



RE.MI.D.A. FOCUS GROUP

REPORT

RE.M.I.D.A.» project

Erasmus+ KA2 Strategic Partnership (2019-1-IT02-KA204-
063171)

Renewed Models for the Inclusion of Disadvantaged
Adults

Authors: Panos Fitsilis (Hellenic Open University)

Date: April 2021

Result no.: R3



RE.MI.D.A. Focus Group

Report for

Greece

Poland

Slovenia

Romania

Portugal

Spain



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1. INTRODUCTION ON THE RE.MI.D.A. PROJECT

The project R.E.M.I.D.A., funded by the Erasmus+ Programme of the European Commission, aims to tackle the problem of socio-occupational exclusion of disadvantaged adults over 45. Neither young nor old, often without parental support or the possibility of early retirement, trapped on the fringes of the labour market in a condition of chronic “inactivity”. They are the “older” unemployed, those who have lost their jobs after crossing the 45-year threshold.

The project “REMIDA – Renewed Models for the Inclusion of Disadvantaged Adults” was designed with the aim of supporting the social and working inclusion of adults 45+ at risk of exclusion by defining and testing an innovative model of intervention, aimed at achieving personal empowerment and enhancing the informal and non-formal skills of this target group.

The target group of RE.MI.D.A. is composed of operators working for the social inclusion of disadvantaged adults; adults 45+ at risk of social-work exclusion; managers of adult education, training, assessment and guidance organizations; experts / researchers in adult education methodologies; and representatives of the Public Administrations.

Main expected results of RE.MI.D.A. are:

- Definition of an innovative model of intervention for the personal empowerment of 45+ adults at risk of socio-professional exclusion. This model comes from adaptation of the Lego Serious Play® principles to the adult 45+ target and its alignment with consolidated methodologies for adult education, training assessment and orientation.
- Upskilling of operators of adult education centres, engaged in activities in favour of adults 45+ at risk of social exclusion.
- Support to European processes for enhancing informal and non-formal skills of this target group.



2. REPORT ON QUESTIONS

1. According to your opinion, do you consider Re.M.I.D.A. Model complete and clear along with its activity's description?

1. Not at all 2. Poorly 3. Fairly 4. Mostly 5. Totally

Comments (mandatory in case of score from 1 to 3)

Add comments made by focus group participants. Process comments so common concerns are grouped

A. I understand most of it. It would be good for the implementers they had well developed and detailed questions.

B. All I know is Lego Serious Play" technique

C. Adult education must be individualized depending on many factors, and the activities follow a linear structure.

D. In the activities, except the one in the tower, it would be good to give examples so that the adults have no doubts. Show examples to clarify to adults and encourage initiative.

2. According to your opinion, do you consider Re.M.I.D.A. Model activities feasible?

1. Not at all 2. Poorly 3. Fairly 4. Mostly 5. Totally

Comments (mandatory in case of score from 1 to 3)

Add comments made by focus group participants. Process comments so common concerns are grouped

A. Yes, they are feasible, in groups or individually, but should be adapted to present participants.

B. Method/technique useful with meaningful adjustments by target group

C. Not so much useful for unemployed 45+

D. There may be adults who have prejudices about the method used, in this case Lego, they can see it as something childish



3. Do you consider Re.M.I.D.A. Model proposed activities sustainable according to the participants main target groups characteristics (disadvantaged adults)?

1. Not at all 2. Poorly 3. Fairly 4. Mostly 5. Totally

Comments (mandatory in case of score from 1 to 3)

Add comments made by focus group participants. Process comments so common concerns are grouped

A. Concern that adults can learn mechanically to carry out these activities but not get this methodology to be internalized

4. What kind of experiences and skills do you think are necessary/useful to develop/deepen to realize the Re.M.I.D.A. Model proposed activities?

| | No of answers |
|--|---------------|
| The opportunity to have a clearer view about the potential applications and goals | 35 |
| A way to better understand the process | 29 |
| More information about the logistic | 14 |
| A dedicated training to develop specific skills such as: | |
| <ol style="list-style-type: none"> 1. <i>Introduction guide for the trainer to develop facilitator skills</i> 2. <i>Explanation of the structure – some psychoanalytical knowledge should be mandatory since no interpretation or wrong interpretation could have negative implications.</i> 3. <i>Getting to know/raising awareness of own strengths and weaknesses; Barriers awareness and obstacle overcoming strategy; establishing a social network, ...</i> 4. <i>Setting life goals, reconsidering your life</i> 5. <i>Creativity, developing imagination, visualizations, colour perception, communication – observation, interpretation, justification</i> | |

6. *Easier access to communication, unemployed (especially those with low self-image), setting goals, insights into relationships, those who find it difficult to speak about themselves*
7. *Empowerment, awareness of one's own potential and objectives*
8. *Developing individual potentials, helping to develop and re-describe specific instructions of the individual (beliefs, expectations, ideas about yourself, work, relationships)*
9. *“Creativity. Entrepreneurship. Self-knowledge.”; “Cognitive and motor”*

Table 1: feedback from focus groups about the skills and experience useful to realize Re.M.I.D.A. model

5. What kind of methodology do you prefer to develop your skills?

| | No of answers |
|--|---------------|
| Formal | 14 |
| Non Formal | 39 |
| Peer-to-peer sharing experiences | 38 |
| Others | |
| <ol style="list-style-type: none"> 1. <i>A typical methodology</i> 2. <i>There has to be a combination of formal and peer to peer sharing experiences</i> 3. <i>Practical, experiential education</i> 4. <i>I use all of the above</i> | |

Table 2: feedback about the methodology

6. Do you have to offer any other suggestion, related with the objectives of Re.M.I.D.A. project in general?

List the suggestions made. Similar suggestions should be grouped



1. Activities could be personalized or maybe focus in very small groups. In that way anyone would participate equally and develop better skills. Maybe a gamification technique could be introduced inside the process. Such technique could empower an individual in an active way
2. The intended course should be designed taking into consideration the traits, needs and expectations of the specific target group which will be asked to implement the serious play scenario.
3. It is a model based on the talent of adult educators. It is good to have a guide with activity steps and each instructor to adapt the project to his abilities and make it "his". It can be applied to prisoners, the unemployed, students to strengthen their personality and career. Connects with the use of art in education and makes the game part of the educational process, inspiring innovation, creativity and collaboration of team members.
4. A general training in LSP process before apply it to specific REMIDA subject
5. There must be a "user's guide" about the model and it would be useful to include some case scenarios, so the trainers obtain insight on how to use it and the ways the model can achieve various educational goals.
6. Use of LSP methodology in face-to-face sessions. I am wondering about the psychological aspects, that I think is very important with the use of the LSP methodology. Some psychological training should be included into the moderator's development.
7. Needs to be adapted to the groups of target groups (long-term unemployed, elderly, younger, foreigners, people with special needs, people with disabilities...)
8. Bigger bricks: Bricks that consider sustainability (painted with stones, sun, earth); More people figurines; More packages
9. The use of devices (any) in individual or group work requires a well-trained professional, as these methods also open unconscious areas. If the contractor is not experienced in this work, it can do more harm than good.
10. I think it is a wonderful tool to work with in counselling and group work. We remember our childhood while playing with these bricks...
11. As many useful and applied methods and techniques as possible in working with participants
12. I want there to be more transferable methods in working with vulnerable target groups
13. I would like to participate in more of these workshops



14. I want to share that I liked the presentation workshop, and I rate the model as a valuable and useful tool for achieving the project's objectives.
15. LSP strengthens the reflection process:
 - using this learning method supports much more effective dialogue
 - it is effective for learning because using your imagination you can understand the vision of others
 - LSP makes us think and communicate in a different way than we are used to
 - this "serious play" used in adult training is really beneficial because you let your imagination run wild and you can set clear goals
16. "Deepen and diversify techniques and teaching methodologies in order to improve the teaching and learning process."
17. "Use of the REMIDA method individually, since constraints may arise for some adults in the exposure and sharing of the group."
18. These adults should be monitored to see if the employability and inclusion goals are met.
19. It is a project with a clear and concise methodology, with very necessary objectives in today's society.
20. The facilitator must have a good training to carry out these activities since they may encounter different scenarios, and must control the situations.
21. LSP will allow adults to express their inner thoughts and there are no wrong answers, all actions will be interesting and may have conclusions to analyse.



3. APPENDIX A: QUESTIONS THAT SHOULD BE ADDRESSED FROM THE FOCUS GROUP

FOCUS Group participant data

Given Name: : _____

Surname: : _____

Organization : _____

Email : _____

FOCUS Group participant experience related questions

1. How many years of experience you have with VET training?

Less than five Between 5 and 10 More than five

2. Do you have experience on VET training of unemployed persons?

No exp. Some Exp. Sufficient exp Significant exp. I'm an Expert

3. What kind of techniques are you using to empower unemployed people and/or disadvantages 45+ adults at risk of social exclusion?

Formal (e.g. classroom training, on-line training)

Informal: hands-on training, facilitation, practical placement

Other, please specify _____

4. Have you ever used before LEGO® SERIOUS PLAY® methodology?

Yes, for skill development

Yes, for VET training

No

Other _____



The Re.M.I.D.A. Model related questions

5. According to your opinion, do you consider Re.M.I.D.A. Model complete and clear along with its activity's description?

- Not at all Poorly Fairly Mostly Totally

Comments (mandatory in case of score from 1 to 3)

6. According to your opinion, do you consider Re.M.I.D.A. Model activities feasible?

- Not at all Poorly Fairly Mostly Totally

Comments (mandatory in case of score from 1 to 3)

7. Do you consider Re.M.I.D.A. Model proposed activities sustainable according to the participants main target groups characteristics (disadvantages adults)?

- Not at all Poorly Fairly Mostly Totally

Comments (mandatory in case of score from 1 to 3)



8. What kind of experiences and skills do you think are necessary/useful to develop/deepen to realize the Re.M.I.D.A. Model proposed activities?

- The opportunity to have a clearer view about the potential applications and goals
- A way to better understand the process
- More information about the logistic
- A dedicated training to develop specific skills such as: _____

9. What kind of methodology do you prefer to develop your skills?

- Formal
- Non formal
- Peer-to-peer sharing experiences

Other _____

10. Do you have to offer any other suggestion, related with the objectives of Re.M.I.D.A. project in general?



4. APPENDIX B: REMIDA FOCUS GROUP PARTICIPANTS

Meeting agenda

1. Introduction of Re.M.I.D.A. project
2. Introduction of LSP methodology
3. Discussion on the methodology
4. Concluding remarks

Meeting(s) Date(s)

(Greece)

1. Monday 21/09/2020 18:30 (Group A)
2. Thursday 24/09/2020 18:30 (Group B)
3. Monday 03/08/2020 9:30
4. Friday 10/03/2020 11:00
5. Friday 16/10/2020 10:00 (Group A)
6. Friday 16/10/2020 15:00 (Group B)
7. Wednesday 11/11/2020 9:00 (Group A)
8. Thursday 12/11/2020 14:00 (Group B)



PARTICIPANTS FROM GREECE

| No | Surname | First Name | Organization | Email | Years of experience you have with VET training? | Experience on VET training of unemployed persons? | Techniques used to empower unemployed people and/or disadvantages 45+ adults? | Have you ever used before LEGO® SERIOUS PLAY® methodology? |
|----|-----------|------------|---------------------------------|------------------------|---|---|--|--|
| 1. | Fitsilis | Panos | University of Thessaly | pfitsilis@gmail.com | More than 10 | Some experience | Formal (e.g. classroom training, on-line training) | No |
| 2. | Akrivouli | Zoe | AMALTEA CONSULTING | akrivouli@amaltear.com | More than 10 | Significant experience | Formal (e.g. classroom training, on-line training), Informal: hands-on training, facilitation, practical placement | Other (please specify), business canvas |
| 3. | Mallios | Nikolaos | Second Chance School of Domokos | nmallios@uth.gr | Less than 5 | Some experience | Informal: hands-on training, facilitation, practical placement | No |

| | | | | | | | | |
|----|------------|-----------|---|--------------------|------------------|-----------------|--|----|
| 4. | Tigka | Evangelia | 1st Second Chance School of Domokos (prison school) | etigka@gmail.com | Between 5 and 10 | No experience | Formal (e.g. classroom training, on-line training), Informal: hands-on training, facilitation, practical placement, Other (please specify), theatre | No |
| 5. | Pavlitsa | Elissavet | Institute of Entrepreneurship Development | epavlitsa@ied.eu | Less than 5 | No experience | Other (please specify), A combination of both, especially in thematic areas that the target group is not so confident with | No |
| 6. | Theodosiou | Aspasia | Hellenic Open University | stheodosiou@eap.gr | More than 10 | Some experience | Formal (e.g. classroom training, on-line training), Informal: hands-on training, facilitation, practical placement | No |

| | | | | | | | | |
|-----|---------------|---------------|--|---------------------|---------------------|--------------------------|---|--|
| 7. | Gerostergiou | Kalliopi | OAED Regional Directorate of Thessaly | kgerost@yahoo.gr | More than 10 | I'm an Expert | Informal: hands-on training, facilitation, practical placement, Other (please specify), Βιωματικά εργαστήρια | Yes, for skill development |
| 8. | Damasiotis | Vyron | University of Thessaly | damasiotis@uth.gr | Between 5 and 10 | Sufficient experience | Formal (e.g. classroom training, on-line training) | No |
| 9. | Katsika | Mariant hi | ICBS Larissa Business School | katsikama@yahoo.com | More than 10 | Some experience | Formal (e.g. classroom training, on-line training) | Other (please specify), In a seminar |
| 10. | Balkouranidis | Dimos | - | balkou@yahoo.com | Less than 5 | Some experience | Formal (e.g. classroom training, on-line training), Informal: hands-on training, facilitation, practical placement | No |



| | | | | | | | | |
|-----|-------------|---------|------------------------|----------------------------|--------------|-----------------|--|----|
| 11. | Anthopoulou | Eirini | Freelance professional | anthopoulou.irene@yahoo.gr | More than 10 | I'm an Expert | Formal (e.g. classroom training, on-line training), Informal: hands-on training, facilitation, practical placement | No |
| 12. | Kyriatzis | Vasilis | University of Thessaly | kyriatzis@uth.gr | More than 10 | Some experience | Formal (e.g. classroom training, on-line training) | No |

Table 3: participants from Greece

PARTICIPANTS FROM POLAND

| No | Surname | First Name | Organization | Email | Years of experience you have with VET training? | Experience on VET training of unemployed | Techniques used to empower unemployed people and/or disadvantages 45+ adults? | Have you ever used before LEGO® SERIOUS PLAY® methodology? |
|----|---------|------------|--------------|-------|---|--|---|--|
| | | | | | | | | |



| | | | | | | person s? | | |
|----|----------------------|-----------|---------------------------------|--|------------------|------------------|------------------|----|
| 1. | Łukasik | Magdalena | CKU | kursy@cku2.pl | 15 | I'm an expert | Informal | No |
| 2. | Żelazna | Anna | Lublin University of Technology | zelazna_anna@wp.pl | 15 | Some exp. | Informal | No |
| 3. | Zabratańska | Katarzyna | IBE | k.zabratanska@ibe.edu.pl | Between 5 and 10 | Significant exp. | Formal, Informal | No |
| 4. | Kwiatowska-Czerwonka | Monika | ZRW Doradztwo Ltd. | monikakwiatowszewska@zrwdoradztwo.pl | Between 5 and 10 | Significant exp. | Informal | No |
| 5. | 6Pietroń | Grzegorz | CKU | grzegorz.pietron@cku2.lublin.eu | Between 5 and 10 | Some exp. | Formal | No |

| | | | | | | | | |
|-----|-------------------|------------|---------------------------|--|------------------|------------------|------------------|----|
| 6. | Ruman-Kołodzyńska | Anna | CKU | anna_ruman@poczta.onet.pl | Between 5 and 10 | Some exp. | Formal | No |
| 7. | Marczak | Gracja | Lublin City Hall Gestar | gracjossa@02.pl | Less than five | No exp. | Formal | No |
| 8. | Nurzyński | Piotr | Association NATAN | pnurzynski@interia.pl | Less than five | Some exp. | Formal, Informal | No |
| 9. | Sprysak | Olga | Foundation I ² | olgasprysak@gmail.com | Less than five | Significant exp. | Formal, Informal | No |
| 10. | Mizińska | Jolanta | Primary School No 20 | jolanta_mizinska@o2.pl | Less than five | Some exp. | Formal, Informal | No |
| 11. | Sitarczyk | Małgorzata | WSEI | malgorzata.sitarczyk@interia.pl | 38 | I'm an expert | Formal, Informal | No |

Table 4: Participants from Poland

PARTICIPANTS FROM SLOVENIA



| NO | Surname | First Name | Organization | Email | Years of experience you have with VET training? | Experience on VET training of unemployed persons? | Techniques used to empower unemployed people and/or disadvantages 45+ adults? | Have you ever used before LEGO® SERIOUS PLAY® methodology? |
|----|-----------------|------------|----------------|--|---|---|---|--|
| 1. | Sulič | Tea | RIC Novo mesto | Tea.sulic@ric-nm.si | >5 | A lot | Both | No |
| 2. | Arkar | Tadeja | RIC Novo mesto | Tadeja.arkar@ric-nm.si | 5-10 | Some | Informal | No |
| 3. | Blažič | Ana Marija | RIC Novo mesto | Ana.marija.blazic@ric-nm.si | >5 | A lot | Formal | No |
| 4. | Ogulin Počrvina | Gabi | RIC Novo mesto | Gabi.ogulin.pocrvina@ric-nm.si | >10 | A lot | Both | No |
| 5. | Volf | Katja | RIC Novo mesto | Katja.volf@ric-nm.si | 5-10 | A lot | Formal | No |
| 6. | Herženjak | Brigita | RIC Novo mesto | Brigita.herzenjak@ric-nm.si | >10 | Expert | Both | No |



| | | | | | | | | |
|-----|-------------------|---------|---|--|------|--------|----------|----|
| 7. | Potočar | Zvonka | RIC Novo mesto | Zvonka.potocar@ric-nm.si | >10 | A lot | Both | No |
| 8. | Salmič Tisovec | Nastja | ŠENT - Slovensko združenje za duševno zdravje | Nastja.salmic@gmail.com | 5-10 | Enough | Both | No |
| 9. | Avsenik | Irena | Grm Novo mesto - Center Biotehnike in turizma | Irena.avsenik@guest.arnes.si | >10 | Enough | Both | No |
| 10. | Petan | Polonca | Želva d.o.o. | Polonca.petan@zelva.si | <5 | Some | Informal | No |

Table 5: Participants from Slovenia

PARTICIPANTS FROM ROMANIA

| N O | Surname | First Name | Organization | Email | Years of experience you have | Experienc e on VET training of unemploy | Techniques used to empower unemployed people | Have you ever used before |
|----------------|----------------|-----------------------|---------------------|--------------|---|--|---|--------------------------------------|
|----------------|----------------|-----------------------|---------------------|--------------|---|--|---|--------------------------------------|



| | | | | | with VET training? | ed persons? | and/or disadvantages 45+ adults? | LEGO® SERIOUS PLAY® methodology? |
|----|----------|--------|---------------------------|--|--------------------|-------------|----------------------------------|----------------------------------|
| 1. | Marusca | Angela | ORIZONT Centre | angelaioanamarusca@gmail.com | >15 | yes | Formal Informal | yes |
| 2. | Araiman | Rodica | ACTA | rody_araiman@gmail.com | >15 | yes | Formal Informal | no |
| 3. | Pintican | Laura | ANPPR Association | serfezelaura@yahoo.com | 5-10 | some | Informal | no |
| 4. | Suciu | Roxana | Orizont Centre | roxy_suciu@yahoo.com | >10 | yes | Formal Informal | no |
| 5. | Iova | Delia | Lucian Blaga High School | delia_iova@yahoo.com | >20 | yes | Formal Informal | yes |
| 6. | Mile | Anca | Emanuil Gojdu High School | mile.anca@gmail.com | >15 | yes | Formal Informal | yes |
| 7. | Trip | Simona | University of Oradea | s.trip@gmail.com | 15-10 | yes | Formal Informal | no |



| | | | | | | | | |
|-----|----------|----------|------------------|--|-------|------|-----------------|-----|
| 8. | Ratiu | Mariana | ACTA | mariratiu@yahoo.com | >20 | yes | Formal Informal | yes |
| 9. | Cormos | Anamaria | ANPPRAssociation | cormos_ana@gmail.com | 10-15 | yes | Formal Informal | no |
| 10. | Varga | Cristina | ACTA | cristina.pihuleac@gmail.com | 5-10 | some | Informal | No |
| 11. | Budescu | Emil | ACTA | emilbudescu@gmail.com | >20 | yes | Formal | No |
| 12. | Popovici | Mihaela | ACTA | mihatex@gmail.com | >20 | yes | formal | yes |

Table 6: Participants from Romania

PARTICIPANTS FROM PORTUGAL

| NO | Surname | First Name | Organization | Email | Years of experience you have | Experience on VET training of unemployed | Techniques used to empower unemployed people | Have you ever used before LEGO® |
|----|---------|------------|--------------|-------|------------------------------|--|--|---------------------------------|
|----|---------|------------|--------------|-------|------------------------------|--|--|---------------------------------|



| | | | | | with VET training? | ed persons? | and/or disadvantages 45+ adults? | SERIOUS PLAY® methodology? |
|----|---------------|-----------|----------|-----------------------------|--------------------|------------------|---|-----------------------------|
| 1. | Maria Celeste | Silva | EPRALIMA | mcfesilva@gmail.com | More than 10 | Sufficient exp. | Formal; Informal; role playing, focus grupo | No. |
| 2. | Deolinda | Silva | EPRALIMA | deolindasilva@epralima.pt | Between 5 and 10 | Significant exp. | Formal; Informal. | No. |
| 3. | Rui Manuel | Vieito | EPRALIMA | ruivieito@epralima.pt | Between 5 and 10 | Sufficient exp. | Formal. | No. |
| 4. | Olga Sofia | Rocha | EPRALIMA | Sofiarib2@hotmail.com | More than 10 | Significant exp. | Formal; Informal. | No. |
| 5. | Margarida | Vieira | EPRALIMA | margaridavieira@epralima.pt | Less than 5 | Some exp. | Informal. | No. |
| 6. | Maria | Neto | EPRALIMA | marianeto@epralima.pt | Between 5 and 10 | Significant exp. | Informal. | Yes, for skill development. |
| 7. | Luis Alberto | Guimaraes | EPRALIMA | luisguimaraes@epralima.pt | More than 10 | Sufficient exp. | Informal. | No. |



| | | | | | | | | |
|----|---------------|----------------|----------|--------------------------|------------------|------------------|-----------|-----|
| 8. | Maria Candida | Abreu da silva | EPRALIMA | candidasilva@epralima.pt | Between 5 and 10 | Significant exp. | Informal. | No. |
|----|---------------|----------------|----------|--------------------------|------------------|------------------|-----------|-----|

Table 7: participants from Portugal

PARTICIPANTS FROM SPAIN

| No | Surname | First Name | Organization | Email | Years of experience you have with VET training? | Experience on VET training of unemployed persons? | Techniques used to empower unemployed people and/or disadvantages 45+ adults? | Have you ever used before LEGO® SERIOUS PLAY® methodology? |
|----|------------------|------------|---------------------|--|---|---|---|--|
| 1 | Gallardo Garrido | Santiago | Fundación Don Bosco | Santig_95@hotmail.com | Less than 5 | No experience | Formal (e.g. classroom training, on-line training), Informal: hands-on training, facilitation, etc. | No |
| 2 | Martagón Beltrán | Sara | Aspaponias | sarabambalina@gmail.com | Less than 5 | Some experience | Formal through methodologies approved by the relevant institutions | Yes, for the development of skills, with |

| | | | | | | | | |
|---|------------------|-----------------|-----------------------------------|--|-------------|-----------------|---|-------------------------|
| | | | | | | | and informal through workshops held without being regulated. | metaphorical teachings. |
| 3 | Martín Díaz | Iván | Labboral consultant | ivanmartindiaz@gmail.com | Less than 5 | Some experience | Formal | No |
| 4 | Rojas Pérez-Pire | Miguel Santiago | Freelance social integrator | Miguelito_1584@hotmail.com | Less than 5 | No experience | Formal through methodologies approved by the relevant institutions and informal through workshops held without being regulated. | No |
| 5 | Flichí Roca | Ángeles | Freelance teacher | flichí88@gmail.com | Less than 5 | No experience | Formal Informal | No |
| 6 | Garau | Rocío | Freelance counseling psychologist | rocio.garau@gmail.com | Less than 5 | No experience | Informal | No |

| | | | | | | | | |
|----|-----------------|----------|-----------------|--|-------------|-----------------|----------|---|
| 7 | Fernández Reyes | María | Inercia Digital | mariafernandez@inerciadigital.com | Less than 5 | Some experience | Informal | No |
| 8 | Romero Aceituno | Cristina | Inercia Digital | cristinaromero@inerciadigital.com | Less than 5 | Some experience | Informal | No |
| 9 | Picón Roca | Enrique | Inercia Digital | enriquepicon@inerciadigital.com | Less than 5 | Some experience | Informal | No |
| 10 | Corona Cruz | Susana | Inercia Digital | susanacorona@inerciadigital.com | Less than 5 | Some experience | Informal | Yes, for the development of skills in the field of STEM and robotics. |
| 11 | Bermúdez Romero | Jose | Inercia Digital | josebermudez@inerciadigital.com | Less than 5 | No experience | Informal | No |

Table 8: Participants from Spain