# Promoting Youth Employment in Remote Areas in Jordan / Job-Jo Project Number: 598428-EPP-1-2018-JO-EPPKA2-CBHE-JP Work Package 4 – Quality





Co-funded by the Erasmus+ Programme of the European Union

Evaluation Report of the

Leipzig Training sessions: 28<sup>th</sup> to 30<sup>th</sup> August 2019









#### Summary

1. Introduction	5
2. Training sessions	6
3. Training Evaluation Survey	6
3.1. Dissemination of the Survey and Respondents	6
3.2 Results	7
4. Conclusion	7
ANNEX 1: Attendance Sheets	8
ANNEX 2: Evaluation Survey1	3
ANNEX 3: Data discrimination1	8
DISCLAIMER	1





#### Tables

Table 1. Job-Jo Partners and Work Packages Coordination         5

#### Figures

Figure 1. Training Topics Synthesis7	
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#### 1. Introduction

This report concerns the training sessions that took place in Leipzig, between the 28<sup>th</sup> and the 30<sup>th</sup> of August, 2019.

The Job-Jo Project, under the name "Promoting youth employment in remote areas in Jordan / Job-Jo", and number 598428-EPP-1-2018-1-JO-EPPKA2-CBHE-JP, has an Erasmus + grant and is expected to be developed for 36 months (between 15 November 2018 and 14 November 2021). Its aim is to promote employment in Jordan poor remote areas. It proposes the (re)qualification of unemployed graduate young people, with a special focus on women. By itself, the project will set a network of stakeholders supported by the common goal of the promotion of employment. The Project visibility is locally maintained by the Business Service Network Bureau (BSNB, in five Jordan Universities) and reinforced by the Job-Jo Website. Organized in six Work Packages (Preparation, Development, Quality, Dissemination and Exploitation and Management), the Project Coordinator, Mutah University, has attributed their coordination to some of the partners (Table 1).

Co-beneficiary Institutions	Initials	City / Country	Work Package Coordination			
AL-HUSSEIN BIN TALAL UNIVERSITY	AHU	MA'AN / JO				
GREATER ALKARAK MUNICIPALITY	GKM	ALKARAK / JO				
HOCHSCHULE FUR TECHNIK WIRTSCHAFT UND KULTUR LEIPZIG	HTWKL	LEIPZIG / DE	Development (WP2)			
INSTITUTO SUPERIOR DE LEIRIA - ISLA LEIRIA	ISLA	LEIRIA / PT	Quality (WP4)			
Int@E UG	Int@E	LEIPZIG / DE				
JORDAN UNIVERSITY OF SCIENCE AND TECHNOLOGY	JUST	IRBID / JO	Networking, Start-up activities (WP2)			
MINISTRY OF PUBLIC WORKS AND HOUSING	MPWH	AMMAN / JO				
TAFILA TECHNICAL UNIVERSITY	TTU	TAFILA / JO				
UNIVERSITY OF CYPRUS	UC	NICOSIA / CY	Development (WP3) Co-leadership of WP4			
UNIVERSITY OF JORDAN	UJ	AMMAN / JO	Dissemination & Sustainability (WP5)			
Project Coordinator						
MUTAH UNIVERSITY LTD	MU	KARAK / JO	Management (WP6)			

Table 1. Job-Jo Partners and Work Packages Coordination





#### 2. Training sessions

The training sessions are an essential component of the Job-Jo project. The project contemplates two kinds of training: one for trainers and another for trainees. The final plan of the training sessions will be presented by UCY till the end of November. This final proposal depends on the needs identified by JUST (due in the end of September) but some topic areas are identified in the Project. The Leipzig training sessions topics are, nevertheless, in accordance to the ones briefly synthetized by JUST in the preceding meeting. All the attendance sheets are in ANNEX 1.

## 3. Training Evaluation Survey

The survey was specifically designed to this Project by the ISLA Quality Team (ANNEX 2). It aims to measure the first level of Kirkpatrick Model: reaction. In fact, the question to be answered by Kirkpatrick first level is "How do trainees react to the program, or better, what is the measure of customer satisfaction?" (Kirkpatrick & Kirkpatrick, 2005, p. 5). These main concerns guided the elaboration of 11 questions directed to the training contents and to the way they were transmitted by the trainer/speaker.

The same group of questions was answered to all the topics covered in Leipzig training sessions (Personal and communication skills, Job preparation and career development, Career center and Critical thinking) and we added a final question to evaluate the degree of satisfaction. The responses scale is between 1 (Totally disagree) and 4 (Totally agree) for the eleven main questions and between 0 (Not at all satisfied) to 8 (Totally satisfied) to the Global evaluation question. This training sessions included two visits and the relevance of this visits is measured in a 7 points scale, from 0 (Not at all relevant) to 6 (Extremely relevant).

#### 3.1. Dissemination of the Survey and Respondents

The survey was online (in Google Forms, see ANNEX 2) from the 30<sup>th</sup> of August to the 10<sup>th</sup> of September. Its link was sent to the Project Coordinator to be distributed to the training participants and a reminder was sent to everybody in the 2<sup>nd</sup> and 9<sup>th</sup> of September. In the 11<sup>th</sup> of September the survey was blocked and no more answers were recorded. There are 17 answers.





#### 3.2 Results

From our Global evaluation question ("All considered, how satisfied are you with this training session (28-30 of August 2019)?"), we can conclude that the training was perceived as very satisfying: M=7,00, SD=1,17.

Since the training sessions had four topics and two visits, the data collected is of some length and we decided to present here the synthesis (Figure 1) and make all the data available in the ANNEX 3.

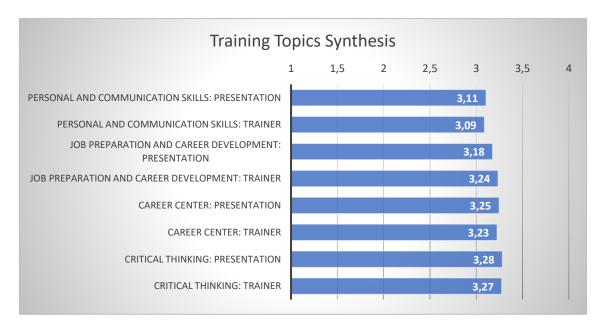


Figure 1. Training Topics Synthesis

As can be seen in Figure 1, the Critical Thinking presentation and trainer have the highest evaluation and the Personal and Communication Skills have the lowest. Still, it must be noted that all topics have an evaluation well above the mean of the response scale.

## 4. Conclusion

The data collected through the Evaluation Survey allow us to state that participants of the training sessions were satisfied with them. Also, the visits prepared by HTWK were considered relevant to the job-Jo project.





**ANNEX 1: Attendance Sheets** 





Attendance sheet         Place of Meeting: HTWK-Leipzig-German         Date: 28 August, 2019         No       Name of participant       Imail       Telephone       Signatures         1       Prof. Omer Nawaf Khaled Maaitah       Mutah University       Maaitah_noor@hotmail.com       00962796629922       Imail         2       Dr. Saif Enad Alnawayseh       Mutah University       Baye       Alsarayreh       Alsarayreh         3       Dr. Mohammad RJ Qudah       Mutah University       Baye       Alsarayreh       Alsarayreh         5       Dr. Mohammad Alqudah       Mutah University       Baye       Alsarayreh       Alsarayreh         6       Dr. Honoud Nousef Hmoud Mubydeen       Mutah University       Srayreh, 2xxx@rsh & box.com       HolzaPripits 2150       Mutah University         7       Dr. Hansam Nahar Ismail Almajail       Mutah University       Mutah University       Divisity of Saraireh       Alsarayreh	-	(0001		Jo-EPPKA2-CEHE-JP)		
Nie of Meeting, Hanning         Date: 28 August, 2019         No.       Name of participant       Institute of Participant       Email       Telephone       Signatures         1       Prof. Omer Nawaf Khaled Maaitah       Mutah University       Maaitah_noor@hotmail.com       00962796629922       Image: Signatures         2       Dr. Mohammad R. O. Al Majali       Mutah University       Maaitah_noor@hotmail.com       00962796629922       Image: Signatures         3       Dr. Sair Enad Alnawayseh       Mutah University       Ray:       AlSarayreh       Image: Signatures         4       Dr. Sair Enad Alnawayseh       Mutah University       Ray:       Image: Signatures       Image: Signatures         5       Dr. Mohammad Suleiman A. Q.       Mutah University       Srayreh_2www.ps. Loo:       H629775531531       Image: Signatures         6       Dr. Ali Omar Mohammad Alqudah       Mutah University			A	ttendance sheet		
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Date	: 29 August, 2019				
No.	Name of participant	Institute of Participant	Email	Telephone	Signatures
1	Prof. Omer Nawaf Khaled Maaitah	Mutah University	Maaitah noor@hotmail.com	00962796629922	( Ye
2	Dr. Mohammad R. O. Al Majali	Mutah University		0=96239636=70	1 45
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15	Dr Mohamed Ibraheem Al fraheed	Tafila Technical University	ALFRAHEED@664.	096277219953	6 5





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23     Ghaith Nayef Abdo ALNawaiseh     Ministry of Public Works and Housing       24     Prof. Fahmi Ahmed Abu Al-Rub     JUST       25     Dr. Kusai Marouf Taxfeeq Almuqbel     JUST       26     Dr. Hassan Mahmoud Ali Al-Zoubi     JUST	0
Ghath Nayer Abdo AL Nawaisen     Works and Housing       24     Prof. Fahmi Ahmed Abu Al-Rub     JUST       25     Dr. Kusai Marout Tawfeeq Almuqbel     JUST       26     Dr. Hassan Mahmoud Ali Al-Zoubi     JUST	
25 Dr. Kusai Marouf Tawfeeg Almuqbel JUST 26 Dr. Hassan Mahmoud Ali Al-Zoubi JUST haszowbi@juSt.edu.jp ac%27.882.02732 Jr.	
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28 Dr. Njoud Omar Khalaf Almaaitah Mutah University Wich maira ha mutah edu 35	27
29 Prof. Dr. Al-Ghanem HTWK Yourde. al. players @ HTWK-lapty. do Vis	2.50
30 Prof Klaus Hänßgen HTWK	f
31 Dr. Oleg Krikotov HTWK cleg. kriktly @ flwles/eipzig. de Kfu	e p
32 Maria Masold HTWK Michold Mt Q Marticon Mara	29
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34 Hanan Hassen US amelie forse@stud huk -lepzycle A.	1 feile

					30 Aug
			Attendance sheet		
Tit	e of Meeting: Training		Place of Meeting: HTWK-Lei	Daig Commence	
Dat	te: 30 August, 2019		B. TT WK LET	byR-OffmanA	
Dui					
No	p. Name of participant	Institute of	Email	Telephone	Signatures
1	Prof. Omor Naviof Khalad Mariha	Participant		,	Signatures
1	Prof. Omer Nawaf Khaled Maaitah Dr. Mohammad R. O. Al Majali	Mutah University	Maaitah_noor@hotmail.com	00962796629922	
3	Dr. Saif Enad Alnawayseh	Mutah University		+96279636=789	A.C.
4	Dr. Sameeh Abdulkareem Taleb	Mutah University			in
	AlSarayreh	Mutah University	Samech Sarapole y luco	-	A
5	Dr. Mohammad Suleiman A. Q. Saraireh	Mutah University	srayreh_2008 yhos .con	+962793531531	A
6	Dr. Ali Omar Mohammed Alqudah	Mutah University		.79551116511	t
7	Dr. Hmoud Yousef Hmoud Mubydeen	Mutah University	himo vie mulace decido imo	213/19-34	1111 Car
8	Dr. Majed Mahmoud Ibrahim Alsoub	Mutah University	Masid - such Of the sa	074960202	and a stand
9 Dr. Bassam Nahar Ismail Almajali	Mutah University		1/10/020	2	
10	Dr. Ahmed S.A. Al- Salaymeh	University of Jordan	Salaymeh@ju.edu.jo	0777644364	A
11 Dr. Majduleen Ali Sbaihat	Dr. Majduleen Ali Sbaihat	University of Jordan	m. shaihal@jn.edu.j		-1-
12	Dr. Rasha Hani Al- Beek	University of Jordan	2. Albuik (Wiv. edu. )	0796781052	Alight
13	Kholoud Hassouneh	University of Jordan	Kihassounched juiedu.jo	0798513470	- Dia
14	Prof. Mohammad Abdalraheem A. R. Almahasneh	Tafila Technical University			
15	Dr Mohamed Ibraheem Al fraheed	Tafila Technical University			





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					30 Aug
16	Dr. Malek Ahmed Matar Al-Edenat	Tafila Technical University			
17	Zubayda Riyad Abdallah Almadadha		unseide Madadha R	0799685224	C
18	Ghadeer Nawaf Khaled Alma'aitah	Greater Al Karak Municipality	Deadea mara, ban & gaho.	0797185002	· STE
19	Dr. Suleiman Ahmad Suleiman Al Khattab	Al Hussein Bin Talal University	tralkhaftab Itako com	077631204	
20	Dr. Ali Mohammad Ahmed El-Khalaifa	Al Hussein Bin Talal University		+962799233728	Lu
21	Dr. Hussien Hamed Ahmad Al-Talhoni	Al Hussein Bin Talal V University	hussein.h. calhoni @	9/14.50 - 5346 -	
22	Dr. Sahem Ibraheem Kayed Obaidat	JUST			
23	Ghaith Nayef Abdo ALNawaiseh	Ministry of Public Works and Housing			
24	Prof. Fahmi Ahmed Abu Al-Rub	JUST			
25	Dr. Kusai Marouf Tawfeeg Almugbel	JUST			
26	Dr. Hassan Mahmoud Ali Al-Zoubi	JUST has	zoubi@just.edu.jo	962788202732=	the
27	Saleh Ali Awwad Obesat	Greater Al Karak Municipality	0111110	som +9627956804	, and
28	Dr. Njoud Omar Khalaf Almaaitah	Mutah University	nion mainal a muta		Car
29	Prof. Dr. Al-Ghanem	HTWK 4772-773 Ye	aaroh . d. ghaneme	HTWK-LEipEir. 1	elesse
30	Prof. Klaus Hänßgen	HTWK 6263			
	Dr. Oleg Krikotov	HTWK 9	oleg Krikotov @ Hwk. kipig	. de	Kfry
	Maria Masold	HTWK	0		lat (
	Dr. 13 assam Aby Karaki	AHI) ab	uKaraki Cahu.edu	10+96279938	6646 Kopine
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	Riyadh Qachi		alson a 25@ holmilis		





**ANNEX 2: Evaluation Survey** 





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	Training Evaluation - Leipzig	
	Please answer some questions about the training sessions you assisted in Lepzig, between the zint and the 30th of August. Exclusions and wish has a sequente section and, in the end, we wind you to make an overall and and the sessions. The sessions are also also also also also also also also	
в	NEXT Page 1 of 7 This content is settler created for endowed by Google Report Abuse Terms of Service Google Forms	





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of the European Union								
	Training Ev	valuati	on - Leip	ozig				
	Thursday 29-08-2	019: Job P	reparation ar	nd Career	Development			
	Please think about the presentation/training session about Job Preparation and Career Development. Take it into consideration when answering the following questions.							
	Development. Take it into consideration when answering the following questions. Evaluation of the presentation/training session *							
	T	otally Disagree	Partially Agree	Agree	Totally Agree			
	The presentation/training subject is relevant to the Job Jo Project	0	0	0	0			
	The presentation/training topics covered were relevant to the subject	0	0	0	0			
	The documents/training material provided are useful	0	0	0	0			
	The audio-visual materials were effective	0	0	0	0			
	The presentation/training timing and duration are adequate	0	0	0	0			
	Evaluation of the	speaker/tra	iiner *					
	T	otally Disagree	Partially Agree	Agree	Totally Agree			
	The objectives of the presentation/training were clearly stated by the speaker/trainer	0	0	0	0			
	The speaker/trainer approached the subject matter in an organized and structured way	0	0	0	0			
	The speaker/trainer made a fluent and interesting presentation	0	0	0	0			
	The theory/practical connections were clearly stated and illustrated by the speaker/trainer	0	0	0	0			
	The speaker/trainer got my full attention, most of the time	0	0	0	0			
	There was enough interaction and opportunity to interact between the speaker/trainer and the trainees	0	0	0	0			
	BACK NEX	т	_		Page 3 of 7			

Training Evaluation - Leipzig

Please think about the presentation/training session about Career Center. Take it into consideration when answering the following questions. Evaluation of the presentation/training session \* Totally Disagree Partially Agree

0

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Agree

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Totally Agree

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Thursday 29-08-2019: Career Center

subject is relevant to the Job Jo Project

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Alietts ·

#### Evaluation of the speaker/trainer \*

	Totally Disagree	Partially Agree	Agree	Totally Agree
The objectives of the presentation/training were clearly stated by the speaker/trainer	0	0	0	0
The speaker/trainer approached the subject matter in an organized and structured way	0	0	0	0
The speaker/trainer made a fluent and interesting presentation	0	0	0	0
The theory/practical connections were clearly stated and illustrated by the speaker/trainer	0	0	0	0
The speaker/trainer got my full attention, most of the time	0	0	0	0
There was enough interaction and opportunity to interact between the speaker/trainer and the trainees	0	0	0	0
BACK N	IEXT	_	_	Page 4 of



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Training I	Evaluati	on - Leip	ozig	
Thursday 29-08	3-2019: Critic	al Thinking		
Please think about the consideration when a			Critical Thinki	ng. Take it into
Evaluation of th	e presentati	on/training se	ssion *	
	Totally Disagree	Partially Agree	Agree	Totally Agree
The presentation/training subject is relevant to the Job Jo Project	0	0	0	0
The presentation/training topics covered were relevant to the subject	0	0	0	0
The documents/training material provided are useful	0	0	0	0
The audio visual materials were effective	0	0	0	0
The presentation/training timing and duration are adequate	0	0	0	0

#### Training Evaluation - Leipzig

0

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Agree

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Totally Agree

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Page 5 of 7

Totally Disagree Partially Agre

Evaluation of the speaker/trainer \*

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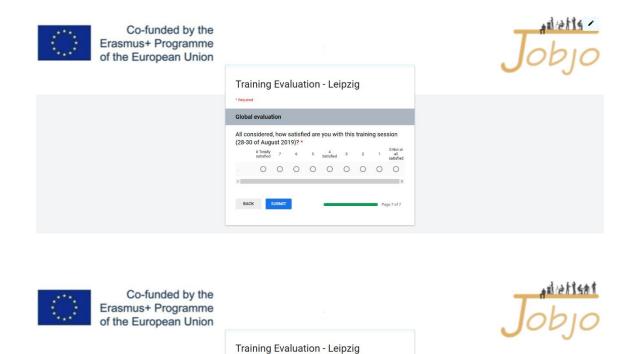
he speaker/trainer of my full attention, host of the time

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	Train * Required	ing Ev	valua	ition	- Leip	zig			•	
	Visits									
	For each	6 Extremely relevant	its deg s	ree of	relevance 3 Relevant	to the	Job Jo	Project * 0 Not at all relevant		
	Start-up company LeFx	0	0	0	0	0	0	0		
	Leipzig Job Center	0	0	0	0	0	0	0		
	BACK	NEXT	r		-			Page 6 of 7		



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**ANNEX 3: Data discrimination** 





		Mod	SD		Mini	
Personal and communication skills	n	е		nce	mum	mum
The presentation/training subject is relevant to the Job Jo						
Project	2,94	4,0	1,03	1,06	1	4
The presentation/training topics covered were relevant	2 2 2	0.03				
to the subject	2,88	2,0ª	0,99	0,99	1	4
The documents/training material provided are useful	3,00	2,0ª	0,94	0,88	2	4
The audio-visual materials provided are useful	3,06	4,0	1,03	1,06	1	4
The presentation/training timing and duration are adequate	3,06	4,0	1,09	1,18	1	4
The objectives of the presentation/training were clearly						
stated by the speaker/trainer	2,88	2,0	0,86	0,74	2	4
The speaker/trainer approached the subject matter in an organized and structured way	3,00	4,0	1,00	1,00	1	4
The speaker/trainer made a fluent and interesting presentation	2,88	2,0ª	0,99	0,99	1	4
The theory/practical connections were clearly stated and illustrated by the speaker/trainer	2,94	4,0	1,03	1,06	1	4
The speaker/trainer got my full attention, most of the time	2,82	3,0	0,88	0,78	1	4
There was enough interaction and opportunity to interact between the speaker/trainer and the trainees	3,00	4,0	1,00	1,00	1	4
Job preparation and career development						
The presentation/training subject is relevant to the Job Jo Project	2,94	4,0	0,97	0,93	1	4
The presentation/training topics covered were relevant to the subject	2,88	4,0	1,11	1,24	1	4
The documents/training material provided are useful	2,94	4,0	1,03	1,06	1	4
The audio-visual materials provided are useful	2,88	2,0ª	0,99	0,99	1	4
The presentation/training timing and duration are adequate	3,06	4,0	0,90	0,81	2	4
The objectives of the presentation/training were clearly stated by the speaker/trainer	3,00	2,0ª	0,87	0,75	2	4
The speaker/trainer approached the subject matter in an organized and structured way	3,06	4,0	0,97	0,93	1	4
The speaker/trainer made a fluent and interesting presentation	3,06	4,0	1,03	1,06	1	4
The theory/practical connections were clearly stated and illustrated by the speaker/trainer	3,06	4,0	0,97	0,93	1	4
The speaker/trainer got my full attention, most of the time	3,18	4,0	1,01	1,03	1	4
There was enough interaction and opportunity to interact between the speaker/trainer and the trainees	3,06	4,0	1,03	1,06	1	4
Career center						
The presentation/training subject is relevant to the Job Jo Project	3,12	4,0	1,05	1,11	1	4





	Mea n	Mod e	SD	Varia nce	Mini mum	Maxi mum
The presentation/training topics covered were relevant	3,18	4,0	0.88	0,78	2	4
to the subject						
The documents/training material provided are useful	3,06	4,0	-	1,06	1	4
The audio-visual materials provided are useful	3,12	4,0	1,05	1,11	1	4
The presentation/training timing and duration are adequate	3,18	4,0	1,07	1,15	1	4
The objectives of the presentation/training were clearly stated by the speaker/trainer	3,00	4,0	1,00	1,00	1	4
The speaker/trainer approached the subject matter in an organized and structured way	3,12	4,0	0,93	0,86	2	4
The speaker/trainer made a fluent and interesting presentation	3,12	4,0	0,93	0,86	2	4
The theory/practical connections were clearly stated and illustrated by the speaker/trainer	3,12	4,0	1,05	1,11	1	4
The speaker/trainer got my full attention, most of the time	3,18	4,0	0,95	0,90	2	4
There was enough interaction and opportunity to interact between the speaker/trainer and the trainees	3,12	4,0	1,05	1,11	1	4
Critical thinking	,					
The presentation/training subject is relevant to the Job Jo						
Project	3,12	4,0	0,93	0,86	2	4
The presentation/training topics covered were relevant to the subject	3,18	4,0	0,95	0,90	2	4
The documents/training material provided are useful	3,18	4,0	1,01	1,03	1	4
The audio-visual materials provided are useful	3,18	4,0	0,95	0,90	2	4
The presentation/training timing and duration are adequate	3,18	4,0	0,95	0,90	2	4
The objectives of the presentation/training were clearly stated by the speaker/trainer	3,12	4,0	0,93	0,86	2	4
The speaker/trainer approached the subject matter in an organized and structured way	3,12	4,0	1,05	1,11	1	4
The speaker/trainer made a fluent and interesting presentation	3,18	4,0	0,95	0,90	2	4
The theory/practical connections were clearly stated and illustrated by the speaker/trainer	3,00	4,0	1,00	1,00	1	4
The speaker/trainer got my full attention, most of the time	3,18	4,0	0,95	0,90	2	4
There was enough interaction and opportunity to interact	3,18	4,0	0 95	0,90	2	4
between the speaker/trainer and the trainees	5,10	<del>,</del> ,0	0,55	0,50	۷	7
For each visit, rate its degree of relevance to the Job Jo Project: Visit_LeFx	4,29	6	1,69	2,85	1	6
For each visit, rate its degree of relevance to the Job Jo Project: Visit_Job_Center	4,88	6	1,27	1,61	3	6
All considered, how satisfied are you with this training session (28-30 of August 2019)?	7,00	8	1,17	1,38	4	8





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