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# Eliemental

## **PRE- AND POST TRAINING DATA ANALYSIS REPORT**

### **The Eliemental Soft Skills for Enterprise and Employability Training Program in Oldham and Lancaster**

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### **The Eliemental Soft Skills for Enterprise and Employability Training Program in Oldham and Lancaster**

#### **INTRODUCTION**

The Eliemental team of Lancaster University designed the pre and post-training questionnaires based on accepted measures of entrepreneurial self-efficacy and measures of wellbeing. The programme was evaluated by using pre- and post-training questionnaire as part of Impact Assessment of the Eliemental Soft Skills training program.

The Eliemental programme was rolled out in Oldham and Lancaster with the support of HEIF funding, Oldham Enterprise Trust and Oldham City Council. Eliemental successfully accessed its targeted groups vulnerable to social exclusion (GVSE) in Oldham. Freimuth and Mettger (1990, p.232) define hard to reach groups as 'chronically uninformed, disadvantaged, have-not, illiterate, mal-functional, and information poor'. Hilary (2007, p.15) opines 'social exclusion is a multidimensional process of progressive social rupture, detaching groups and individuals from social relations and institutions and preventing them from full participation in the normal, normatively prescribed activities of the society in which they live'. These were people with poor knowledge of entrepreneurship, self-identified soft skills gaps, little or no knowledge of business planning and no continuous personal and professional development (CPPD) plans. We ran four cohorts of the programme with four different communities at four community access points (CAPs) identified with locally based community gatekeepers. These were::

1. Werneth Lifelong Learning Centre, Oldham

2. Honeywell Community Centre
3. Ingeus Oldham
4. Positive Futures, Lancaster

GVSE are not a single, homogenous community. For this reason, CAPs vary to suit the needs of the target participants. Accordingly, our cohorts had different set of demographics therefore we present each in four different sections after the explanation of the data collection methodology

## **METHODOLOGY:**

### [The Questionnaire](#)

The Eliemental participants filled out the questionnaire before and after the training with the same set of questions. The questionnaire consists of 35 closed questions using the scale from 0-9 where 0 was the lowest and 9 was the highest and, 5 open questions. The questions concern the entrepreneurship and employability skills of participants and related soft skills as identified in academic literature and the original research for the Eliemental project. :

- 1: Communication (5 closed questions containing maximum 45 score where the sum of the each students' score divided by 5),
- 2: Motivation (5 closed questions containing maximum 45 score where the sum of the each students' score divided by 5),
- 3: Self-belief (10 closed questions containing maximum 90 score where the sum of the each students' score divided by 10),
- 4: Determination (5 closed questions containing maximum 45 score where the sum of the each students' score divided by 5)
- 5: Change by learning (5 closed questions containing maximum 45 score where the sum of the each students' score divided by 5)

The open questions were related to pre and post training hard skills, soft skills, professional network, personal network and business idea.

### Data Collection:

Participants were asked to fill the pre-training questionnaire in the first session of all cohorts. The instructions were read to them to facilitate access. They were told that they could ask any questions related to the questionnaire if they needed to. The students completed the questionnaire by themselves.

The students were asked to fill the post-training questionnaire in the last session of the all cohorts. The students completed the post-training questionnaire by themselves.

Pre- and post-training data were collected from all the participants. Only participants with *both* pre and post training questionnaires were included in the analysis while the remaining who completed pre training questionnaire only were excluded.

Results before and after the training were compared for each question

### Population

The study population consisted of 19 individuals, of which 11 are women. Table 1a shows the study population at each community access point (CAP) and gender.

Table 1: Study Population

CAP	Males		Females	
	Nmale	%	Nfemale	%
Honeywell	4	80	1	20
Ingeus	3	75	1	25
Werneth LLC	1	20	4	80
Lancaster	0	0	3	100

### Brief Description of the Three Cohorts in Oldham:

As noted earlier all cohorts comprised groups vulnerable to social exclusion (GVSE) however, their demographics were diverse from each other. Therefore, a brief description of each cohort presented in separate sections.

## 1. Werneth Park Lifelong Learning Centre:

### Brief Description of the Cohort: Ageing Well Oldham

This cohort was a part of 'Ageing Well Oldham'. Ageing Well Oldham aims to help anyone over 50 get support to further their career, get enterprise advice and health and wellbeing support. All the participants of this course attended the course to improve their soft skills for entrepreneurship and employability. Most of the participants were enthusiastic about the new opportunities but reluctant to come out of their comfort zone for example, by equipping themselves with skills in technology (Internet, online business), new methods of working (team group, collaboration) and new knowledge (CPPD= Continuous professional and personal development). However, some of them embraced the new technology, knowledge and learned new methods of working.

## 2. Honeywell Community Centre:

### Brief Description of the Cohort: The Roma Community in Oldham

This cohort comprised members of the Oldham-based Romanian Roma community. All the students in this cohort were Romanian nationals. The Romanian Roma community in Oldham is fastest growing community in the last five years. The aim of working with this cohort was to support them to explore their existing employability and entrepreneurial skills with the special focus of building their skills to implement their entrepreneurial ideas and to signpost them for employability and enterprise advice.

All the participants attended to improve their soft skills for entrepreneurship and employability. Most participants were lacking confidence in using English for employability. All participants were unaware of available support mechanisms for grants and funding for businesses. They were particularly lacking the confidence and motivation to embrace new methods of working (team group, collaboration) and new knowledge (SST= Soft Skills training; CPPD= Continuous professional and personal development, writing business plan). However, at the end of the program some of them were genuinely motivated and made strides towards employability and entrepreneurship.

### 3.Ingeus Oldham:

#### Brief Description of the Cohort: Long Term Health Issue

The participants of this cohort were people suffering from serious long-term health issues which ranged from stroke recovery, severe depression and withdrawal. The aim was to support them to get back to employment and build their skills to implement their entrepreneurial ideas, to signpost them for enterprise advice and health and wellbeing. All of the participants were sceptical about their abilities to learn the new opportunities and skills. They were particularly lacking the confidence and motivation to embrace new methods of working (team group, collaboration) and new knowledge (SST= Soft Skills training; CPPD= Continuous professional and personal development). However, at the end of the program 50% were genuinely motivated and made strides towards employability and entrepreneurship.

#### **DATA ANALYSIS:**

The following section presents the data analysis measuring the five elements of the soft skills training.

Table 2: Communication

	Pre-Training Score	Post-training Score	Difference >Increase <Decrease in Score
Werneth LLC	157	188	>21
Honeywell Community Centre	197	206	>09
Ingeus Centre	109	120	>11
Lancaster	108	114	>06

Table 2 shows increase in score in communication in all cohorts. The participants of Werneth LLC showed significant increase in their communication skills because their pre training score of the communication was at moderate level (4.6-6.5)

communication, which increased after the training to high level (6.6-9.0) of communication skills.

Table 3: Motivation

	Pre-Training Score	Post-training Score	Difference >Increase <Decrease in Score
Werneth LLC	148	217	>66
Honeywell Community Centre	197	204	>07
Ingeus Centre	96	123	>27
Lancaster	88	97	>11

Table 3 shows the results for analysis of the pre and post training questionnaire on motivation of all the cohorts. The results show that the level of motivation among participants of Werneth LLC and Ingeus were at moderate level (4.6-6.5) prior to the training. Analysis of post training questionnaire shows that the training was effective in increasing motivation of all the participants but it significantly increases motivation of the participants of Werneth LLC and Ingeus as their post training score fall into the high level (6.6-9.0) of motivation.

Table 4: Self-Belief

	Pre-Training Score	Post-training Score	Difference >Increase
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			<Decrease in Score
Werneth LLC	321	354	> <b>33</b>
Honeywell Community Centre	394	410	> <b>16</b>
Ingeus Centre	199	217	> <b>18</b>
Lancaster	155	189	> <b>34</b>

Table 4 shows the results of data analysis of the pre and post training questions on self-belief. The results show that the score of self-belief increase in all three cohorts. Analysis of post training questionnaire shows that the training was effective in increasing self-belief of the participants of Werneth LLC significantly as their score was at moderate level (4.6-6.5) prior to the training, which increase to the high level (6.6-9.0) of self-belief. However, the biggest change in score between the pre and post training questionnaire is found in the participants of Lancaster cohort which raised from 155 score to 189 score with the net result of increase of 34 score.

Table 5: Determination/Drive

	Pre-Training Score	Post-training Score	Difference >Increase <Decrease in Score
Werneth LLC	177	175	<02
Honeywell Community Centre	200	205	>05
Ingeus Centre	118	128	>10
Lancaster	95	100	>5

Table 5 shows the result of the questions regarding determination. It shows that the score of self-belief increases in three cohorts and decreases in one cohort. Analysis of pre and post training questionnaire shows that the participants' level of determination in three cohorts remains unchanged. The participants of Werneth LLC and Honeywell community centre remain in the high level (6.6-9.0) of determination and the participants of Ingeus remain in moderate level (4.6-6.5) of determination in the pre and post training questionnaire results. Analysis of pre and post training questionnaire shows that the training was effective in increasing level of determination /drive of the participants of Lancaster cohort significantly as their score was at moderate level (4.6-6.5) prior to the training, which increased to the high level (6.6-9.0) of determination/drive..

Table 6: Change by Learning:

	Pre- Training Score	Post- training Score	Difference  >Increase  <Decrease in Score
Werneth LLC	166	184	>18
Honeywell Community Centre	205	207	>02
Ingeus Centre	115	133	>18
Lancaster	98	103	>5

Table 6 shows the results of the data analysis of the pre and post training questions on change by learning of all the cohorts. The results show that the level of change by learning among students of Ingeus and Lancaster were at moderate level (4.6-6.5) prior to the training. Analysis of post training questionnaire shows that the training was effective in increasing score of the change by learning of all the cohorts but it significantly increases among the students of Ingeus and Lancaster as their post training score increased from moderate level to the high level (6.6-9.0) of change by learning.

## **MAIN FINDINGS**

The Eliemental training program in Oldham and Lancaster successfully reached to its target students who were hard to reach and socially marginalised communities with poor knowledge of entrepreneurship, soft skills, business planning and personal development planning by running four cohorts of the program with four different communities at four different community-based locations. The results of the pre and post training questionnaire showed that students scored higher in all five areas of soft skills in the post-training questionnaire as compare to pre training questionnaire

### **1: Communication Skills:**

At the pre training questionnaire the participants were overall at the moderate level of communication skills where 4.6-6.5 represents this level. The training was successful in increasing communication skills and participants placed themselves at high level (6.6- 9.0) of communication.

### **2: Motivation:**

At the pre training questionnaire the participants were overall at the moderate level of motivation where 4.6-6.5 represents a moderate level of skills. The training was successful in increasing motivation of the course participants where they placed themselves at high level (6.6-9.0) of motivation.

### **3: Self-belief:**

At the pre training questionnaire the participants were overall at the moderate level of self-belief where 4.6 to 6.5 represents a moderate level of skills. The training was successful in increasing self-belief of the course participants where they placed themselves at high level (6.6-9.0) of self-belief.

#### 4: Determination:

At the pre training questionnaire the participants were overall at the moderate level of determination where 4.6-6.5 represents a moderate level of determination. The training was successful in increasing their determination and participants placed themselves at high level (6.6-9.0) of determination.

#### 5: Change by Learning:

At the pre training questionnaire the participants were overall at the high level of their perception of change by learning where 6.6-9.0 represents a high level. The training was successful in increasing the perception of change by learning among the students of Ingeus centre where they placed themselves at high level (6.6-9.0) of change by learning in post training questionnaire as compare to pre training questions where they place themselves at moderate level of perception of change by learning.

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