managed to do it without problems....*
- *Good quality of materials. Very interesting. **Technical aspect: Improve registration and access in Spanish***
- *It was difficult to access the modules, perhaps it would be better to facilitate access (as an example, it says SMEs when you access in Spanish (it should be PYME) , SMEs should already appear)*
- *The **login and password process** is a bit complex (it doesn't let you enter simple passwords) so it slows down access*

**Please note that all these aspects have been notified to the IT partner, RnDO, and have been optimised when registering in Spanish.**

## 2. CONCLUSIONS: summary of recommendations to improve the modules for SMES

The pilot testing in Spain was implemented in the period 27/07/2022 until 13/10/2022 engaging 15 stakeholders using online devices and telephone. The piloting in Spain focused on SMEs that were contacted by the ES partner, ITC using their network of contacts.

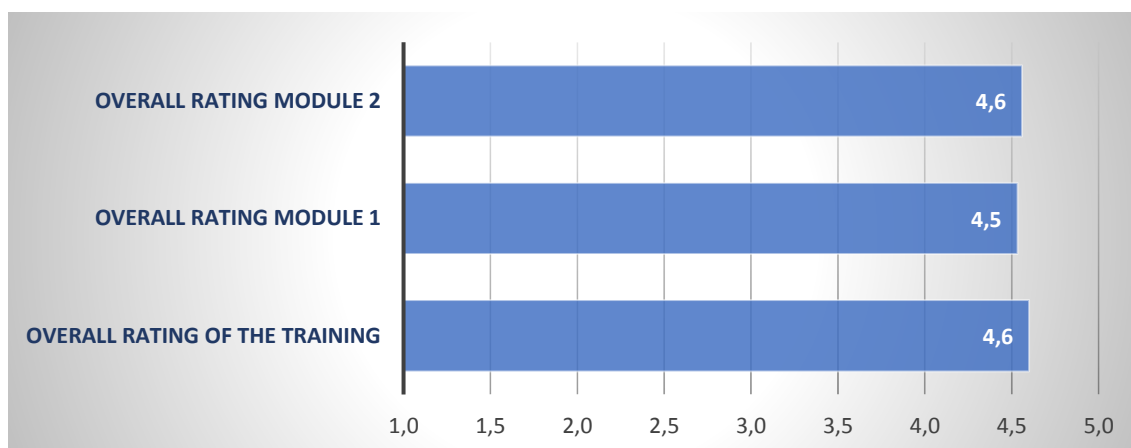
In the table below we have included the average ratings provided by the respondents to the main statements regarding Overall rating of the training, module 1 and module 2. The collated rating corresponding to 4,6:

Table 4: Summary evaluation– averages. Own elaboration

Summary of ratings	Average
<b>Overall rating of the training</b>	<b>4,6</b>
<b>Overall rating Module 1</b>	<b>4,5</b>
<b>Overall rating Module 2</b>	<b>4,6</b>

In order to illustrate the results we have included figure 4, below.

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



4 of the respondents replied that there were technical aspects that should be optimized. However, as we have reported in section 1.4, all the Spanish respondents filled in the *Open question* field about further suggestions that were mainly addressed to **simplifying the registration process and access to the training by translating some sentences and words that remained in English**. All these aspects have been notified to the IT partner, RnDO, and have been optimised when registering in Spanish



## Annex 1: Invitation in Spain




**Employability for  
persons with disabilities**

Mijas, 29/07/2022

BEYOND INCLUSION "Más allá de la inclusión: empleabilidad para personas con discapacidad" es un proyecto de Erasmus + con número de proyecto: 2020-1-RO01-KA204-080215.

Se centra en el importante papel de la promoción de oportunidades de empleo para las personas con discapacidad. Se propone equipar a las PYMEs (especialmente a las micro y pequeñas empresas), incluidos los departamentos de Recursos Humanos y los encargados de reclutar al personal, así como a los consultores comerciales responsables de contratar, retener y promover a los empleados con un conjunto de herramientas y prácticas (disponibles abierta y gratuitamente en línea en un formato de aprendizaje electrónico y consultoría electrónica) para ayudarles a reconocer y promover los beneficios de incluir a las personas con discapacidad en su fuerza de trabajo, más allá de la mera filantropía, responsabilidad social o respecto a la ley.

Con la presente comunicación, te invitamos a testar la plataforma del proyecto

- <https://training.beyond-inclusion.eu/log-in/>
- Haz click en **Sign up Now**
- Incluye email y una contraseña BI\_letter\_01 | menos 8 caracteres y al menos 1 letra mayúscula y 1 número y 1 carácter especial. Una vez estés registrado recibirás un correo electrónico de confirmación automática
- Para inscribirte en el curso para ver el contenido, inicia sesión (log in) en tu cuenta: <https://training.beyond-inclusion.eu/log-in/>.
- Para acceder al contenido de la plataforma, sigue estos pasos: Ve a: <https://training.beyond-inclusion.eu/>. Ve hacia abajo y Haz clic en:  

- Haz clic en la bandera española, haz click en "accede" y en "Ver más"
- Y ya aparece la estructura ofrecida de los módulos. Haz clic en EMPEZAR AHORA para acceder al contenido.

**Una vez hayas seguido el curso, nos gustaría que nos dieras tu opinión rellenando ESTE FORMULARIO: <https://forms.gle/ytYAZC7a1ASa7afr8>**

Tu feedback es muy importante para nosotros.

Muchas gracias,

*El equipo de Innovation Training Center*

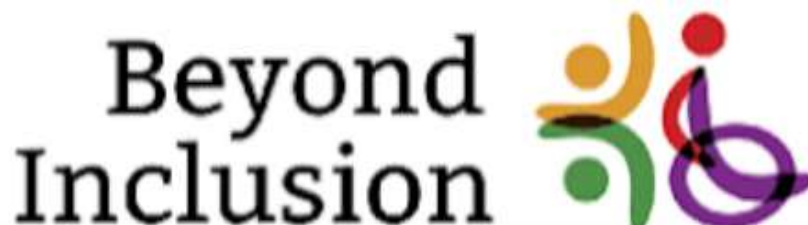


Co-funded by the  
Erasmus+ Programme  
of the European Union

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

## Annex 2: Link to Questionnaire in ES

<https://forms.gle/kdNFkgye8FDduMc8A>



### BEYOND INCLUSION: Cuestionario para Pymes

Estimado participante:

este cuestionario ha sido diseñado con la intención de conocer su opinión sobre el curso Beyond Inclusion para PYMES y expertos y poder medir el impacto en su desempeño personal y profesional de acuerdo con sus comentarios.

Por favor, califique su nivel de acuerdo con las siguientes declaraciones relacionadas con los distintos aspectos de los 2 módulos seleccionando la opción relevante en la escala proporcionada. En caso de que desee motivar su respuesta a cualquiera de las preguntas a continuación, o si tiene algún comentario que agregar, utilice la pregunta abierta correspondiente para hacerlo.

¡Gracias por su tiempo!