



Erasmus+ project **SEMALE**, reference number: KA2 2017-1-IT02-KA204-036876

Report on the QUANTITATIVE ANALYSIS regarding the initial evaluation of questionnaires for STAFF

Author: EU-RO-IN Association, Romania

The questionnaire of initial evaluation was applied to 72 staff members:

- 10 people from EU-RO-IN Association, Romania;
- 15 people from IDEA, ALZIRA Municipality, Spain;
- 25 people from TIRANTES, The Netherlands;
- 10 people from POLARIS LTD., Italy;
- 10 people from WISAMAR BILDUNGSGESELLSCHAFT, Germany;
- 2 people from CONEQT, Denmark.

In the investigation based on questionnaires, done by our team in the SEMALE project, we gathered statistical data, a part of it can be found in itineraries-items 9-18, the other part corresponding, for example, with variables like items 2-8 regarding identification data, studies, qualification, jobs and/or professions. Reducing this data cannot be operated-as in all socio-demographic research- unless it exists a suitable proximity index. The research method adopted in the project used the questionnaire as a fundamental instrument, and the elaboration of his questionnaire followed a method specific to the insertion investigation and the sociological research. The main objectives were to ensure a balance between objective and subjective in analyzing the data.

The results of our research marks the distance between itineraries and a few classical dimilarity values. However, we have emphasized how two questioned subjects can be distinguished when both subjects are described in the same time through nominal variables and itineraries, so their answers lead to a classification. In this matter, a number of 72 persons ,44 women and 28 men were questioned.

Theb majority of respondents (26 people)are from 31 to 50 years, the age of the subjects differing from 18 to 61 and olders .

The nominal variables used in this questionnaire (see the questionnaire form applied on the 72 persons, 44 women and 28 men) are: first name , last name, age, mail address, phone number, sex, education/studies, qualification/profession, information regarding the job. The 9-18 items have been chosen the emphasize the specific of the project theme and have been developed so that they give clear data of the the intentions of the questioned subjects regarding the involmment in adult education activities ,but also their expertize,atitude and preferences regarding the methods used in adult education ,their need to be trained/formed in some areas of adult education (for learn new

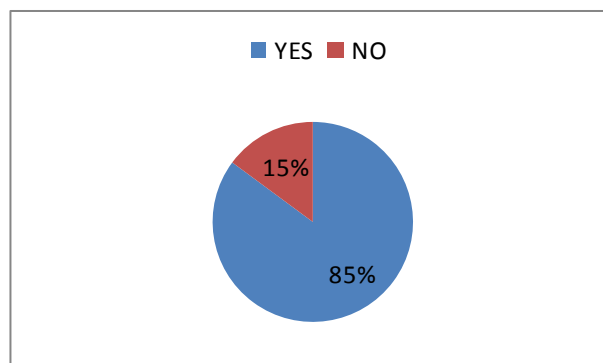
methodologies and new subjects in the field).Also they were questioned about their opinions regarding the methodology and the subject/the content that they consider to be necessary to be included in a pilot training course for unemployed persons ,for help them to find a job.

The results are presented in the following lines, and the processing and interpreting of the data has involved the conditions in which the research has been developed. The comparison of the data confirms certain tendencies underlined in the SEMALE project description, however, it gives birth to other questions regarding strategies of professional insertion of unemployed persons in the labor market in Spain, Italy Romania, ,Germany Netherlands and Denmark.

1. Do you plan to be involved in adult education in the near future ?

From the total number of respondents, 63 people (85%) agreed that they would like to take part in adult education activities. The rest, 11 people (15%) do not want to take part in adult education activities.

	Yes	No
EU-RO-IN, Romania	10	-
ALZIRA MUNICIPALITY, Spain	15	2
TIRANTES, The Netherlands	16	9
POLARIS Ltd., Italy	10	-
WISAMAR BILDUNGSGESELLSCHAFT, Germany	10	-
CONEQT, Denmark	2	-
Total answers	63	11



The Netherlands: 16 positive answers and 9 negative answers. The negative answer means that they should not continue the questionnaire. In conclusion, only the 16 positive answers should have been counted. Instead, all the 25 questionnaires are counted for the Netherlands.

Total number of participants/respondents to the questionnaire : 72

2. Contact : a. mail:..... b. telephone:.....

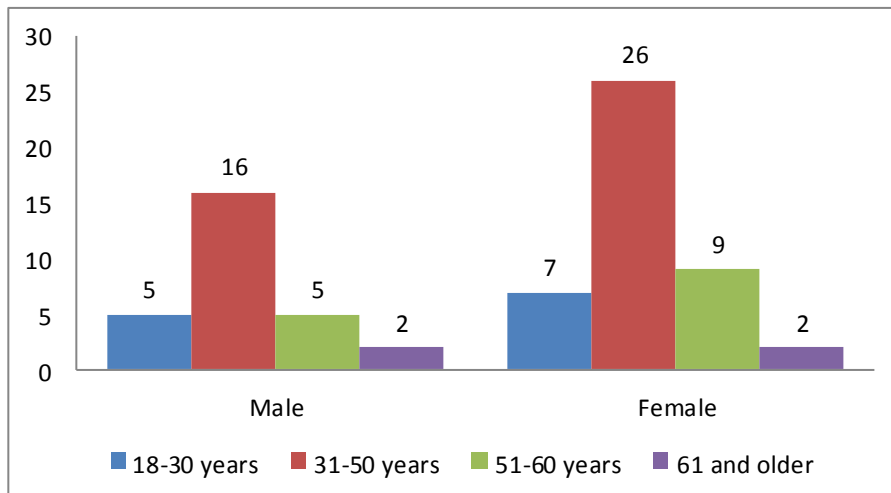
3. Age:

- a. 18-30
- b. 31-50
- c. 51-60

d. 61 and older

The number of respondents to the questionnaire: 12 people aged 18-30, 42 people aged 31-50(63%), 14 people aged 51-60 and 4 people aged over 61.

		18-30	31-50	51-60	61 and older
EU-RO-IN, Romania	Male	-	2	-	-
	Female	3	5	-	-
ALZIRA MUNICIPALITY, Spain	Male	3	5	1	-
	Female	-	4	2	-
TIRANTES, The Netherlands	Male	1	7	3	2
	Female	-	6	4	2
POLARIS Ltd., Italy	Male	1	-	-	-
	Female	2	4	3	-
WISAMAR BILDUNGSGESELLSCHAFT, Germany	Male	-	2	1	-
	Female	2	5	-	-
CONEQT, Denmark	Male	-	-	-	-
	Female	-	2	-	-
Total answers	Male	5	16	5	2
	Female	7	26	9	2



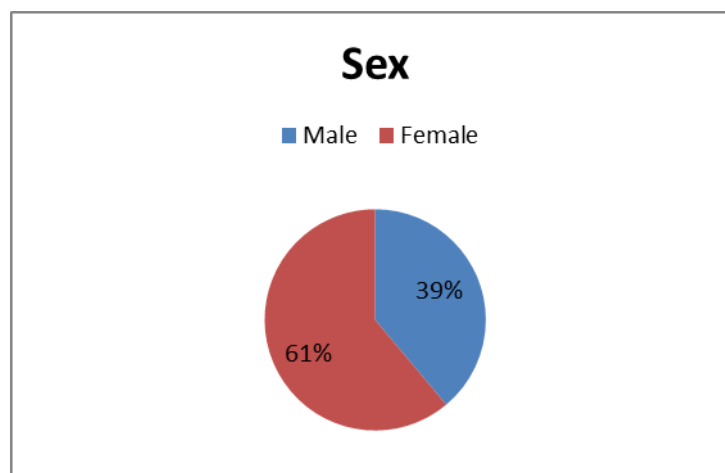
4. Sex:

- a. Female
- b. Male

The number of respondents to this questionnaire: 44 women (61%) and 28 men (39%).

	Male	Female
EU-RO-IN, Romania	2	8
ALZIRA MUNICIPALITY, Spain	9	6
TIRANTES, The Netherlands	13	12

POLARIS Ltd., Italy	1	9
WISAMAR BILDUNGSGESELLSCHAFT, Germany	3	7
CONEQT, Denmark	-	2
Total answers	28	44

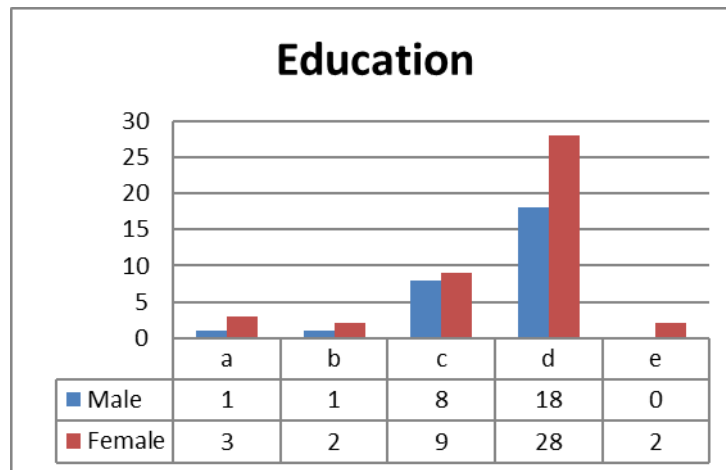


5. Education:

- Secondary education (4 people)
- Vocational Educational training (VET) (3 people)
- Higher Vocational education (Bachelor) (17 people)
- University (Master) (46 people)
- Other (please specify) (2 people)

The majority of the respondents to the questionnaire have higher education.

		a.	b.	c.	d.	e.
EU-RO-IN, Romania	Male	-	-	-	2	-
	Female	2	-	-	5	nurse
ALZIRA MUNICIPALITY, Spain	Male	-	-	-	9	-
	Female	-	-	-	6	-
TIRANTES, The Netherlands	Male	-	-	8	5	-
	Female	-	2	6	4	-
POLARIS Ltd, Italy	Male	1	-	-	-	-
	Female	1	-	-	7	PhD
WISAMAR BILDUNGSGESELLSCHAFT, Germany	Male	-	1	-	2	-
	Female	-	-	1	6	-
CONEQT, Denmark	Male	-	-	-	-	-
	Female	-	-	2	-	-
Total answers	Male	1	1	8	18	-
	Female	3	2	9	28	2

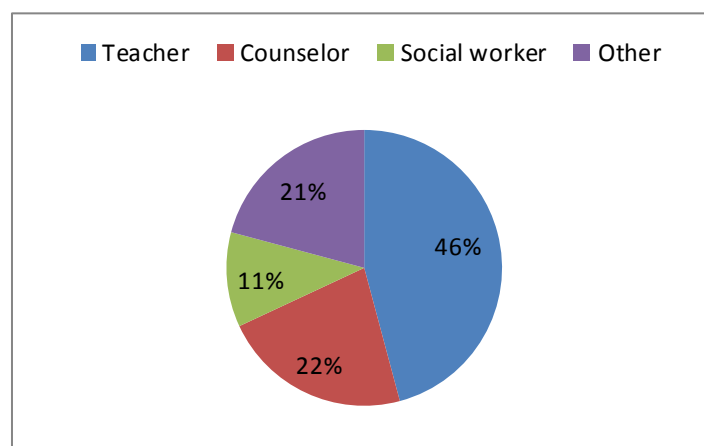


6. What is your qualification?

- a. Teacher (33 people – 46%)
- b. Counselor (16 people – 22%)
- c. Social worker (8 people – 11%)
- d. Other (please specify) (15 people – 21%)

The respondents to this questionnaire were mainly teachers (46%) and also counselors (16 people – 22%).

	a.	b.	c.	d.					
				lawyer	nurse	Psychologist	NGO worker	trainer	journalist
EU-RO-IN, Romania	5	-	-	3	2	-	-	-	-
ALZIRA MUNICIPALITY, Spain	10	2		3					
TIRANTES, The Netherlands	5	10	8	2					
POLARIS Ltd., Italy	6	2	-	-	-	1	1	-	-
WISAMAR BILDUNGSGESELLSCHAFT, Germany	6	1	-	-	-	-	-	2	1
CONEQT, Denmark	1	1	-	-	-	-	-	-	-
Total answers	33	16	8	15					

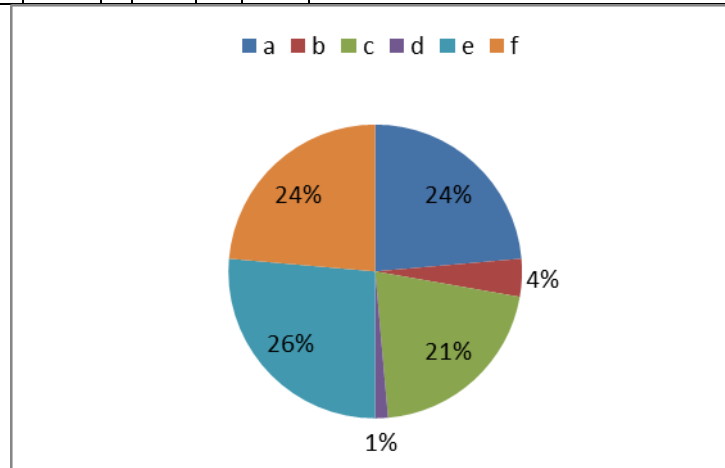


7. Current job/occupation:

- a. Teacher in a school (17 people – 24%)
- b. Trainer in a VET institution (3 people – 4%)
- c. Trainer in an adult education institution (15 people – 21%)
- d. Teacher in university (1 people – 1%)
- e. Counselor (19 people – 26%)
- f. Other (please specify) (17 people – 24%)

The respondents are mainly counselors (26%) and teachers in schools (24%).

	a.	b.	c.	d.	e.	f.					
						lawyer	nurse	Psychologist	NGO worker	trainee	journalist
EU-RO-IN, Romania	5	-	2	-	-	2	1	-	-	-	-
ALZIRA MUNICIPALITY, Spain	1	2	6	0	2	4					
TIRANTES, The Netherlands	5	-	2	-	11	7					
POLARIS Ltd., Italy	6	-	-	-	3	-	-	-	1	-	-
WISAMAR BILDUNGSGESELLSCHAFT, Germany	-	1	5	1	1	-	-	-	-	2	-
CONEQT, Denmark	-	-	-	-	2	-	-	-	-	-	-
Total answers	17	3	15	1	19	17					



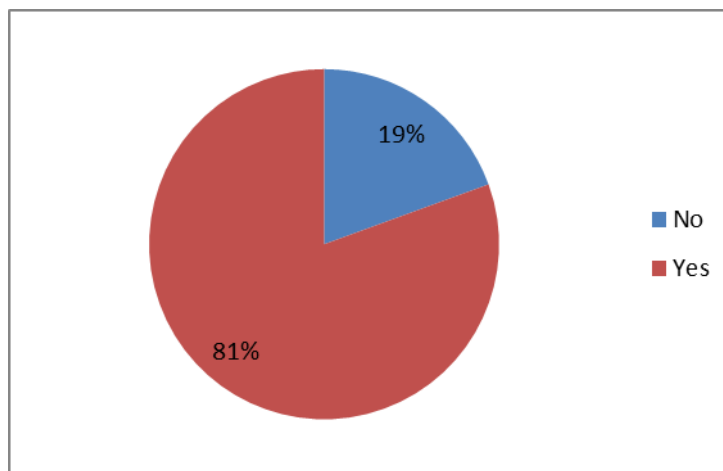
8. Did you ever train adults before?

- a. No
- b. Yes

At this question 58 respondents (81%) trained adults before, the rest-14 respondents (19%) did not train adults before.

	No	Yes
EU-RO-IN, Romania	4	6
ALZIRA MUNICIPALITY, Spain	1	14
TIRANTES, The Netherlands	7	18
POLARIS Ltd., Italy	2	8

WISAMAR BILDUNGSGESELLSCHAFT, Germany	-	10
CONEQT, Denmark	-	2
Total answers	14	58



9. If yes, what is the field in which you trained adults?

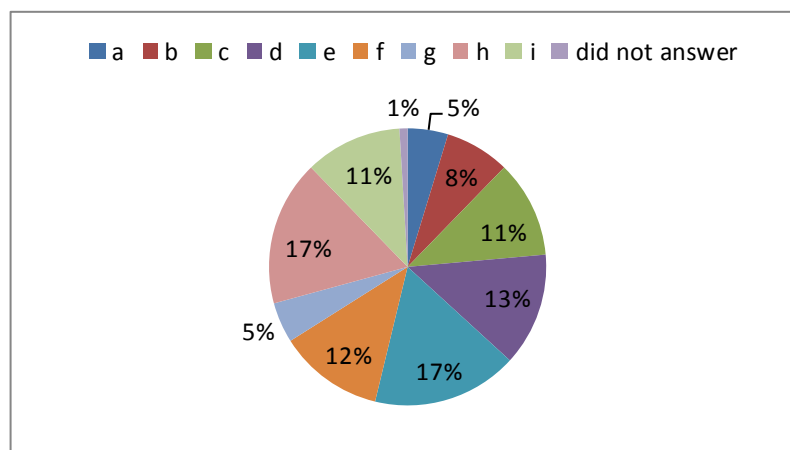
- a. Environmental protection (5 people – 5%)
- b. Home care (8 people – 8%)
- c. Finding a job (12 people – 11%)
- d. Counseling for professional development (14 people – 13%)
- e. Personal development (18 people – 17%)
- f. Professional orientation (13 people – 12%)
- g. Work legislation (5 people – 5%)
- h. Learning foreign languages (18 people – 17%)
- i. Other (please specify) (12 people – 11%)

Did not answer (1 person – 1%)

Most of the respondents completed training in the fields of *Personal development* and *Foreign languages* (18 people – 17%); on the second place there are those who trained adults in the field of *Counseling for professional development* (14 people - 13%), then *Professional orientation* (13 people). The last place is occupied by those who trained adults in "*Work legislation*", "*Environmental protection*" (5 people - 5%) or "*Home care*" (8 people - 8%).

	a.	b.	c.	d.	e.	f.	g.	h.	i.	did not answer
EU-RO-IN, Romania	1	3	1	1	1	1	1	-	-	1
ALZIRA MUNICIPALITY, Spain	-	-	1	4	1	3	1	5	7	-
TIRANTES, The Netherlands	3	5	7	5	9	4	3	5	3	-
POLARIS Ltd, Italy	1	-	-	1	2	2	-	3	-	-

WISAMAR BILDUNGSGESELLSCHAFT, Germany	-	-	2	3	5	3	-	5	1	-
CONEQT, Denmark	-	-	1	-	-	-	-	-	1 (design)	-
Total answers	5	8	12	14	18	13	5	18	12	1

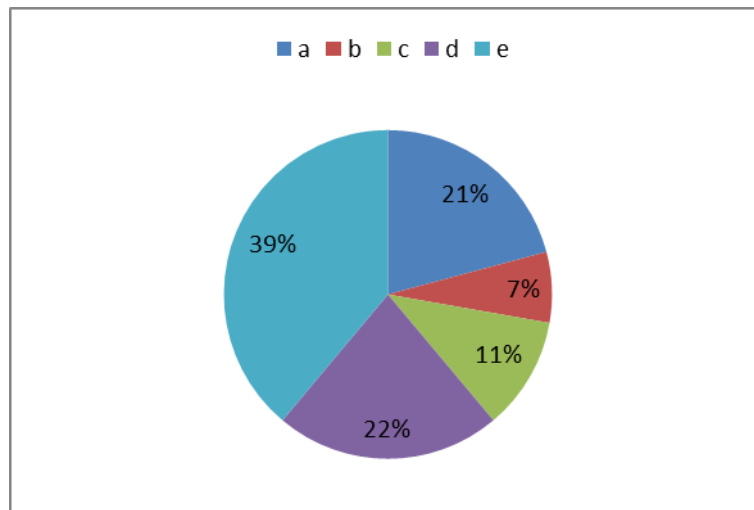


10. Professional experience in training adults

- None (15 people – 21%)
- Less than 1 year (5 people – 7%)
- 1-2 years (8 people – 11%)
- 3-5 years (16 people – 22%)
- 6 years and more (28 people – 39%)

At this question - 28 people (39%) have more than 6 years of professional experience in training adults. 7 people (7%) do not have professional experience in training adults at all. At the same time, there is a significant number of people with no experience in training adults (15 people – 21%).

		a.	b.	c.	d.	e.
EU-RO-IN, Romania	Male	1	-	-	-	1
	Female	4	1	1	1	1
ALZIRA MUNICIPALITY, Spain	Male	3	-	-	3	3
	Female	-	-	-	2	4
TIRANTES, The Netherlands	Male	1	-	1	3	8
	Female	3	1	1	2	5
POLARIS Ltd., Italy	Male	-	-	1	-	-
	Female	3	2	1	1	2
WISAMAR BILDUNGSGESELLSCHAFT, Germany	Male	-	-	1	1	1
	Female	-	-	2	3	2
CONEQT, Denmark	Male	-	-	-	-	-
	Female	-	1	-	-	1
Total answers	Male	5	-	3	7	13
	Female	10	5	5	9	15



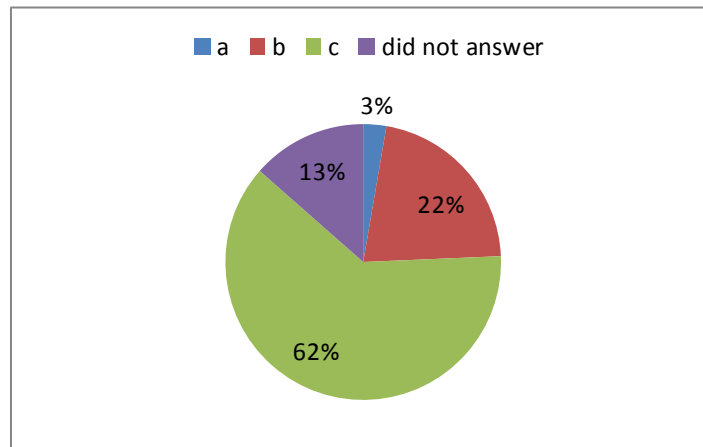
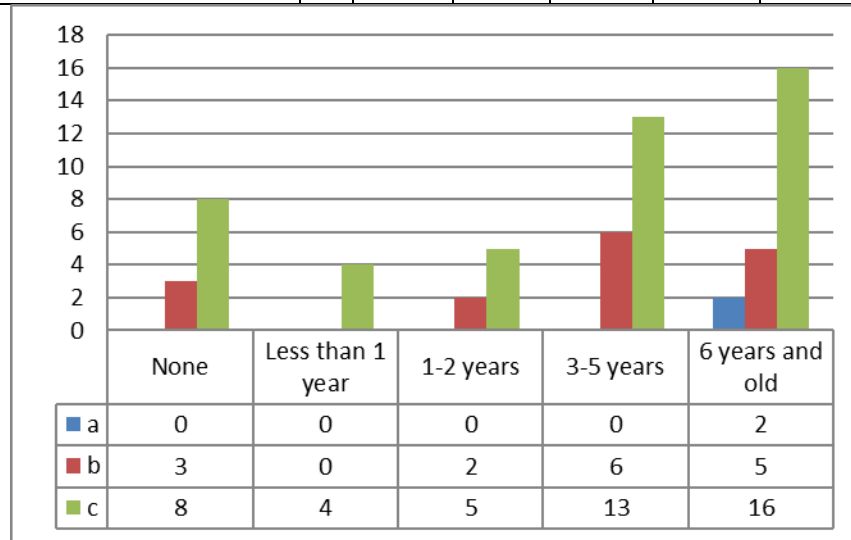
11. What are your preferred methods in training/educating the adults?

- a. Traditional (classical) methods focused on the teacher (2 people – 3%)
 - b. Modern methods, that focus on the learner, guider of a learning process (16 people – 22%)
 - c. I am using a combination of both (46 people – 62%)
- Did not answer: 8 people – 13%

We notice that more than half of respondents prefer to combine traditional and modern methods (62% of those surveyed) and only 3% prefer traditional methods. This result shows that the staff is aware of the advantages of modern methods in education, while trying to maintain a balance with classical, traditional methods.

		Experience					Did not answer
		None	Less than 1 year	1-2 years	3-5 years	6 years and more	
EU-RO-IN, Romania	a.	-	-	-	-	-	2
	b.	1	-	-	-	-	
	c.	4	1	1	1	-	
ALZIRA MUNICIPALITY, Spain	a.	-	-	-	-	-	0
	b.	1	-	-	2	1	
	c.	2	-	-	3	6	
TIRANTES, The Netherlands	a.	-	-	-	-	2	6
	b.	-	-	1	2	2	
	c.	-	-	-	6	6	
POLARIS Ltd., Italy	a.	-	-	-	-	-	0
	b.	1	-	-	-	-	
	c.	2	2	2	1	2	
WISAMAR BILDUNGSGESELLSCHAFT, Germany	a.	-	-	-	-	-	0
	b.	-	-	1	2	1	
	c.	-	-	2	2	2	
CONEQT, Denmark	a.	-	-	-	-	-	0
	b.	-	-	-	-	1	
	c.	-	1	-	-	-	

Total answers	a.	-	-	-	-	2	8
	b.	3	-	2	6	5	
	.	8	4	5	13	16	

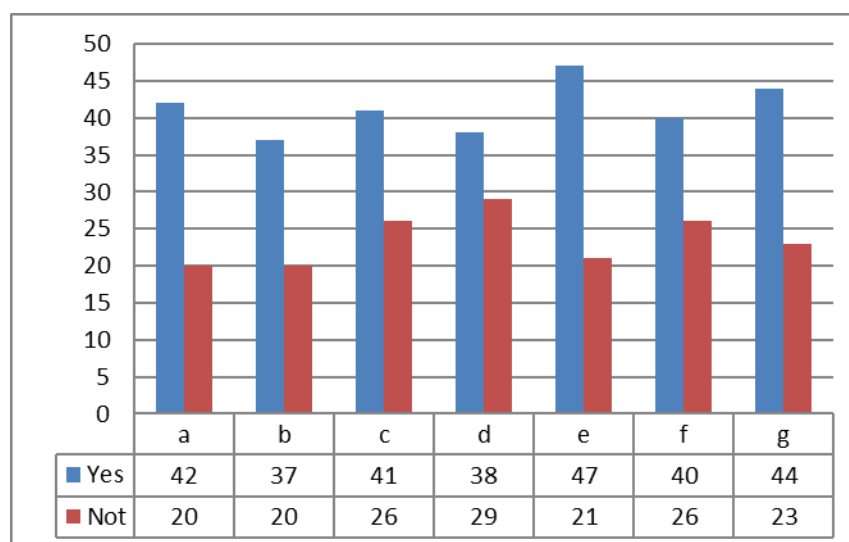


12. Did you know how to use the following strategies and methods in adult education ?

- a. Technology Enhanced Learning
- b. ICTs in Teaching
- c. Self-empowerment methodologies
- d. Self-directed learning (SDL);
- e. Learning to learn;
- f. Non-institutional education
- g. Experiential learning

We notice that the least known method is "Self-directed learning" (SDL) with 29 choices, then "Non-institutional education" and "Self-empowerment methodologies" (with 26 choices each) and the third place is occupied by "Experiential learning". Instead, the best-known strategy is "Learning to learn" (47 choices).

		a.	b.	c.	d.	e.	f.	g.
EU-RO-IN, Romania	Yes	6	-	3	3	4	2	3
	Not	4	-	7	7	6	8	7
ALZIRA MUNICIPALITY, Spain	Yes	14	15	12	10	12	13	10
	Not	1	-	3	5	3	1	5
TIRANTES, The Netherlands	Yes	5	7	11	14	13	11	14
	Not	10	13	9	6	7	9	6
POLARIS Ltd., Italy	Yes	10	7	5	4	9	5	7
	Not	-	3	5	6	1	5	3
WISAMAR BILDUNGSGESELLSCHAFT, Germany	Yes	6	7	9	6	8	8	9
	Not	4	3	1	4	2	2	1
CONEQT, Denmark	Yes	1	1	1	1	1	1	1
	Not	1	1	1	1	1	1	1
Total answers	Yes	42	37	41	38	47	40	44
	Not	20	20	26	29	21	26	23



13. If you use these methods, what are the advantages in training adults in your opinion? Please choose maximum 2 answers.

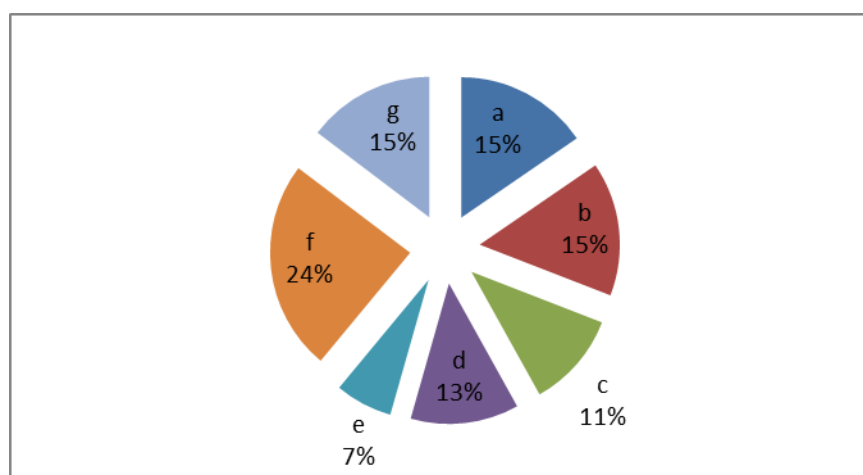
If not, leave this question blank.

- a. The knowledge obtained is more lasting in time
- b. They are more effective
- c. The efficiency of the knowledge obtained by the learners
- d. The applicability of the knowledge obtained by the learners is wider
- e. Faster learning
- f. The learning process is more enjoyable
- g. Communication between learner and trainer is more efficient

The main advantage of modern methods in education is that they contribute more to the formative aspect of learning as they make "the learning process more enjoyable" (33 answers); then, on equal terms, "The knowledge obtained is more lasting in time"

and "They are more effective" (21 answers) are mentioned as reasons, and the fact that "Communication between learner and trainer is more efficient" occupies the 3rd place. On the last place there is the informative aspect, the respondents mentioning that these methods also determine "Faster learning" (9 answers).

	a.	b.	c.	d.	e.	f.	g.
EU-RO-IN, Romania	7	-	5	4	2	4	-
ALZIRA MUNICIPALITY, Spain	4	3	4	6	2	8	8
TIRANTES, The Netherlands	3	8	4	4	1	11	5
POLARIS Ltd., Italy	2	4	1	2	2	3	3
WISAMAR BILDUNGSGESELLSCHAFT, Germany	5	5	1	1	2	6	4
CONEQT, Denmark	-	1	-	-	-	1	-
Total answers	21	21	15	17	9	33	20

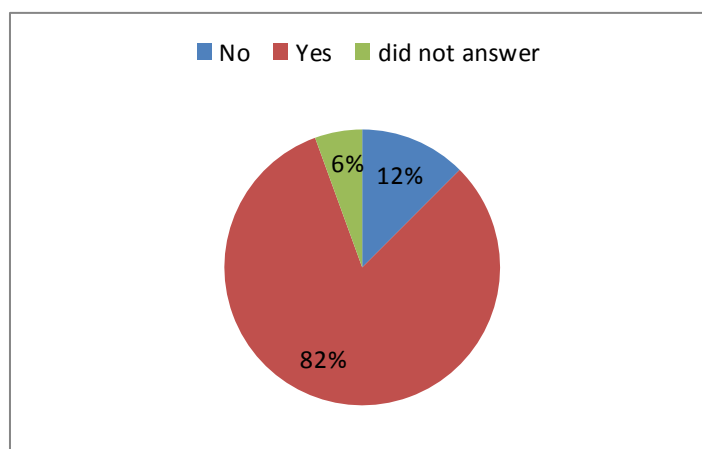
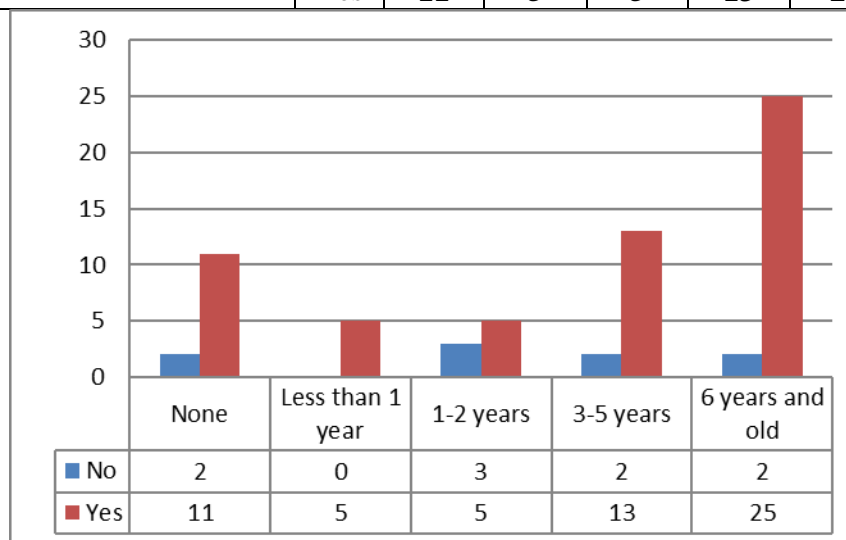


14. Would you be interested in perfecting your methods and training strategies within an Erasmus+ project where several countries would share their best practices related to Adult education?

- a. No
- b. Yes

We notice that 9 members of the staff said they are not interested in perfecting their methods and training strategies within an Erasmus+ project (6 of them from the Netherlands and 3 from Germany) and 4 did not answer this question. Interestingly, 5 of those who said they are not interested in perfecting their competences have less than 1 year or 2 years of experience. Instead, most of those who said they wanted to improve their competences (59 people) have more than 6 years of experience (25 people). This demonstrates that those who have been working longer in the field of training adults are more aware that they need continuous learning and training to achieve high performance in their work and that they also need to keep up-to-date with the new discoveries of pedagogy in their domain of activity.

		Experience					Did not answer
		None	Less than 1 year	1-2 years	3-5 years	6 years and more	
EU-RO-IN, Romania	No	-	-	-	-	-	
	Yes	5	1	1	1	2	
ALZIRA MUNICIPALITY, Spain	No	-	-	-	-	-	
	Yes	3	-	-	5	7	
TIRANTES, The Netherlands	No	2	-	2	1	1	4
	Yes	-	1	-	3	11	
POLARIS Ltd., Italy	No	-	-	-	-	-	
	Yes	3	2	2	1	2	
WISAMAR BILDUNGSGESELLSCHAFT, Germany	No	-	-	1	1	1	
	Yes	-	-	2	3	2	
, Denmark	No	-	-	-	-	-	
	Yes	-	1	-	-	1	
Total answers	No	2	-	3	2	2	4
	Yes	11	5	5	13	25	

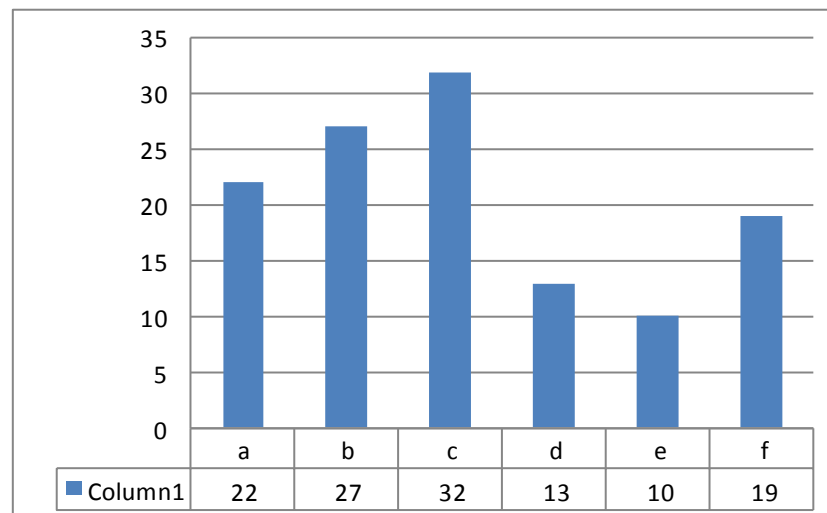


15. What would you like to learn in this European course?
Please choose maximum 2 answers.

- a. Perfecting ICT skills in training adults
- b. Perfecting skills and knowledge about active-participation methods in training adults
- c. Perfecting skills and knowledge about Self-empowerment methodologies in training adults
- d. Counseling strategies about obtaining a job for unemployed adults
- e. Methods regarding stress management for unemployed adults
- f. Perfecting the skills regarding personal and professional development of the adults without a job

Most choices at the question about what they would like to learn at a European training course were for the topic "Perfecting skills and knowledge about Self-empowerment methodologies in training adults" (32 answers), which shows exactly the need for the ongoing project. The second place, with 27 answers, is occupied by the topic "Perfecting skills and knowledge about active participation methods in training adults" and on the third place there is the topic "Perfecting ICT skills in training adults".

	a.	b.	c.	d.	e.	f.
EU-RO-IN, Romania	3	1	5	5	3	1
ALZIRA MUNICIPALITY, Spain	8	7	7	4	3	7
TIRANTES, The Netherlands	6	9	9	2	3	5
POLARIS Ltd., Italy	3	4	5	0	0	5
WISAMAR BILDUNGSGESELLSCHAFT, Germany	2	6	5	1	1	1
CONEQT, Denmark	0	0	1	1	0	0
Total answers	22	27	32	13	10	19

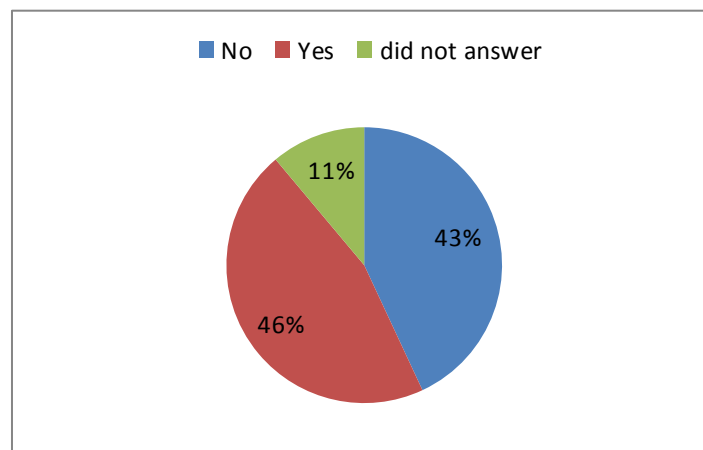
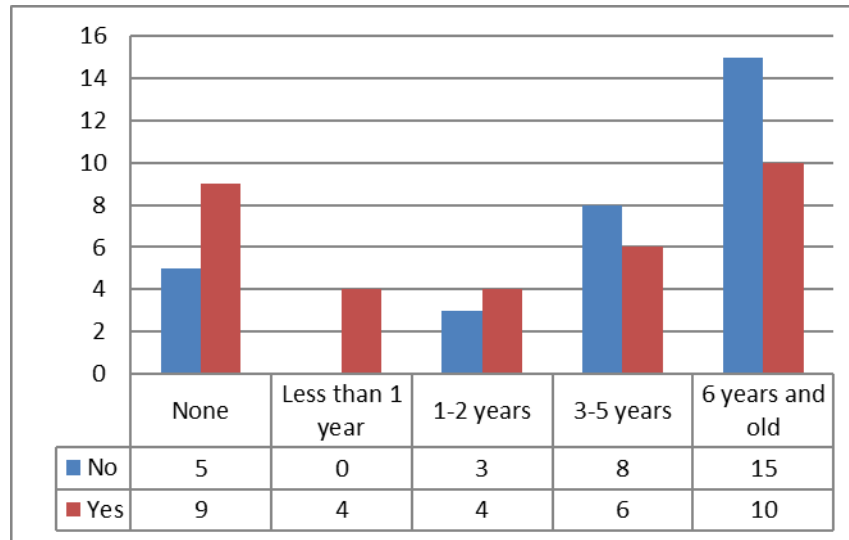


17. Would you be interested in training adults to finding a job in a training course in your home country after being trained during an Erasmus+ course?

- a. No
- b. Yes

When asked if they would like to train adults in their country to help them find a job, only 33 of the respondents answered positively; of the remaining 39 persons , 8 people did not answer, and 31 said they were not interested in doing this, most of them being from Germany (8 out of 10 surveyed), then from Italy and Spain (3 out of 10 surveyed). These results show a relatively low level of interest of the staff questioned to get involved in adult education and training (less than half of those surveyed said they wanted to get involved in training) and the need to mobilize institutions to increase motivation and interest in adult education / training.

		Experience				
		None	Less than 1 year	1-2 years	3-5 years	6 years and more
EU-RO-IN, Romania	No	-	-	-	-	-
	Yes	5	1	1	1	2
ALZIRA MUNICIPALITY, Spain	No	-	-	-	1	2
	Yes	3	-	-	4	5
TIRANTES, The Netherlands	No	3	-	1	3	10
	Yes	-	-	-	-	1
	did not answer	7				
POLARIS Ltd., Italy	No	2	-	-	-	1
	Yes	1	2	2	1	1
WISAMAR BILDUNGSGESELLSCHAFT, Germany	No	-	-	2	4	2
	Yes	-	-	1	-	-
	did not answer	1				
CONEQT, Denmark	No	-	-	-	-	-
	Yes	-	1	-	-	1
Total answers	No	5	-	3	8	15
	Yes	9	4	4	6	10
	did not answer	8				



18. Please choose 5 topics you would like to be approached in the course mentioned above, indicating the preferred order (1 – least preferred, 5 – most preferred)

- Perfecting computer work skills
- Learning English
- Knowledge about national and European work legislation
- Stress management
- Efficient communication at the work place
- Security and first aid in the work place
- How to find a job
- To follow ones' talents to get a successful career path
- Other (please specify)

	a.	b.	c.	d.	e.	f.	g.	h.	i.
EU-RO-IN, Romania	12	21	41	24	7	15	24	16	-
ALZIRA MUNICIPALITY, Spain	44	55	33	31	47	24	44	59	11
TIRANTES, The Netherlands	10	9	9	10	12	7	7	13	3
POLARIS Ltd., Italy	34	27	33	36	42	19	26	43	7
WISAMAR BILDUNGSGESELLSCHAFT, Germany	4	2	2	5	5	1	4	5	-
CONEQT, Denmark	2	2	2	6	5	2	9	9	2
Total answers	106	116	120	112	118	68	114	145	23

We notice that on the first place - the most chosen topic by the staff for training learners - was "To follow ones' talents to get a successful career path" - showing the awareness of the importance of valorizing personal skills in personal development and evolution - after which on the second place there was chosen the topic of "Knowledge about national and European work legislation" (120 choices) - pointing out the importance of knowing the work legislation in terms of workforce mobility in Europe. The third place is occupied by "Efficient communication at the workplace" (118 choices), very close to the 4th place "Learning English" (116 choices), which demonstrates the awareness of the importance of good communication at the workplace (by knowing some specific strategies) as well as at the European level, based on good knowledge of an international language such as English. At a very short distance there is "How to be a job", but also "Stress management". The last place is occupied by "Perfecting computer work skills" and "Security and first aid in the work place", which is somewhat in disagreement with what the learners chose, who placed these topics on the 3rd and 8th place respectively. We notice that learners gave the highest importance to the topic "Learning English" (which is ranked first with 363 choices), then to "To follow ones' talents to get a successful career path" (338 choices) and then to "Perfecting computer skills "(3rd place, 330 points) and" Writing job applications "(319 points, 4th place).

Remark, Germany :

The ranking was not properly filled in by the majority of the participants. Sometimes only 2 themes were marked, sometimes 6. Therefore it couldn't be validated properly. Therefore I counted every answer given as one point equal as otherwise it is not possible to give an answer to this question. Four participants did not answer the question.

Conclusions:

-Concerning the qualification of the respondents to this questionnaire were mainly *teachers* (46%) and also *counselors* (16 people – 22%) and concerning the current job the majority of respondents are mainly counselors (26%) and teachers in schools (24%).

-We have good situation regarding the experience in adult education ,because 81% of respondents *trained adults before* ,and, from them, 61% have more that 3 years experience in adult education ; from the age perspective we have a well-balanced situation ,because 58% from respondents have from 30 to 50 years.

From the data, we can observe significant differences between the patterns of more experienced staff in adult education (6 years and more) and the patterns of other age categories of staff.

For example,this category is more opened to combine modern and classical methods,but also for be involved in the education of adult people at local level.

- More than half of respondents prefer to combine traditional and modern methods (63% of those surveyed,especially staff with more 6 years experience in training adults) ;13% of them prefer only traditional methods and 3% prefer traditional methods.

-Concerning the *methods & strategies* in adult education ,the least known method is "Self-directed learning" (SDL) with 29 choices, then "Non-institutional education" and "Self-empowerment

methodologies" (with 26 choices each) and the third place is occupied by "Experiential learning". This means that the *staff members need to improve their competences in this methods area* . The main arguments of respondents for motivate the advantages of this methods are considered : they contribute more to the formative aspect of learning , as they make the learning process more enjoyable (33 answers); then, on equal terms, the fact that the knowledge obtained is more lasting in time and they are more effective (21 answers). These choices show us that *adult educators are conscient about the importance of formative aspect of the methods used* . Instead, the best-known strategy is "Learning to learn" (47 choices) and this prove that the majority of respondents have the capacity to use also for their self development this strategy.

- Most of those who said they wanted to improve their competences (82 % of respondents) have more than 6 years of experience (42%). This demonstrates that *those who have been working longer in the field of training adults are more aware that they need continuous learning and training to achieve high performance in their work* and that they also need to keep up-to-date with the new discoveries of pedagogy in their domain of activity.

- Most choices at the question about what they would like to learn at a European training course were for the topic "Perfecting skills and knowledge about Self-empowerment methodologies in training adults" (32 answers), *which shows exactly the need for the ongoing project*.

-When asked if they would like to train adults in their country to help them find a job, only 33 of the respondents answered positively (45,83 %); of the remaining 39 respondents , 8 persons did not answer, and 31 said they were not interested in doing this, These results show a *relatively low level of interest of the staff questioned to get involved in adult education and training* (less than half of those surveyed said they wanted to get involved in training) and the need to mobilize institutions to increase motivation and interest in adult education / training.

-We notice that on the first place - the most chosen topic by the staff for training learners - was "To follow ones' talents to get a successful career path" - showing *the awareness of the importance of valorizing personal skills in personal development and evolution* - after which on the second place there was chosen the topic of "Knowledge about national and European work legislation" (120 choices) - pointing out the importance of knowing the work legislation in terms of workforce mobility in Europe. The third place is occupied by "Efficient communication at the workplace" (118 choices), very close to the 4th place "Learning English" (116 choices), which demonstrates the *awareness of the importance of good communication at the workplace* (by knowing some specific strategies) *as well as at the European level*, based on good knowledge of an international language such as English.

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