

**T-EST Transfer of Employment Support Tools for People with
Disabilities**

LLP-LDV-TOI-12-AT-0011

Evaluation of the Exploitation Seminars

1st September 2014, Plovdiv (BG)
29th April 2014, Miercurea Ciuc (RO)
16th October 2014, Izmir (TR)

Partners

P0 Jugend am Werk Steiermark GmbH

P1 European Association of Service Providers for Persons with Disabilities

P2 Chamber of Commerce Dobrich

P3 Zgura M

P4 FormAzione Co&So Network

P5 Directia Generala de Asistenta Sociala si Protectia Copilului Harghita

P6 T.C. Izmir Valiligi – Izmir Governorship

P7 Altinokta Körler Derneği Ankara Şubesi

Index

1. Introduction	4
2. Analysis of results.....	5
1. How did you learn about the seminar?	5
2. In which field do you work?	6
3. Please rate different aspects of the seminar.....	8
4. How did you generally like the sessions of the seminar	11
5. Based on your overall experience at the seminar, would you like to use in your work or would you recommend to someone else to use the T-EST Toolkit for Supported Employment?	17
6. Additional comments, suggestions, recommendations etc.....	18
ANNEX : Questionnaire.....	20

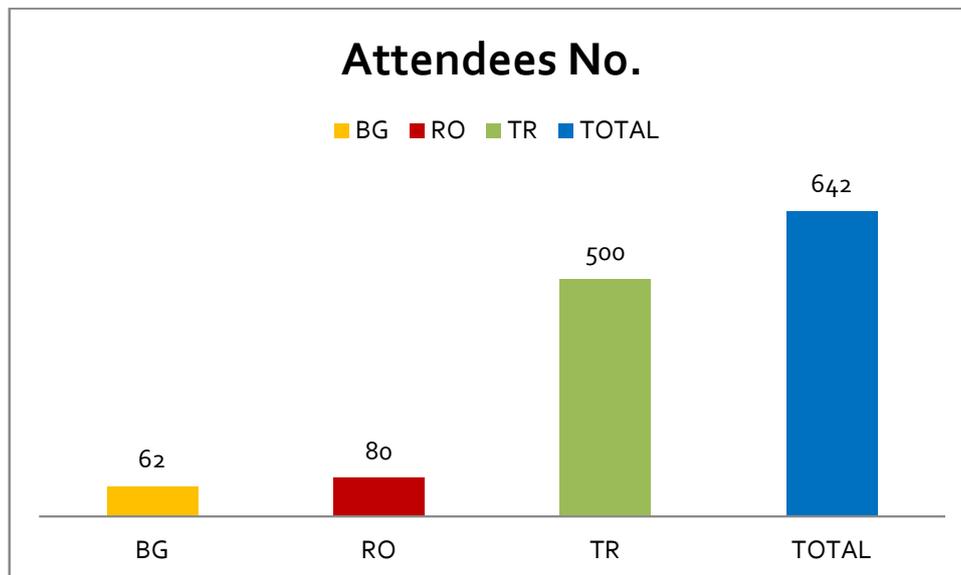
1. Introduction

This evaluation regarding the Exploitation Seminars of the T-EST project has been carried out by the internal evaluator Formazione Co&So Network in collaboration with the partners who organized such seminars (P3, P5, P6). The three seminars were organized as follows:

P3: 1st September 2014 in Plovdiv (BG) with the participation of 62 participants.

P5: 29th April 2014 Harghita (RO), with the participation of 80 participants. As just 38 participants filled in the questionnaire we consider this number as a reference in this evaluation report.

P6: 16th October 2014 Izmir (TR), with the participation of approx. 500 participants (however just 355 of them signed the attendance list). As just 64 people filled in the questionnaire we consider this number as a reference in this evaluation report.

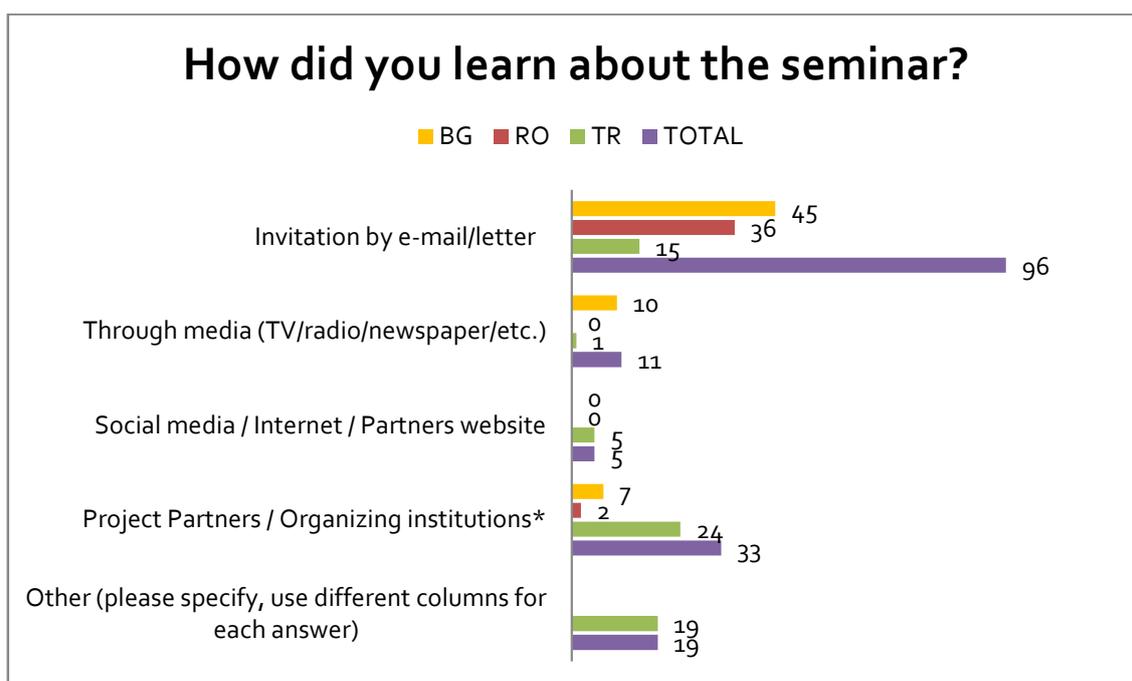


The evaluation questionnaire developed by P4 contained close questions in order to understand the profile of participants and with the request to rate different aspects and sessions of the seminar on a scale of 1-5. P4 included also some open questions in the questionnaire in order to collect further suggestions and comments. Moreover, P4 prepared an excel file where partners could summarize participants' answers in English.

The questionnaire (see Annex) have been sent to partners on the 5th February 2014 with the request to translate it in their national language and distribute it to all participants of the exploitation seminar. After collecting the filled in questionnaires partners were asked to fill in the excel file in English with the summary of all answers and return it to P4.

2. Analysis of results

1. How did you learn about the seminar?



1. How did you learn about the seminar?

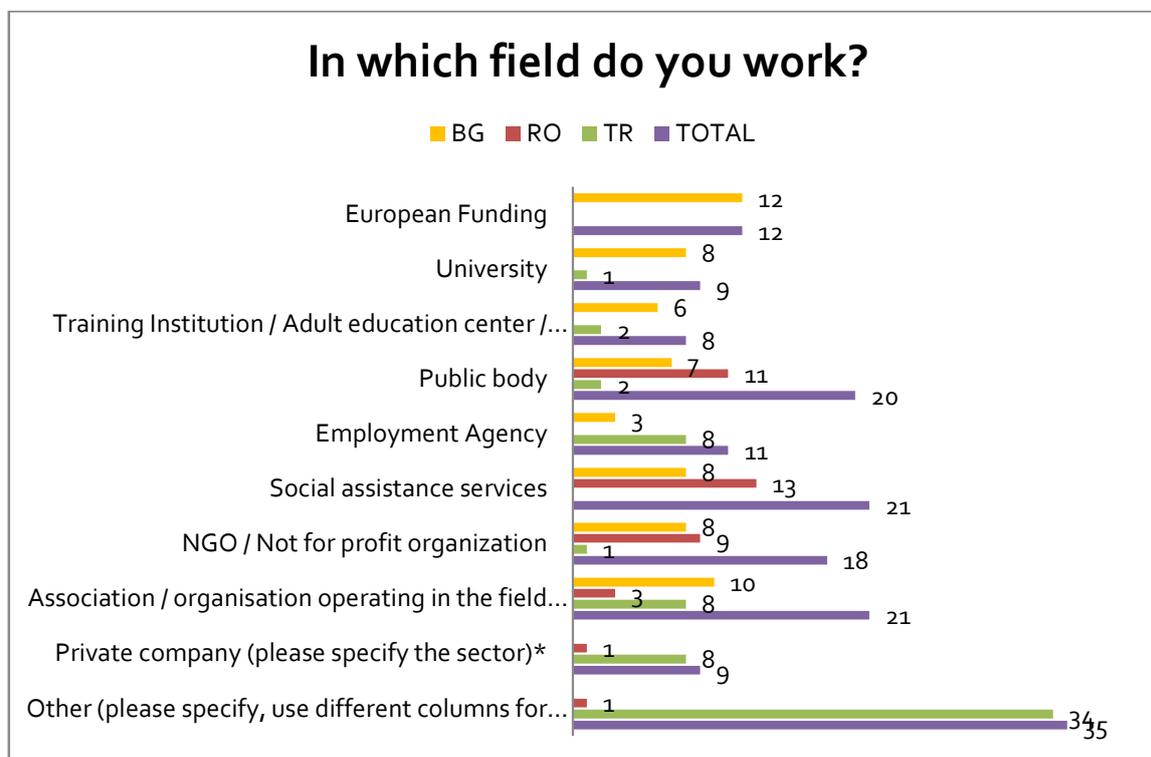
Item	N° answers BG	N° answers RO	N° answers TR	N° answers TOTAL
Invitation by e-mail/letter	45	36	15	96
Through media (TV/radio/newspaper/etc.)	10	0	1	11
Social media / Internet / Partners website	0	0	5	5
Project Partners / Organizing institutions*	7	2	24	33
Other (please specify, use different columns for each answer)**			19	19
Total participants	62	38	64	164

* Organizing in the case of Turkey: Konak DG/Işkur; **Other in TR: SMS: 15, school: 2, association: 2

The charts above show that participants have heard about the seminar basically through invitations sent by e-mail/letter and this is also the case in Bulgaria and Romania (45 out of 62 in Bulgaria, 36 out of 38 in Romania). Many participants were recruited also by the local partners themselves and the organizing institutions, especially in Turkey, where the majority (24 out of 64) was informed through this channel. In Bulgaria 10 out of 62 participants heard about the seminar through various media (TV, radio, newspaper,

etc.), while in Turkey also Social media and partner’s website were a useful tool to gather participants (5 of them was informed this way), as well as some other means of communication (SMS, schools and associations, for a total of 19 people).

2. In which field do you work?



2. In which field do you work?				
Item	N° answers BG	N° answers RO	N° answers TR	N° answers TOTAL
European Funding	12			12
University	8		1	9
Training Institution / Adult education center / VET center	6		2	8
Public body	7	11	2	20
Employment Agency	3		8	11
Social assistance services	8	13		21
NGO / Not for profit organization	8	9	1	18
Association / organisation operating in the field of disabilities	10	3	8	21
Private company (please specify the sector)*		1	8	9

Other (please specify, use different columns for each answer)**		1	34	35
		*counselling center	*A.C., accountancy, print works, construction, cleaning, marketing **not working	
Total participants	62	38	64	164

Comments of evaluator:

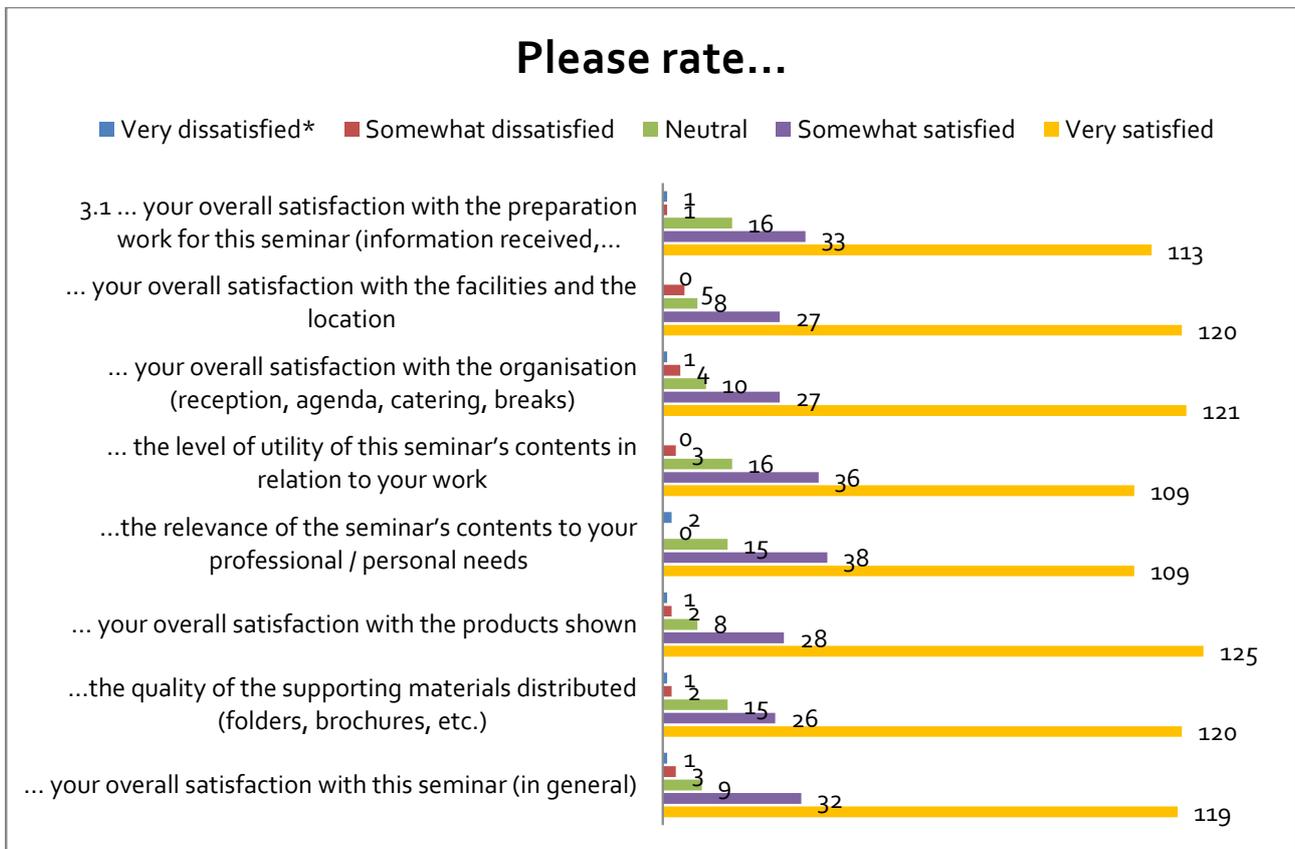
According to the charts above we can observe that considering the total of participants in the transfer countries most of them (35 out of 164) are not working, however this number regards basically the Turkish participants. This is understandable, as the seminar in Turkey was organized by Konak DG and İşkur, the employment agency. Other main fields of work are social assistance services (21 out of 100), associations and organisations operating in the field of disabilities (21 people) and public bodies (20 persons). Furthermore, a high number (18 out of 164) is represented by NGOs or other non-profit organisations. Other, more relevant proveniences of participants are organisations working in the field of EU funding (12 people) and employment agencies (11).

If we look at the single countries we can see that in **Bulgaria** most of the participants work in the field of EU funding (12 out of 62) and in organisations operating in the field of disabilities (10 people), but also the other fields are represented, such as universities (8 people), social assistance services (8), NGOs (8), public bodies (7), training agencies/VET centers (6) and employment agencies (3). Therefore, we can state that most of the Bulgarian participants are operating in the field of the T-EST project.

The profile of participants in **Romania** is slightly different, they are mainly working in the field of social assistance services (13 out of 38) and in public bodies (11), but there are also representatives of NGOs/non-profit organisations (9 people), associations/organisations operating in the field of disabilities (3), private companies (1) and counselling centers (1). Therefore, also in this case, participants are all from the field of the T-EST project.

Regarding **Turkey** the majority of participants is unemployed (34 out of 64), while the other main groups are formed (8 people from each group) by employment agencies, associations / organizations operating in the field of disabilities and private companies operating in the fields of associated consultancy, accountancy, constructions, cleaning, marketing. This means that also in Turkey the majority is from the field of our project.

3. Please rate different aspects of the seminar



	Very dissatisfied*				Somewhat dissatisfied				Neutral				Somewhat satisfied				Very satisfied			
	BG	RO	TR	TOT	BG	RO	TR	TOT	BG	RO	TR	TOT	BG	RO	TR	TOT	BG	RO	TR	TOT
3.1 ... your overall satisfaction with the preparation work for this seminar (information received, arrangements, how to attend)			1	1			1	1	2	5	9	16	4	9	20	33	56	24	33	113
... your overall satisfaction with the facilities and the location					1	4	5	10	1	1	6	8	5	2	20	27	56	30	34	120
... your overall satisfaction with the organisation (reception, agenda, catering, breaks)			1	1	1	3	4	8	1	1	8	10	1	9	17	27	60	26	35	121
... the level of utility of this seminar's contents in relation to your work					2	1	3	6	1	3	12	16	3	15	18	36	58	18	33	109
...the relevance of the seminar's contents to your professional / personal needs			2	2			0	2	3	10	15	1	18	19	38	59	17	33	109	
... your overall satisfaction with the products shown			1	1			2	2	0	1	7	8	2	11	15	28	60	26	39	125
...the quality of the supporting materials distributed (folders, brochures, etc.)			1	1	1	1	2	4	0	3	12	15	2	10	14	26	60	24	36	120
... your overall satisfaction with this seminar (in general)			1	1	1	2	3	6	1	3	5	9	1	11	20	32	60	23	36	119

Item	BG	RO	TR	Total average
... your overall satisfaction with the preparation work for this seminar (information received, arrangements, how to attend)	4,87	4,5	4,3	4,56
... your overall satisfaction with the facilities and the location	4,89	4,71	4,31	4,64
... your overall satisfaction with the organisation (reception, agenda, catering, breaks)	4,95	4,62	4,28	4,62
... the level of utility of this seminar's contents in relation to your work	4,92	4,3	4,3	4,51
...the relevance of the seminar's contents to your professional / personal needs	4,92	4,3	4,27	4,50
... your overall satisfaction with the products shown	4,97	4,4	4,39	4,59
...the quality of the supporting materials distributed (folders, brochures, etc.)	4,97	4,66	4,06	4,56
... your overall satisfaction with this seminar (in general)	4,95	4,5	4,38	4,61

Comments of evaluator:

In the three charts above we can see, respectively, the total number of answers to each item, the answers divided for each country and the total average rates given to each item.

Regarding participants' satisfaction with different aspects of the seminar we can observe that most of them were very satisfied with all aspects. This is also shown by the fact that the lowest average rate was 4,50, which is still a very high one.

The items that received the highest rate in total were participants' satisfaction with the facilities and location of the seminar (rated 4,64, which means 120 people out of 160 were very satisfied) and with the organizational aspects (rated 4,62, equal to 121 out of 160 people), which is extremely positive.

The lowest rate, which is still very high (4,50, equal to 109 people out of 164 who were very satisfied), was given to the relevance of the seminar's content in relation to participants' professional or personal needs. The reason why this item was rated slightly more negatively than the others might be that although participants work in the field of the T-EST project, probably not all of them, especially in Romania, are dealing directly with Supported Employment.

Regarding the country-specific averages we can see that in the case of **Bulgaria** the best rates (4,97) were given to the products shown and the quality of supporting materials distributed. However, participants were satisfied with all items, which is also shown by the fact that the lowest rate stands at 4,87 and it's given to participants' satisfaction with the preparation work of the seminar (information received regarding arrangements, how to attend, etc.).

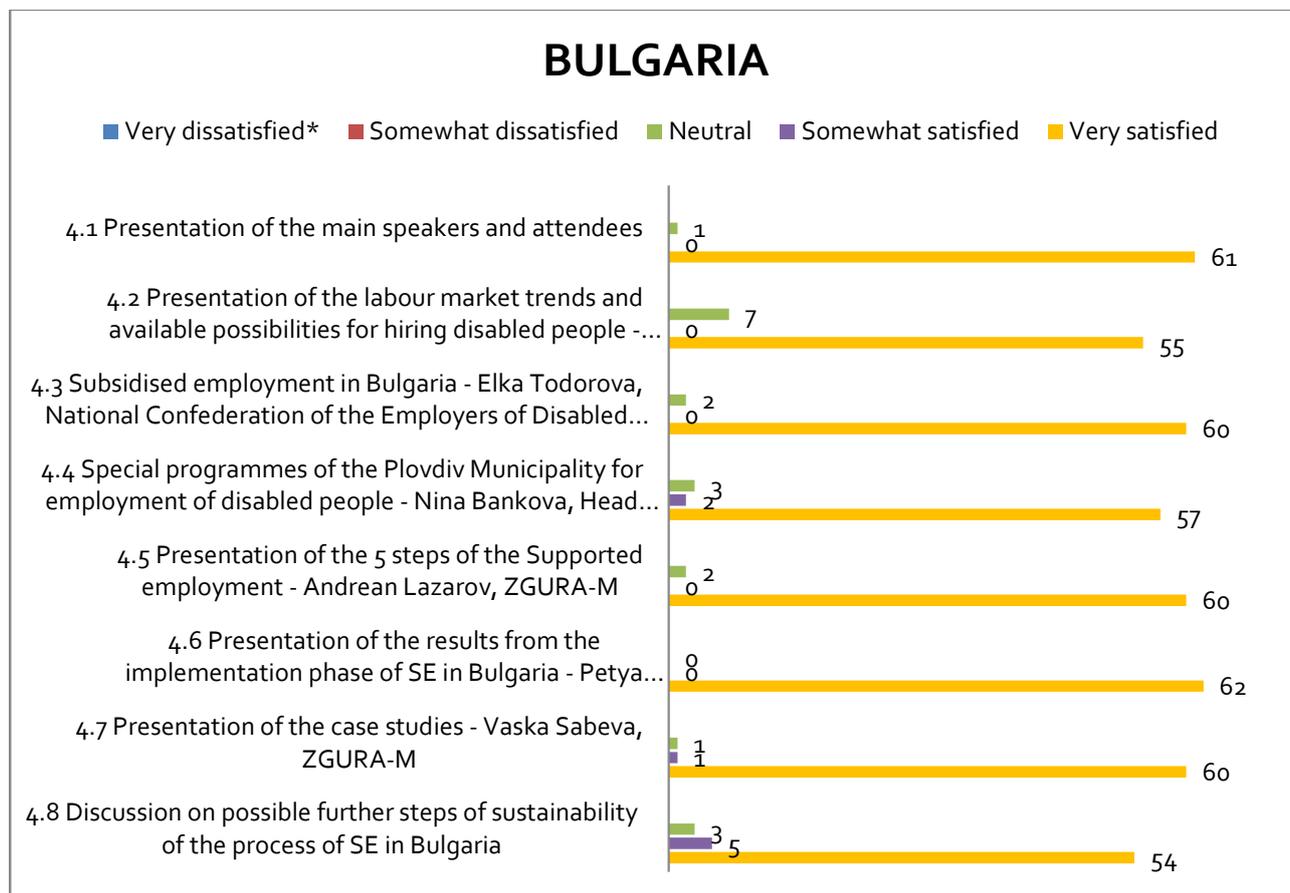
Concerning **Romania** rates all slightly lower, the highest score (4,71) was given to participants' satisfaction with the location and facilities, while the lowest score stands at 4,3 and it concerns the level of utility of the seminar in relation to participants' work and the relevance of the seminar's contents to their professional or personal needs. We have seen that the reason for such rates is probably due to the profile of participants who are not working directly on SE.

The situation in **Turkey** shows also some lower rates, however all of them are still above the threshold of 4. The highest score (4,39) was given to the products shown, while the lowest concerns the quality of supporting materials distributed (4,06). However, it's extremely positive that although 64 questionnaires were filled in, average rates are still so high.

All in all averages are very high and show that the exploitation seminars were well prepared and organized in all transfer countries, the location and facilities were suitable for the stakeholders, the seminar was useful for participants' professional needs and also the T-EST products were appreciated.

4. How did you generally like the sessions of the seminar

Regarding participants' satisfaction with the different sessions of the seminar we are going to analyse the countries separately, as sessions were completely different and adapted to the country-specific requirements.



BULGARIA	Very dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	Total average
4.1 Presentation of the main speakers and attendees			1	0	61	4,97
4.2 Presentation of the labour market trends and available possibilities for hiring disabled people - Dima Aksieva, Regional Employment Agency			7	0	55	4,77
4.3 Subsidised employment in Bulgaria - Elka Todorova, National Confederation of the Employers of Disabled people			2	0	60	4,94

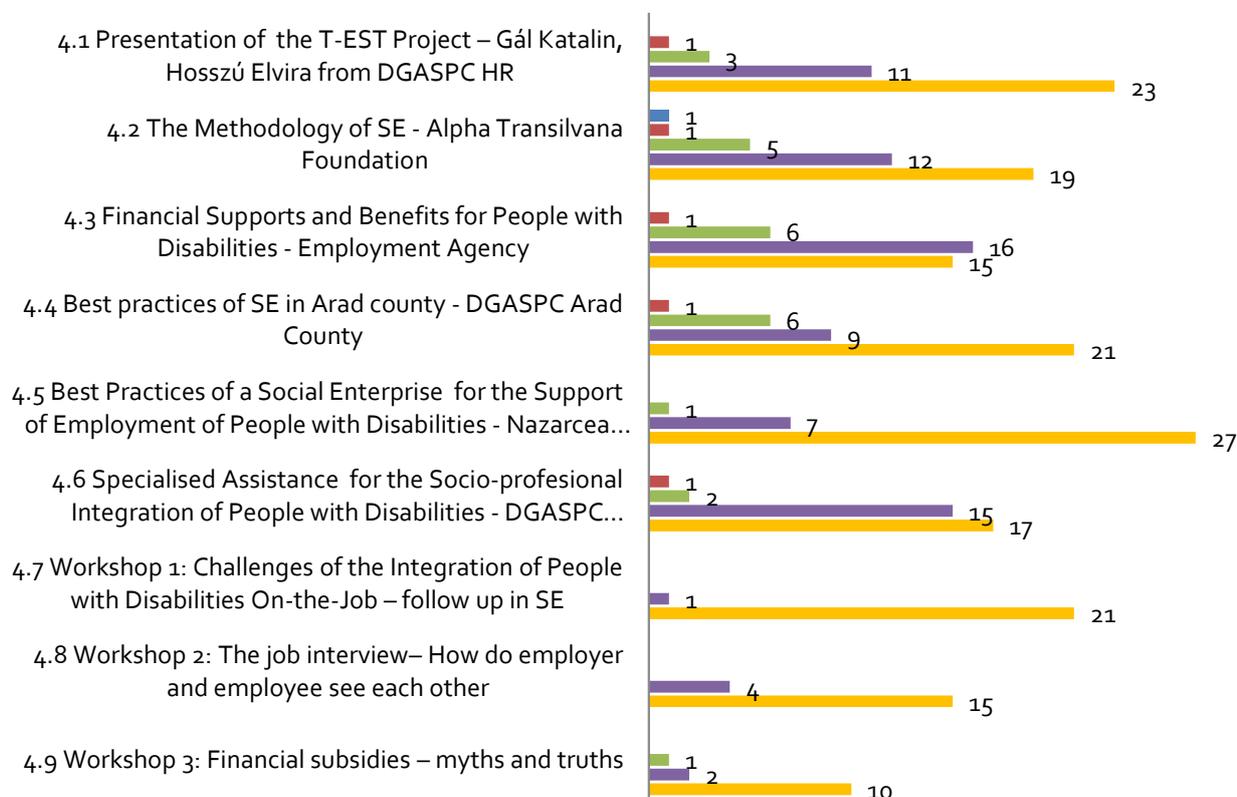
4.4 Special programmes of the Plovdiv Municipality for employment of disabled people - Nina Bankova, Head of Social policy department at Municipality of Plovdiv			3	2	57	4,87
4.5 Presentation of the 5 steps of the Supported employment - Andrean Lazarov, ZGURA-M			2	0	60	4,94
4.6 Presentation of the results from the implementation phase of SE in Bulgaria - Petya Grudeva, ZGURA-M			0	0	62	5,00
4.7 Presentation of the case studies - Vaska Sabeva, ZGURA-M			1	1	60	4,95
4.8 Discussion on possible further steps of sustainability of the process of SE in Bulgaria			3	5	54	4,82

Comments of evaluator:

Concerning **Bulgaria** there were 8 sessions, as listed in the chart above. Important keynote speakers were invited, such as representatives of the Regional Employment Agency and the National Confederation of the Employers of Disabled people, the Head of Social policy department at Municipality of Plovdiv, as well as experts from P3, who presented the T-EST project and the SE Toolkit, as well as the results of the implementation phase. Participants evaluated extremely positively all sessions, which is shown by very high average rates (from 4,77 to 5,00). The highest rate was given to the presentation of the results from the implementation phase of SE (5,00, as all the 62 participants were very satisfied with it) while the lowest rate stands at 4,77 and it's given to the presentation of the labour market trends and available possibilities for hiring disabled people on behalf of the Regional Employment Agency (55 people were very satisfied with it, but 7 of them kept neutral). Considering the high number of participants these high scores show a very professional organization and high quality presentations, as well as competent and relevant keynote speakers.

ROMANIA

■ Very dissatisfied*
 ■ Somewhat dissatisfied
 ■ Neutral
 ■ Somewhat satisfied
 ■ Very satisfied



ROMANIA	Very dissatisfied*	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	
4.1 Presentation of the T-EST Project – Gál Katalin, Hosszú Elvira from DGASPC HR		1	3	11	23	4,47
4.2 The Methodology of SE - Alpha Transilvana Foundation	1	1	5	12	19	4,24
4.3 Financial Supports and Benefits for People with Disabilities - Employment Agency		1	6	16	15	4,18
4.4 Best practices of SE in Arad county - DGASPC Arad County		1	6	9	21	4,35
4.5 Best Practices of a Social Enterprise for the Support of Employment of People with Disabilities - Nazarcea Group			1	7	27	4,89

4.6 Specialised Assistance for the Socio-profesional Integration of People with Disabilities - DGASPC Bucharest 1 Sector		1	2	15	17	4,51
4.7 Workshop 1: Challenges of the Integration of People with Disabilities On-the-Job – follow up in SE				1	21	4,95
4.8 Workshop 2: The job interview– How do employer and employee see each other				4	15	4,79
4.9 Workshop 3: Financial subsidies – myths and truths			1	2	10	4,69

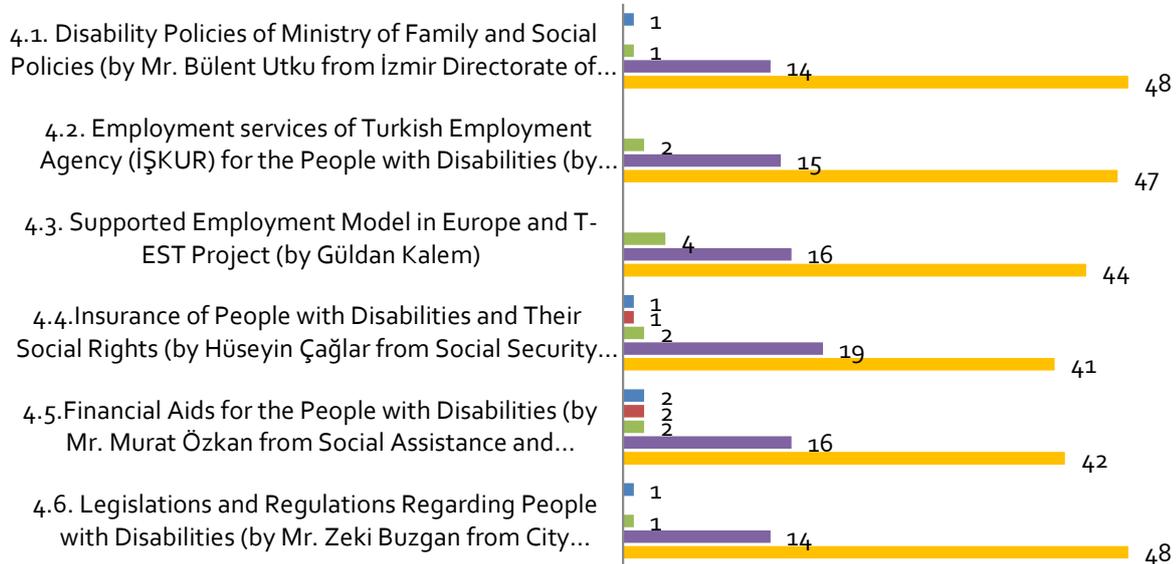
Comments of evaluator:

In **Romania** sessions were dedicated to the T-EST project and best practices, but there also some in-depth presentations regarding the job insertion of people with disabilities, financial support and specialized assistance available and there were three workshops dedicated to the challenges of SE, job interviews and financial subsidies, respectively.

Rates are slightly lower than in Bulgaria, however still high, and they are more varied (more people rated “somewhat satisfied” or “neutral”): the highest score stands at 4,95, given to the session concerning challenges of the Integration of People with Disabilities On-the-Job, while the lowest score stands at 4,18 and concerns the presentation on financial supports and benefits for people with disabilities, on behalf of the Employment Agency. All in all, presentations received quite a high rate as they are all above the average rate of 4, which is the minimum rate necessary to have an item of good quality.

TURKEY

■ Very dissatisfied* ■ Somewhat dissatisfied ■ Neutral ■ Somewhat satisfied ■ Very satisfied



TURKEY	Very dissatisfied*	Somewhat dissatisfied	Neutral	Somewhat satisfied	Very satisfied	
4.1. Disability Policies of Ministry of Family and Social Policies (by Mr. Bülent Utku from İzmir Directorate of Ministry of Family and Social Policies)	1		1	14	48	4,69
4.2. Employment services of Turkish Employment Agency (İŞKUR) for the People with Disabilities (by Mr. Cengiz Özer from Konak İşkur)			2	15	47	4,7
4.3. Supported Employment Model in Europe and T-EST Project (by Güldan Kalem)			4	16	44	4,63
4.4. Insurance of People with Disabilities and Their Social Rights (by Hüseyin Çağlar from Social Security Services)	1	1	2	19	41	4,53
4.5. Financial Aids for the People with Disabilities (by Mr. Murat Özkan from Social Assistance and Services)	2	2	2	16	42	4,47

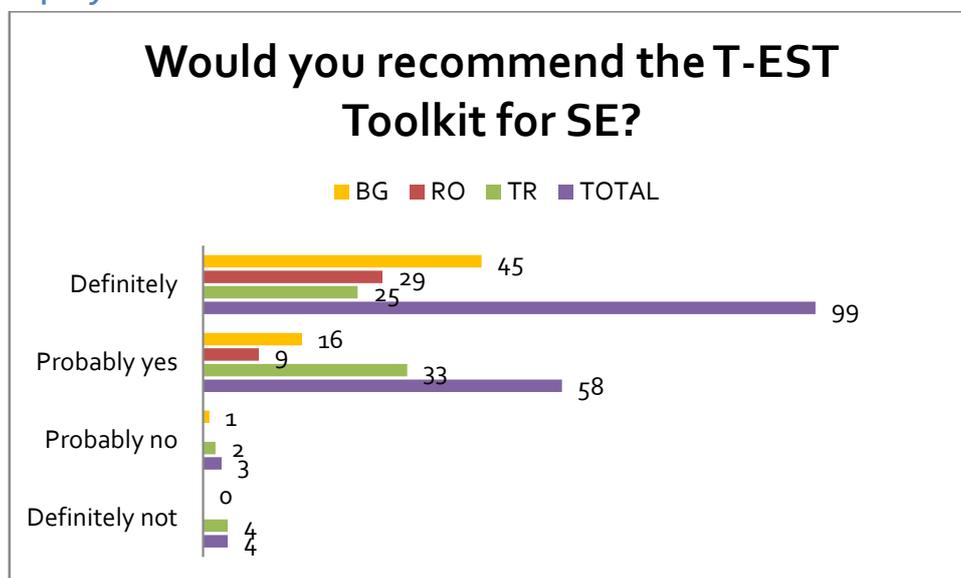
Solidarity Foundation)						
4.6. Legislations and Regulations Regarding People with Disabilities (by Mr. Zeki Buzgan from City Disability Council)	1	1	14	48	4,53	

Comments of evaluator:

Concerning **Turkey** there were 6 sessions, all of them with relevant keynote speakers from public bodies, such as the İzmir Directorate of Ministry of Family and Social Policies, İŞKUR (the Turkish employment agency), Social Security Services and the City Disability Council, moreover there was a representative also from the Social Assistance and Solidarity Foundation and representatives of P6 who presented the T-EST project and the Supported Employment model. Supported employment was discussed in all its aspects, including the topics of disability policies of the respective Ministry, the İŞKUR’s employment services, the question of insurance, social rights and financial aids for people with disabilities, relevant legislations and regulations. All topics were evaluated extremely positively (all average rates are at or above 4,47). The most appreciated presentation was about the employment services of the Turkish Employment Agency (rated 4,7, as all participants bar 2 were satisfied with it), while the lowest score was given to the presentation on financial aids for people with disabilities (although it was rated with a quite high rate of 4,47). Considering the high number of participants at the Turkish exploitation seminar we can say that these results are extremely positive.

Observing all countries presentations we can highlight the importance of inviting relevant and professional keynote speakers as they can offer an in-depth analysis of the different aspects of SE at local/national level. When the presentation of the T-EST project is based on such a holistic overview on SE, it has an even stronger impact. Important keynote speakers help also to raise more awareness on the topic, basically because more people working in the field will be interested to join the event.

5. Based on your overall experience at the seminar, would you like to use in your work or would you recommend to someone else to use the T-EST Toolkit for Supported Employment?



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Item	N° answers BG	N° answers RO	N° answers TR	N° answers TOTAL
Definitely	45	29	25	99
Probably yes	16	9	33	58
Probably no	1	0	2	3
Definitely not	0	0	4	4

Comments of evaluator:

Participants evaluated very positively the T-EST Toolkit presented at the exploitation seminar in each transfer country. All in all, 99 participants out of 164 would definitely use the Toolkit in their work or recommend it to someone else, while 58 of them would probably do so. Just three persons wouldn't use it probably and 4 of them definitely wouldn't use it.

Concerning the country-specific answers they are quite similar in the transfer countries: 45 people in Bulgaria (73% of participants), while 29 in Romania (76%) would definitely use the Toolkit or recommend it to others. In Turkey this rate is lower and stands at 39% (25 people). At the same time 26% of participants in Bulgaria (16 people) and 24% in Romania (9 people) would probably use it, while this rate is higher in Turkey and stands at 52% (33 people out of 64).

These answers clearly show that people working in the field of SE were extremely satisfied with our final T-EST product, therefore it would be important to keep on collaborating with these stakeholders, organize even more events also after the project end and disseminate on a large scale the T-EST Toolkit, because it is a very well developed and useful instrument to the SE process.

6. Additional comments, suggestions, recommendations etc.

Answers BG	Answers RO	Answers TR
I am looking forward to participate in a SE process	2*missing Hungarian translation (*)	Concrete steps are more important. The disabled candidates should be manipulated to work more easily procedures via phone, internet, etc.
I am really pleased with the contacts made during the event	The increasing of legal benefits, state-, legal support would be useful	Organizing such an informative platform is very nice.
I would like to thank a lot to the team of ZGURA-M for their hard work on implementing this very useful methodology in Bulgaria	I'm happy to have attended to this seminar. I'm interested to be involved in the future in activities in this field.	Thank you very much.
I would like to thank for the continuous work of the ZGURA-M team which already more than 10 years are working for the inclusion on the labour market for disabled people like me	I recommend more information, dissemination provided to employers.	As a mother of a disabled child, the approach of Supported Employment is the most important thing that I wanted. Thank you.
	More information about methods used in SE would be helpful	It would be good if the silence was maintained within the room during the panel.
	I hope to see this service to be developed in each country	Generally it was satisfying but the noise of the people trying to speak with the company representatives during the panel was disturbing.
		We the PWDs want job, if you help us, we would be thankful.
		It's the first time that I came to a panel like this one. It was so nice, thank you very much.
		I want there should be more caring centers for our children.

(*) translation was available in both languages Romanian and Hungarian. Some of the participants did not follow instructions, or were not paid attention to it.

Comments of evaluator:

Participants commented on different aspects of the exploitation seminar in each transfer country.

In **Bulgaria** more of them expressed their satisfaction and gratitude towards P₃ that since years is working hard on the implementation of SE in Bulgaria. From one of the comments we can also understand that the event was very useful in order to build new contacts in the sector. In fact, we consider this a useful aspect to be underlined when organizing similar events in the future.

In **Romania** participants gave mainly suggestions and tips for improvement, such as the fact that some participants required Hungarian translation (we have seen that the Romanian partner is based in Miercurea Ciuc where the 81% of the population is represented by the Hungarian minority) – however from P₅'s comment we understand that the translation was available but probably participants didn't notice it. Other suggestions concern the need for higher legal and national support and benefits, as well as the need for more dissemination among employers to improve SE in the country and more information regarding the methodologies applied in the SE process. Regarding these issues, unfortunately the T-EST project can't have a high influence on policies and financial support issues, however we agree that dissemination and information on SE must be increased among the stakeholders also after the project end. We have seen that basically all feedbacks were extremely positive, which means that there is low awareness but a high request to these information and innovative methodologies.

In **Turkey** most of the participants who commented to this question highlighted their satisfaction to have participated in such a useful seminar, especially relatives of people with disabilities and people with disabilities themselves. However, some participants mentioned that the noise was disturbing, as in parallel with the panel discussion some companies already started to make job interviews with people with disabilities, although this session should have started later, after the panel discussion. However, from further correspondence with P₆, we understood that this problem was solved quickly, as the panel director and staff of P₆ warned the companies and people with disabilities to wait with the interviews until the end of the seminar. Moreover, one of the participants mentioned that administrative procedures for the job insertion of people with disabilities should be facilitated through phone/Internet channels, while another one mentioned that it would be useful to establish more centers for children with disabilities. All in all participants appreciated very much the seminar.

Furthermore, in all countries there were some participants who are very motivated to participate in the SE process or to be involved in other activities in this field, as well as to see the development of SE in all countries. Therefore we suggest once again to the partners to keep on working on dissemination towards relevant stakeholders also after the project end.

ANNEX : Questionnaire

T-EST Transfer of Employment Support Tools for People with Disabilities
LLP-LDV-TOI-12-AT-0011

Exploitation seminar in **PUT THE CITY/COUNTRY HERE**
PUT THE DATE HERE 2014

EVALUATION BY PARTICIPANTS

To provide people with disabilities with full access to education and to the labour market - that is one of the key areas of the European Disability Strategy 2010-2020. But suitable and powerful support concepts are still missing in many European countries. Therefore, the main aim of the T-EST project is to transfer in Bulgaria, Romania and Turkey a well-elaborated and successful approach in that area: the concept of SUPPORTED EMPLOYMENT, since it has virtually been non-existing in these countries so far.

For the above mentioned reasons it is very important to have your valuable opinion regarding the seminar you attended in order to better exploit the project materials and products in these years. The evaluations will be kept in strictest confidence.

Thank you very much for your contribution.

The T-EST project team

1. How did you learn about the seminar?

- Invitation by e-mail/letter
- Through media (TV/radio/newspaper/etc.)
- Social media / Internet / Partners website
- Project Partners
- Other: _____

2. In which field do you work?

- European Funding

- University
- Training Institution / Adult education center / VET center
- Public body
- Employment Agency
- Social assistance services
- NGO / Not for profit organization
- Association / organisation operating in the field of disabilities
- Private company (please specify the sector: _____)
- Other: _____

3. Please rate each item from 5 to 1 where 5= very satisfied, 4=somewhat satisfied, 3=neutral, 2= somewhat dissatisfied, 1= very dissatisfied

Please rate...	5	4	3	2	1
3.1 ... your overall satisfaction with the preparation work for this seminar (information received, arrangements, how to attend)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.2 ... your overall satisfaction with the facilities and the location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.3 ... your overall satisfaction with the organisation (reception, agenda, catering, breaks)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.4 ... the level of utility of this seminar's contents in relation to your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.5 ...the relevance of the seminar's contents to your professional / personal needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.6 ... your overall satisfaction with the products shown	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.7 ...the quality of the supporting materials distributed (folders, brochures, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.8 ... your overall satisfaction with this seminar (in general)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. How did you generally like the following sessions of the seminar:

PLEASE INSERT HERE BELOW THE SESSIONS OF YOUR EXPLOITATION SEMINAR (YOU CAN ADD/CANCEL ROWS). FOR EXAMPLE:	5	4	3	2	1
<i>"Presentation of the adapted Supported Employment toolkit" by XY</i>	5	4	3	2	1
Or					
<i>"A good practice of Supported Employment" by XY</i>					

	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Based on your overall experience at the seminar, would you like to use in your work or would you recommend to someone else to use the T-EST Toolkit for Supported Employment?					
<input type="checkbox"/> Definitely	<input type="checkbox"/> Probably yes	<input type="checkbox"/> Probably no	<input type="checkbox"/> Definitely not		
Additional comments, suggestions, recommendations etc.					

THANK YOU VERY MUCH FOR YOUR COLLABORATION!