SHOE 5.O

Shoe 5.0 - KirkPatrick Training Evaluation Model

Partnership for Footwear Industry 5.0 Readiness

Document Description	
Document name	WP4.4 – Evaluation of Training Sessions and Lessons Learned KirkPatrick Training Evaluation Model
Abstract	This document aims to present the pilot evaluation questionnaire models using the methodology of the KirkPatrick Training Evaluation Model.
Version	1
Authors	Edit Value Capital Humano
Creation Date	19/09/2024
Version Date	01/10/2024
Status	Work In Progress
Destination	
Work Package /Activity number	WP4, Activity 4 - Evaluation of Training Sessions and Lessons Learned
Related Documents	

History		
Version	**List of changes, Author(s) / Reviewers**	**Date**
1	Edit Value Capital Humano	19/09/2024

Contents

Figures

I.   Introduction

The Shoe 5.0 – Partnership for Footwear Industry 5.0 Readiness project is an Erasmus+ project that aims to prepare the EU footwear sector to embrace the transition challenge to a **sustainable**, **human-centric**, and **resilient** industry**, transcending efficiency and productivity** objectives and allying benefits for industry, workers, and society.

With the aim of **introducing** and **applying** the assumptions of **Industry 5.0** to the European Footwear Sector and in line with the **EU Skills Pact for the Textile, Clothing, Leather and Footwear Sectors** (EU TCLF Skills Pact), the Shoe 5.0 Project seeks to **improve** the **skills/qualification of workers**, bringing together **benefits** not only for **workers**, but also for **companies and society**.

The project proposes to develop a **multilevel tailor-made upskilling and reskilling scheme** and correspondent innovative content and tools, to implement the presuppositions of industry 5.0 towards a **green** and **digital transition**, making footwear factories a place where creative and talented people can come and work and live a **human-centric experience**.

The

SHOE 5.0

Project Focus On

01. Human Centric Approach

Promotion of talent, diversity and empowerment of workers

02. Resilience

Development and implementation of new technologies and digital tools that allow companies to be agile and resilient

03. Sustainability

The transfer of knowledge to workers so they can lead action on sustainability and the respect of planetary boundaries

Figure 1 - Shoe 5.0 Project Focus

Shoe 5.0 intends to make an additional step towards the **digital transformation** of **footwear Vocational Education Training (VET)** in Europe, and for that purpose, **two main audiences are particularly targeted** and involved in the project activities.

01. Footwear Workforce

Includes current footwear workers and managers in footwear and leather good companies. The main objectives regarding this group are to maintain their interest and increase their motivation to work in the sector, as well as to capacitate them with the relevant latest skills and competencies.

02. VET Teachers, Trainers

Coaches and respective stakeholders from other related industries, such as leather goods, footwear components, etc. The education community takes centre stage when it comes to the digital transition of teaching practices. Since VET providers and teachers are designing the study programmes for learners, they have the opportunity to incorporate new teaching tools and methods.

Figure 2 - Shoe 5.0 Project Main Audiences

The work programme for the development of activities is divided in **five Work Packages (WP)** that include **project management**, the **elaboration of curricula** and necessary **learning tools**, **training pilot actions** in four EU countries, and **several events** spread during the **36 months' project implementation.**

WP1 - Project Management

WP2- Industry 5.0 and Needed Key Competences

2.1 - **Study on Industry 5.0** applied to the footwear industry in Europe
2.2- **Key Profiles** for the **footwear industry's workforce**
2.3 - **Dedicated/customized Training Plans** according to **Training Needs**
2.4 - **Scanning Tool**
2.5- **Collaborative Workshops**

WP3- Shoe 5.0 Training Content Package

3.1 - **Framework for Upskills Schemes**
3.2 - **Trainers/Coaches Manual**
3.3 - **Shoe 5.0 Training Contents**
3.4 - **AR/VR Contents**

WP4- Training Sessions: Pilot Implementation

4.1 - **Awareness Sessions**
4.2- **Trainers, Trainees and Companies involvement and selection**
4.3 - **Training Sessions**
4.4 - Trainning Sessions **Evaluation**

WP5 - Involvement of the VET Authorities and sectorial stakeholders to scale-up Shoe 5.0 across regions and sector

5.1 - **Project Registration in European credit System** for vocational education and training
5.2 - Interaction with **national authorities** and **stakeholders**
5.3 - **Results spread and transferability**
5.4 - **Dissemination Event (Italy MICAM Fair)**

Figure 3 - Shoe 5.0 Work Programme

In order to frame the document, this lies within the scope of **WorkPackage 4 - Training Session: Pilot Implementation**, more specifically in activity 4, Evaluation of Training Sessions and Lessons Learned.

This document follows the **completion of the Shoe 5.0 Training Content Package**, the development of all ULOs and their respective training content, which are explained and detailed in **Chapter 3** (Presentations, AI Videos, Infographics, and AR Exercises), as well as the **need to evaluate their relevance, applicability, and impact.**

The guidelines and directives for this evaluation arise at the moment of **result dissemination**, the **presentation of the Shoe 5.0 Training Content**, and the beginning of its **implementation.**

The project is being developed developed by a consortium of **7** highly qualified **partners** from **5 European countries**: Portugal, Spain, Italy, Belgium and Romania:

Capital Humano
EDIT VALUE, Lda
(PT)

CTCP- Centro Tecnológico
do Calçado (PT)

CTCR- Centro Tecnológico
del Calzado de La Rioja
(ES)

POLICALZ - POLITECNICO
CALZATURIERO SCARL
(IT)

CEC - European
Footwear Confederation
(BE)

ByAr - Embracegadget,
Lda (PT)

TUIASI - Universitatea Tehnica
Gheorghe Asachi Din Iasi (RO)

Figure 4 - Shoe 5.0 Project Consortium

II.   Purpose of the Document

The main objective of this document is to establish a **clear and effective methodology for the evaluation of the ULOs**, using the **Kirkpatrick model as**

the reference framework. This document will serve as a **practical guide** for the evaluation phase within the learning method designed under the SHOE 5.0 project, ensuring that **all parties** involved in the training process can **actively participate and contribute to the success of the training.**

The choice of the Kirkpatrick model is justified by its c**omprehensive, clear, and well-structured approach,** being **easy to apply** and having a b**road, cross-sectional applicability**, which allows for a **complete evaluation of training outcomes**.

This model, structured into **four levels** (Reaction, Learning, Behavior, and Results), not only assesses **participant satisfaction** but also measures the **impact of training** on their competencies and behaviors, as well as on organizational outcomes.

The selection of this model as an evaluation tool is further reinforced by the fact that it is **widely recognized and popular** in the training world, **extensively used**, and with **proven results.**

The focus of this document is, therefore, the application of this methodology to ensure that the **training meets its pedagogical and operational objectives**, guaranteeing that the **knowledge acquired** by the trainees translates into **practical improvements** in their performance and within the context of the companies involved.

Thus, this document will detail the **processes, timings, and tools** that will be used to gather feedback from the different stakeholders, with the aim of **rigorously and objectively e**valuating the effectiveness of the ULOs. The consistent application of the Kirkpatrick model will ensure an integrated and cross-sectional view of the training's impact, ensuring that the objectives set in the SHOE project are achieved in a sustainable manner.

III.   Shoe 5.0 Training Model

The Shoe 5.0 project focuses on developing **relevant training content** to enhance competencies, facilitating the integration of Industry 5.0 concepts in the footwear industry. The project aims to empower workers, managers, and SME leaders with knowledge to **implement new technologies, processes, and systems for optimal company performance**, advancing sustainability and efficiency.

Taking into account these objectives and the diversity of professional profiles within this sector, a set of 15 **Units of Learning Outcomes (ULOs)** has been designed, which are grouped into training paths based on the professional profile that each user currently holds or aims to occupy.

Before diving into the personalized training plan, we present the ULOs (Units of Learning Outcomes) that trainers can find in the training program proposed by the project:

Unit of Learning Outcomes Designation (ULOs)

1. Management of Human Resources for Industry 5.0

2. Programming using Block Language

3. Big Data in Footwear Industry 5.0

4. Networking & Coworking

5. Product Traceability & Supply Chain for Industry 5.0

6. Artificial Intelligence (AI) in Footwear Industry 5.0

9. Corporate Social Responsibility for Footwear Industry 5.0

10. Ergonomics and Digital Anthropology

11. Bio-Inspired Materials and Technologies

12. Wellbeing in Industry 5.0

13. Circular Design, Smart Materials and Innovative Processes in Footwear Industry 5.0

14. Management for Technological Changes

7. Manufacturing i5.0

.

8. Co-innovation 5.0

15. Ultra and Mass Customization

Figure 5 - ULOs Designation

Each ULO is divided into 4/5 lessons. Each lesson portrays a micro-content associated with the main content and appears in the form of presentations.

ULO 1 - Management of Human Resources for Industry 5.0 **L1.1** People Management in the Age of Innovation **L1.2** Communication and Empathy **L1.3** Emotional Intelligence **L1.4** Problem Solving **L1.5** Leadership in Industry 5.0	**ULO 2 - Programming using Block Language** **L2.1** Introduction **L2.2** Exercises **L2.3** Saving and Opening Projects **L2.4** Block Programming in the Footwear Industry: Practical Example and Applications
ULO 3 – Big Data in Footwear Industry 5.0 **L3.1** Introduction to Big Data Analytics for Footwear Industry 5.0 **L3.2** Data-driven Awareness in Consumers' Preferences **L3.3** Big Data Analytics in Footwear Industry 5.0 and Sustainability **L3.4** Big Data Analytics in Footwear Industry 5.0 and Production Optimization **L3.5.** Big Data Analytics and Supply Chain Management	**ULO 4 – Networking and Coworking** **L4.1** The Importance of Relationships **L4.2** Introduction to Networking **L4.3** Explore the Coworking **L4.4** Meeting Management

SHOE 5.O

2022-1-PT01-KA220-VET-000088122

ULO 5 – Product Traceability & Supply Chain for Industry 5.0 **L5.1** Introduction to Traceability and Sustainability in the Footwear Industry **L5.2** Traceability Technologies in the Footwear Industry **L5.3** Sustainable Supply Chain Management **L5.4** Sustainability Practices in Footwear Production **L5.5** Informed Decision-Making and the Future of the Footwear Industry	**ULO 6 – Artificial Intelligence (AI) in Footwear Industry 5.0** **L6.1** In Introduction to Artificial Intelligence (AI) **L6.2** Introduction to Artificial Intelligence (AI) **L6.3** Artificial Intelligence (AI) Application in Footwear Production Processes **L6.4** Application of Artificial Intelligence (AI) in Business Models
ULO 7 – Manufacturing i5.0 **L7.1** Introduction to Manufacturing 5.0 **L7.2** Introduction to Manufacturing 5.0 **L7.3** Energy Efficiency in Manufacturing **L7.4** Lean Robotics and Collaborative Robotics	**ULO 8 – Co-Innovation 5.0** **L8.1** Paving the Way for Co-Innovation **L8.2** Open-Source Resources **L8.3** Identify Collaboration Challenges between **L8.4** Apply Collaboration Tools and Techniques
ULO 9 – Corporate Social Responsibility for Footwear Industry 5.0 **L9.1** Introduction to CSR for Footwear Industry 5.0	**ULO 10 – Ergonomics and Digital Anthropology** **L10.1** Introduction to Ergonomics and Workplace Design **L10.2** Digital Anthropology and Work-Related Digital Interactions

SHOE 5.0
2022-1-PT01-KA220-VET-000088122

L9.2 Ethical Considerations in Footwear Industry 5.0 **L9.3** Transparency Considerations in Footwear Industry 5.0 **L9.4** Openness, Collaboration, and Responsible Innovation **L9.5** Integration of CSR in Organizational Practices	**L10.3** Technology Integration and Human-Centred Work Environments **L10.4** Culture of Occupational Health and Safety in Footwear Manufacturing
ULO 11 – Bio-Inspired Materials and Technologies **L11.1** Introduction to Bio-Inspired Materials & Technology in Footwear Industry **L11.2** Biomimetic Design **L11.3** Bio-Inspired Materials for Footwear **L11.4** Bio-Based Materials and Bio-Inspired Structures for Footwear Components **L11.5** Biomimetic Advanced Technologies in Footwear Manufacturing	**ULO 12 – Wellbeing in Industry 5.0** **L12.1** Wellbeing at Work **L12.2** Physical Wellbeing **L12.3** Psychological Wellbeing **L12.4** Emotional Wellbeing
ULO 13– Circular Design, Smart Materials and Innovative Processes in Footwear Industry 5.0. **L13.1** The Environmental Impact of the Footwear Industry **L13.2** Circular Design	**ULO 14– Management for Technological Changes** **L14.1** Introduction to Industry 5.0 and Its Impact on Footwear **L14.2** Assessment and Adoption of Technologies in the Footwear Sector

L13.3 Introducing Smart Materials in Footwear Production **L13.4** Introduction of Innovative Processes in the Footwear Sector	**L14.3** Leadership in Footwear Digital Transformation **L14.4** Best Practices and Innovation Culture in the Footwear Industry
ULO 15– Ultra and Mass Customisation **L15.1** Introduction to Product Mass and Ultra-Customisation **L15.2** Technologies for Ultra-Customisation **15.3** Artificial Intelligence for Customisation **15.4** Automation and Robotics for Customisation	

Figure 6 – Compositions of the ULO

Each of these ULOs has the following supporting materials:

- **4/5 presentations** (the number varies depending on the number of lessons) – theoretical exposition of the content;
- **Explanatory videos** – these videos, created with Artificial Intelligence, aim to present each ULO and briefly cover the content addressed within them. There is a video for each ULO;
- **Infographics** – Schematic visual representations of the ULOs' content. There´s na infographic per ULO;
- **Knowledge validation exercises**– at the end of each ULO, users will find exercises to validate the knowledge acquired. These exercises include Augmented Reality for a more immersive and realistic experience.

These 15 ULOs were designed considering an intensive study, conducted during the initial phase of the project, on the European Footwear Sector, where the current and future **footwear workforce professional profiles** were analysed, as well as the respective **training needs** for the correct and effective implementation of Industry 5.0.

The following **training paths** emerged from the cross-checking of information between the profiles identified and the ULOs:

Footwear Technical Manager	Footwear Manufacturing Operator	Footwear Designer / Pattern Maker
☐ ULO 1- Management of Human Resources for Industry 5.0	☐ ULO 7 - Manufacturing i5.0	☐ ULO 5 - Product Traceability & Supply Chain for Industry 5.0
☐ ULO 2 - Networking and Coworking	☐ ULO 14 - Management fot Tecnhological Changes	☐ ULO 6 - Artificial Intelligence (AI) in Footwear Industry 5.0
☐ ULO 7 - Manufacturing		☐ ULO 8 - Co-innovation 5.0
☐ ULO9 - Corporate Social Responsibility for Footwear Industry 5.0		☐ ULO 11 - Bio-Inspired Materials and Technologies
☐ ULO 14 - Management for Technological Changes		☐ ULO 13 - Circular Design, Smart Materials and Innovative Processes in Footwear Industry 5.0
		☐ ULO 15 - Ultra and Mass Customisation

Maintenance Technician

- [ ] ULO 2- Programming using Block Language
- [ ] ULO 3 - Big Data
- [ ] ULO 7 - Manufacturing

I5.0 Footwear Architect

- [ ] ULO 2 - Programming using Block Language
- [ ] ULO 3- Big Data
- [ ] ULO 4 - Networking and Coworking
- [ ] ULO 5 - Product Traceability & Supply Chain for Industry 5.0
- [ ] ULO 6 - Artificial Intelligence (AI) in Footwear Industry 5.0
- [ ] ULO 7 - Manufacturing i5.0
- [ ] ULO 8 - Co-innovation 5.0
- [ ] ULO 9 - Corporate Social Responsibility for Footwear Industry 5.0
- [ ] ULO 12 - Wellbeing in Industry 5.0

Figure 7 - Relevant Training Pathways according to Profissional Profiles

Alongside these training paths, it may also be relevant for the profiles identified to complement the pre-defined training with the following ULOS:

Footwear Technical Manager

- [ ] ULO 6 - Artificial Intelligence (AI) in Footwear Industry 5.0
- [ ] ULO 10 - Ergonomics and Digital Anthropology
- [ ] ULO 12 - Wellbeing in Industry 5.0

Footwear Manufacturing Operator

- [ ] ULO 4 - Networking and Coworking
- [ ] ULO 6 - Artificial Intelligence (AI) in Footwear Industry 5.0
- [ ] ULO 10 - Ergonomics and Digital Anthropology
- [ ] ULO 12 - Wellbeing in Industry 5.0

Footwear Designer / Pattern Maker

- [ ] ULO 4 - Networking and Coworking
- [ ] ULO 7 - Manufacturing i5.0
- [ ] ULO 9 - Corporate Social Responsibility for Footwear Industry 5.0
- [ ] ULO 10 - Ergonomics and Digital Anthropology
- [ ] ULO 14 - Management for Technological Changes

Maintenance Technician

☐ ULO 4 - Networking and Coworking

☐ ULO 6 - Artificial Intelligence (AI) in
Footwear Industry 5.0

I5.0 Footwear Architect

☐ ULO 1 - Management of Human Resources for Industry 5.0

☐ ULO 10 - Ergonomics and Digital Anthropology

☐ ULO 11 - Bio-Inspired Materials and Technologies

☐ ULO 13 - Circular Design, Smart Materials and Innovative
Processes in Footwear Industry 5.0

☐ ULO 14 - Management for Technological Changes

☐ ULO 15 - Ultra and Mass Customisation

Figure 8 - Optional Training Pathways according to professional profiles

Nevertheless, trainers and students can access ULOS other than those suggested in the pre-designed training plan if they wish to acquire and/or improve their knowledge in other areas of competence.

These are all learning materials that the trainer can use to provide personalised training to the project's various target audiences.

All the information about the project and its contents, **Study on Industry 5.0 Applied to the Footwear Industry In Europe**; **Key Profiles For Future Footwear Industry Workforce**; **Scanning Tool** and **Unit Of Learning Outcomes ULOS** (full training materials (lessons, artificial intelligence videos, infographics and RV exercises)) can be found on the official project website https://shoe50.eu/

IV. Evaluation Methodology Based on the Kirkpatrick Model

The KirkPatrick model is a globally recognised assessment model for evaluating learning outcomes and training programmes.

The main goal of this model is to measure **four kinds of outcomes** that should result from a highly effective training program. The evaluation focused on:

- the initial expectations of the participants concerning the training paths;
- the final and overall opinion of the participants concerning the training contents and programmes;
- the difference in the knowledge of trainees after having participated in the project;
- the change in the participant's behaviour;
- the impact that the behaviour change in the participant has had on the organisations.

The Kirkpatrick evaluation is based on four levels: reaction; learning; behaviour and results.

- ✓ **Reaction:** Measures participants' satisfaction with the training. It is assessed whether the training was well received, whether the content was considered relevant and whether the learning environment was positive;
- ✓ **Learning:** It assesses how much the participants have learnt during the training. This involves measuring changes in participants' knowledge, skills and attitudes**;**
- ✓ **Behaviour:** Examines whether participants are applying what they have learned at work. It assesses whether there has been a change in behaviour in the workplace that can be attributed to the training;

✓ **Results:** Measures the final impact of the training on organisational results. This can include increases in productivity, improvements in quality, cost reductions, increased sales, among others;

Taking into account the specificities of the project and the amount of training materials available, the Kirkpatrick Model and its levels will be evaluated as follows:

▪ **Level 1 – Reaction** – As evaluation tools for reaction level we have the Scanning Tool and the **A1 Evaluation Questionnaire**. The Scanning Tool is the first instrument to be used, as it marks the beginning of the pedagogical journey. It is through this tool that learners are directed to the training path that best suits their professional profile and competency gaps, also identified by this tool.

This first level also involves the application of a questionnaire (A1) to understand the learners' reaction to the Scanning Tool (its operationality and effectiveness), with the additional objective of assessing the trainees' impressions of the ULOs and the suggested paths. **This questionnaire will therefore be applied immediately after the completion of the Scanning Tool and, consequently, before the start of the training path and the interaction with the first ULO.**

▪ **Level 2 – Learning –** To assess each trainee's learning and verify whether there has been an effective acquisition of knowledge, we use educational games/challenges with augmented reality features, which only allow progression to another ULO upon their correct completion. Additionally, at the end of each ULO, a short **evaluation questionnaire (A2)** is expected to be completed.

▪ **Level 3 – Behaviour –** To assess the impact of the training content on the learners' behavior, a new **questionnaire (A3)** will be applied one month after the completion of the ULOs.

- **Level 4 – Results** – This level also involves the application of a questionnaire (A4), one month after the completion of the ULOs, this time to the trainee's mentor.

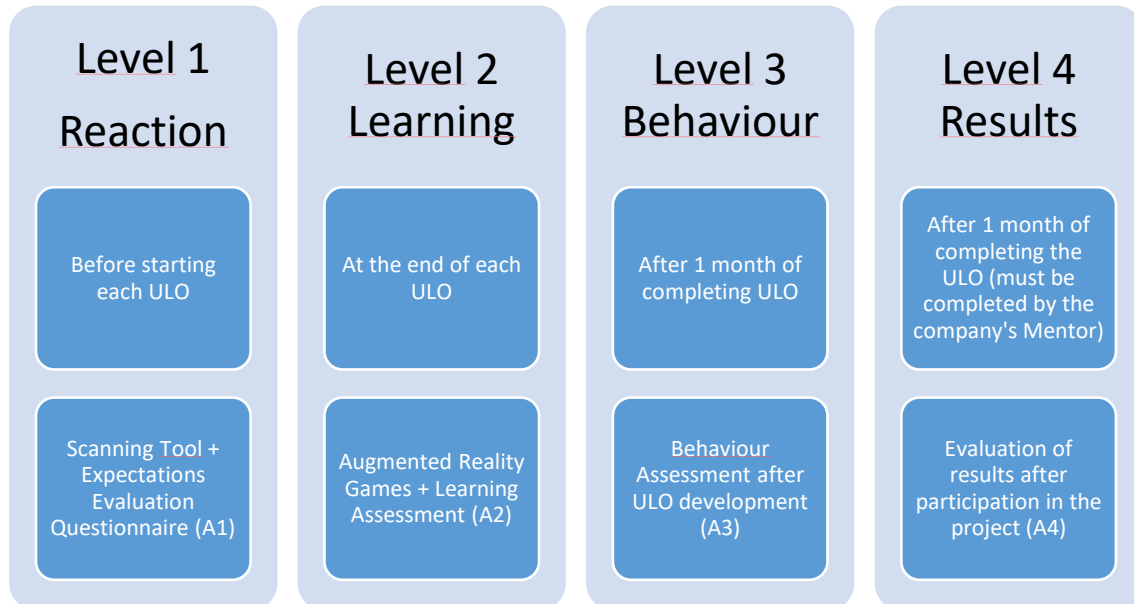| Level 1 Reaction	Level 2 Learning	Level 3 Behaviour	Level 4 Results
Before starting each ULO	At the end of each ULO	After 1 month of completing ULO	After 1 month of completing the ULO (must be completed by the company's Mentor)
Scanning Tool + Expectations Evaluation Questionnaire (A1)	Augmented Reality Games + Learning Assessment (A2)	Behaviour Assessment after ULO development (A3)	Evaluation of results after participation in the project (A4)

Figure 9 - KirkPatrick Model applied to Shoe 5.0 Training Content

V.   Shoe 5.0 Evaluation Surveys Templates

Level 1 – Reaction Evaluation Survey (A1)

Hello!

Thank you for completing our Scanning Tool. We would like to ask for your collaboration in filling out a short questionnaire about the platform.

This survey will take no more than 3 minutes to complete and is completely anonymous.

We ask that you be as honest as possible, as this is the only way we can identify the strengths and, more importantly, the areas that need improvement. Your opinion will make a difference in optimizing this tool, ensuring that it becomes increasingly effective and useful for all users.

Thank you in advance for your participation!

Section 1 : Scanning Tool

1.1 - On a scale of 1 to 4, where **1 = Strongly Disagree** and **4 = Strongly Agree**, please indicate your level of agreement with the following statements:

	1	2	3	4
The Scanning Tool is user-friendly and intuitive to use.				
The length and depth of the diagnostic are appropriate				
The tool functions well from a technical perspective (operationality).				
The professional profiles presented at the beginning of the Scanning Tool are representative of reality, and I identify with one of them				

The results provided by the tool are clear and easy to understand (spider graph and training path)				
The suggested training path meets my needs.				
Overall, I am satisfied with my experience using the Scanning Tool				
I intend to follow through with the suggested training plan.				

1.2 Please indicate the **strengths** and **weaknesses** of the Scanning Tool.

```



```

13 **Suggestions and comments**

```



```

Section 2: Identification

2.1 - Country: _____

2.2 - Gender:

☐ Male

☐ Female

☐ Other

2.3 – Professional Status:

☐ Employed

☐ Unemployed

☐ Retired

☐ Student

☐ Other

2.4 – Age Group:

☐ 15-17

☐ 18-24

☐ 25-29

☐ 30-34

☐ 35-39

☐ 40-44

☐ 45-49

☐ 50-54

☐ +55

2.5 - Years of Professional Experience:

☐ Less than 1 year

☐ 1 to 3 years

☐ 3 to 5 years

☐ 5 to 10 years

☐ More than 10 years

☐ Not applicable

2.6- Have you participated in recent training? In the last 12 months, have you

taken any professional training or refresher course?

☐ Yes

☐ No

2.7 - How did you hear about the Shoe 5.0 project?

☐ Internet and/or Social Media (Instagram, Facebook, or Twitter of the project or its partners)

☐ Promotional Materials (Posters, Flyers)

☐ Companies

☐ Educational Institutions (University, Polytechnic, Training Schools)

☐ Events, Fairs, Conferences

☐ Personal Contact

☐ Email or Newsletter

☐ Media (Newspaper, Radio, Television)

☐ Webinars or Online Sessions

☐ Other: _____

Level 2 – Learning Evaluation Survey (A2)

Hello!

Thank you for completing this ULO. We would appreciate your collaboration in filling out a brief questionnaire about this training unit.

This survey is completely anonymous and will take no more than 3 minutes to complete.

We kindly ask you to be as honest as possible, as your feedback is crucial for us to identify both the strengths and, more importantly, the areas in need of improvement. Your opinion will directly contribute to optimizing these training units, ensuring they become even more effective and valuable for all users.

Thank you in advance for your participation!

Section 1 : ULO´s

1.1 - On a scale of 1 to 4, where **1 = Strongly Disagree** and **4 = Strongly Agree**, please indicate your level of agreement with the following statements:

	1	2	3	4
The division of the ULO (main competence) into Lessons (micro-content) facilitates learning and makes it more effective.				
The materials of the ULO (ppt presentations, infographics, and videos) are clear, easy to understand, and contribute positively to knowledge retention.				

The structure and presentation of the content are motivating				
The video and infographic contribute to the consolidation of the knowledge acquired throughout the ULO.				
The augmented reality exercise/challenge effectively helped me to assess and apply the knowledge gained from the ULO.				
The augmented reality exercise/challenge was engaging and made the assessment of the content more interactive and practical				
The content of this ULO, suggested in my, training path sparked my interest in other ULOs that were not initial recommended				
I can identify how the training content can be applied in my day-to-day activities.				
In general, the training content contributed to improving my skills and knowledge				

1.2 **Suggestions and comments**

1.3 Is there **any aspect of this ULO that you think could be improved** to further facilitate your learning or the application of the knowledge gained?

1.4 If you could recommend something to **improve this ULOs or it´s structure**, what would it be?

<div style="border:1px solid black; height:200px;"></div>

Level 3 – Behavioural Evaluation Survey (A3)

Hello! How are you?

It has been a month since you completed the ULOs, and we would now like to know how what you learned has impacted your behaviour in the workplace and/or in other professional situations.

This survey aims to assess whether the technical and behavioural skills you acquired are being applied and whether you have noticed improvements in your performance.

As with previous surveys, this one will take no more than 3 minutes to complete, and it is completely anonymous.

Once again, we kindly ask you to be as honest as possible, so we can measure the effectiveness of the training and ensure it continues to add value.

Thank you for your collaboration!

Section 1 : Behaviour

1.1 - On a scale of 1 to 4, where **1 = Strongly Disagree** and **4 = Strongly Agree**, please indicate your level of agreement with the following statements:

	1	2	3	4

I have successfully applied the knowledge acquired in the ULOs to my day-to-day work environment.				
After completing the ULOs, I feel more confident in performing my tasks.				
After completing the ULOs, I feel more empowered to take on new responsibilities				
Since completing the ULOs, I've noticed improvements in my professional behaviour				
The behavioral skills acquired (such as conflict management, communication, teamwork, and leadership) have improved my effectiveness at work				
Overall, the training and ULOs have positively influenced my professional behavior.				
I would recommend ULO to anyone who wants to develop and/or improve their knowledge and skills.				

12 What **specific changes** have you noticed in **your behavior** and performance after completing the ULOs?

Section 2: Identification

2.1 - Country: _____

2.2 - Gender:

☐ Male

☐ Female

☐ Other

2.3 – Professional Status:

☐ Employed

☐ Unemployed

☐ Retired

☐ Student

☐ Other

2.4 – Age Group:

☐ 15-17

☐ 18-24

☐ 25-29

☐ 30-34

☐ 35-39

☐ 40-44

☐ 45-49

☐ 50-54

☐ +55

2.5 - Years of Professional Experience:

☐ Less than 1 year

☐ 1 to 3 years

☐ 3 to 5 years

☐ 5 to 10 years

☐ More than 10 years

☐ Not applicable

2.6- Have you participated in recent training? In the last 12 months, have you

taken any professional training or refresher course?

☐ Yes

☐ No

2.7 - How did you hear about the Shoe 5.0 project?

☐ Internet and/or Social Media (Instagram, Facebook, or Twitter of the project or its partners)
☐ Promotional Materials (Posters, Flyers)
☐ Companies
☐ Educational Institutions (University, Polytechnic, Training Schools)
☐ Events, Fairs, Conferences
☐ Personal Contact
☐ Email or Newsletter
☐ Media (Newspaper, Radio, Television)
☐ Webinars or Online Sessions
☐ Other: _____

Level 4 – Results Evaluation Survey (A4)

Note: This questionnaire is intended to be completed by a mentor, manager, supervisor, or other superior figures of the trainee. It should be completed one month after the trainee has completed the training.

Hello! How are you?

We would like to invite you to participate in a brief survey to assess the impact of the ULOs (Learning Units) on the trainee´s behavior and performance in the workplace. As someone close to the trainee your insights are invaluable in helping us understand how the training has influenced their professional development.

This survey aims to evaluate whether the technical and behavioral skills acquired by the trainee are being applied effectively and whether you have observed improvements in their performance.

The survey will take no more than 3 minutes to complete, and your responses are completely anonymous.

We kindly ask for your honest feedback, as it will help us measure the effectiveness of the training and ensure that it continues to provide value.

Thank you for your time and collaboration!

Section 1 : Results

1.1 - On a scale of 1 to 4, where **1 = Strongly Disagree** and **4 = Strongly Agree**, please indicate your level of agreement with the following statements:

	1	2	3	4
The trainee has successfully applied the knowledge acquired in the training to their day-to-day work environment.				

After completing the learning sessions, the trainee demonstrates more confidence in performing their tasks				
After completing the learning sessions, the trainee seems more empowered to take on new responsibilities				
Since completing the learning session, I've noticed improvements in the trainee professional behaviour				
The behavioral skills acquired by the trainee (such as conflict management, communication, teamwork, and leadership) have improved their effectiveness at work				
Overall, the training have positively influenced the trainee´s professional behavior.				
I would recommend the training to anyone who wants to develop and/or improve their knowledge and skills.				

2.2 What **specific changes** have you noticed in **the trainee´s behavior** and performance after completing the training

2.5 Is there any area in which the trainee still needs additional development after the training? If so, what would those areas be?

Section 2: Identification

2.1 - Country: _____

2.2 - Gender:

☐   Male

☐   Female

☐   Other

2.3 – Professional Status:

☐   Employed

☐   Unemployed

☐   Retired

☐   Student

☐   Other

2.4 – Age Group:

☐   15-17

☐   18-24

☐   25-29

☐   30-34

☐   35-39

☐   40-44

☐   45-49

☐   50-54

☐   +55

2.5- Years of Professional Experience:

☐   Less than 1 year

☐   1 to 3 years

☐ 3 to 5 years

☐ 5 to 10 years

☐ More than 10 years

☐ Not applicable

2.6- Have you participated in recent training? In the last 12 months, have you

taken any professional training or refresher course?

☐ Yes

☐ No

2.7 - How did you hear about the Shoe 5.0 project?

☐ Internet and/or Social Media (Instagram, Facebook, or Twitter of the project or its partners)
☐ Promotional Materials (Posters, Flyers)
☐ Companies
☐ Educational Institutions (University, Polytechnic, Training Schools)
☐ Events, Fairs, Conferences
☐ Personal Contact
☐ Email or Newsletter
☐ Media (Newspaper, Radio, Television)
☐ Webinars or Online Sessions
☐ Other: _____