SONAR Training Program – Piloting Report

NATIONAL PILOT REPORT – [Germany]

1. Introduction

The first challenge faced by FHM was finding a suitable lecturer to deliver the course.

After several inquiries, a qualified sign language lecturer was found at the University of Bielefeld. She was contacted and invited to an in-person interview at the FHM campus in Bielefeld.

After agreeing on contract the course's start and end dates, the contract was signed several days later with the lecturer Valentina Freidenberger, officially establishing the working relationship between her and FHM.

Subsequently, the FHM team launched an open call through the university's email database for staff in Bielefeld and other campuses to invite them to participate in the course.

During this outreach process, the objectives of the project and the reason why the university was offering the course were explained to several interested parties.

After a few meetings with different university professors, an alliance was formed with the FHM Psychology Department , which showed great interest in offering the course within regular educational programs . The students accepted the invitation and participated in the course.

As the participants—both students and staff from different FHM campuses—live in various parts of Germany, it was decided to offer the course online, allowing everyone interested to take part.

With all conditions set for the course to begin, the first session took place on Thursday, February 6, and the course concluded on March 27.

The course was held once a week. Almost all sessions were four hours long, except for the first one, which lasted two hours. In total, 30 hours of instruction were provided.

The total number of registered participants was 21.

Both the project coordinator, Manfred Leisenberg, and the research assistant,

Tomas Lengemann, participated in the course sessions.

Among the trainers who took part in the course were Lara Zurheide, Andrea Grünig, and Katherine Bruns.

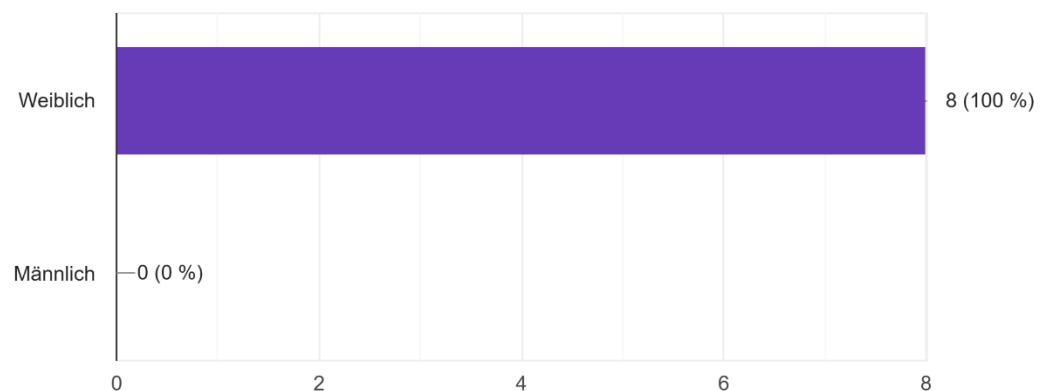2. **General participants' information**

The results of the survey conducted by the FHM team among the participants reveal some clear trends, although it is worth noting that not all participants responded to the survey.

However, there are some clear takeaways:

- The overwhelming majority of participants were women. Based on both classroom participation and survey responses, it can be assumed that this topic generates more interest among women than among men.

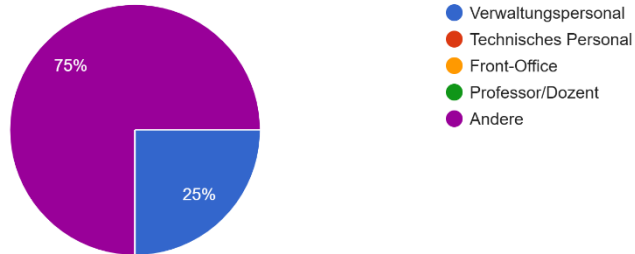1. Allgemeine Informationen: Geschlecht
8 Antworten

- Although there was significant participation from FHM staff—around 30% of all participants—the course saw greater attendance from students and external participants.
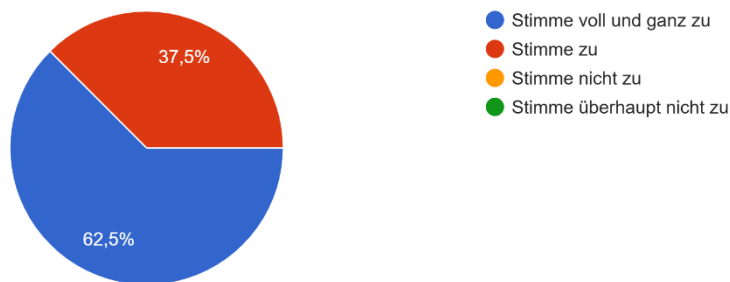
B) Rolle an der Universität:

8 Antworten

- Verwaltungspersonal
- Technisches Personal
- Front-Office
- Professor/Dozent
- Andere

75%

25%

- All participants strongly agreed that the choice of topics for the course was appropriate.

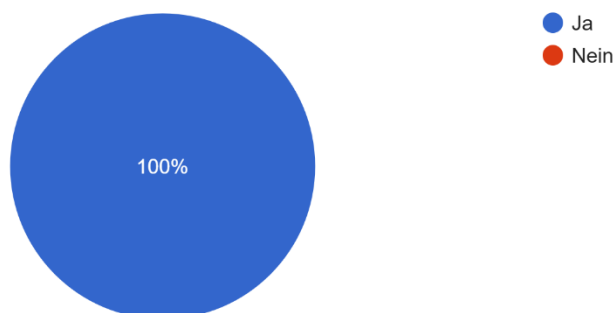2. Bewertung des Schulungskurses/Moduls/Themas. Der Schulungskurs/das Modul/das Thema wurde angemessen ausgewählt.

8 Antworten

- Stimme voll und ganz zu
- Stimme zu
- Stimme nicht zu
- Stimme überhaupt nicht zu

37,5%

62,5%

- All participants agreed that the course content was appropriate.

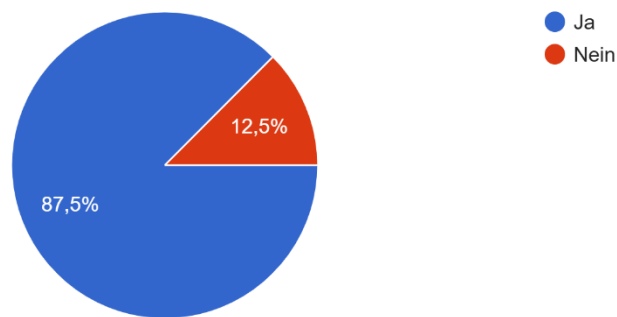Ist der Inhalt des Schulungskurses angemessen?

8 Antworten

- Ja
- Nein

100%

- Almost 88% of the participants believe that the content is relevant to workplace situations.

Sind Sie mit der Relevanz der Schulungsinhalte für reale Arbeitssituationen zufrieden?
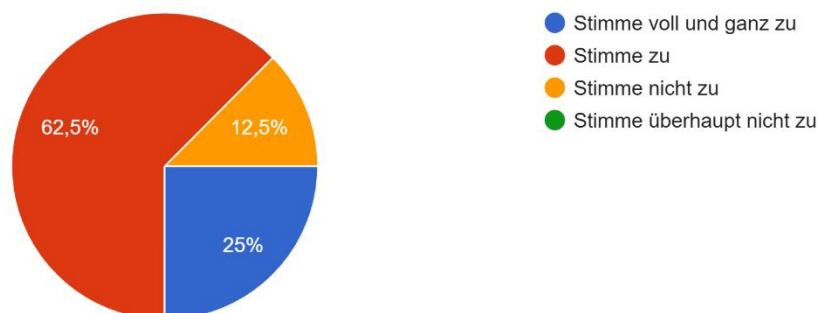8 Antworten

- Ja
- Nein

87,5% 12,5%

- 88% believe that the course is applicable to real-life situations.

Der Schulungskurs ist in der Praxis umsetzbar.
8 Antworten

- Stimme voll und ganz zu
- Stimme zu
- Stimme nicht zu
- Stimme überhaupt nicht zu

62,5% 12,5% 25%
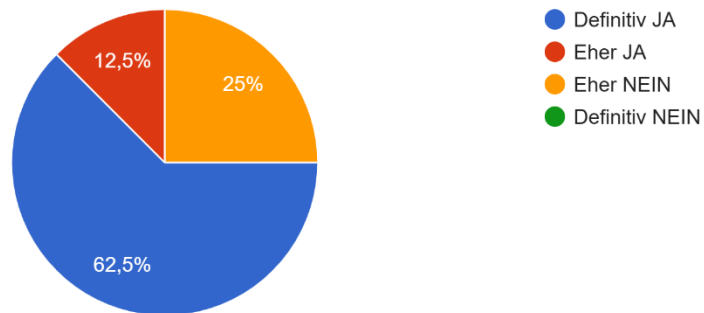
- 75% of the participants would encourage their teams or professionals from other institutions to apply what they learned in the course to workplace situations.

Würden Sie anderen Institutionen/Kollegen empfehlen, sich mit dem Schulungskurs vertraut zu machen und ihn in ihrer Praxis zu nutzen?
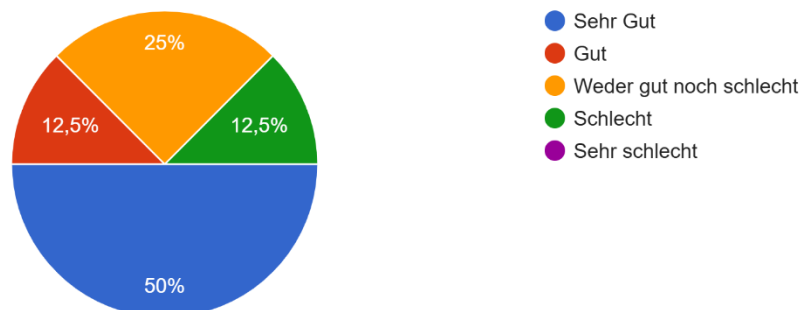8 Antworten

Legend:
- Definitiv JA
- Eher JA
- Eher NEIN
- Definitiv NEIN

Pie chart values: 62,5%, 12,5%, 25%

- 65% of the participants felt they were well informed before the first session of the course took place.

3. Bewertung der Schulungssitzung Bitte bewerten Sie die folgenden Aspekte der Veranstaltung auf einer Skala von 1 bis 5, wobei 1 „nicht gut" und 5 „s...gut" ist. 1. Vorabinformationen zur Veranstaltung
8 Antworten
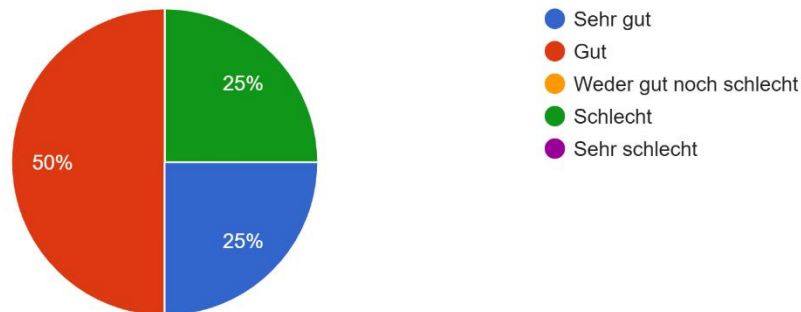
Legend:
- Sehr Gut
- Gut
- Weder gut noch schlecht
- Schlecht
- Sehr schlecht

Pie chart values: 25%, 12,5%, 12,5%, 50%

- 75% of the participants believe that the tools provided on the online platform were appropriate for conducting the course.

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2. Veranstaltungsraum / Online-Plattform

8 Antworten

Legend:
- Sehr gut
- Gut
- Weder gut noch schlecht
- Schlecht
- Sehr schlecht
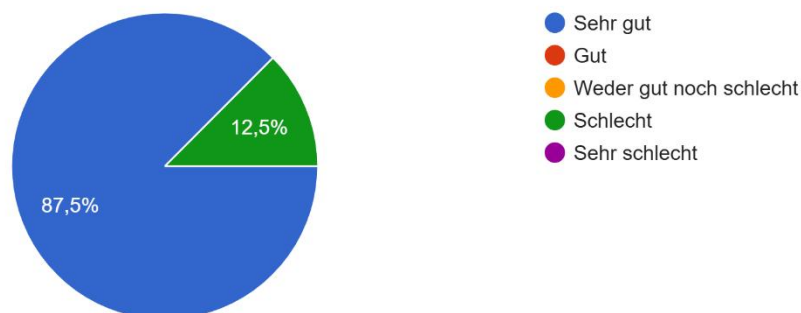
- More than 87% of the participants are satisfied with the support they received for their registration in the course.

3. Unterstützung bei der Anmeldung
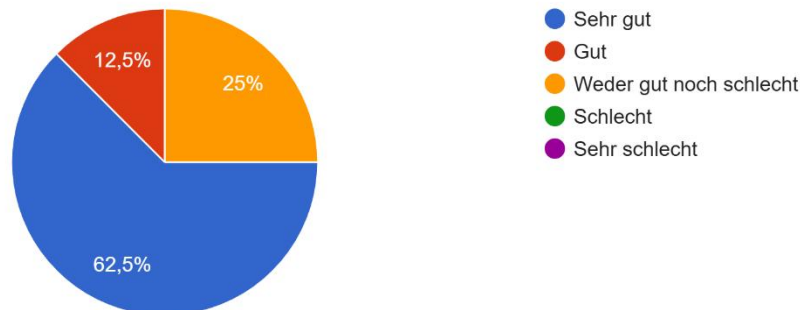
8 Antworten

Legend:
- Sehr gut
- Gut
- Weder gut noch schlecht
- Schlecht
- Sehr schlecht

- 100% of the participants agreed that the learning material provided during the course was excellent or, at the very least, good enough to be used.
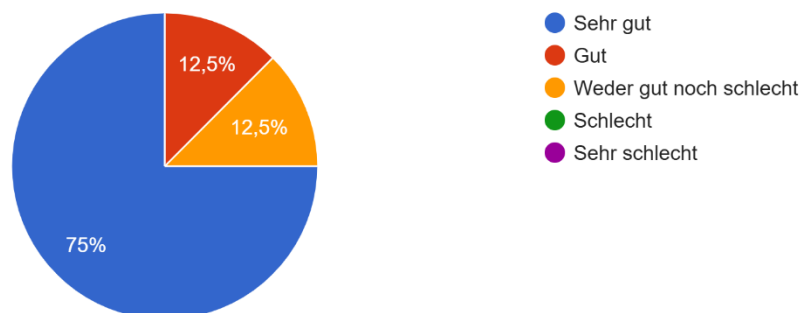
4. Bereitgestellte Materialien

8 Antworten

Legend:
- Sehr gut
- Gut
- Weder gut noch schlecht
- Schlecht
- Sehr schlecht

Values: 12,5% · 25% · 62,5%

- Almost 88% of the participants consider the lecturer responsible for conducting the course to be competent and appropriate.
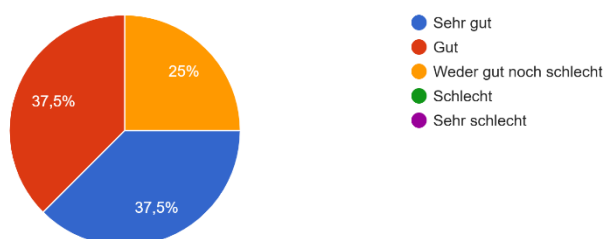
5. Qualität der Referenten

8 Antworten

Legend:
- Sehr gut
- Gut
- Weder gut noch schlecht
- Schlecht
- Sehr schlecht

Values: 12,5% · 12,5% · 75%

- The quality of the agenda presented in the course is very good or at least good enough not to be rated negatively. Everyone, to varying degrees, expressed satisfaction or found it acceptable.
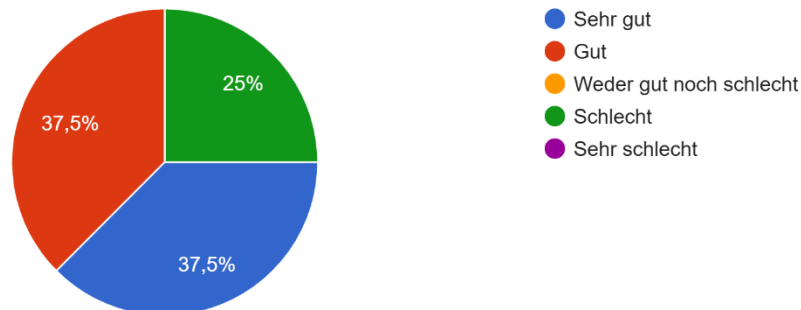
6. Qualität der gesamten Agenda

8 Antworten

Legend:
- Sehr gut
- Gut
- Weder gut noch schlecht
- Schlecht
- Sehr schlecht

Values: 37,5% · 25% · 37,5%

- 75% believe that the course met their expectations.

7. Hat die Veranstaltung Ihre Erwartungen erfüllt?
8 Antworten

- Sehr gut
- Gut
- Weder gut noch schlecht
- Schlecht
- Sehr schlecht

25%

37,5%

37,5%
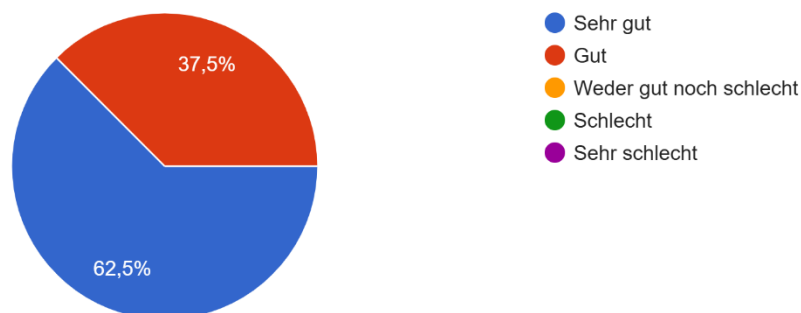
- The choice of topics received very positive feedback from all participants. None expressed disagreement.

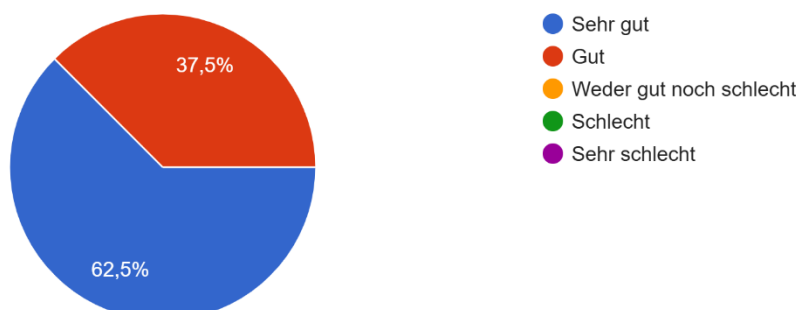## 8. Die behandelten Themen waren sehr interessant
8 Antworten

- Sehr gut
- Gut
- Weder gut noch schlecht
- Schlecht
- Sehr schlecht

37,5%

62,5%

- All participants agreed that the topics chosen for the course are useful to them.

9. Die behandelten Themen waren sehr nützlich

8 Antworten

- ● Sehr gut
- ● Gut
- ● Weder gut noch schlecht
- ● Schlecht
- ● Sehr schlecht

37,5%

62,5%

3. Evaluation of the training course/module

Q2.1: Present an overview of the participants' opinion about the adequacy of the training.

Participants were quite satisfied with the opportunity to take part in a sign language course. In fact, one of the most frequent comments in the survey, after the completion of the course, was whether there would be a second part of the course. Here is a comment regarding this:

> Hello 🙃 Ich wollte mal fragen, ob zufällig noch ein Folgekurs für die Gebärdensprache geplant ist oder so? Das hat voll Fun gemacht 🙃

Translation: *Hello I wanted to ask if there is a follow-up course planned for sign language or something? It was great fun*

Q2.2: Present an overview of the participants' opinion about the appropriateness using graphs. Comment the data presented.

Participants strongly agreed on how appropriate initiatives like this can be, although they also left comments suggesting that, in the future, the course should be offered at a time that does not overlap with class hours.

> Inhaltlich keine Verbesserung, lediglich keine Überschneidungen mit Vorlesungen, um an allen Schulungen teilnehmen zu können.

Translation: *No improvement in terms of content, just no overlaps with lectures in order to be able to take part in all courses.*

Q2.3: Present an overview of the participants' opinion about relevance of the content to the real work situations using graphs. Comment the data presented.

Although almost 90% of the participants believe that what they learned is applicable to real work situations if the opportunity arises, it is worth highlighting a suggestion for improvement from one of the participants. She believes that the course would have been even more beneficial if the number of staff or students at the university with hearing impairments had been higher.

> Das Thema ist sehr interessant, jedoch gibt es keine Gehörlosen Studierenden oder Mitarbeiter an der FHM. Daher wird es schwierig das Gelernte anzuwenden, bzw. zu üben.

Translation: The subject is very interesting, but there are no deaf students or staff at the FHM. It is therefore difficult to apply or practise what you have learned.

Q2.4: Present a summary of the recommendations for improvement.

The main recommendations were:

- Offer more class hours to further deepen sign language knowledge.
- Offer afternoon schedules to increase the chances that students and university staff can participate without the course overlapping with class times or working hours.
- Provide more audiovisual resources to explain the topics during the classes.
- Record the classes and make them available on the FHM's educational platform (Trainex) so that all students can access them.

Q2.5: Present an overview of the participants' opinion about the feasibility of the training course in the practice using graphs. Comment the data presented.

The vast majority of participants did not have any issues with the course being held online. In fact, most were quite satisfied, as shown by the graph shared earlier, since this format provided the opportunity to be part of the course despite not living in Bielefeld.
However, there is one comment to consider for future online courses of this type.

> Bei der Anzeige der Präsentation wurde der Bildschirmteil, auf dem die Lehrerin und die Gebärden zu sehen waren viel zu klein. Man konntre die Gebärden der Lehrerin schlecht erkennen.

Translation: *When the presentation was displayed, the part of the screen showing the teacher and the signs was much too small. It was difficult to recognize the teacher's gestures.*

Q2.6: Present an overview of the participants' opinion about their enthusiasm to recommend the trainings to other institutions or trainees using graphs. Comment the data presented.

The reception and support from the participants regarding the course were very high. In fact, one of the most frequent comments was that the university should offer the same course but with more hours and at a time when more students and administrative staff could participate.

Additionally, students requested more audiovisual resources when conducting a course of this type.

Wenn man mehr Zeit investiert also mehr Stunden hat und die Stunden auch so geplant sind, dass man zu diesen Zeiten kann und keine anderen wichtigen Vorlesungen/ Prüfungen oder dann in Bezug auf andere Institutionen trotz der Arbeit daran teilnehmen kann dann ja

Denn ich habe vieles gelernt und es hat mir auch Spaß gemacht aber wenn eine Institution solche Schulungen in Betracht zieht müssen mehr Sitzungen, die man auch wahrnehmen kann, vorhanden sein. Weiterhin braucht man mehr Videos und auch die richtigen Gebärden wie zb bei dem Fingeralphabet sollten immer hinter dem Wort auf den Folien sein

Translations:
1. If you invest more time, i.e. have more hours and the hours are also planned in such a way that you can attend at these times and no other important lectures/exams or then in relation to other institutions despite the work then yes.
2. Because I learned a lot and I also enjoyed it, but if an institution is considering such training courses, there need to be more sessions that you can attend. You also need more videos and the correct gestures, such as with the finger alphabet, should always be behind the word on the slides

4. **Evaluation of the training sessions**
   Present a summary of the training sessions participants' answers on each of the questions related to the workshop using graphs. Comment the data presented.

Participants' satisfaction with the course is quite high, and the graphs presented earlier in this report attest to this.

The structure, topics, agenda, and the quality of the lecturer who conducted the course were all evaluated very positively. Based on the statistics and the comments received in

class and in the survey, we can confidently say that the course was well received and generated a lot of interest, particularly among the university students.

However, it is worth mentioning that one of the most frequent opinions concerned the duration of the course, which limited the depth of sign language learning, and the morning schedule, which prevented greater participation from interested individuals.

Additionally, students requested more use of audiovisual resources during the classes, which should be taken into account for future online courses at the university.

Although the course's topic received positive evaluations from the majority, it would be beneficial to offer more examples related to workplace situations within the university in the next course, as the classes were more focused on everyday situations.