

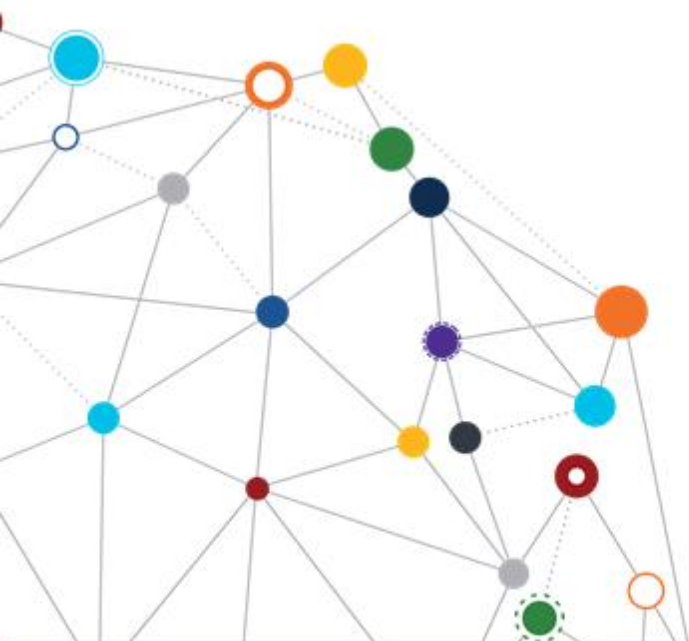


WP4 – Organisation of training and re-training

D4.2 – Conducting training pilots

INTERnationalization at Home: Embedding Approaches and Structures to Foster Internationalization at Western **B**alkans

610429-EPP-1-2019-1-AL-EPPKA2-CBHE-JP



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INTERBA



Version	Revision	Date	Author	Modification
1	0	05/02/2021	Georgios Dafoulas	
2	1	30/09/2023	Georgios Dafoulas	Final version

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1. Designing training pilots

MUHEC coordinated the training pilots following the Train-the-Trainers (TtT) workshop delivered in February 2022 in London. It was decided that sample pilot trials would be organised on the side of the project meeting held in Tirana on April 2022, before the full training pilots were delivered in Palermo and Cagliari during the summer of 2022.

The consortium ensured that a sufficient number of trainers was provided by each PCI. MUHEC proposed a higher number of trainees (up to 10) for the online training programme, as the sessions were going to be delivered in hybrid mode. Therefore, more staff could be trained remotely. The consortium agreed that it was critical to adhere to travel budget for trainees who would attend the London refresher training that was held in May 2022.

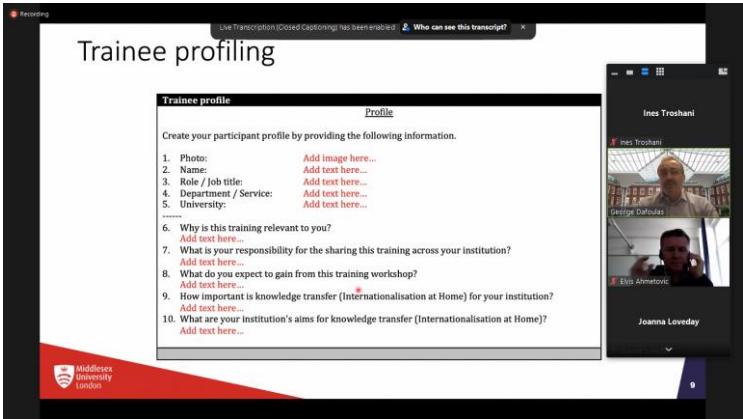
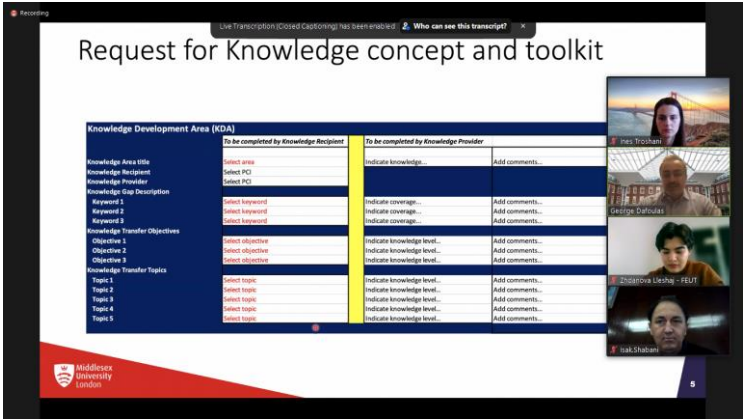
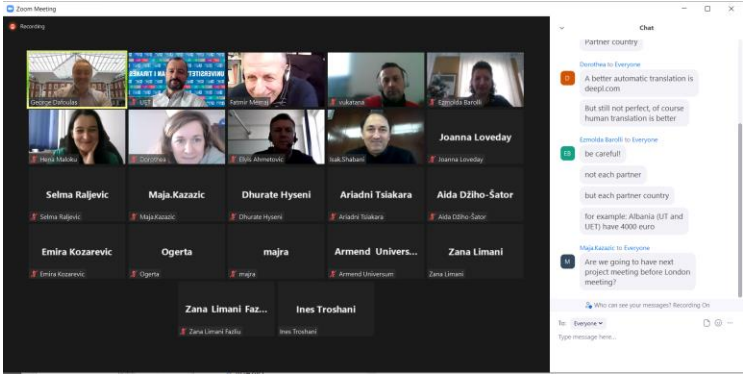
The following table shows the original schedules for the training pilot delivery that were finally adjusted accordingly based on the project's viable travel schedule that was still affected by COVID19 at the time.

Partner	Pilot / training title	Proposed dates
University of Tirana	• Hamburg	20/06/2022 – 24/06/2022
	• Tirana	11/04/2022 – 14/04/2022
European University of Tirana	• Hamburg	20/06/2022 – 24/06/2022
	• Tirana	11/04/2022 – 14/04/2022
Universum College	• Cagliari	13/07/2022 – 15/07/2022
	• Tirana	11/04/2022 – 14/04/2022
University of Prishtina	• Cagliari	13/07/2022 – 15/07/2022
	• Tirana	11/04/2022 – 14/04/2022
University of Tuzla	• Palermo	18/07/2022 – 20/07/2022
	• Tirana	11/04/2022 – 14/04/2022
Dzemat Bijedic University of Mostar	• Palermo	18/07/2022 – 20/07/2022
	• Tirana	11/04/2022 – 14/04/2022

Online training on TtT refresher and the templates to be used for the training pilots was provided by MUHEC. The figures below illustrate the session and the materials covered.



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2. Conducting training pilots

MUHEC suggested that trainers should be classified to those who were able to deliver TtT and those who are Subject Matter Experts (SMEs). The consortium agreed that TtT trainers would be INTERBA champions and coordinate how local trainings would take place. SME trainers should be experienced in previous projects and would offer specific training sessions. The same individuals could combine TtT and SME trainer role/status.

Three training pilots were conducted as shown below.

2.1. Training pilot 1 (Tirana, Albania)

During the INTERBA management meeting that was organised during 11-14 April, 2022 at the premises of the University of Tirana, sample pilot training was delivered. During the meeting the consortium covered project management, work packages progress, trainings, Training of Trainers, and study visits discussion among the partners. In addition, pilot trainings were presented by all six partner universities from the three countries (Bosnia and Herzegovina, Albania, and Kosovo) under the monitoring of colleagues from universities in Germany, Italy, and England.





2.2. Training pilot 2 (Cagliari, Italy)

In the framework of Work Package 4 of the INTERBA project, a three-day meeting was organised in Cagliari, Sardinia during 13-15 July 2022. Representatives from all project partners attended the meeting. The purpose was to pilot the trainings, created under Work Package 3 from partner countries. University of Tirana, Universum College and University of Prishtina presented two pilot trainings each, which were developed according to the SCATE methodology, introduced from Middlesex University during Train the Trainers in London in February 2022.

The topics of the trainings included:

1. "Online communication platforms and online collaboration", held by Prof. Dr. Blerim Rexha, University of Prishtina
2. "Blue Economy and Sustainability" held from Prof. Asoc. Dr. Ermelinda Kordha Tolica, University of Tirana
3. "Social Enterprise Business Ideas" held by Prof. Shqipe Rashiti, Universum College
4. "Digital Marketing" held by Prof. Arlinda Qehaja, Universum College
5. "Achieving gender equality through gender equality plans and gender budgeting", by Dr. Linda Gjika (Cepani), University of Tirana
6. "Research methodologies in ICT" by Hena Maloku, University of Prishtina

Also, during the three day meeting, Train the Trainers program was re-introduced by Professor George Dafoulas, from Middlesex University.

The full agenda is provided below.

Day 1: Wednesday, 13/07/2022	
09:00 - 09:30	Welcome and opening remarks
09:30 - 10:30	Train the Trainers – Middlesex University
10:30 - 10:45	Coffee break
10:45 - 13:15	Training Session – University of TIRANA
13:15 - 14:00	Lunch break
14:00 - 16:30	Training Session – University of TIRANA
16:30 - 16:45	Feedback and discussion

Day 2: Thursday, 14/07/2022	
09:00 - 10:00	Train the Trainers – Middlesex University
10:00 - 11:15	Training Session - Universum College
11:15 - 11:45	Coffee break
11:45 - 13:00	Training Session - Universum College
13:00 - 13:45	Lunch break
13:45 - 16:15	Training Session – Universum College
16:15 - 16:30	Feedback and discussion

Day 3: Friday, 15/07/2022	
09:00 - 10:00	Train the Trainers – Middlesex University
10:00 - 11:15	Training Session – University of Prishtina
11:15 - 11:45	Coffee break
11:45 - 13:00	Training Session - University of Prishtina
13:00 - 13:45	Lunch break
13:45 - 16:15	Training Session – University of Prishtina
16:15 - 16:30	Conclusions and next steps



2.3. Training pilot 3 (Palermo, Italy)

The follow-up training pilot from Cagliari was also held in the framework of Work Package 4 of the INTERBA project, a three-day meeting was organised in Palermo, Italy during 18-20 July 2022. Representatives from all project partners attended the meeting. The purpose was to pilot the trainings, created under Work Package 3 from partner countries. European University of Tirana, University of Tuzla and Dzemal Bijedic University of Mostar presented two pilot trainings each, which were developed according to the SCATE methodology, introduced from Middlesex University during Train the Trainers in London in February 2022.

The topics of the trainings included:

1. “Combined Water and Energy Integration in the Process Industries” by Prof. Dr. Elvis Ahmetović, University of Tuzla
2. “The impact of COVID-19 on Students with Disabilities” by Prof. Vesna Bratovčić, University of Tuzla
3. “IT Governance in higher education”, by Dr. Agim Kasaj, European University of Tirana, Albania
4. “Didactics, curriculum development and curriculum design”, by Majra Lalic and Maja Kazazic, Dzemal Bijedic University of Mostar, Bosnia and Hercegovina
5. “Research Methodology, Scientific Writing and Result Presentation: Humanities and Social Sciences”, by Aida Dziho Sator, Dzemal Bijedic University of Mostar, Bosnia and Hercegovina
6. “ Quality Development for International and Project Management”, by Dr. Ketrina Cabiri Mijo, from European University of Tirana

Also, during the three day meeting, Train the Trainers program was re-introduced by Professor George Dafoulas, from Middlesex University.

The full agenda is provided below.



Day 1, 18/07/2022

Time	Description	Responsible partner
09:00-09:15	Welcome and Introduction	CESIE
09:15-10:00	Train the Trainers Session – introduction	Middlesex University
10:00-10:15	Coffee Break	
10:15-12:15	Training Session: <i>Quality Development for International Relations & Project Management</i> Dr. Ketrina Cabiri Mijo	European University of Tirana
12:15-13:15	Lunch Break	
13:15-15:15	Training Session: <i>IT Governance in higher education</i> Dr. Agim Kasaj	European University of Tirana
15:30-18:00	Meeting with representatives from University of Palermo: <i>Presentation of the internationalization/laH strategy of the university</i> Prof. Stefano De Cantis, Dott.ssa Valeria Floriano	CESIE; University of Palermo <i>Chiesa Sant'Antonio Abate al Complesso Monumentale dello Steri</i>

Day 2, 19/07/2022

Time	Description	Responsible partner
08:45-09:00	Introductory Activity	CESIE
09:00-10:30	<i>VILNIUS TECH: Experience with laH and lessons learnt,</i> Aleksandra Sokolova, Vice-Director of International Relations Office	CESIE/VILNIUS TECH
10:30-11:00	Train the Trainers Session	Middlesex University
11:00-11:15	Coffee Break	
11:15-13:15	Training session: <i>The Impact of COVID-19 on Students with Disabilities</i> Prof. Vesna Bratovčić	University of Tuzla
13:15-14:15	Lunch Break	
14:15-16:15	Training Session: <i>Combined Water and Energy Integration in the Process Industries</i> Prof. Elvis Ahmetović	University of Tuzla
16:15-16:30	Closing Session and Evaluation	CESIE

Day 3, 20/07/2022

Time	Description	Responsible partner
09:00-09:15	Introductory Activity	CESIE
09:15-10:15	Train the Trainers Session	Middlesex University
10:15-10:30	Coffee Break	
10:30-12:30	Training Session: <i>Research Methodology, Scientific Writing and Result Presentation: Humanities and Social Sciences</i> Aida Dziho Sator and Edim Sator	University of Mostar
12:30-13:30	Lunch Break	
13:30-15:30	Training Session: <i>Didactics, curriculum development and curriculum design</i> Majra Lalic and Maja Kazazic	University of Mostar
15:30-16:00	Closing Session and Evaluation	CESIE



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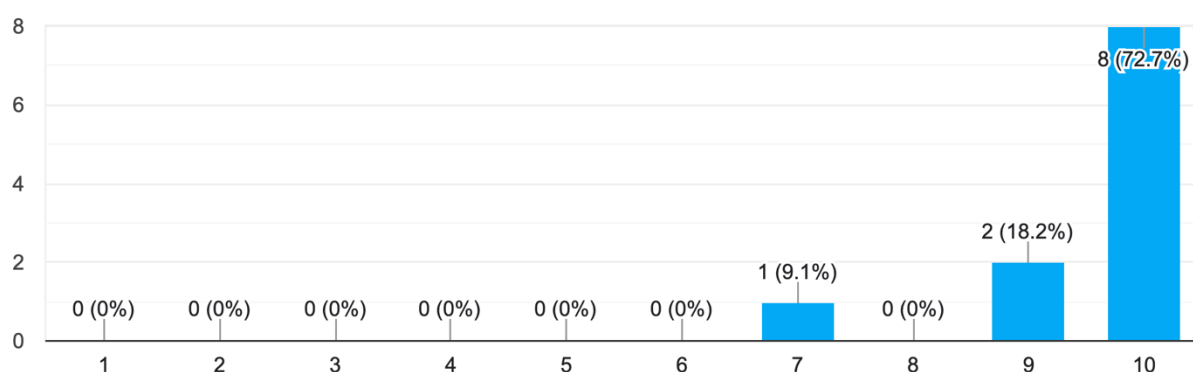
3. Evaluating training pilots

The consortium agreed on the evaluation method proposed by MUHEC and participants provided their feedback on the evaluation criteria provided by MUHEC. The training evaluation focused on topic relevance, quality of training, content, supporting materials and portfolio assessment. Below several graphs provide the results of the feedback provided for the training pilots.

3.1. Training pilot 1 (Tirana, Albania)

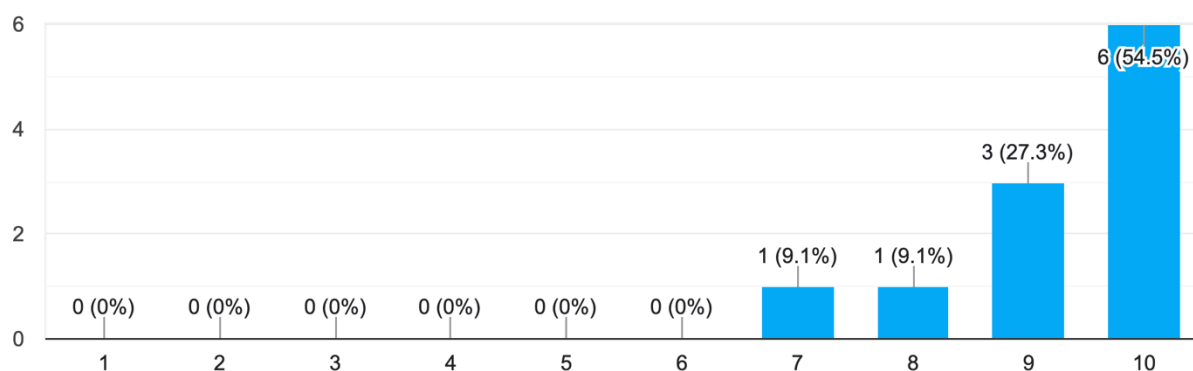
How would you rate the training venue?

11 responses



How would you rate the training agenda?

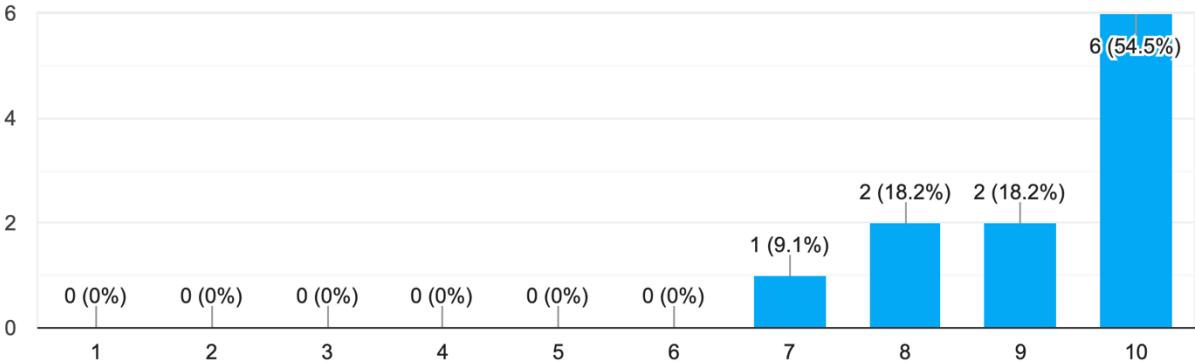
11 responses





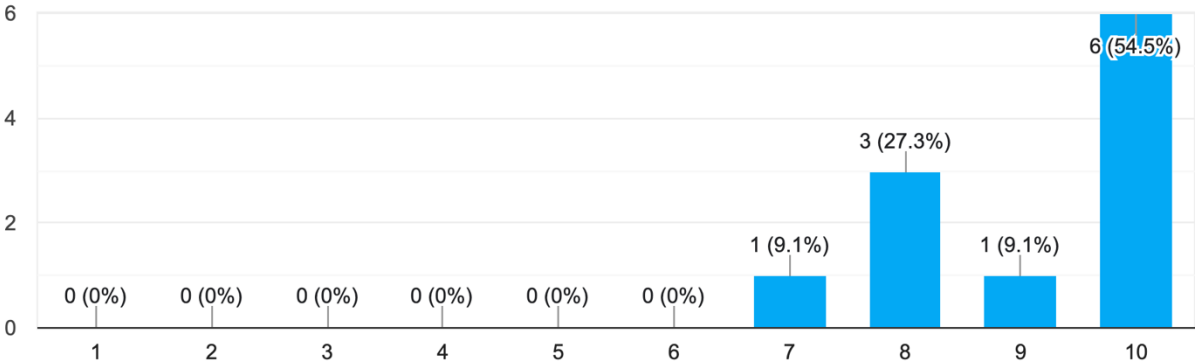
How would you rate the training content?

11 responses



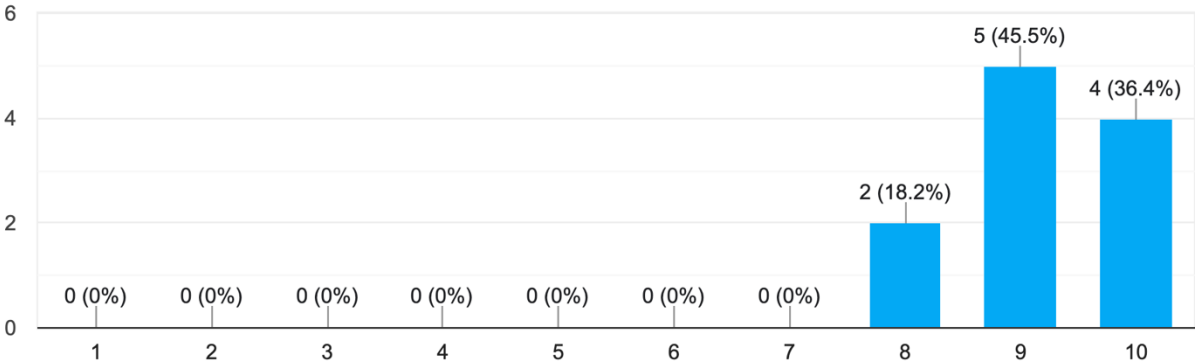
How would you rate the use of train-storming sessions?

11 responses



How would you rate the use of the training portfolio?

11 responses

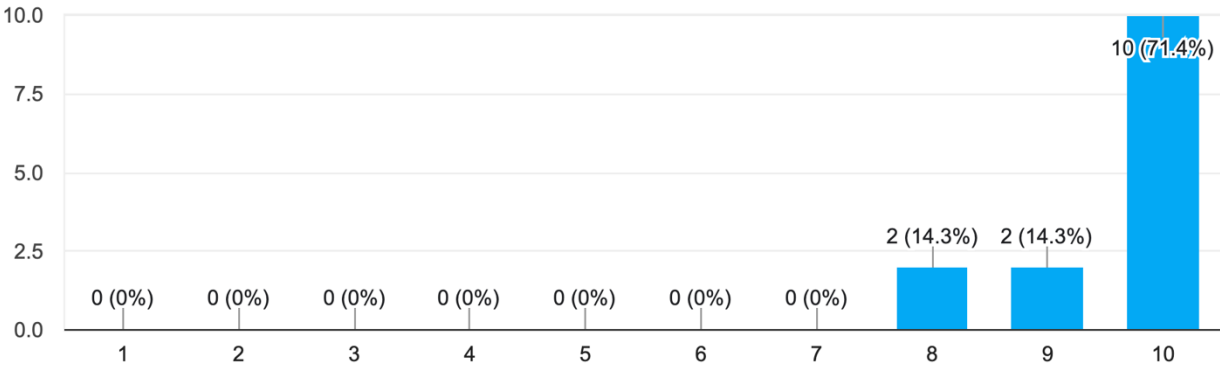




3.2. Training pilot 2 (Cagliari, Italy)

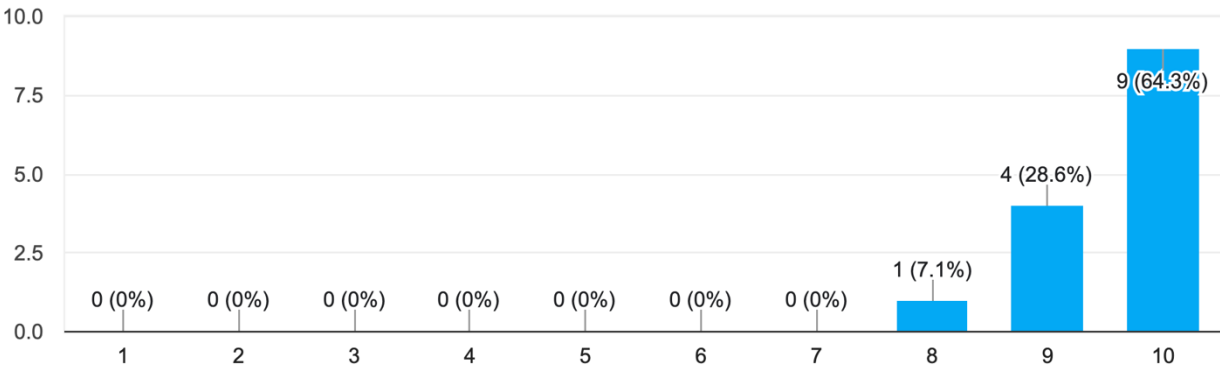
How would you rate the training venue?

14 responses



How would you rate the training agenda?

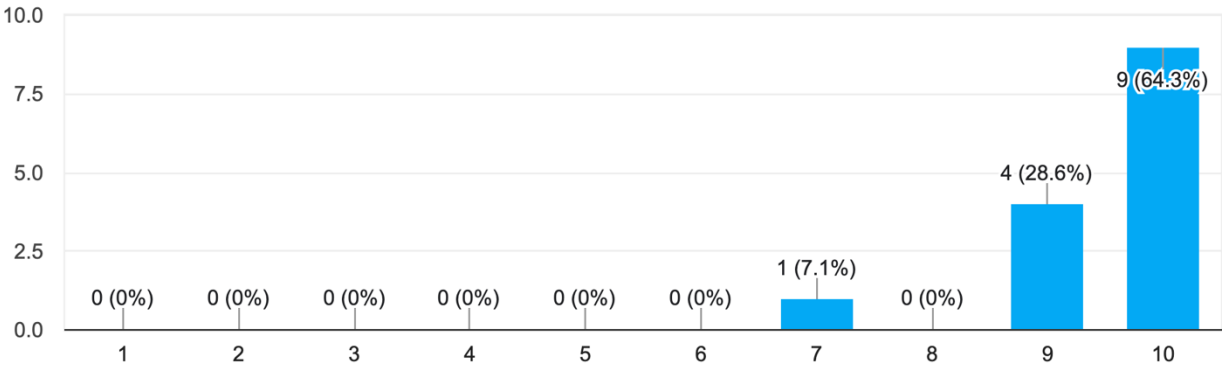
14 responses





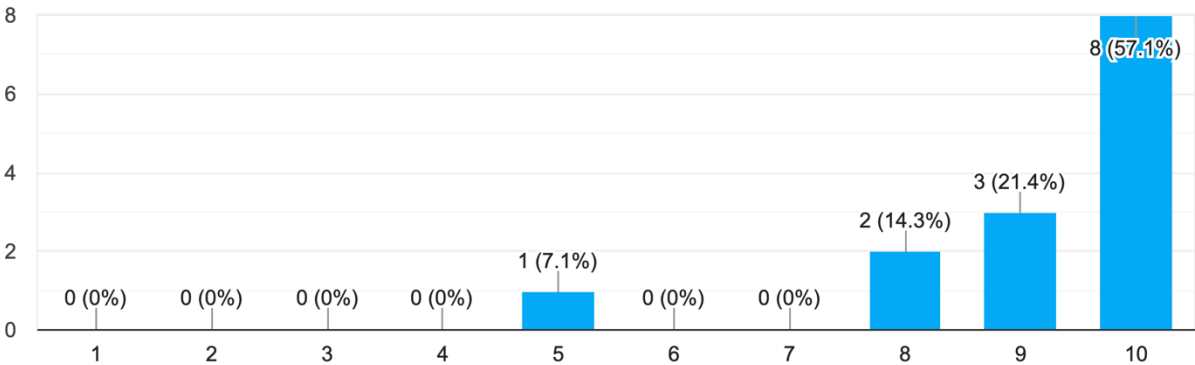
How would you rate the training content?

14 responses



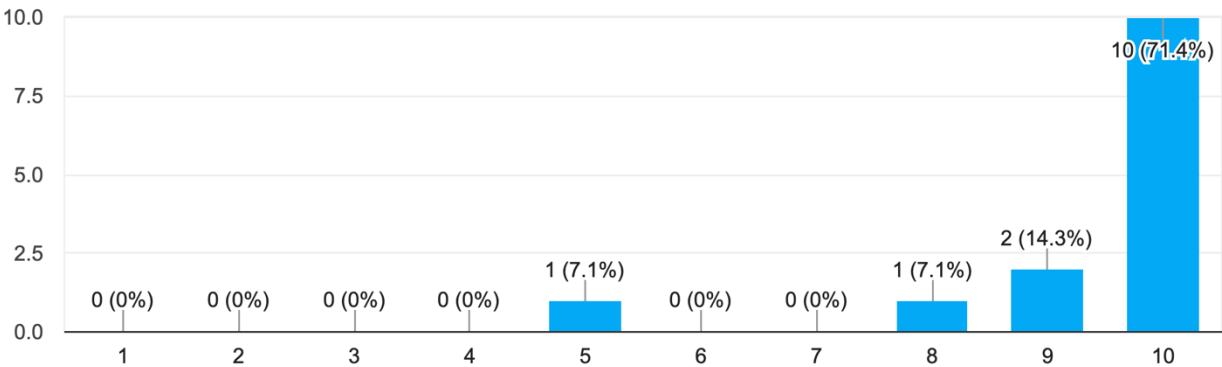
How would you rate the use of train-storming sessions?

14 responses



How would you rate the use of the training portfolio?

14 responses





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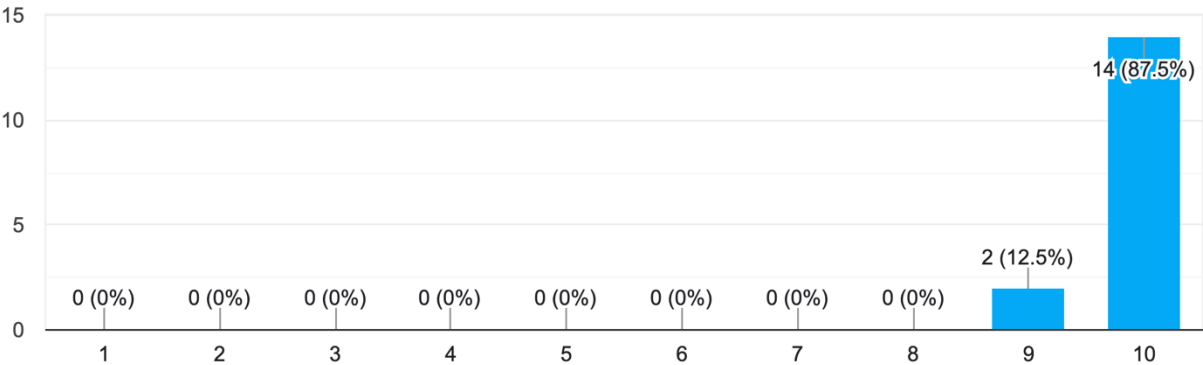
3.3. Training pilot (Palermo, Italy)





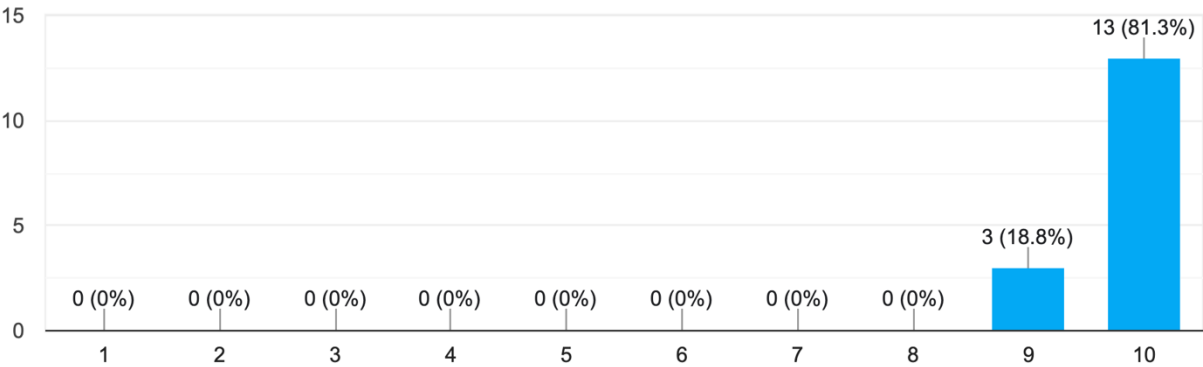
How would you rate the training venue?

16 responses



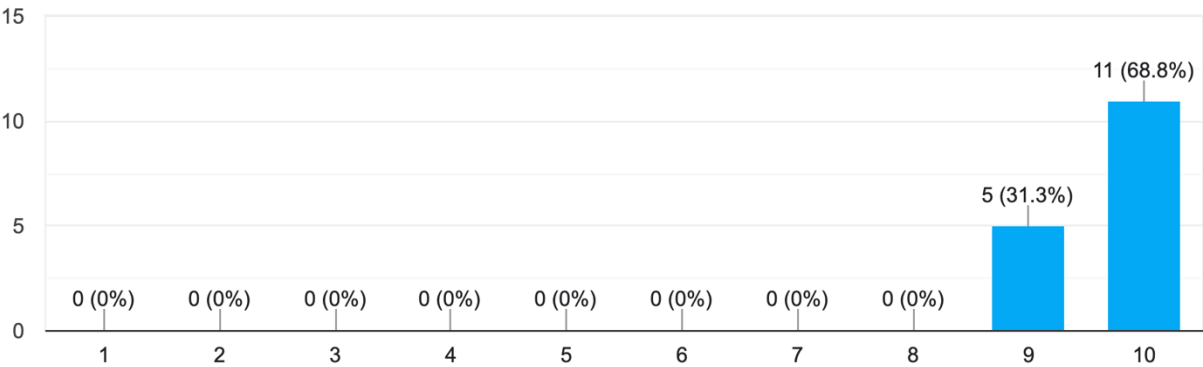
How would you rate the training agenda?

16 responses



How would you rate the training content?

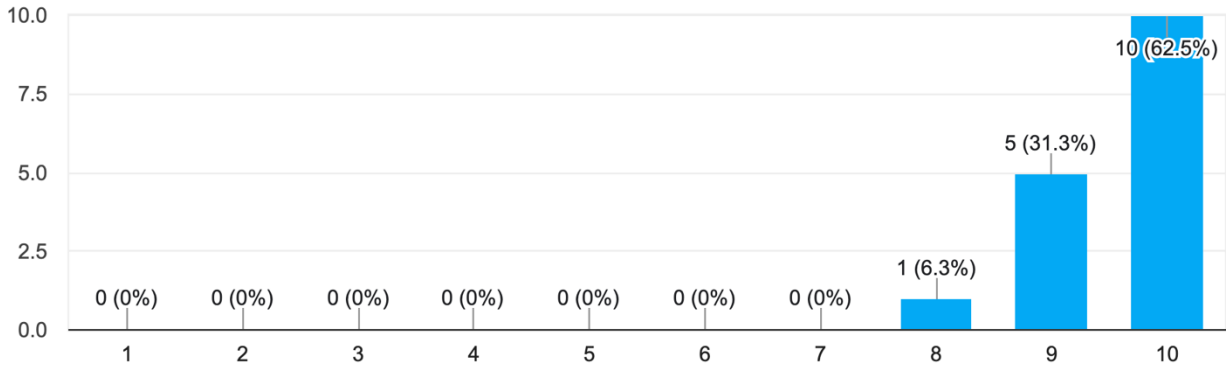
16 responses





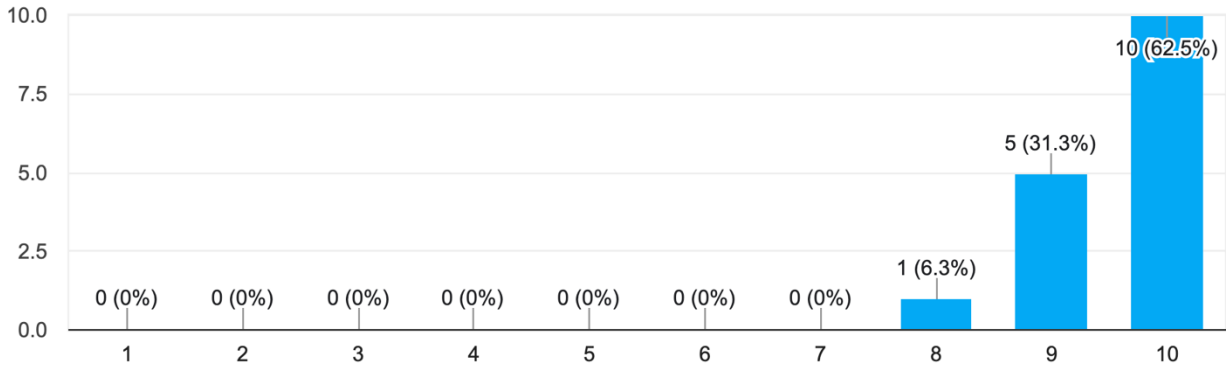
How would you rate the use of train-storming sessions?

16 responses



How would you rate the use of the training portfolio?

16 responses





4. Reporting on necessary adjustments

Following the evaluations, MUHEC coordinated the consortium with emphasis on the following points:

- Successfully completing the number of local training pilots for each PCI.
- Reaching the number of trained and re-trained individuals across all PCIs.
- Ensuring the effective use of SCATE.
- Providing all necessary content and supporting resources.
- Supporting PCIs in delivering and evaluating re-training pilots, including monitoring and evaluation.