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authors
Maria Elli Doufexi Kaplani

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Contributors

NAME	ORGANISATION
NAME ONE HERE	ORGANISATION 1
NAME TWO HERE	ORGANISATION 2
NAME THREE HERE	ORGANISATION 3

Peer Reviews

NAME	ORGANISATION
Heike Menzel-Koetz	GEMEINSAM GEGEN MENSCHENHANDEL E.V.
Max Hausner	HOCHSCHULE FUR DEN OFFENTLICHEN DIENST IN BAYERN
Asimina Gkontolia	Simulation Exercise Expert (KEMEA)
Antonia Pothoulaki	KEMEA

Revision History

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1 Executive Summary

The project ERADICATING - Enhancing pRevention AnD multi-agenCy cooperAtion against TraffickING is a 2-year European project, funded by the ISF-Police Action Grant, implemented in Greece, Germany and Bulgaria with the joint efforts of one RTO, three Law Enforcement Agencies (LEAs) and three NGOs. ERADICATING aims to increase the capacity of LEAs and service providers to enhance prevention and early identification mechanisms in place, with a focus on trafficking for sexual and labour exploitation. In the long run, the project aspires to eradicate the established and dangerous culture of impunity that persists and contributes to the thriving of the trafficking industry. Following a human right and gender-based approach, the project aims to:

1. Support capacity-building efforts to combat and prevent the crime of Trafficking in human beings through enhancing the skills of LEAs, prosecutorial offices, labour inspectorates, financial investigation units, NGOs and social service providers in the investigation and prosecution of people involved in Trafficking.
2. Strengthen cross-border joint ventures within the EU, between LEAs and other competent Authorities and facilitate the exchange of information within the EU and between law enforcement Authorities and other competent organisations, other relevant EU bodies as well as with third countries and international organizations.

The present document focuses on the evaluation of several activities under WP3, WP4 and WP5.

2 Introduction

ERADICATING aims to fully exploit the developed outcomes and enhance the project's footprint. Through the evaluation of core project activities, the consortium will adapt the project results and optimise the impact towards the direct and indirect beneficiaries. Different evaluation methods will support the provision of more holistic results in terms of the needed adaptations and will help draw a clear image of the aspects that impacted the project participants.

As prescribed in the GA, the simulation exercise, the Train of Trainer seminars, the Transferability Workshops and the dissemination actions will be subjected to qualitative and quantitative evaluation, in order for the Consortium to gather stakeholders' views, feedback and proposals for the future exploitation of the project's results and to further enhance the ERADICATING Footprint.

In this vein, the present report encapsulates the methodological framework for the evaluation of core project activities, i.e. the training (WP3), the multidisciplinary



interagency cooperation (WP4) and the general impact of the project on the public (WP5). It further sets the evaluation methods to be implemented, the parameters and indicators to be taken into consideration as the main criteria that need to be met, and the evaluation tools to be used during this procedure.

Evaluation is a continuous process which will help the monitoring and assessment of the project outputs and results. The essential purposes of evaluation are to use the information to improve the activities while they are running, to draw out the value of what has been learnt. The rationale identified early in the evaluation process and the interests of key stakeholders should help to guide the use of the evaluation findings. The results of the evaluation can be used to show the effectiveness of an activity, identify ways to improve, modify planning and demonstrate accountability. There are four common evaluation methods, each of which offers different evaluation relevance and validity.

Survey type	Advantages	Disadvantages	Data Capture
Questionnaire	<ul style="list-style-type: none"> • Can be quick and cheap If online • Anonymity 	<ul style="list-style-type: none"> • Data quality can be poor • Complexity and wording of the questionnaire must take into consideration the target group and its weaknesses • Low response if paper-bases • Social desirability bias 	<ul style="list-style-type: none"> • Instant if electronic • Accuracy and consistency can be issues
Face to face interview	<ul style="list-style-type: none"> • Rich and revealing • Good response rate • Can use visual supports 	<ul style="list-style-type: none"> • Needs some training • Consistency if there are multiple interviewers • Anonymity 	<ul style="list-style-type: none"> • Audio transcription costly and time consuming • Electronic analysis in its infancy
Oral interview	<ul style="list-style-type: none"> • Rich and revealing • Good response rate • Can use visual supports if sent prior to interview • VOIP/Skype excellent 	<ul style="list-style-type: none"> • Needs some training • Consistency if there are multiple interviewers • Calls to mobiles expensive • Language barrier 	<ul style="list-style-type: none"> • Can use simultaneous typing if available otherwise audio transcription costly and time consuming

		<ul style="list-style-type: none"> • Time-consuming process 	
Focus group	<ul style="list-style-type: none"> • Good for consensus-building • Supportive of shy respondents 	<ul style="list-style-type: none"> • Needs trained facilitator and careful orchestration • Specific participants may feel fear and be reluctant to talk openly in the presence of others 	<ul style="list-style-type: none"> • Can use audio or video capture • Second evaluator to note is easier

3 Items to be evaluated and evaluation methods

The evaluation of the project tasks will be twofold and adapted to the context of each activity. Explicitly, the tasks presented hereunder will be evaluated in terms of context and logistical/general aspects. The methods to be used will be mainly quantitative, with additional qualitative interviews and/or informal evaluation activities. The tools provided in the chapter 5 will serve to guide the participating organisations in the evaluation procedures. Tool I will be used for the evaluation of the general/logistic aspects of the described events, whilst Tools II-VIII will be used in a complementary way, in order to gather more information on the impact achieved.

3.1 Task 3.3 ERADICATING Footprint: Simulation Implementation

The implementation of the simulation exercise pertains to a 5-day training, which will focus, amongst others, on plenary work, the definition of the exercise contents, the implementation of the exercise and group work. The training will be conducted with the participation of relevant stakeholders, including law enforcement agencies, prosecutorial offices, labour inspectorates, financial investigation units, NGOs, and social service providers.

The evaluation of this task will be indissolubly connected to Task 3.4 ERADICATING Footprint Evaluation and validation and Deliverable 3.3 Report on the Simulation Exercise (including evaluation and further recommendations). The report will summarise



the impact of the exercise on the participants and the effectiveness of the produced educational material, including feedback for further enhancements.

As mentioned before, [Tool I](#) will be deployed to evaluate the interest of the participants, their satisfaction in terms of knowledge acquired, duration, location, participation and engagement, as well as the strengths/potential improvements of the stimulation exercise and the ways participants may change their practice in the future, upon the completion of the exercise.

At the same time, the questionnaire encompassed in [Tool II](#) will measure the impact the exercise in the acquired knowledge of the participants, on core thematises of the training. Although a list of statements is included in the mentioned questionnaire, additional topics will be included upon the finalisation of the simulation exercise programme. The questions included in Tool I and Tool II may be combined under one undivided questionnaire that will be distributed to the exercise participants.

Two additional interviews will be conducted with two trainers. The interviews may be implemented by administration officers of the responsible partner or by the Simulation Exercise Leader, in order to get the trainers' feedback, in terms of the content, the interaction with the participants, the engagement and interest expressed. [Tool III](#) may serve as the guidelines for the implementation of the interviews.

An informal evaluation activity, as illustrated in [Tool IV](#), is recommended to be implemented during the 5-days training. The first part of the activity (beginning of the first day) aims to gather information on the participants' expectations. This data can work additionally to the quantitative questionnaires that will be distributed upon the completion of the simulation exercise. The second part of the proposed activity aims to gather preliminary data about the participants' learning experience.

3.2 Task 4.2 Transnational exchange of knowledge/expertise and good practices

This task pertains to the implementation of three virtual train of trainers (ToT) sessions and two transferability workshops per country.

The ToT seminars will strive to enhance the participants' skills based on the adult education methodology as well as their preparation for the coordination of the Transferability Workshops. On the other hand, the transferability workshops (1 physical, 1 virtual) will aim to transfer the knowledge on the protection of the victims of trafficking, the exchange of best practices, and the promotion of regional networking and cross-border work issues.

Both events will be evaluated in terms of logistics/general aspects, including, as mentioned before, the interest of the participants, their satisfaction in terms of knowledge acquired, duration, location, participation and engagement, as well as the





strengths/potential improvements of the stimulation exercise and the ways they may change their practice in the future, after participating in the events ([Tool I](#)).

The evaluation of the Train of Trainers seminars will further include an informal evaluation activity ([Tool VI](#)) to gather preliminary data on the participants' experience. These qualitative data will be enriched by the skills development evaluation questionnaire, provided in [Tool V](#), which will be used to assess whether ToT participants feel more confident and prepared for the Transferability Workshops and whether they need more support by the responsible organisation in each partner country.

3.3 Task 4.3 Awareness raising among interested parties on due diligence

In the context of this task, sessions (virtual and if possible physical) will take place in each country and experts on the issue will be invited to participate and share their knowledge with private companies and/or the wider public/consumers.

The general aspects of the activities will be quantitatively evaluated, with the use of [Tool I](#). The results of the evaluation will be summarised in the National Reports and the Transnational Comparative Report (D4.4), along with other qualitative and quantitative data as foreseen in the GA.

3.4 The general impact of the project to the public (WP5)

Although the impact of the project will be determined by the outreach of the entire set of activities foreseen as per GA, specific evaluation methods will be applied to several activities under Work Package 5, in order to specifically measure the impact of the relevant activities to the public. In this scope, evaluation will be applied to Task 5.3, which addresses the public and not specific target groups. Nonetheless, evaluation shall also be applied to the ERADICATING Final Conference, which although addresses more specific target groups, one of its ultimate objectives is the sensitisation of the public.

Thus, the tasks under evaluation will be the following:

1. Task 5.3. ERADICATING Website and Social Media presence: the mentioned website is prescribed to be constantly updated with materials deriving or connected to the outputs of the project, while it will host a blog, in the context of which stakeholders will have the opportunity to contribute their ideas, proposals and be involved in fruitful discussions.
2. Task 5.5. ERADICATING Events – Final Conference: it will be implemented in Greece in the last month of project implementation, aiming to inform LEAs and other services related to preventing and combating THB and CSE in the direction of strengthening cross-sectoral cooperation, as well as to raise the awareness of the general public. The 2-day event will include a Closed Public Policy Laboratory with the participation of representatives of co-competent Authorities, Services and Civil Society.



The website and social media presence will be evaluated on the basis of the dissemination plan, drafted in the context of WP5. At the same time, the coordinator will interview the WP leader, in order to receive their feedback on the outputs outreach, the participation of the consortium partners and the media identified to have the greatest impact. The WP leader will also be able to provide information on the highlights of the project's online presence. A relevant guide can be found in [Tool VIII](#).

The Final Conference will be quantitatively evaluated, with the exploitation of [Tool I](#).

4 Parameters and Indicators

The parameters and indicators for each activity are qualitative and quantitative. The Key Performance Indicators presented in the following table can have led the drafting of the present framework and the development of the relevant tools. When available, the indicators were taken from the Grant Agreement and/or the project proposal. When distributing the provided questionnaires, partners will strive for the majority of the events' participants to provide feedback, while the majority of the responses should be positive.

Date	Type of activity	Type of indicator	Target group	Key Performance Indicators (KPI)
M15	Simulation exercise	Qualitative	Event participants & trainers	<ul style="list-style-type: none"> At least 80% of survey respondents evaluate the event logistics positively At least 80% of survey respondents evaluate positively the impact of the exercise Trainers provide positive feedback
		Quantitative		<ul style="list-style-type: none"> 60 professionals to participate At least 85% of the exercise participants respond to the evaluation questionnaires At least one interview with two trainers is implemented
M17	3 Virtual ToT seminars	Qualitative	Seminars participants	<ul style="list-style-type: none"> At least 75% of survey respondents evaluate the events' logistics positively (per seminar) At least 75% of survey respondents evaluate positively the skills developed (per seminar)
		Quantitative		<ul style="list-style-type: none"> At least 85% of the workshop participants respond to the evaluation questionnaires 3 seminars implemented (1/country)
M23	6 transferability workshops	Qualitative	Workshop participants	<ul style="list-style-type: none"> At least 80% of survey respondents evaluate the events' logistics positively (per workshop) At least 80% of survey respondents evaluate positively the knowledge acquired (per workshop)
		Quantitative		<ul style="list-style-type: none"> Six workshops are implemented (2/country) 80 professionals to participate

Date	Type of activity	Type of indicator	Target group	Key Performance Indicators (KPI)
				<ul style="list-style-type: none"> At least 85% of the participants of each workshop respond to the evaluation questionnaires
M24	Exchange sessions	Qualitative	Sessions' participants	<ul style="list-style-type: none"> At least 75% of survey respondents evaluate the events' logistics positively (per session) At least 75% of survey respondents evaluate positively the knowledge exchange (per session)
		Quantitative		<ul style="list-style-type: none"> 3 sessions implemented At least 85% of the sessions' participants respond to the evaluation questionnaires
M24	Website and social media	Qualitative	As prescribed in the dissemination plan & WP leader	<ul style="list-style-type: none"> As prescribed in the dissemination plan The WP leader evaluates the project outreach positively
		Quantitative		<ul style="list-style-type: none"> As prescribed in the dissemination plan 1 interview with the WP leader on the fulfilment of the set objectives, by the coordinator
M24	2-day Final Conference	Qualitative	Event participants	<ul style="list-style-type: none"> At least 75% of survey respondents evaluate the events' logistics positively At least 75% of survey respondents evaluate positively the knowledge exchange/knowledge acquired
		Quantitative		<ul style="list-style-type: none"> 60 participants per day At least 85% of the participants respond to the evaluation questionnaires

5 Evaluation tools

5.1 Tool I: Event general evaluation questionnaire

To be filled in by the participants of the simulation exercise, the ToT seminars, the awareness raising sessions of due diligence and the final conference. The questionnaire is to be distributed by the partners' representatives at the event in the form of hard copies, or online upon the implementation of each event. Nonetheless, it is highly suggested that time is allocated at the end of each event (approx. 10') for participants to fill in printed evaluation questionnaires, in order for partners to achieve an 85% rate of responses. Alternatively, the questionnaire can be distributed online via a QR code during the allocated time. In this case, partners shall follow the following steps and provide relevant instructions to the event participants, providing the QR code in a place, where they can easily scan it:



1. Develop an online questionnaire and copy the survey link.
2. Test and select an optimal QR code generator to paste survey link.
3. Create the QR code.

Name of event (info day / final conference):	Fill in the name of the event
Date and location (city, country) of event:	

PLEASE INDICATE YOUR LEVEL OF AGREEMENT WITH THE STATEMENTS LISTED BELOW

(From 1 – Strongly disagree to 5 - Strongly agree):

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1. I am interested in similar topics and I am also attending other events on the same issue.					
2. The topics of the event were interesting and relevant for me.					
3. The event met my expectations.					
4. During the event, I learned things I didn't know so far.					
5. The event was well-prepared and very informative.					
6. The duration of the event was adequate.					
7. The speakers knew what they were talking about and presented their topic in a clear and understandable way.					
8. During the event I had the chance to express my opinion and exchange views with different people.					



9. I would join in future also similar events.					
10. The event location (/online space) was nice, appropriate (/friendly/easy to use) and met my expectations.					
11. I will actively contribute to the dissemination of the project results (e.g. through postings on social network, media publications, discussion with friends / family / colleagues, etc.).					

12. Please identify what you consider to be the strengths of the event.

13. Please identify area(s) where you think the event could be improved.

14. How do you hope to change your practice as a result of this event?

15. Please share any other comments:

THANK YOU FOR YOUR CONTRIBUTION!

5.2 Tool II: Simulation exercise - content evaluation questionnaire

To be filled in by the participants of the simulation exercise. The questionnaire is to be distributed by the partners' representatives at the event in the form of hard copies, or online upon the implementation of each event. Nonetheless, it is highly suggested that time is allocated at the end of each event (approx. 10') for participants to fill in printed evaluation questionnaires, in order for partners to achieve an 85% rate of responses. Alternatively, the questionnaire can be distributed online via a QR code during the allocated time. In this case, partners shall follow the following steps and provide relevant instructions to the event participants, providing the QR code in a place, where they can easily scan it:

1. Develop an online questionnaire and copy the survey link.
2. Test and select an optimal QR code generator to paste survey link.





3. Create the QR code.

Name of event (info day / final conference):	Simulation exercise
Date and location (city, country) of event:	

PLEASE INDICATE YOUR LEVEL OF AGREEMENT WITH THE STATEMENTS LISTED BELOW

(From 1 – Strongly disagree to 5 - Strongly agree):

Upon the completion of the exercise, I know...	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
...					
...the different forms of THB					
...the principles of a gender-sensitive approach					
...groups vulnerable to THB					
...the principles of a victim-centred approach					
...best practices on handling THB cases					
...how to protect the victims' well-being					
...the operating procedures for the exchange of information					
...core indicators for the identification of presumed and potential THB victims					
...the core principles of a child-centred approach					
...good practices to implement when interviewing a presumed victim					
...core aspects that need to be covered during the interview of the offender					





...organisations that can support the psychosocial and emotional recovery of the victims					
...ways to initiate international cooperation					
...					

- Please, share a good practice that you plan to implement in your everyday work, upon the completion of the exercise.
- Please, share some of the principles of the approaches discussed, that you feel ready to implement.
- Please, share some of the practical information provided and skills developed you aim to exercise in your everyday work, upon the completion of the training.
- Do you feel that there should be more information provided on a specific matter, in order for you to be more comfortable to contribute to the prevention, tackling and handling of THB cases?

THANK YOU FOR YOUR CONTRIBUTION!

Kindly note that the content of the present questionnaire will be enhanced, upon the finalisation of the 5-days training programme.

5.3 Tool III: Simulation exercise – interviews with the trainers

Upon the completion of the simulation exercise, at least two interviews will be implemented with two of the trainers, by the administrative team. The interviews will strive to receive the trainers' feedback on different aspects of the simulation exercise and the interaction amongst participants. The interviews may be implemented up to one week upon the organisation of the exercise.

Interview guide:

1. What is your overall feeling of the simulation implementation?
2. Which parts of the training did you find to be more well-received?



3. Was there any term/notion that participants did not find easy to understand?
4. Was there a case study that added more to the discussion? Which were the case aspects that initiated the dialogue?
5. Which aspects of the simulation do you feel that supported participation and cooperation between the group members?
6. Did you find that all topics were adequately covered?
7. How did you find that the integration of cases helped the training procedure and the development of skills?
8. Which do you think were the strongest points of the training?
9. What improvements would you recommend to better meet the participants' needs?

5.4 Tool IV: Simulation exercise – informal evaluation activities

Activity	Informal evaluation of the simulation exercise
Duration	25' in total (10' in the beginning of the training & 15' upon the completion of the 5-days workshop)
Materials	Post-it notes of four different colours
Instructions	<p><u>Beginning of the training event (10')</u> In the beginning of the first day of the workshop, the facilitator asks the participants to take a post-it note and answer to two of the questions presented hereunder regarding the upcoming 5-days experience. When finished, each participant will have to stand up and stick their post-it in a dedicated space. (5')</p> <p>Proposed questions: What thoughts do I come with? What special skills do I bring to the table? What is important to me over the days? What would I like to change? What is my personal goal for this 5-days experience? What am I willing to invest? The facilitator may read some of the post-it notes aloud. (5')</p> <p><u>Completion of the training event (15')</u> After the completion of the event, the facilitator distributes post-it notes of four different colours to the participants and asks them to answer to the following questions in the corresponded colour: Colour #1: What do I take away from this training? Colour #2: What did I learn? Colour #3: What am I most proud of? Colour #4: What would I change to make this training a more fruitful experience? The participants stick their notes in a dedicated space. (8') The facilitator may read some of the post-it notes aloud. (7')</p>



Retrieved information	The data gathered can be integrated in the training evaluation report and analysed respectively, as a form of participatory and informal evaluation of the training.
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5.5 Tool V: ToT seminars – skills development evaluation questionnaire

To be filled in by the participants of the Train of Trainers seminars. The questionnaire is to be distributed by the partners’ representatives online upon the implementation of each session.

Name of event (info day / final conference):	Train of Trainer Seminars
Date and location (city, country) of event:	

PLEASE INDICATE YOUR LEVEL OF AGREEMENT WITH THE STATEMENTS LISTED BELOW

(From 1 – Strongly disagree to 5 - Strongly agree):

Upon the completion of the seminar, I feel ...	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
...					
...more prepared for the transferability workshop that will be implemented at the end of the project					
...more prepared to communicate the best practices that I have learnt					
...more competent on how to transfer information on the protection of THB victims					
...more familiarised with the different adult education techniques					
...prepared to contribute to the enhancement of regional networking					
...more prepared to provide guidance to the					



Transferability Workshops participants					
...more confident to implement a Transferability Workshop					
...that I have the materials needed for the implementation of a Transferability Workshop					
...more confident in creating a plan for the implementation of a Transferability Workshop					
...					

- Please, briefly share the adult education techniques you would use for the implementation of a Transferability Workshop.
- Please, share some of the key points you would introduce in the agenda of such a Workshop.
- Please, share what kind of support you would require from [Name of Organisation] for the implementation of a Transferability Workshop.
- Are there any other resources you would find useful for the implementation of a Transferability Workshop?

THANK YOU FOR YOUR CONTRIBUTION!

Kindly note that the content of the present questionnaire will be enhanced, upon the finalisation of the ToT seminars programme.

5.6 Tool VI: ToT seminars – informal evaluation activity

Activity	Informal evaluation of the ToT seminars
Duration	15'
Materials	Online post-it notes, through ideaboardz



Instructions	At the end of the seminar, the facilitator shares an ideaboardz link with the participants and asks them to answer the following question, using the online post-it notes: <i>'What would I take in my suitcase from this seminar?'</i> . The participants have 5' to write down their answers, while they can 'endorse' other participants' answers by liking their comment. When everyone is done, the facilitator reads as many online post-its as possible and thank the participants for their time, effort and ideas.
Retrieved information	The data gathered can be integrated in the training evaluation report and analysed respectively, as a form of participatory and informal evaluation of the seminars.

5.7 Tool VII: Transferability workshops – knowledge acquired evaluation questionnaire

To be filled in by the participants of the Transferability Workshops. The questionnaire is to be distributed by the facilitator online upon the implementation of the workshop. Nonetheless, it is highly suggested that time is allocated at the end of each event (approx. 10') for participants to fill in printed evaluation questionnaires, in order for partners to achieve an 85% rate of responses. Alternatively, the questionnaire can be distributed online via a QR code during the allocated time. In this case, partners shall follow the following steps and provide relevant instructions to the event participants, providing the QR code in a place, where they can easily scan it:

1. Develop an online questionnaire and copy the survey link.
2. Test and select an optimal QR code generator to paste survey link.
3. Create the QR code.

Name of event (info day / final conference):	Transferability Workshops
Date and location (city, country) of event:	

PLEASE INDICATE YOUR LEVEL OF AGREEMENT WITH THE STATEMENTS LISTED BELOW

(From 1 – Strongly disagree to 5 - Strongly agree):



Upon the completion of the workshop, I know more about ...	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
...					
...the protection of THB victims					
...good practices for conducting interviews with victims					
...victim-centred approach					
...the national legal framework on the protection of victims					
...ways to empower victims to make informed decisions					
...ways to cooperate with other professionals for the protection of victims					
...which information can be shared with other professionals					
...the trauma suffered by the victims					
...organisations that provide support to the victims					
...					

- Please, briefly share which of the information provided you find most useful for your work.
- Please, share what other topics you would like to see covered in the Transferability Workshop.
- Are there any resources you would find useful?

THANK YOU FOR YOUR CONTRIBUTION!





Kindly note that the content of the present questionnaire will be enhanced, upon the finalisation of the Transferability Workshops programme.

5.8 Tool VIII: Website & social media outreach evaluation – interview with the WP 5 leader

During the last month of the project implementation, the project coordinator shall organise an interview with the Work Package 5 Leader, in order to gather more information about the impact and outreach of the website, blog and social media presence. The interview will serve as an additional evaluation method, complementing the methods set in the corresponding dissemination and evaluation plan, drafted under WP5.

Interview structure:

1. How would you evaluate the overview outreach of the online materials distributed through the channels exploited?
2. What kind of materials seemed to have the widest outreach?
3. How would you evaluate the engagement and interaction in the blog?
4. Were any adaptations made in the blog throughout the duration of the project that supported the enhancement of opinion and experience exchange?
5. How would you evaluate the participation of the Consortium Partners in the development of dissemination material and the communication of the project outputs?
6. Are there any improvements that the Consortium made throughout the project duration to ameliorate the project outreach? If yes, did they support the reach of a wider audience? If not, would any improvements support this cause?
7. Which social media had the greatest impact?
8. Could you share some of the highlights of the project's online presence?

