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Hamilton, Ontario, Canada**

**PAPER C03-5**

**Ontario AIDS Network Evaluation Survey  
for Skills Building Workshops  
Conducted Fall 2002**

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## TABLE OF CONTENTS

|  |   |
|--|---|
| Background.....  | 1 |
| Methods.....   | 1 |
| Findings.....  | 2 |
| Table 1. Workshops Attended.....   | 2 |
| Question 1. Meeting and Staying In Touch with People .....                     | 3 |
| Question 2. Learning About and Using Information Sources.....                  | 3 |
| Question 3. Meeting and Collaborating with People in Other Organizations ..... | 3 |
| Question 4. Learning About and Using Practical Tools .....                     | 4 |
| Question 5. Developing and Using New Skills .....                              | 4 |
| Question 6. Discovering and Implementing New Projects or Programs .....        | 4 |
| Question 7. Planning and Following Through with Doing Work Differently .....   | 5 |
| Conclusion .....   | 5 |

## APPENDICES

- Appendix A Table 2. Percentage of participants who indicated specific answers to each question. Respondents were told: “We want to know what you thought at the time you attended the workshops.”
- Appendix B Table 3. Percentage of participants who indicated specific answers to each question. Respondents were told: “We want to know what you have done in your work during the time that has passed between the workshops and today.”

## **BACKGROUND**

Ontario AIDS Network (OAN) conducts “Skills Building Workshops” throughout the year for staff and volunteers of AIDS Service Organizations. OAN approached the CLEAR Unit to assist in developing a survey strategy to assess the value of these workshops. This report summarizes the findings of the first survey, which covers the workshops that were carried out in the fall of 2002.

The workshops that were assessed in this survey were the ED retreat (October, 2002), the AIDS Support Workers workshop (October 2002) and the Administrators workshop (November, 2002).

## **METHODS**

The survey instrument was developed collaboratively between OAN and CLEAR investigators. The goal was to have a short questionnaire that would assess whether OAN’s objectives had been met immediately following the workshops, and whether there was any lasting benefit from these workshops.

Participants were sent a questionnaire between January and March of 2003. There were 85 workshop participants, and 81 were still able to be reached to receive a questionnaire. They were asked to give their impressions about what they had experienced at the workshops, and were asked to indicate how much the workshops had had an impact on their work. The surveys were returned by fax or mail, and were completed anonymously.

## FINDINGS

Of the 81 people who received questionnaires, 36 returned completed questionnaires (response rate 44%). Table 1 shows how many of the survey respondents attended the various workshops. Each respondent was asked to focus on a particular workshop when answering the questions. The three workshops of interest for this evaluation were the ED retreat, AIDS support and Administrators workshops. However, within each of these categories, some respondents had attended more than one workshop. The greatest overlap was between those who attended the ED/Board retreat (7) and the ED retreat (8).

**Table 1  
Workshops Attended**

| Workshops Attended            | Workshop That Respondent Was Asked To Focus On<br>In Evaluation Survey |                        |                         |
|-------------------------------|--|------------------------|-------------------------|
|                               | ED Retreat<br>(N=9)  | AIDS Support<br>(N=18) | Administrators<br>(N=9) |
| <b>Fundraisers</b>            |  | 1                      |                         |
| <b>AIDS Support</b>           |  | 18                     |                         |
| <b>ED/Board Chair</b>         | 7  |                        | 1                       |
| <b>Volunteer Coordinators</b> |  |                        |                         |
| <b>Administrators</b>         |  | 1                      | 9                       |
| <b>ED Retreat</b>             | 8  |                        |                         |
| <b>Educators</b>              |  | 1                      |                         |

Participants were asked to indicate how much they agreed with each statement, with possible responses being: strongly disagree, disagree, not sure, agree, strongly agree (score 1-5). Results for this are displayed in the Appendix. Table 2 gives the responses to questions that were asked about the workshops themselves. Figures 1a to 7a display how the responses to the

questions differ for each workshop group. Table 3 gives the responses to questions that asked about how much the workshop experiences were integrated into work life. Figures 1b to 7b display how the responses to the questions differ for each workshop group.

### **Question 1. Meeting and Staying In Touch with People**

Workshops were rated highly for bringing participants together with others who had similar interests. All respondents either agreed or strongly agreed with this statement. The average score was 4.47 out of 5. There was very little difference between the workshop groups.

In 1b, it is clear that respondents were less convinced that they had stayed in contact with people whom they met at workshops. About 17% disagreed; the score was 3.77 out of 5; and people in AIDS support were least likely to agree with this, while administrators were most likely to agree that they had stayed in touch.

### **Question 2. Learning About and Using Information Sources**

About 86% of respondents agreed that they had learned about information sources that were important for their work, and this was greatest for those who were at the ED retreat. About 80% thought that they continued to use these sources since the workshop. The score for the question about learning about information, and the score for the question about using information were the same (3.97).

### **Question 3. Meeting and Collaborating with People in Other Organizations**

About 78% agreed that they had found out about people or organizations with whom they could

collaborate, and the 3 workshop groups were similar in this. There were 60% who felt they actually did follow through with collaboration since the workshop, and the score for this question was lower (3.43 vs. 3.89). Collaboration was lowest for AIDS support workers.

#### **Question 4. Learning About and Using Practical Tools**

There were 81% who agreed that they had learned about practical tools at the workshops, and this was similar for all workshop groups. About 80% also agreed that they had used practical tools that they had discovered at a workshop. The scores for the two questions were similar (3.86 vs. 4.00)

#### **Question 5. Developing and Using New Skills**

There were 72% who felt they had developed new skills at a workshop, and this was about the same for all workshop groups. This number increased to 80% for the question about whether they had actually used new skills that they learned. The overall scores were similar for the two groups (3.81 vs. 3.86). There were more people from the AIDS support workshop who did not feel that they had used new skills that they developed.

#### **Question 6. Discovering and Implementing New Projects or Programs**

There were 53% who agreed that they had developed new ideas for projects or programs at workshops, and this was similar for all groups. About 37% thought that they had actually implemented these new ideas since the workshops. The score for implementation was lower (3.20) than for having acquired ideas (3.47).

### **Question 7. Planning and Following Through with Doing Work Differently**

About 81% of respondents left the workshop thinking they would do something differently at their work, and about 87% felt that they actually did do something differently at their work because of a workshop. The score for actually doing something differently was higher (4.00 vs. 3.86). Those attending the AIDS support workshop were least likely to agree with this.

### **CONCLUSION**

The most important limitation of this survey is that there were over 50% of workshop participants who did not respond to the questionnaire. We cannot conclude anything for these participants, since they may feel quite differently about the workshops than those who did respond.

Among those who did respond, there appears to have been an excellent achievement of the workshop goals. A large majority indicated that they had experienced those things that the OAN had set out to achieve with the workshops. Maybe most striking is the finding that 87% felt that they had changed the way they do their work in some way due to what they had experienced at a workshop.

The goal achieved least well was discovering and implementing new projects or programs. This is clearly the most difficult goal to achieve through the workshop process, and in light of how difficult it is, it may be surprising that 53% left the workshops with ideas for new projects or programs, and 37% felt that they had actually implemented ideas.

In general, the goals were achieved to a similar degree for all 3 workshop groups. However, it did appear that the workshops had a slightly smaller positive impact on those attending the AIDS support workshop.

## **APPENDIX A**

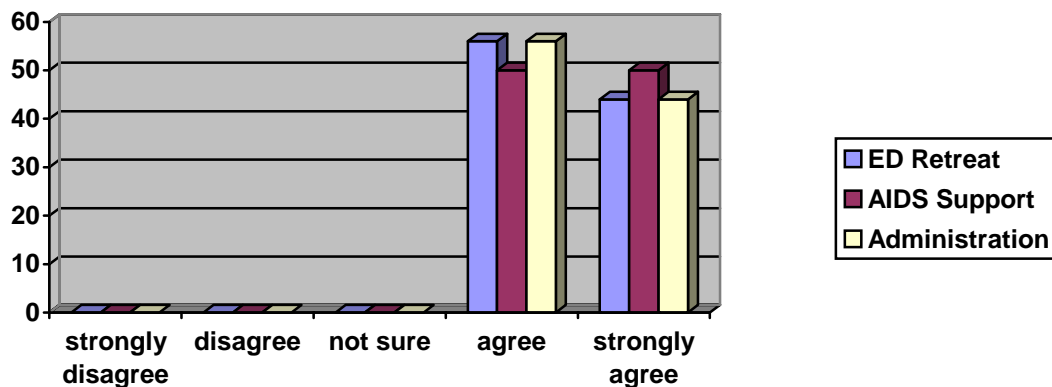


**Table 2**

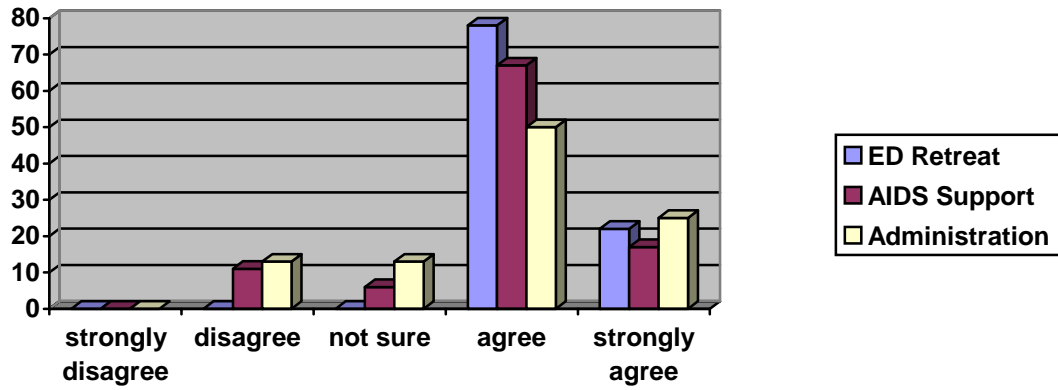
**Percentage of participants who indicated specific answers to each question. Respondents were told: “We want to know what you thought at the time you attended the workshops.”**

|   | Strongly Disagree (1) | Disagree (2) | Not Sure (3) | Agree (4) | Strongly Agree (5) | Average score (1-5) |
|---|-----------------------|--------------|--------------|-----------|--------------------|---------------------|
| <b>1a. I met people (presenters or participants) who talked about issues that were relevant to my work.</b> |                       |              |              | 53        | 47                 | 4.47                |
| <b>2a. I learned about information sources that I could access for my work.</b>                             |                       | 8.6          | 5.7          | 66        | 20                 | 3.97                |
| <b>3a. I learned about people or organizations that I could collaborate with in my work.</b>                |                       | 14.3         | 8.6          | 51        | 26                 | 3.89                |
| <b>4a. I learned about practical tools that I could use in my work.</b>                                     |                       | 5.6          | 14           | 56        | 25                 | 4.00                |
| <b>5a. I developed new skills for carrying out my work.</b>   |                       | 14           | 14           | 50        | 22                 | 3.81                |
| <b>6a. I thought of new ideas for projects or programs in my work.</b>                                      |                       | 22           | 25           | 36        | 17                 | 3.47                |
| <b>7a. I left the workshops with plans to do my work differently in some way.</b>                           | 2.8                   | 5.6          | 11           | 64        | 17                 | 3.86                |

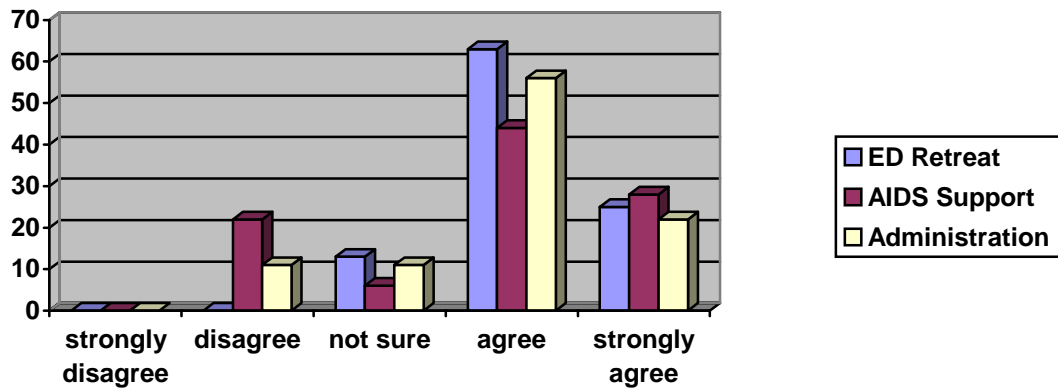
1a. I met people (presenters or participants) who talked about issues that were relevant to my work



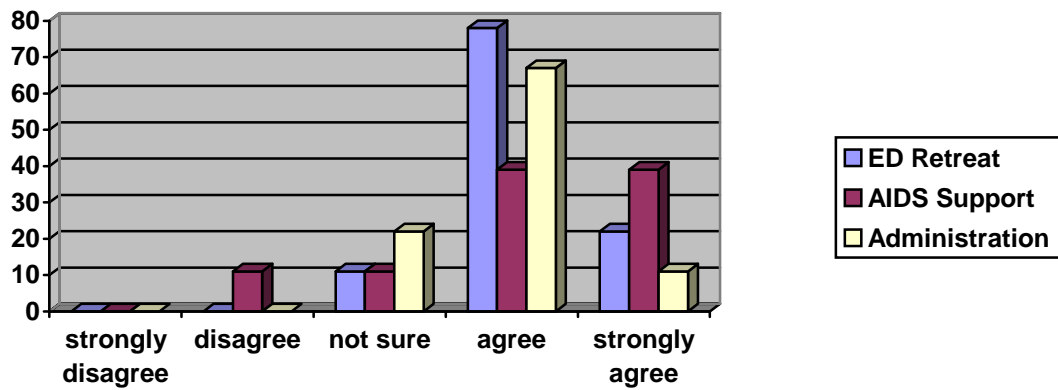
2a. I learned about information sources that I could access for my work.



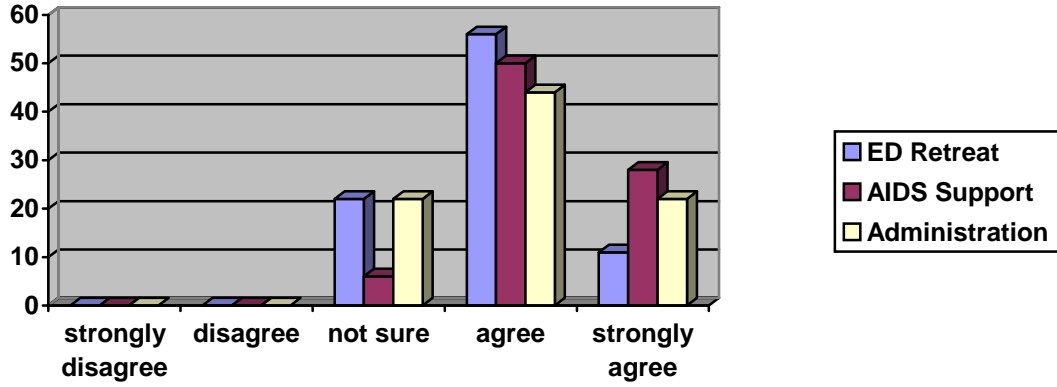
3a. I learned about people or organizations that I could collaborate with in my work.



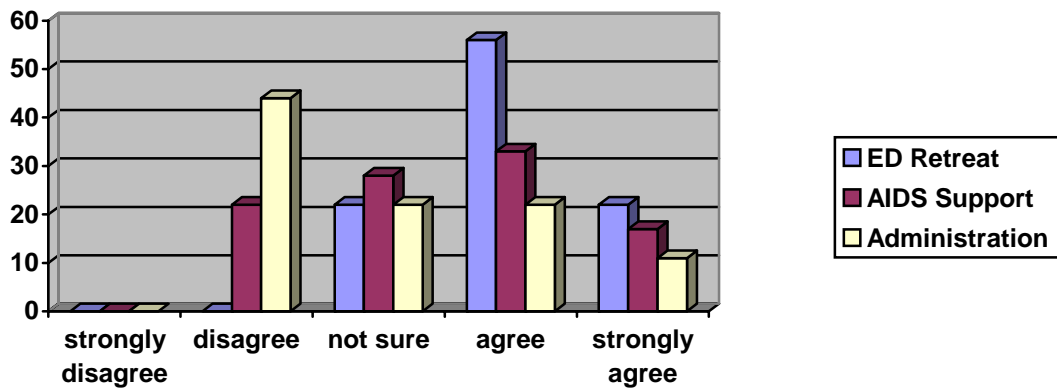
4a. I learned about practical tools that I could use in my work.



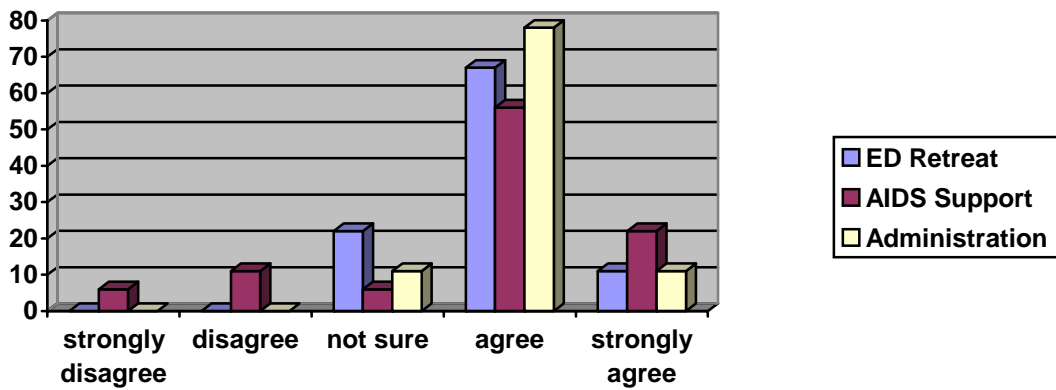
5a. I developed new skills for carrying out my work.



6a. I thought of new ideas for projects or programs in my work.



7a. I left the workshops with plans to do my work differently in some way.



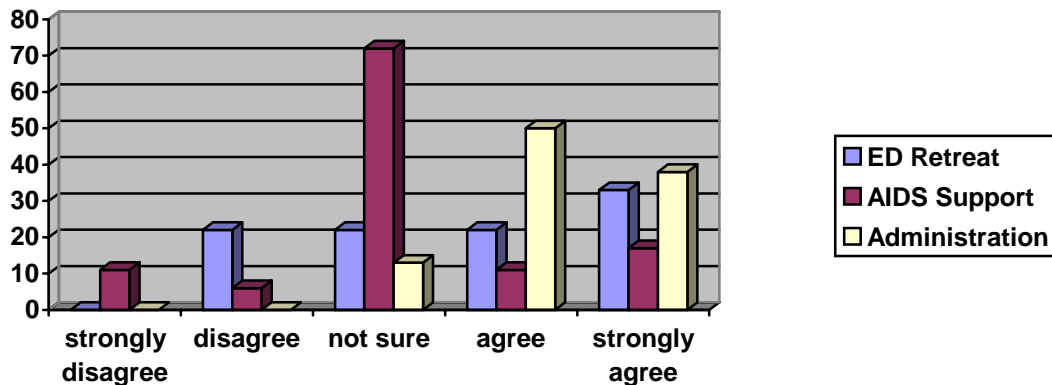
## **APPENDIX B**

**Table 3**

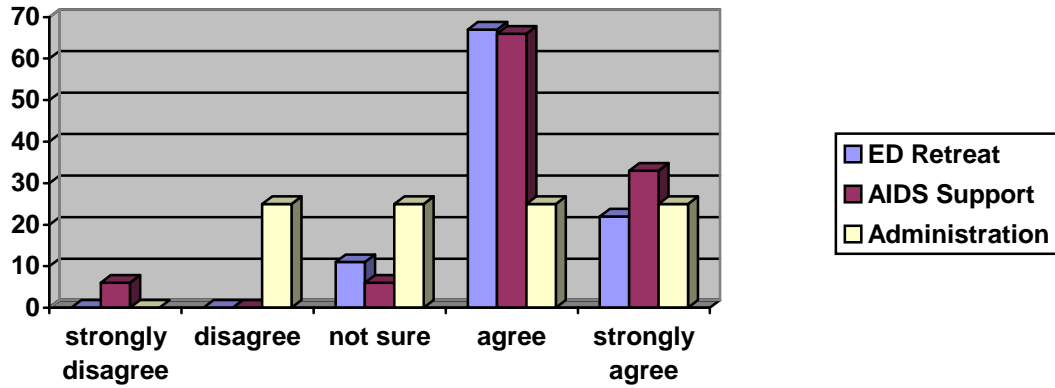
**Percentage of participants who indicated specific answers to each question. Respondents were told: “We want to know what you have done in your work during the time that has passed between the workshops and today.”**

|   | <b>Strongly Disagree (1)</b> | <b>Disagree (2)</b> | <b>Not Sure (3)</b> | <b>Agree (4)</b> | <b>Strongly Agree (5)</b> | <b>Average Score (1-5)</b> |
|---|------------------------------|---------------------|---------------------|------------------|---------------------------|----------------------------|
| <b>1b. I have been in touch again with people that I met for the first time at an OAN workshop.</b>           | 5.7                          | 11.4                | 6                   | 54               | 23                        | 3.77                       |
| <b>2b. I have made use of information sources that I learned about at an OAN workshop.</b>                    | 2.5                          | 5.7                 | 11                  | 51               | 29                        | 3.97                       |
| <b>3b. I have collaborated with people or organizations that I learned about at an OAN workshop.</b>          | 2.9                          | 26                  | 11                  | 46               | 14                        | 3.43                       |
| <b>4b. I have used practical tools that I learned about at an OAN workshop.</b>                               | 2.9                          | 5.7                 | 11                  | 63               | 17                        | 3.86                       |
| <b>5b. I have used new skills that I learned about at an OAN workshop.</b>                                    | 2.9                          | 5.7                 | 11                  | 63               | 17                        | 3.86                       |
| <b>6b. I have begun to implement new ideas for projects or programs that I thought of at an OAN workshop.</b> | 5.7                          | 20                  | 37                  | 23               | 14                        | 3.20                       |
| <b>7b. I have done my work differently in some way because of having attended an OAN workshop.</b>            | 2.9                          | 5.7                 | 8.6                 | 54               | 29                        | 4.00                       |

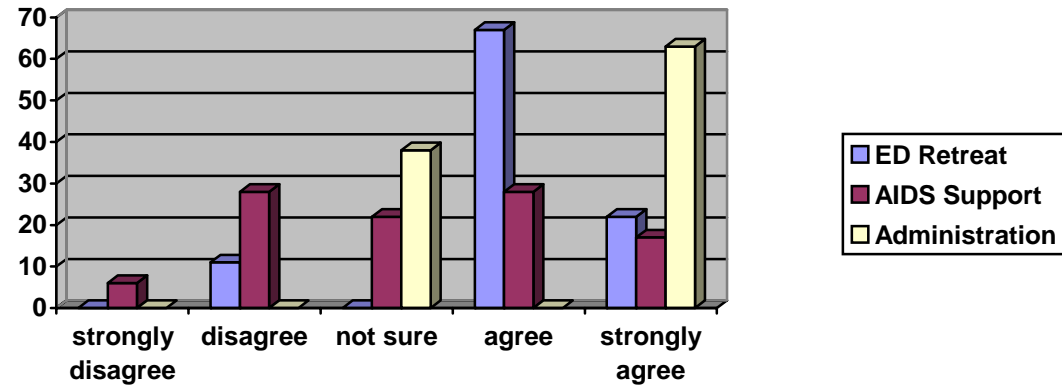
1b. I have been in touch again with people that I met for the first time at an OAN workshop.



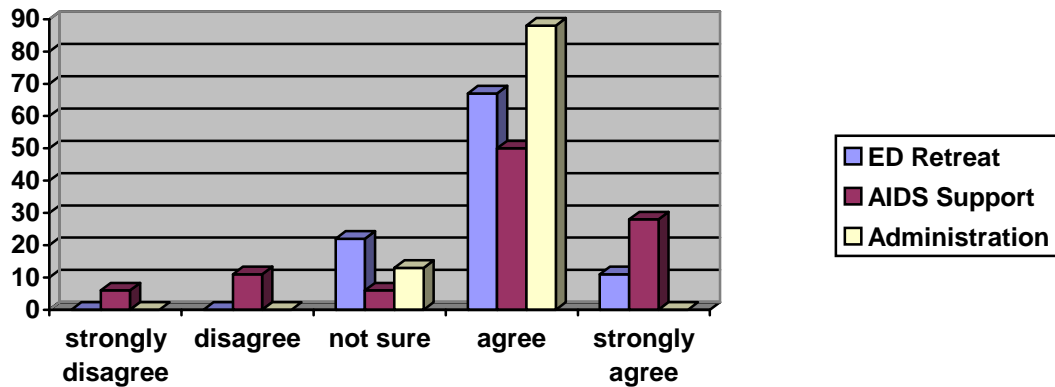
2b. I have made use of information sources that I learned about at an OAN workshop.



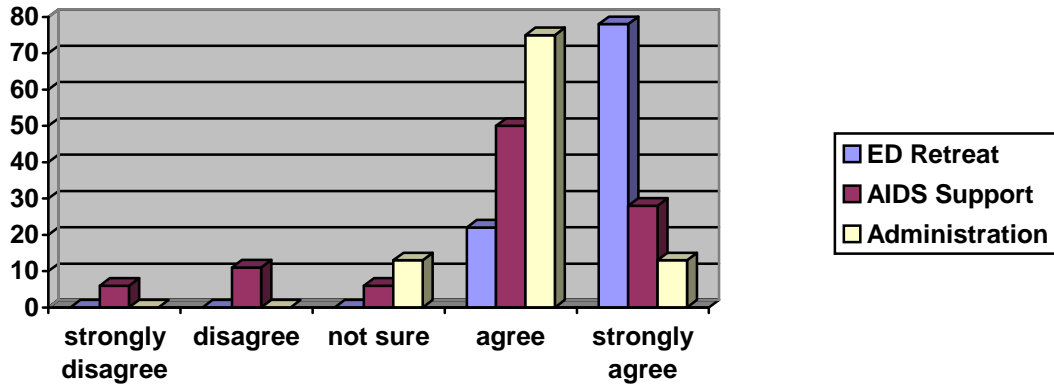
3b. I have collaborated with people or organizations that I learned about at an OAN workshop



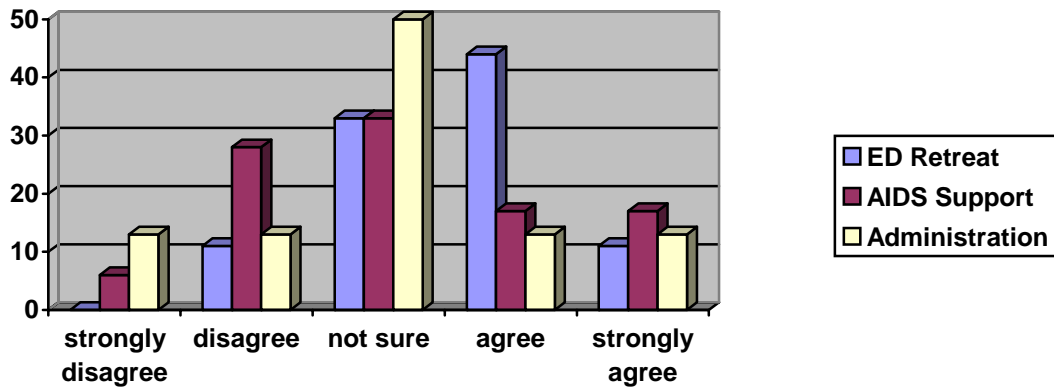
4b. I have used practical tools that I learned about at an OAN workshop.



5b. I have used new skills that I learned about at an OAN workshop



6b. I have begun to implement new ideas for projects or programs that I thought of at an OAN workshop.



7b. I have done my work differently in some way because of having attended an OAN workshop.

