

## WP4: Quality Control and Monitoring

### Training Evaluation Results vol. 9

### (Jan 2023 – Nov 2024)

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### Revision Sheet

Version	Date	Author (Partner/Person)	The revision reason
1	Sep 10, 2024	Danaipong Chetchotsak	First draft
2	Oct 11, 2024	Danaipong Chetchotsak	Add trainees' comments.
3	Oct 14, 2024	Danaipong Chetchotsak	Add Coaching and Mentoring
4	Oct 25, 2024	Danaipong Chetchotsak	Add IM4 at LPRU
5	Nov 11, 2024	Danaipong Chetchotsak	Add IM4 at UBRU
6	Nov 21, 2024	Danaipong Chetchotsak	Revision per QCMB's comments

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## 1 Executive Summary

This report presented training evaluation results during the period Jan 2023- Nov 2024. Here ten training events were hosted and all of them belong to Task 3.2 (Training teaching staff from the non-university sector at tertiary education level). Brief methodology for training evaluation was as follows. When each of the trainings were concluded, all the participants were asked to fill in the questionnaires. In this case, the participants were asked to give ratings (scores) to each of the satisfaction statements, along with their comments. The satisfaction score ranged from 1 to 5. Their meanings were as follows. A score of 1 was for “Totally disagree;” 2: “Disagree;” 3: “I am not sure;” 4: “Agree;” and 5: “Totally agree.” The average satisfaction scores for each training event were then computed and demonstrated in the form of bar charts along with the corresponding 95% confidence intervals.

The results revealed that in most cases, the training events had a score of 4 or above with some small variations. Most of the participants as expected mentioned that they did not have sufficient background for the training. All of them however, declared that their knowledge and experiences after the trainings have been improved. In terms of comments, most of the participants’ comments were positive. In general, most participants were satisfied with the trainings and mentioned that they can apply what they have learned into their teaching practices. Nevertheless, the most common “less positive” comment was that the training time was too short.

## 2 Introduction

Training evaluation results during the period Jan 2023 – Nov 2024 were presented in this report. Here all the trainings were conducted for Task 3.2 (Training teaching staff from the non-university sector at tertiary education level), where details of the training events were tabulated in Table 1. For convenience, each of the training events were signified using its own training number. For example, the training Communication and People Skills Development (CPD) at SU, Jan 26-28, 2023, was recognized as Training 1. As always, this report served as quality feedback for WP2 and WP3 as well as to provide suggestion for risk management for the project.

**Table 1** Training events evaluated during Jan 2023 – Nov 2024

Training number	Date	Task	Topic	Venue	Number of Respondents
1	Jan 26-28, 2023	3.2	CPD	SU	11
2	Jun 29- Jul 1, 2023	3.2	PBL	CPRU	16
3	Jul 17-18, 2023	3.2	PBL	KSU	14
4	Jun 10-12, 2024	3.2	IM4	RMUTI	10
5	Sep 6-8, 2024	3.2	LEF-CDD	SU	8
6	Sep 10-11, 2024	3.2	CMS	UBRU	21
7	Sep 12-13, 2024	3.2	LEF-CDD	CPRU	11
8	Sep 20-21, 2024	3.2	PDD	CRRU	16
9	Sep 10-12, 2024	3.2	IM4	LPRU	8
10	Nov 7-8, 2024	3.2	IM4	UBRU	13

**Remark:**

CPRU	Chaiyapoom Rajaphat University
CRRU	Chiang Rai Rajabhat University
KSU	Kalasin University
LPRU	Lampang Rajabhat University
RMUTI	Rajamangala University of Technology Isan
SU	Silpakorn University
UBRU	Ubon Ratchathani Rajabhat University

### 3 Methodology

This study applied the same methodology used in the previous studies. To evaluate the training events, all the participants were required to fill in the questionnaires (evaluation template), as shown in ANNEX I. The participants were asked to rate levels of agreement of the satisfaction statements in Part 2.1 of the questionnaires. In this regards, levels of agreement, satisfaction scores, and training scores were used interchangeably in this report. Once the questionnaires were filled in, the average scores were computed. The average agreement scores for each training event were illustrated in terms of bar charts along with the corresponding 95% confidence intervals. Distribution of the participants' ratings were provided in the form of bar charts as shown in ANNEX II. Moreover, the trainees' comments as in Parts 2.2, 2.3, 2.4, 3.1, and 4 of the questionnaires were given in ANNEX III.

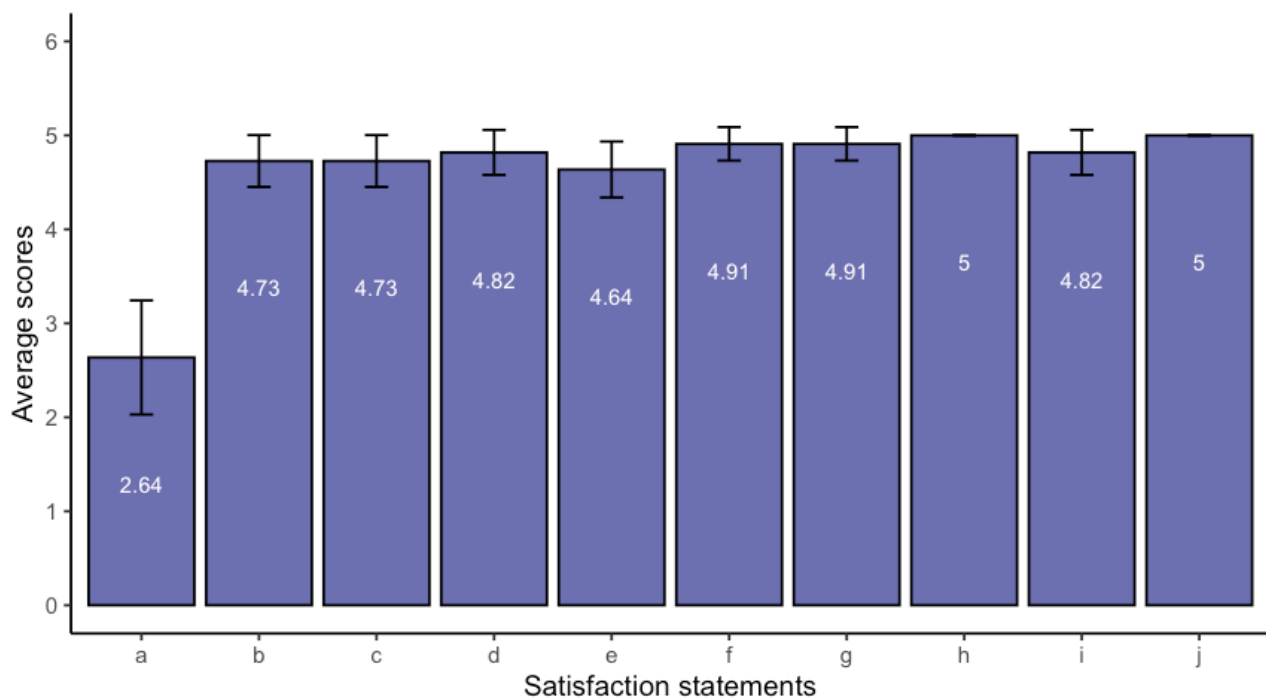
### 4 Training evaluation results

This section reported the evaluation results for the training conducted by WP.3 as of Task 3.2. Figures 1-10 illustrated the average scores along with the corresponding 95% confidence interval of Trainings 1-10, respectively. As in Figures 1-10, the scores for all trainings in general were above 4 for most of the criteria (satisfaction statements), where level 4 indicates that the participants generally were satisfied with the trainings and agreed that the trainings have good quality. This is especially true for satisfaction statements b)-j). For the statement a) however, the rating scores were below 4 in all cases. Such incidents as previously reported, indicated that most participants felt that they did not have sufficient background before the trainings. After the training on the other hand, their knowledge and experiences have been improved (Statement i).

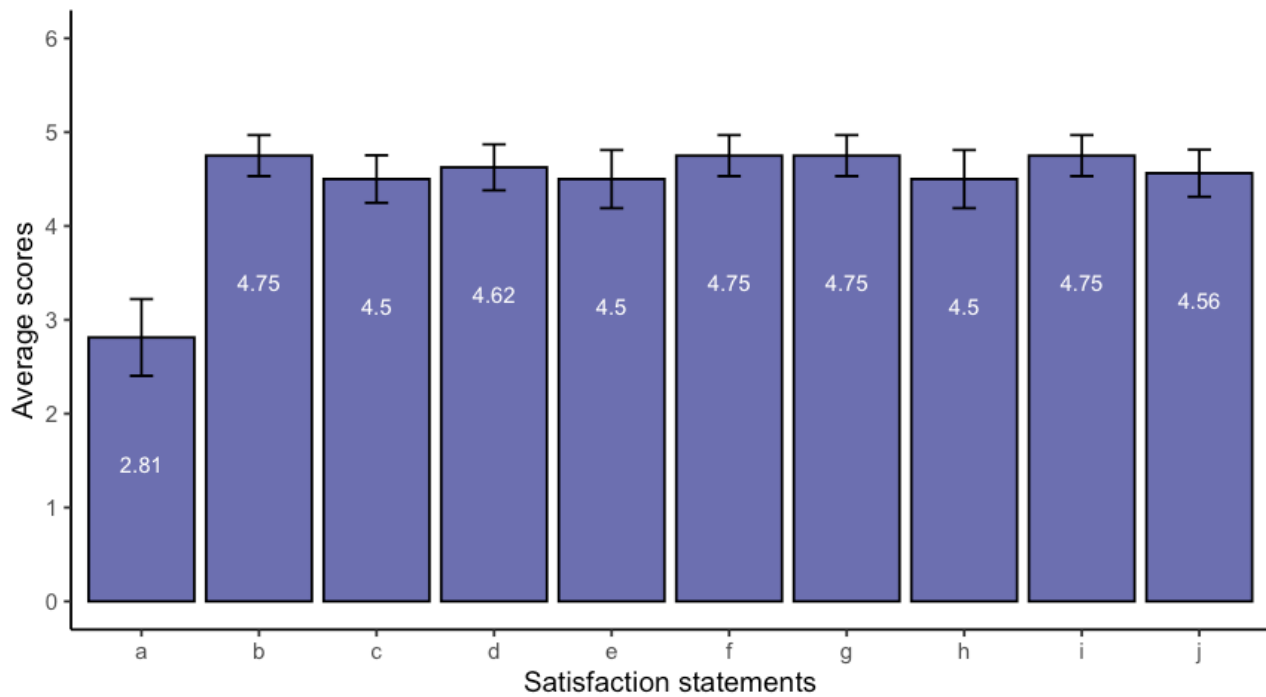
Figures A1-A10 of ANNEX II showed the distribution of the evaluation scores for Trainings 1-10, respectively. In general, the distributions confirmed the results of the scores with 95% confidence interval in Figures 1-10 and suggested that there was no major concern for all the training events at all.

Tables A1-A10 tabulated comments for Trainings 1-10, respectively. As for all the trainings, most participants gave positive comments. The most common comment was that the participants can apply the knowledge

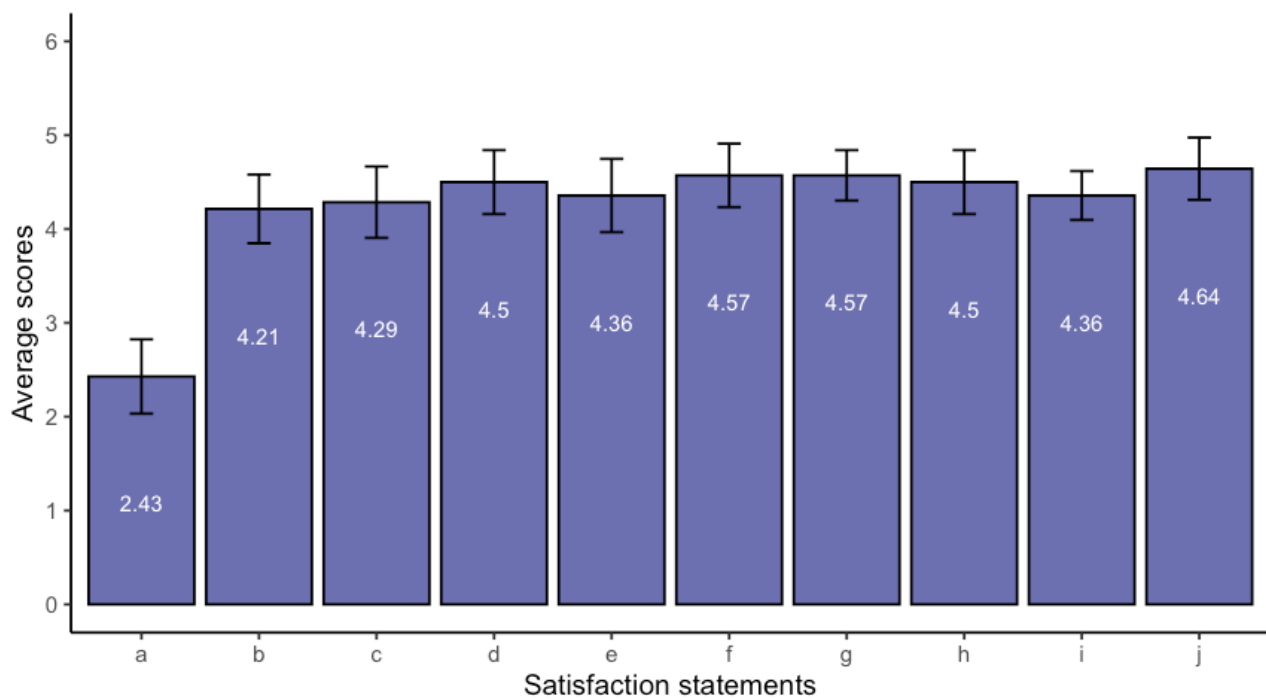
and experience from the trainings into their teaching and research practices. Examples from Training 1 were as follows: “Trainer has effective skills for teaching.” and “Good training to teach techniques to lecturers.” There were, nevertheless, some minor negative comments. The most common less positive aspect for the training was that the training time was too short.



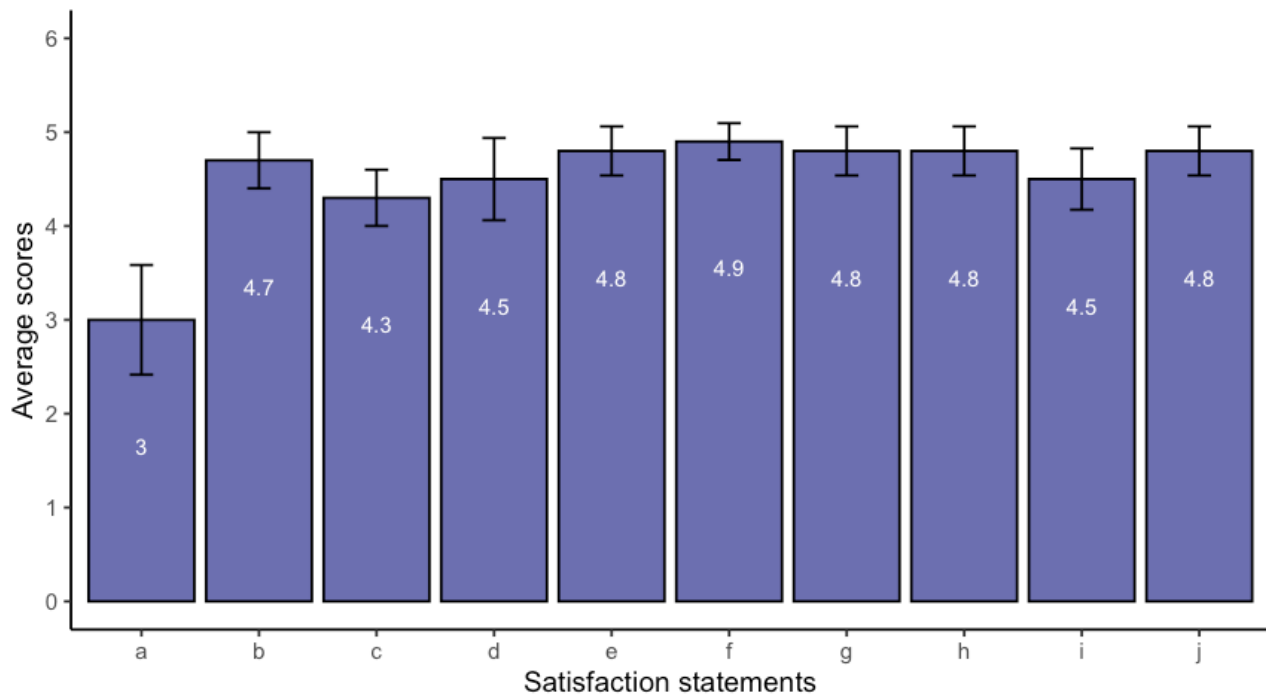
**Figure 1** Average scores of Training 1: Communication and People Skills Development (CPD) at SU, Jan 26-28, 2023



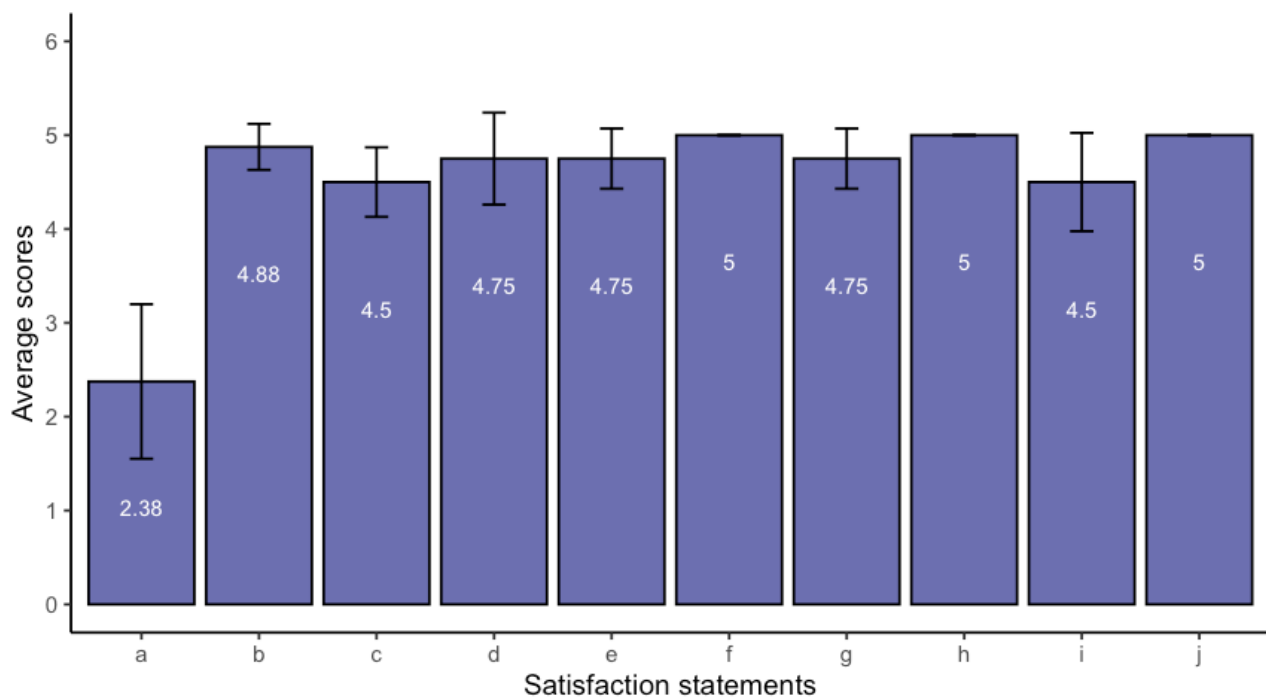
**Figure 2** Average scores of Training 2: Project-Based and Problem-Based Learning (PBL) at CPRU, Jun 29- Jul 1, 2023



**Figure 3** Average scores of Training 3: Project-Based and Problem-Based Learning (PBL) at KSU, Jul 17-18, 2023

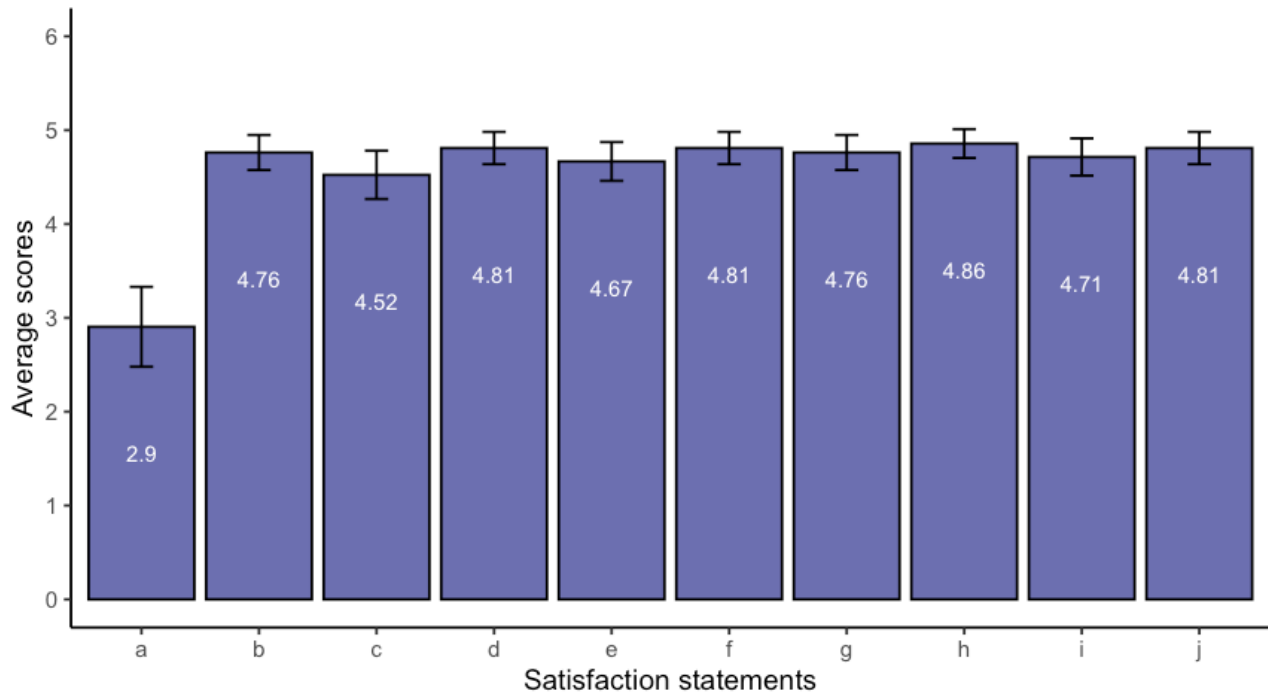


**Figure 4** Average scores of Training 4: Industrial Management in Industry 4.0 Era (IM4) at RMUTI-KORAT, Jun 10-12, 2024

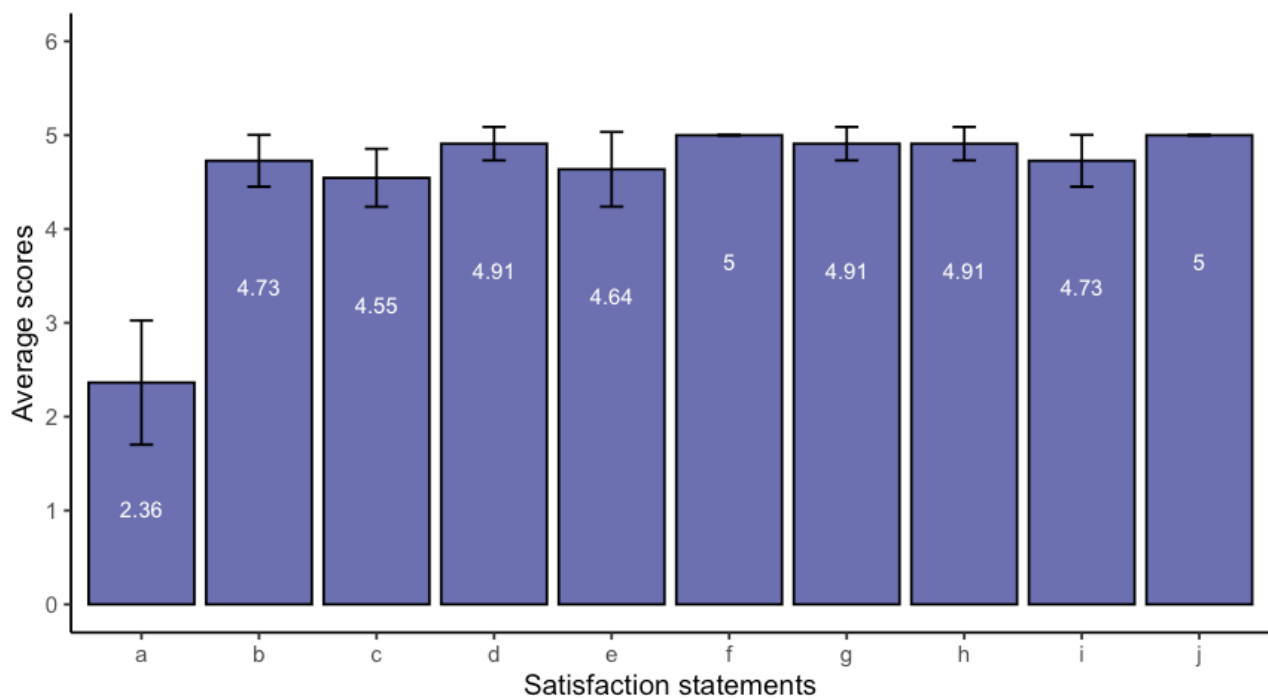


**Figure 5** Average scores of Training 5: Learning Experience-Focused Course Design and Development (LEF-CDD) at SU, Sep 6-8, 2024

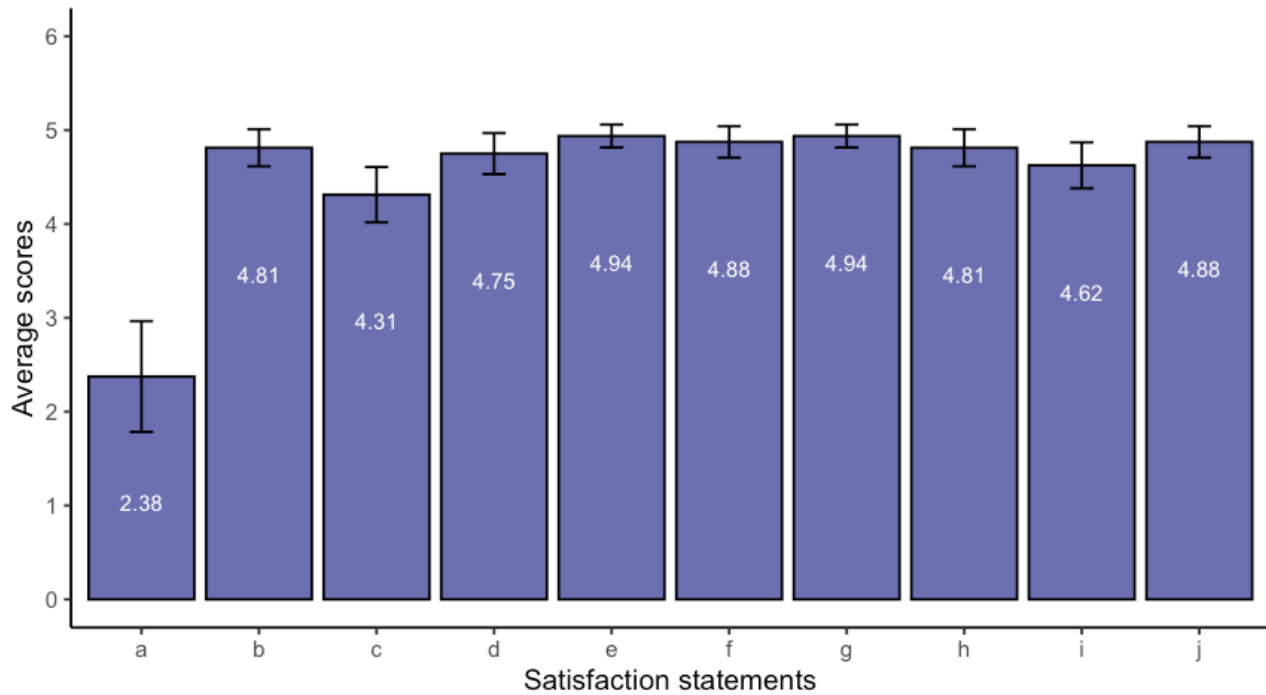




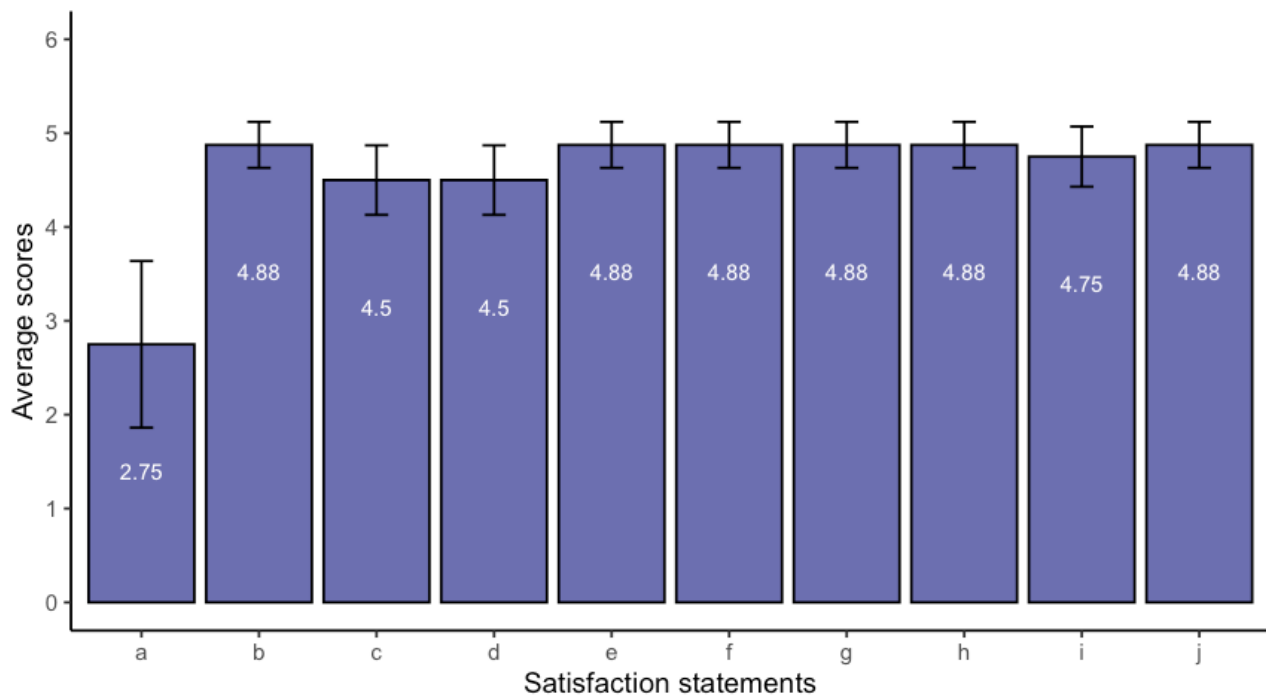
**Figure 6** Average scores of Training 6: Coaching and Mentoring Skills Development (CMS) at UBRU, Sep 10-11, 2024



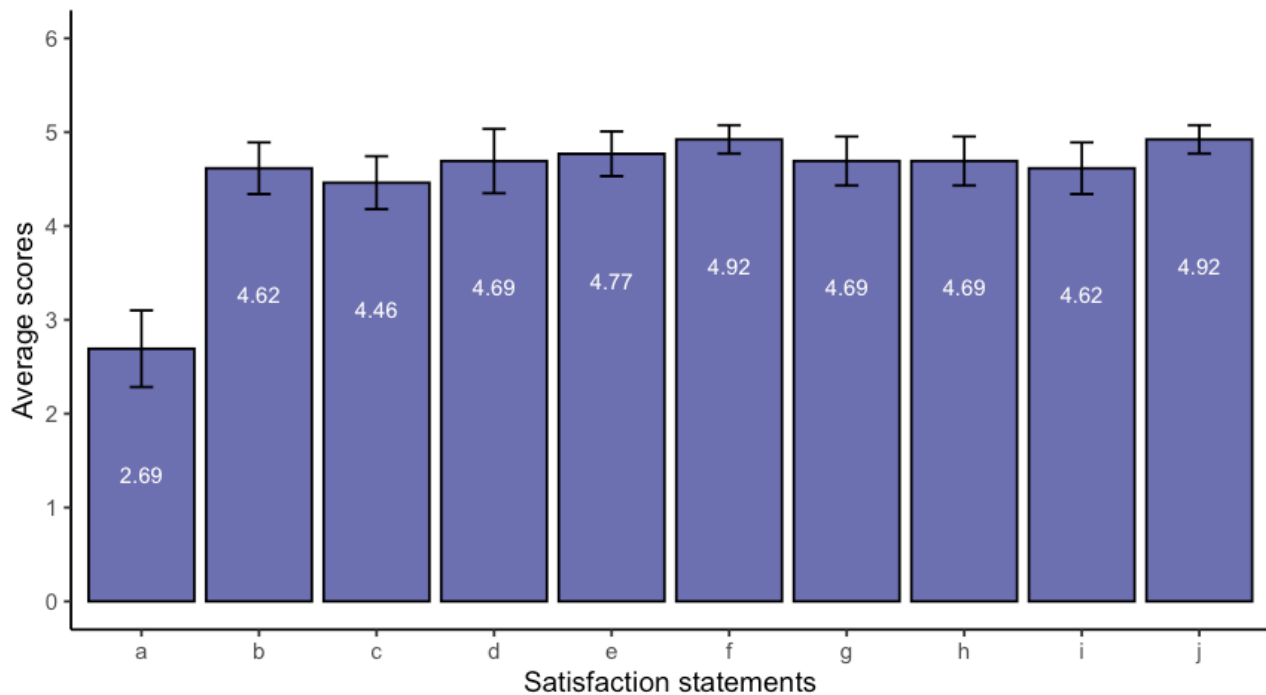
**Figure 7** Average scores of Training 7: Learning Experience-Focused Course Design and Development (LEF-CDD) at CPRU, Sep 12-13, 2024



**Figure 8** Average scores of Training 8: Innovative Product Design and Development (PDD) at CRRU, Sep 20-21, 2024



**Figure 9** Average scores of Training 9: Industrial Management in Industry 4.0 Era at LPRU, Sep 10-12, 2024



**Figure 10** Average scores of Training 10: Industrial Management in Industry 4.0 Era at UBRU, Nov 7-8, 2024

## 5 Conclusion

Training evaluation results during the period Jan 2023 – Nov 2024 were presented in this report. There were ten training events and all of them were conducted for training teaching staff from the non-university sector at tertiary education level (Task 3.2). The evaluation results showed that most participants were satisfied with all trainings with an average score of 4 or above in most cases. Although some of the participants mentioned that they did not have sufficient background for some trainings, all of them declared that their knowledge and experience have been improved after the training. In terms of comments, all the trainings had no major concern. All the comments in general were positive. The most common less positive comment was that the time for training was too short.

## **ANNEX I: The training evaluation template**

## TRAINING EVALUATION TEMPLATE

Dear Participant,

Thank you for attending the training activities carried out at \_\_\_\_\_ [University],  
\_\_\_\_\_ [city and country], \_\_\_\_\_ [date]. In our effort to analyze the impact of the  
training, we invite you to complete the following questionnaire.

We appreciate your valuable contribution and we thank you in advance!

### 1. GENERAL INFORMATION

- 1.1) Sex (Please tick the appropriate option): ☐ Female ☐ Male  
 1.2) Your Age \_\_\_\_\_  
 1.3) Teaching experience (in years) \_\_\_\_\_

### 2. OVERALL FEEDBACK

2.1) In a scale 1 to 5, please identify for each item your level of accordance.

*1: Totally Disagree, 2: Disagree, 3: I am not sure, 4: Agree, 5: Totally Agree*

Statement	Level of your agreement (1-5)
a) I have sufficient background for this training.	
b) The training was useful and relevant for the project activities.	
c) I understood the concepts presented in the training.	
d) The themes / topics developed in the training were relevant for my teaching practice.	
e) I had an active participation during the training activities.	
f) The trainers had an effective approach during the activities developed.	
g) The training materials used were useful for the project activities.	
h) The training was valuable experience for professional growth.	
i) After the training, my knowledge and experiences in this subject have been improved.	
j) I will recommend this training to somebody else.	

2.2) In my opinion, the positive aspects of the training were:

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2.3) In my opinion, the less positive aspects of the training were:

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2.4) Suggestions and other comments.

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### **3. IMPACT OF THE TRAINING**

3.1) In your opinion, what was the most meaningful experience carried out in the context of the training, taking into account the project activities to be developed and the challenges of your teaching practice? Please, justify your answer (including examples).

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### **4. ANY FURTHER COMMENTS**

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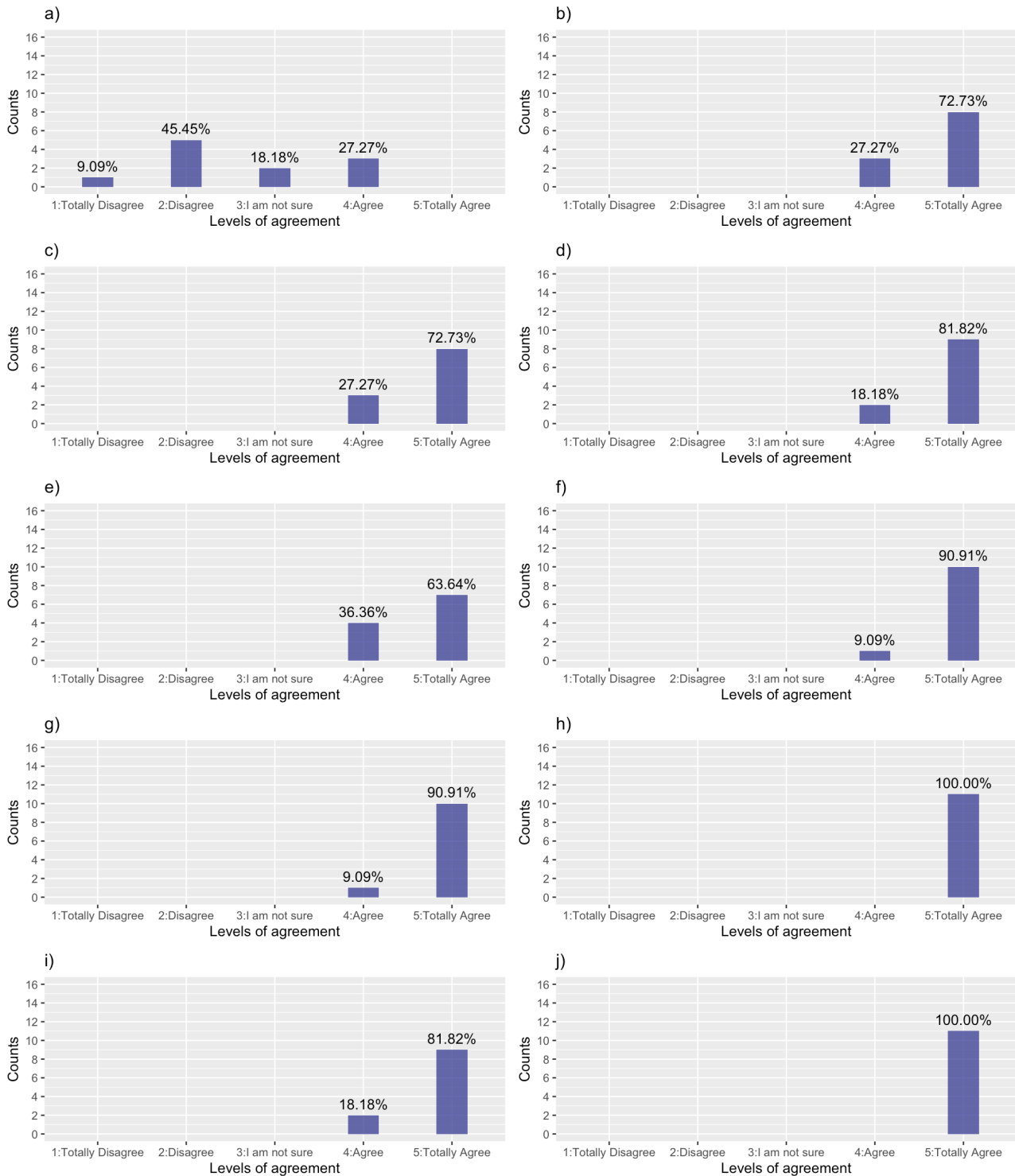
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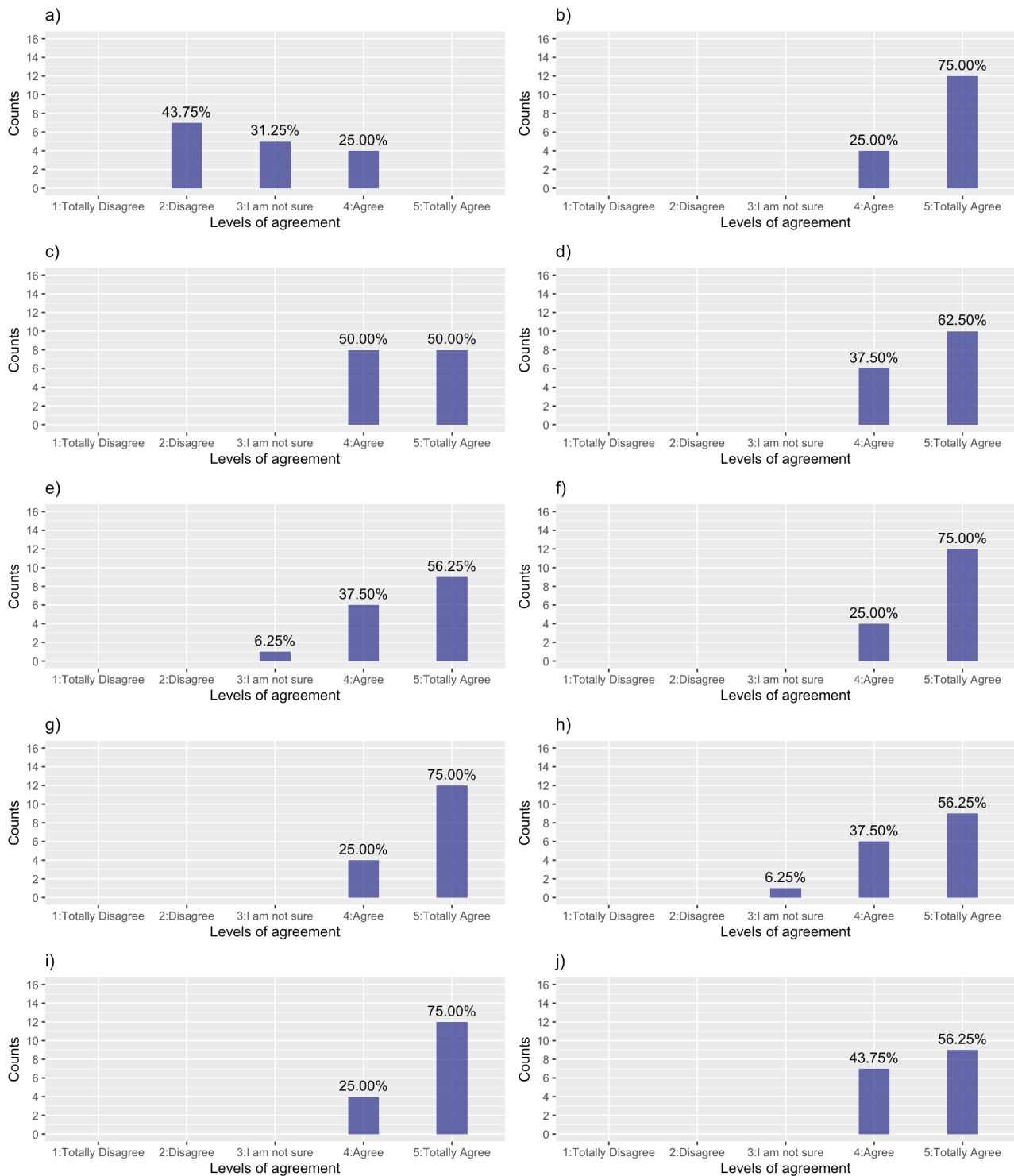
Thank you for your cooperation.

## **ANNEX II: Distribution of the training scores**

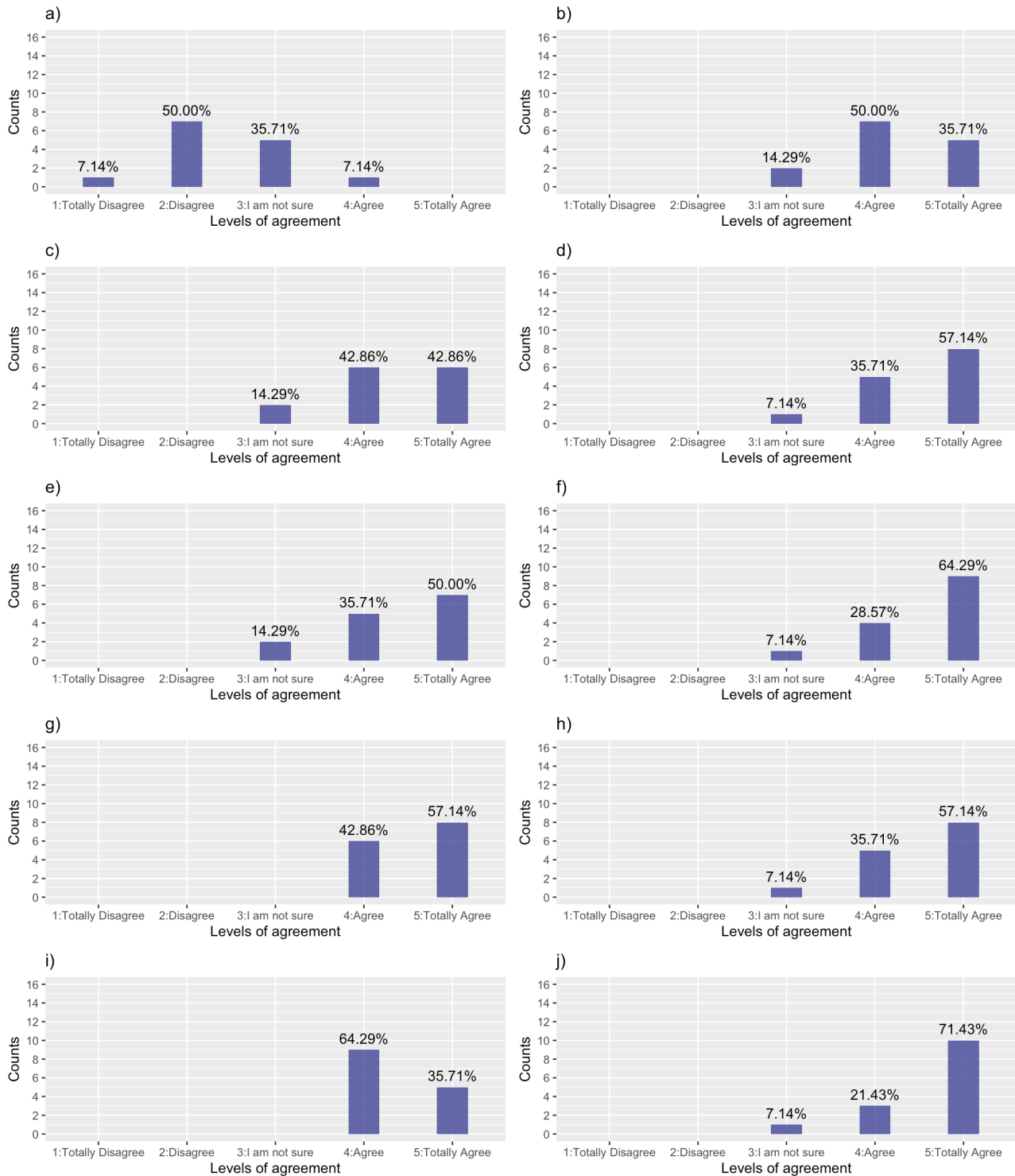


**Figure A1** Distribution of scores of the Training 1: Communication and People Skills Development (CPD) at SU, Jan 26-28, 2023

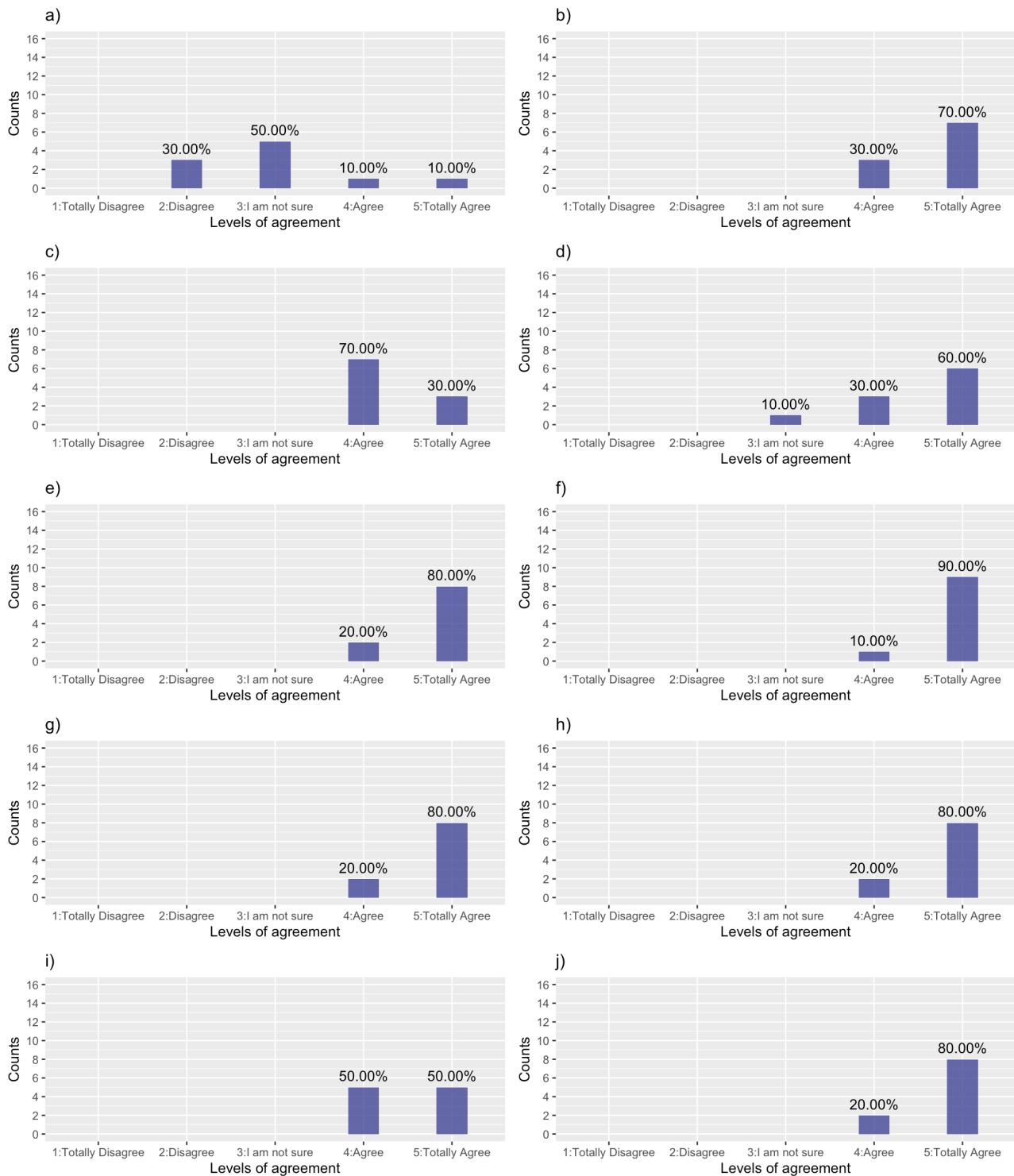




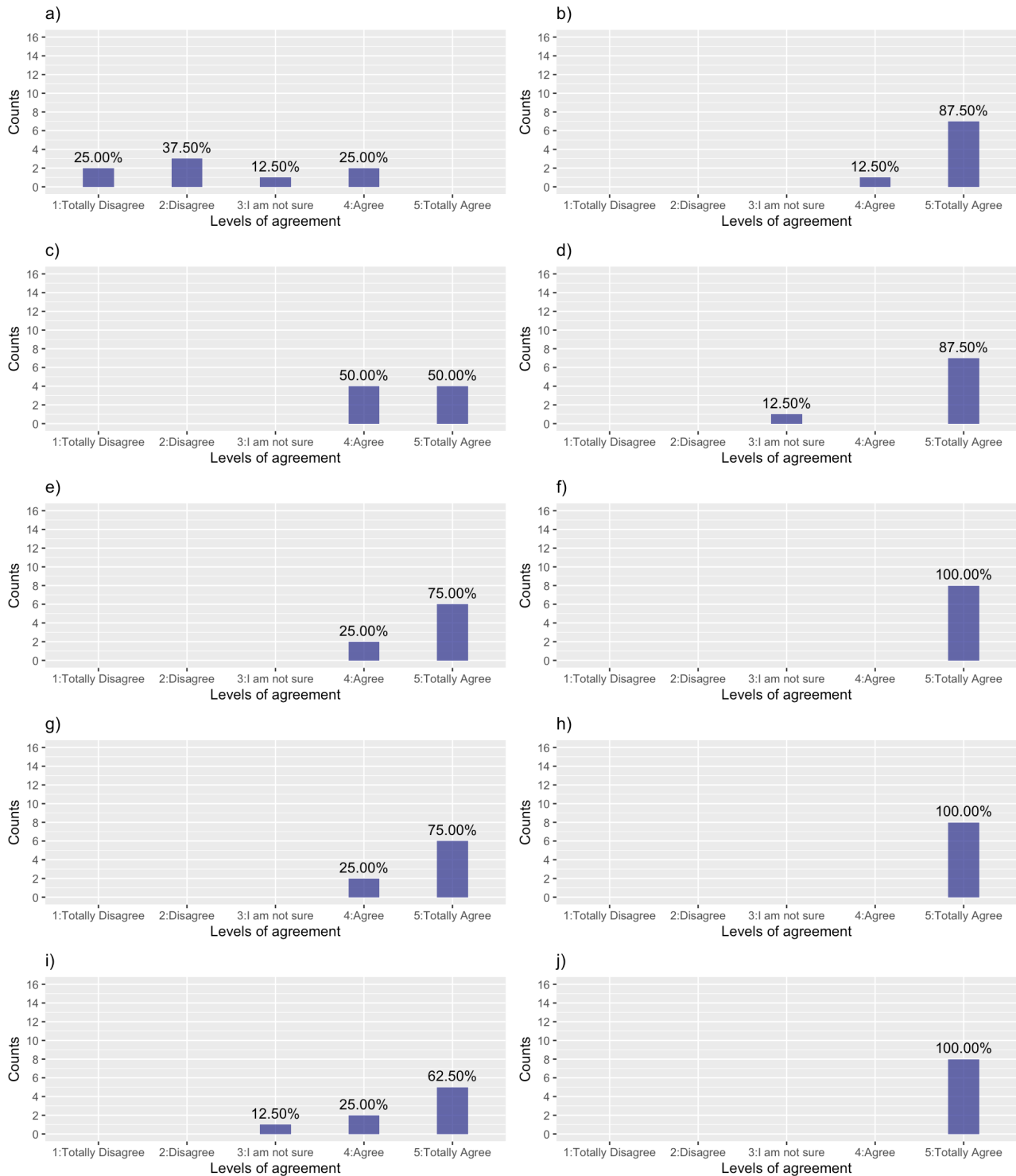
**Figure A2** Distribution of scores of the Training 2: Project-Based and Problem-Based Learning (PBL) at CPRU, Jun 29- Jul 1, 2023



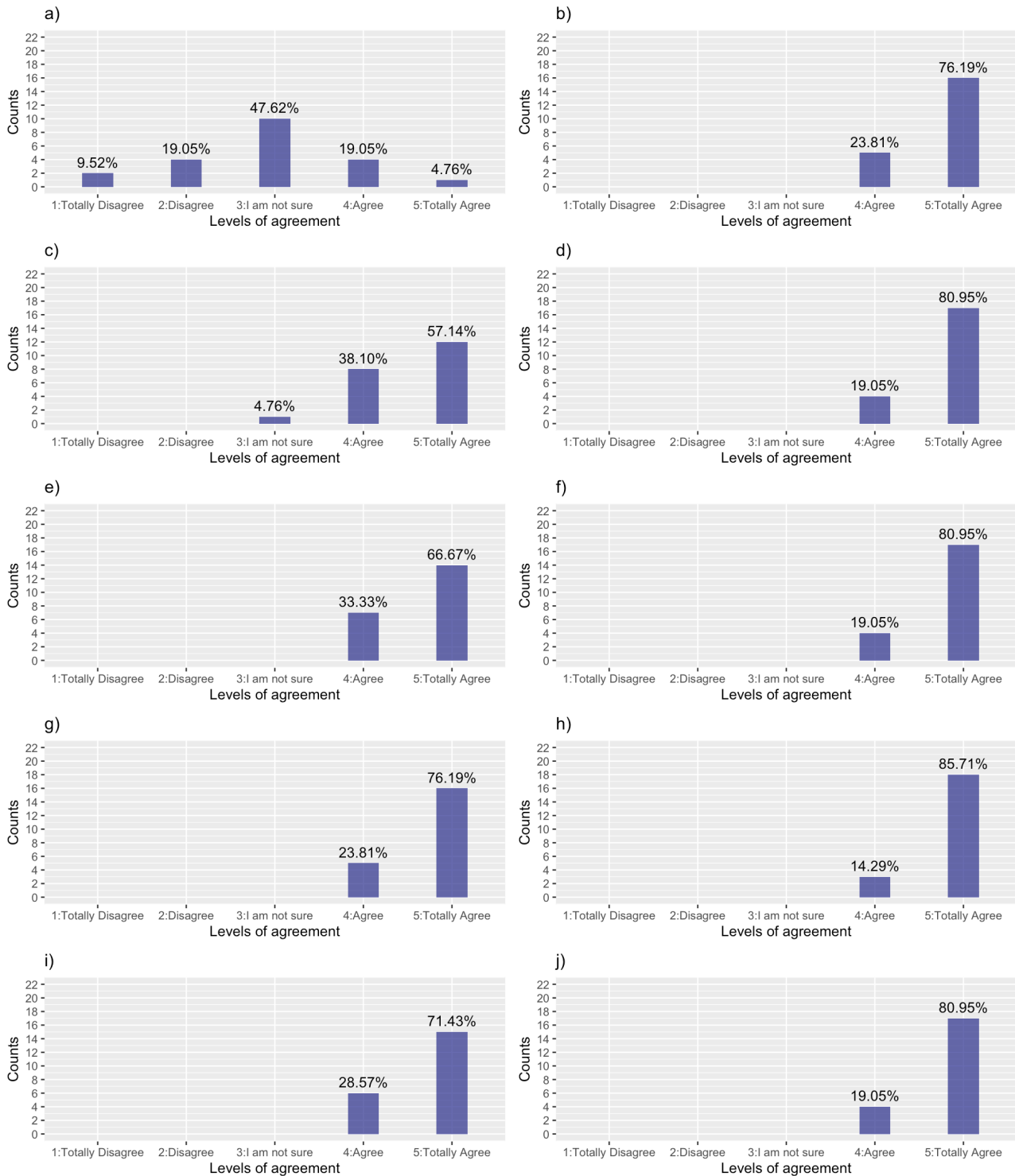
**Figure A3** Distribution of scores of Training 3: Project-Based and Problem-Based Learning (PBL) at KSU, Jul 17-18, 2023



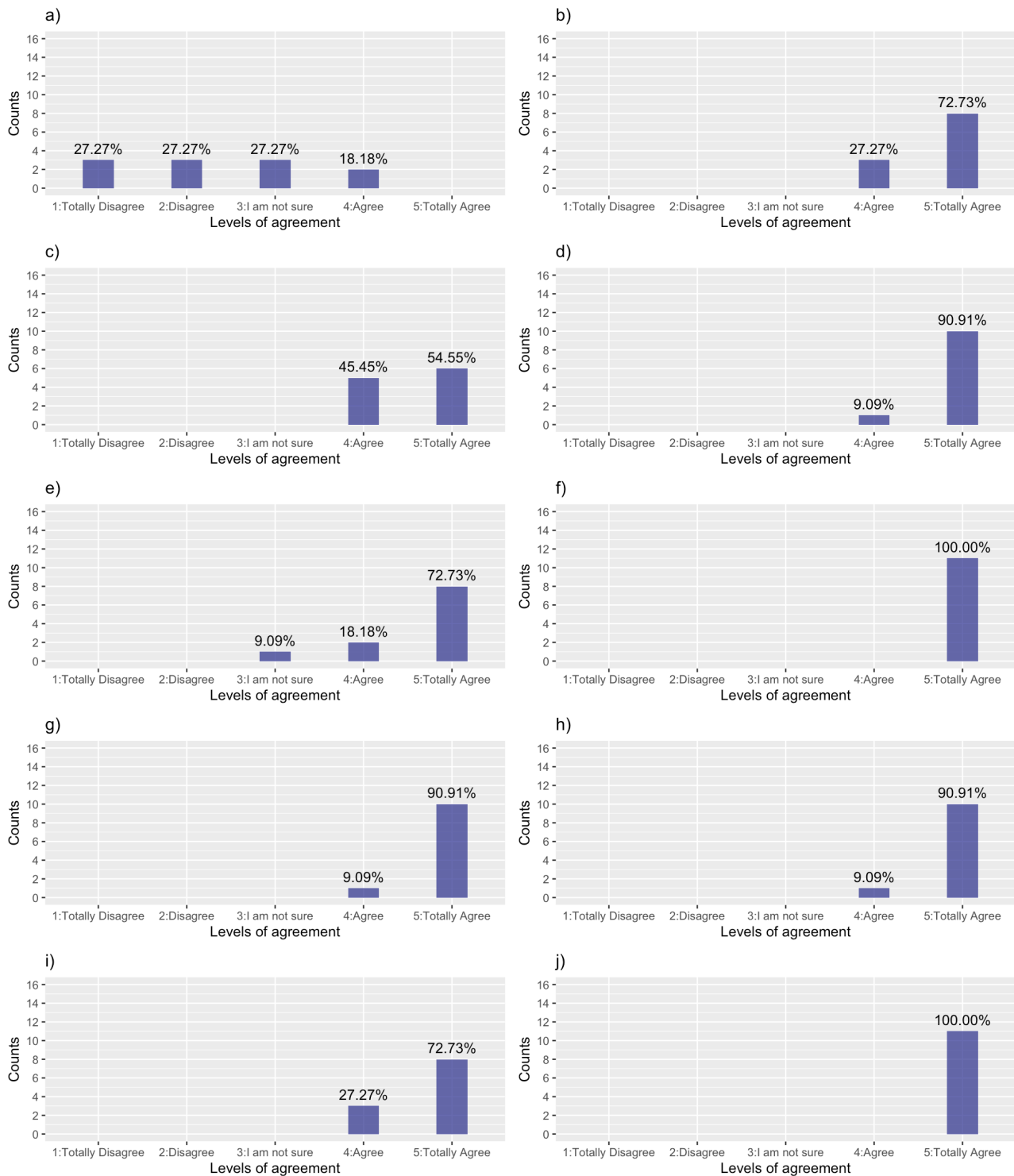
**Figure A4** Distribution of scores of Training 4: Industrial Management in Industry 4.0 Era (IM4) at RMUTI-KORAT, Jun 10-12, 2024



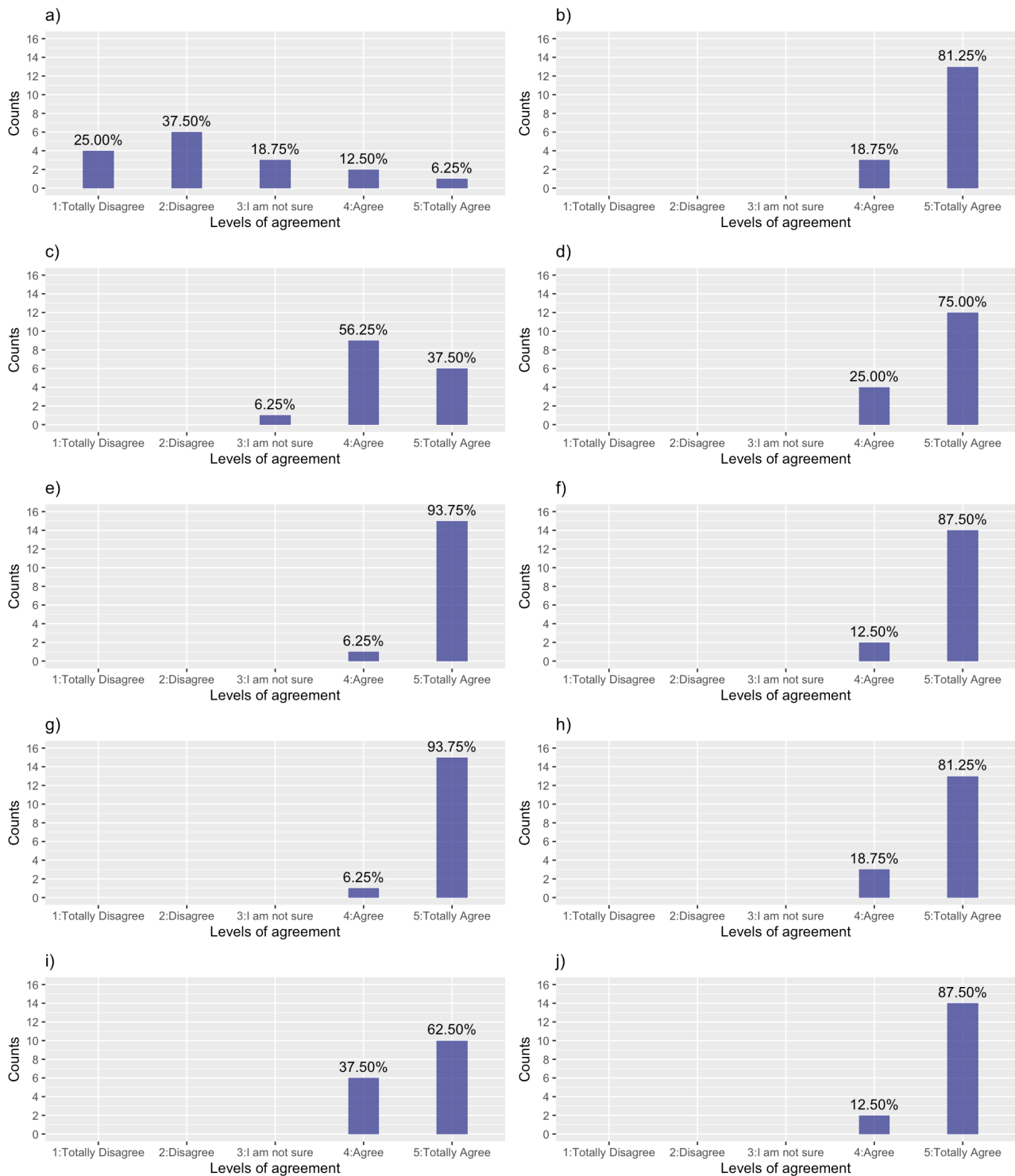
**Figure A5** Distribution of scores of Training 5: Learning Experience-Focused Course Design and Development (LEF-CDD) at SU, Sep 6-8, 2024



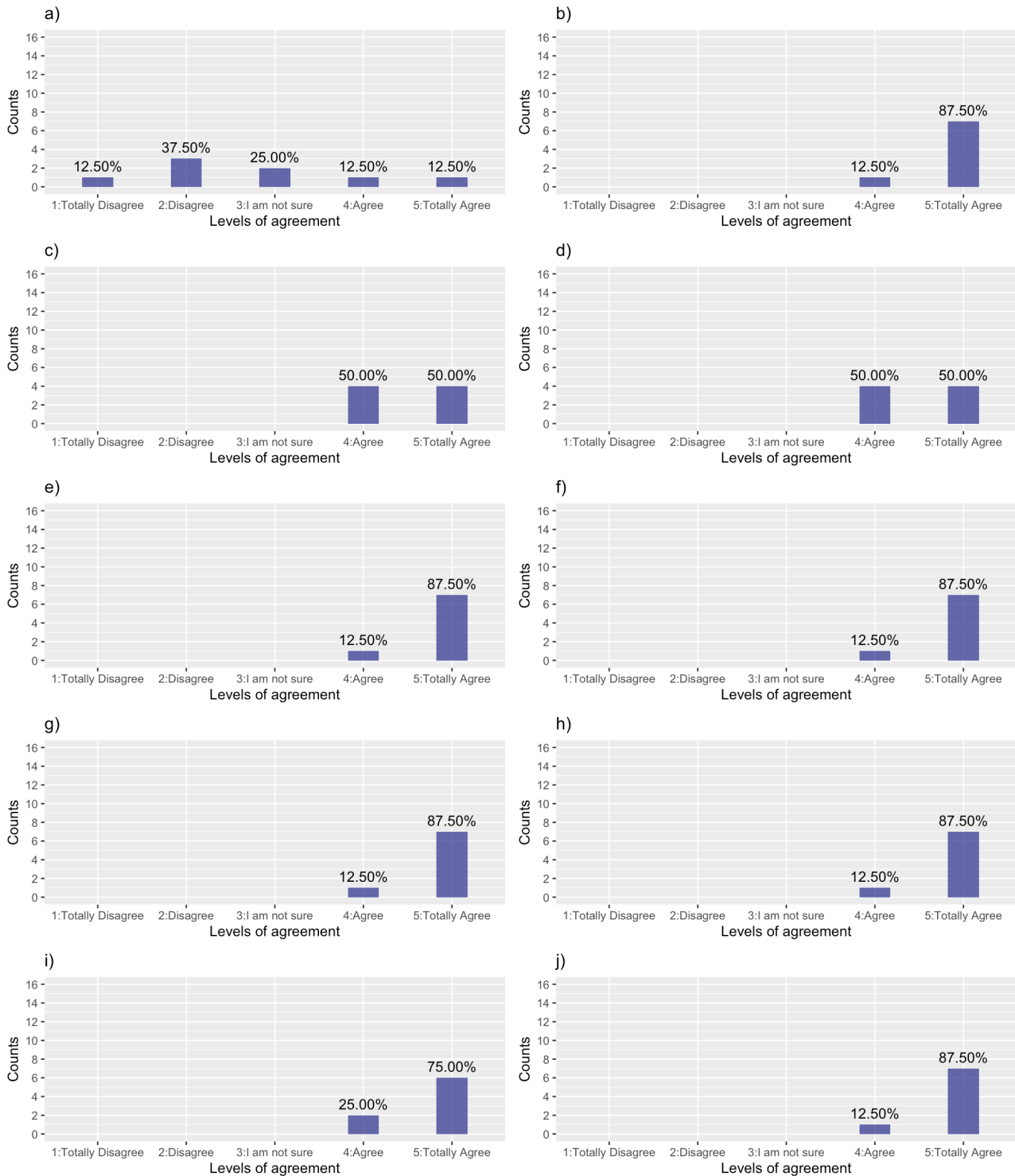
**Figure A6** Distribution of scores of Training 6: Coaching and Mentoring Skills Development (CMS) at UBRU, Sep 10-11, 2024



**Figure A7** Distribution of scores of Training 7: Learning Experience-Focused Course Design and Development (LEF-CDD) at CPRU, Sep 12-13, 2024

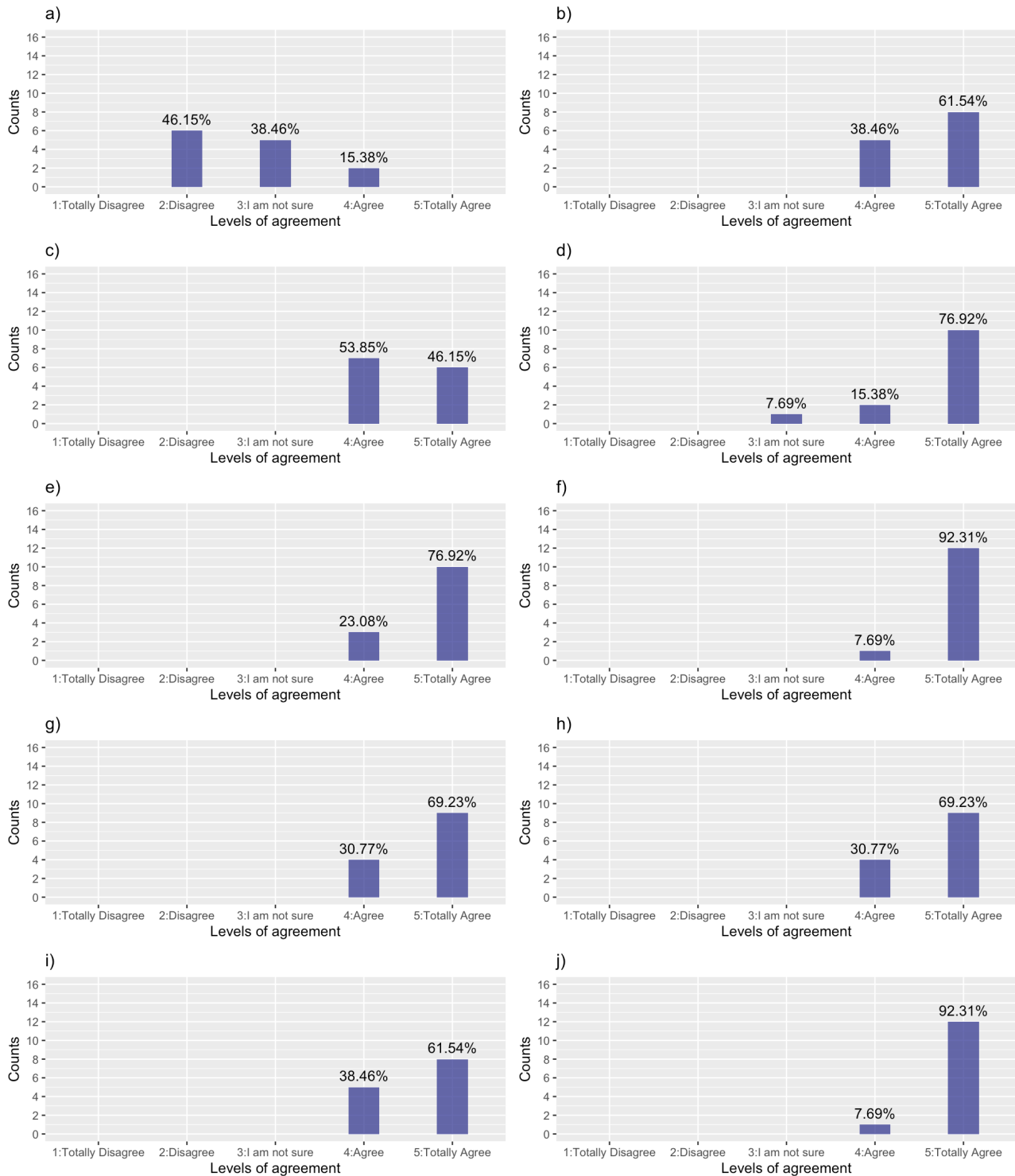


**Figure A8** Distribution of scores of Training 8: Innovative Product Design and Development (PDD) at CRRU, Sep 20-21, 2024



**Figure A9** Distribution of scores of Training 9: Industrial Management in Industry 4.0 Era at LPRU, Sep 10-12, 2024





**Figure A10** Distribution of scores of Training 10: Industrial Management in Industry 4.0 Era at UBRU, Nov 7-8, 2024

## **ANNEX III: Trainees' comments**

**Table A1** Comments on Training 1: Communication and People Skills Development (CPD) at SU, Jan 26-28, 2023

2.2) In my opinion, the positive aspects of the training were
<ul style="list-style-type: none"> <li>• Good training to teach techniques to lecturers.</li> <li>• Better presentation, body language, material which match the audiences.</li> <li>• The active sessions where the participants can practice what we have learned in class.</li> <li>• Upskill of communication.</li> <li>• Trainer has effective skills for teaching.</li> <li>• Trainer is capable. Very good PPT and course materials with good activities.</li> <li>• Make it practical.</li> <li>• Learned to adapt myself to be a better presenter academically and socially.</li> </ul>
2.3) In my opinion, the less positive aspects of the training were
<ul style="list-style-type: none"> <li>• Practice.</li> <li>• None.</li> <li>• It should be more practice.</li> <li>• Some program may take a long time.</li> <li>• Debating.</li> </ul>
2.4) Suggestions and other comments
<ul style="list-style-type: none"> <li>• It could be done by all lecturers.</li> <li>• If timer permits, need a brief guideline on how to prepare a good PPT slides.</li> </ul>
3.1) In your opinion, what was the most meaningful experience carried out in the context of the training, taking into account the project activities to be developed and the challenges of your teaching practice? Please, justify your answer (including examples)
<ul style="list-style-type: none"> <li>• I got knowledge to prepare myself to teaching and presenting works.</li> <li>• I saw good examples at good speakers.</li> <li>• Body language, voice level.</li> <li>• How to make an efficient way of communication and convincing others to understand or willing to do what we are trying to say or do.</li> <li>• Presentation of research.</li> <li>• We can know drawbacks/good points when we are presenting.</li> </ul>

3.1) In your opinion, what was the most meaningful experience carried out in the context of the training, taking into account the project activities to be developed and the challenges of your teaching practice? Please, justify your answer (including examples)

- We can know types of personality.
- How to do well in communication. I need to understand the audiences.
- Received to improve the teaching in my class, e.g., making eye contact, body language, pace of speech, how to get response from audiences.
- Presentations by the audiences with valuable comments from the trainer.

#### 4. ANY FURTHER COMMENTS

- Three words. Good course, excellent trainer, useful material.
- It was fun activities.

**Table A2** Comments on Training 2: Project-Based and Problem-Based Learning (PBL) at CPRU, Jun 29-Jul 1, 2023

2.2) In my opinion, the positive aspects of the training were

- I have received a concept to handle my class, critical thinking, process of course design and development and synthesis.
- In the future I will apply to my teaching practice.
- Understand more of PBL.
- I can apply it to my class and teach the class more effectively.
- I can apply it to my work.
- Learned planning and the process of course management.
- Fun with good contents and encouragement.

2.3) In my opinion, the less positive aspects of the training were

- -
- None.
- None.

#### 2.4) Suggestions and other comments

- Learning to use the program once may not be able to remember.
- It is a good project. I can apply what I have learned to my works.

3.1) In your opinion, what was the most meaningful experience carried out in the context of the training, taking into account the project activities to be developed and the challenges of your teaching practice? Please, justify your answer (including examples)

- Apply to create knowledge, e.g., the study of how to manage community business in accordance with consumers' needs.
- Learned how to design course activities, student development, making them to be more focused and enthusiastic.
- This is very useful for teaching and students.
- Applied into practices.
- Several course evaluations.
- Applied to my class, make it more effectively, enhancing students' skills, both soft and hard skills.
- This helps me improve my teaching skills, making comments to students when do presentations.
- Applied into my class into PBL.
- Applied to classroom management.
- I can apply what I learned to my teaching practice appropriately.

#### 4. ANY FURTHER COMMENTS

- Technique to make learning more interesting, how to encourage learner to think outside the box.
- I want to learn more of several methods of classroom management so that I can apply to my class.
- Need more staff to take care of the trainees, to give some advice.

**Table A3** Comments on Training 3: Project-Based and Problem-Based Learning (PBL) at KSU, Jul 17-18, 2023

2.2) In my opinion, the positive aspects of the training were
<ul style="list-style-type: none"> <li>• It is an interesting and effective teaching paradigm.</li> <li>• Engaging instruction.</li> <li>• Active learning outcomes.</li> <li>• Critical thinking.</li> <li>• The themes or topics developed in the training were relevant for my teaching practice.</li> <li>• The training was valuable experience for my professional growth.</li> <li>• I have seen the big picture and can apply it to my work.</li> <li>• It is a good and effective teaching paradigm, resulting in great benefits for students and universities. More importantly this project enables development of teaching staff in the universities.</li> <li>• I have learned and understood PBL more.</li> </ul>
2.3) In my opinion, the less positive aspects of the training were
<ul style="list-style-type: none"> <li>• Trainees have different levels of background so they may achieve at different levels.</li> <li>• Not many exercises for practicing. I want to practice more so that I can apply it to my work.</li> </ul>
2.4) Suggestions and other comments
<ul style="list-style-type: none"> <li>• PBL teaching experience.</li> <li>• I would like to learn two paradigm: Problem-based learning and project based learning.</li> </ul>
3.1) In your opinion, what was the most meaningful experience carried out in the context of the training, taking into account the project activities to be developed and the challenges of your teaching practice? Please, justify your answer (including examples)
<ul style="list-style-type: none"> <li>• Appropriate practice and activities.</li> <li>• I have practice developing and designing courses using PBL and received feedback and I can improve and apply to my work.</li> <li>• It is a good project. I have learned new knowledge from skillful trainers.</li> </ul>

4. ANY FURTHER COMMENTS
<ul style="list-style-type: none"> <li>-.</li> </ul>

**Table A4** Comments on Training 4: Industrial Management in Industry 4.0 Era (IM4) at RMUTI-KORAT, Jun 10-12, 2024

2.2) In my opinion, the positive aspects of the training were
<ul style="list-style-type: none"> <li>Active learning can be applied to students.</li> <li>I got new knowledge such as Agile project management. I can implement that one for teaching in the future.</li> <li>get new knowledge on Active learning and industrial management 4.0</li> <li>get new knowledge on I.M.4.0</li> <li>This training can improve my skills for industrial management.</li> <li>After the training my knowledge and experiences in this subject have been improved.</li> <li>I really enjoy the well-planned class activities that the instructor prepared for each lesson.</li> <li>Greatly helped me to change attitude of course design.</li> <li>New knowledge to improve my teaching skills. Course planning and contents are in accordance with the learning outcomes of my teaching course. I also learned the adjustment to be aligned with my course.</li> <li>Understand the process of learning of students, enable me to develop my own course and effective learning of students.</li> <li>Skillful and effective trainers. Materials are understandable, very useful. Good activities enable us to learn well.</li> </ul>

2.3) In my opinion, the less positive aspects of the training were
<ul style="list-style-type: none"> <li>This is little basic training.</li> <li>Difficult technical terms.</li> <li>Need example of success cases. We have learned course design but not for real. We need a real case, if possible.</li> </ul>

2.4) Suggestions and other comments
<ul style="list-style-type: none"> <li>Need a guideline or background course for this training module.</li> <li>Excellent workshop.</li> </ul>

3.1) In your opinion, what was the most meaningful experience carried out in the context of the training, taking into account the project activities to be developed and the challenges of your teaching practice? Please, justify your answer (including examples)
<ul style="list-style-type: none"> <li>Agile project management can be applied in teaching.</li> <li>Guideline for implementing in the class or industry. Experiment of teaching techniques.</li> <li>Understanding more on IM4.0 and active learning can be applied in teaching.</li> <li>I think agile project management can be adapted in my classroom also with BPM as well.</li> <li>The training was valuable experiences in this subject.</li> <li>Effectively inspired me for the course design.</li> <li>I am motivated and have experienced in the training session. I will try to adapt what I have experience in the training to the class that I'm teaching this coming semester.</li> <li>I may develop my own course using this concept, enable students to achieve the learning goal more effectively.</li> <li>Understand mechanism of the brain in learning, help my own growth from a normal teacher to be a coach.</li> <li>"Excel" help to fill in the Learn Journey Creation effectively. Convenience, clear and applicable.</li> </ul>

4. ANY FURTHER COMMENTS
<ul style="list-style-type: none"> <li>I'd like to add a little more activity to working together.</li> <li>IM4.0 is quite a new concept for me. It is quite fascinating for me.</li> <li>The room for training may not be appropriate but ok.</li> <li>Good training module.</li> </ul>

**Table A5**    Comments on Training 5: Learning Experience-Focused Course Design and Development (LEF-CDD) at SU, Sep 6-8, 2024

2.2) In my opinion, the positive aspects of the training were
<ul style="list-style-type: none"> <li>This training was useful and applicable.</li> </ul>



2.2) In my opinion, the positive aspects of the training were

- Everyone actively participated in the activities and the exercises were carefully design. The trainer conducted a safe yet intriguing environment so all participants could freely express their opinions and stay in topic.
- I like “Hobis” learning loop and how we can use it for designing learning activities.

2.3) In my opinion, the less positive aspects of the training were

- There should be more examples.
- 2.5 days many not be practical. Two day training during the weekend may be better.
- 

2.4) Suggestions and other comments

3.1) In your opinion, what was the most meaningful experience carried out in the context of the training, taking into account the project activities to be developed and the challenges of your teaching practice? Please, justify your answer (including examples)

- Creating a learning journey is very useful to design a course. However, time vs. contents to be covered will be a challenge part.
- As an internal AUN-QA assessor, I have mostly focused the outcome-based education concept on the design of the curriculum, rather than the course and students learning experiences. Particularly in this training course helped me realize that I have to put more effort in the design of the course I am responsible for in order to make a real change.
- Well prepared materials.
- Silapakorn University should do this workshop but may be shorter to improve the course design knowledge.

4. ANY FURTHER COMMENTS

**Table A6** Comments on Training 6: Coaching and Mentoring Skills Development (CMS) at UBRU, Sep 10-11, 2024

2.2) In my opinion, the positive aspects of the training were
<ul style="list-style-type: none"> <li>• Helped the trainees to learn coaching and mentoring. Learned how to be a coach. I can apply it to my work.</li> <li>• I have learned the concept, how to be a mentor and coach. I can apply effectively to my work.</li> <li>• Understood coaching and mentoring.</li> <li>• Experiencing this subject through workshop.</li> <li>• Good training.</li> <li>• The training has improved my coaching skills.</li> <li>• Good training module. It can be apply to my teaching and real life.</li> <li>• Good for practicing and relevant to my job.</li> <li>• The trainers are kind and good listeners.</li> <li>• Good activities, contents.</li> <li>• Helped to improve skills as a mentor for students.</li> <li>• The training gave a basic knowledge of coaching and mentoring. I can apply this for my class.</li> <li>• It is a paradigm of how to be a good coach.</li> <li>• Helped to understand the difference between coach and mentor, duty of a good coach, techniques how to be a good coach, enable us to apply this into real life.</li> <li>• Learned to be a mentor, giving counseling, to be a coach and how to listen coaches. I can apply this to my work effectively.</li> <li>• Trainers, Training processes. Activities, materials.</li> <li>• Excellent for training and useful.</li> <li>• This training has improved my coaching and mentoring skills.</li> <li>• This training gave me confidence of being a coach for students and for my real life.</li> <li>• Good trainers.</li> </ul>
2.3) In my opinion, the less positive aspects of the training were
<ul style="list-style-type: none"> <li>• None.</li> <li>• None.</li> <li>• This training has improved a slight boost in self-confidence to coaching to my students.</li> <li>• Positive.</li> <li>• It is a concept of the western culture. In some situation, this concept may not be able to apply with the Thai or Asian culture.</li> <li>• Media in Thai was difficult to understand.</li> </ul>

**2.4) Suggestions and other comments**

- None.
- None.
- It's a good training course. But I'd like to focus more on teaching innovation than coaching.
- Trainers may give an assignment or simulated situation and let the trainees practice.
- All documents should be made in Thai.
- I'd like to blend this concept with active learning as well.

**3.1) In your opinion, what was the most meaningful experience carried out in the context of the training, taking into account the project activities to be developed and the challenges of your teaching practice? Please, justify your answer (including examples)**

- I have joined group activities. Practicing how to be a mentor, mentee, observer. I can apply it to real situations.
- I practiced how to be a mentor and coach. I can apply it to my work.
- Understood how to ask as a coach.
- I can use the coaching technique according to the GROW model.
- I will apply to give counseling to my students and apply some activities to my classroom such as communication exercises or Jigsaw activities.
- Activities for asking questions as the GROW model, which lead to be a more effective coach.
- "Observation" is an activity that helped us to be a good listener. Practicing asking some questions, GROW coaching process.
- How to be a coach, practice asking questions, practice listening the mentees, how to be a good observer, making summary of points, as of the GORW model.
- Practicing being a coach.

**4. ANY FURTHER COMMENTS**

- None.
- Need examples, how to ask questions, and coaching.
- None.
- Please do more workshop at UBRU about coaching and mentoring for other school such as Faculty of Education, Humanities or Business.

**Table A7** Comments on Training 7: Learning Experience-Focused Course Design and Development (LEF-CDD) at CPRU, Sep 12-13, 2024

2.2) In my opinion, the positive aspects of the training were
<ul style="list-style-type: none"> <li>• Admired this training module. I applied this with course design, teaching. Fit with the national policy.</li> <li>• Be able to apply for course design effectively.</li> <li>• Have learned the concept of course design for more effective teaching.</li> <li>• Have learned course planning with CLO in accordance with PLO.</li> <li>• The concept of course evaluation with many activities.</li> <li>• Determination of course learning outcome.</li> <li>• Good experiences, good trainers, good materials.</li> <li>• Good and understand materials.</li> <li>• Skillful trainers.</li> <li>• Thank you very much for your very good presentation. There are more positive aspects of the training.</li> <li>• Very good project. Can be applied to teaching. New knowledge.</li> <li>• Can be applied to the teaching, course design and development, design of course activities.</li> <li>• Good in all aspects.</li> <li>• Good activity. Useful for improving capability of the participants. Be able to apply for our career.</li> </ul>
2.3) In my opinion, the less positive aspects of the training were
<ul style="list-style-type: none"> <li>• I need a form for course design and collecting the data from the trainer.</li> <li>• This training has more positive aspects.</li> <li>• Language is a problem.</li> </ul>
2.4) Suggestions and other comments
<ul style="list-style-type: none"> <li>• This helped as a guideline for course design and classroom management.</li> <li>• Good training module and can be applied for real.</li> <li>• I should have more days for the training.</li> <li>• Would like to have this project and the continuing version.</li> <li>• Should have real practice, real classroom or simulated classroom.</li> </ul>

2.4) Suggestions and other comments
<ul style="list-style-type: none"> <li>The trainers should ask feedback from the participants occasionally. This is to check their engagement and understanding.</li> </ul>

3.1) In your opinion, what was the most meaningful experience carried out in the context of the training, taking into account the project activities to be developed and the challenges of your teaching practice? Please, justify your answer (including examples)
<ul style="list-style-type: none"> <li>Learned the concept of course design as a tool which enable effective teaching in accordance with OBE.</li> <li>Correctly conceptualization.</li> <li>Correctly process to produce or create new course syllabus.</li> <li>Have learned what I 'd to learn about performance, course design, different perspectives of discussions.</li> <li>I can apply this training to design my subject which will help students get benefit in learning.</li> <li>Very good activities. Have learned curriculum design, using proper tools for class evaluation, model selection, enable students to develop learning skills.</li> <li>Knowledge for the teacher.</li> <li>Learned the process of course design.</li> </ul>

4. ANY FURTHER COMMENTS
<ul style="list-style-type: none"> <li>I'd like to join this training module again.</li> <li>Extend training days to 2-3 days.</li> <li>Need continuing activity for one day.</li> </ul>

**Table A8** Comments on Training 8: Innovative Product Design and Development (PDD) at CRRU, Sep 20-21, 2024

2.2) In my opinion, the positive aspects of the training were
<ul style="list-style-type: none"> <li>Earned new knowledge and concepts for course planning in accordance with the market.</li> <li>New perspectives too be used in curriculum development for Nursing school.</li> <li>Activities enable the learners to understand more.</li> <li>It makes me to plan mission statement for serving customer, e.g., nursing students.</li> <li>The training helps me to create a training product.</li> <li>Helped to improve the process of course planning, creating a new product.</li> </ul>

2.2) In my opinion, the positive aspects of the training were

- This training helped to improve creativity from the challenges encountered.
- Good techniques for teaching. Interesting topic and contents. Can be used in real practices. Good materials.
- Good training. Can be applied for teaching and researching.
- Can be applied in real life.
- The trainer has expertise. Good teaching. Give hands on practice. There is variety of activities that promote understanding.
- Understanding in designing and developing products.
- Understanding about innovative product design and development.
- Learning about process and how to develop a course.
- I love this project. The trainers are excellent.

2.3) In my opinion, the less positive aspects of the training were

- Time was too short.
- Some contents may need more time to understand.
- New concepts may need more explanation.
- Some topics may need more time to practice and understand.

2.4) Suggestions and other comments

- Need more training time to practice.
- Suitable activities enable the learners to understand effectively.
- None.
- Need more time for the training and practice.
- Increase duration of training.
- No comments. All good. Thank you very much ka.
- More activities for practices.

3.1) In your opinion, what was the most meaningful experience carried out in the context of the training, taking into account the project activities to be developed and the challenges of your teaching practice? Please, justify your answer (including examples)

- Learned determination of mission and marketing.
- Marketing analysis.
- Kano model analysis helps to see all perspectives. This helps to gather the data to be used for design.
- Good in all processes.

3.1) In your opinion, what was the most meaningful experience carried out in the context of the training, taking into account the project activities to be developed and the challenges of your teaching practice? Please, justify your answer (including examples)

- Learned from practicing creating new products. If understand, we may be able to create a new product.
- Can be applied for curriculum design for the nursing school, course planning and innovation development.
- The most meaningful experience is the important of how to design and develop the product effectively.
- The most meaningful is process how to develop process of teaching.

#### 4. ANY FURTHER COMMENTS

- Good trainer. Clam. Speak clearly.
- None.

**Table A9** Comments on Training 9: Industrial Management in Industry 4.0 Era at LPRU, Sep 10-12, 2024

2.2) In my opinion, the positive aspects of the training were

- Received knowledge for career development.
- LEGO game is a fun activity. I can see the big picture, enable me to understand.
- Can be applied into my work.
- Teaching technique and concepts for my class and research.
- I get the knowledge more than before joining the training.
- Good trainers. Enable to transfer technology and knowledge.

2.3) In my opinion, the less positive aspects of the training were

- -
- Hosted during working days. That is why not many people.

2.4) Suggestions and other comments

3.1) In your opinion, what was the most meaningful experience carried out in the context of the training, taking into account the project activities to be developed and the challenges of your teaching practice? Please, justify your answer (including examples)
<ul style="list-style-type: none"> <li>-</li> <li>Applicable for my job.</li> <li>It can be applied for my relevant works.</li> <li>Can be applied to my work.</li> </ul>

4. ANY FURTHER COMMENTS
<ul style="list-style-type: none"> <li>-</li> <li>Good trainers. Enable me to see the big picture of IM4.</li> </ul>

**Table A10**    Comments on Training 10: Industrial Management in Industry 4.0 Era at UBRU, Nov 7-8, 2024

2.2) In my opinion, the positive aspects of the training were
<ul style="list-style-type: none"> <li>Have learned the technique and new technology which can be applied into my works.</li> <li>Learn more and practice more.</li> <li>Gained knowledge and understanding. Can be applied into my teaching.</li> <li>To learn more about industrial 4.0.</li> <li>Good teacher, good workshop, good experience.</li> <li>Learned program CIM.</li> <li>Help to review what we have learned and new Topic with industrial 4.0, skills in industrial 4.0, real practice.</li> <li>Great activity such as project management that can be applied into my class.</li> </ul>

2.3) In my opinion, the less positive aspects of the training were



2.3) In my opinion, the less positive aspects of the training were

- Some topics not relevant to my work. Difficult to understand.
- Time is not enough.
- Would like to have more focus on simulation with more time, and analysis from real situation.

2.4) Suggestions and other comments

- Would like to practice with several exercises in order to know how to apply into real life.
- Would like the training to be fun and excited all the time.
- None.
- If possible, I would like to see factory 4.0, to have factory tour.

3.1) In your opinion, what was the most meaningful experience carried out in the context of the training, taking into account the project activities to be developed and the challenges of your teaching practice? Please, justify your answer (including examples)

- Real practice helped me to understand more. It was fun to learn.
- The workshop is great.
- To build a city enables us to learn how to plan.
- Building a city help us to learn how to plan, do work scheduling.
- This training can be applied into my class.

4. ANY FURTHER COMMENTS