

SURVEY TO IDENTIFY EXPERTISE GAPS IN HEALTHCARE PROFESSIONAL EDUCATION ACROSS EUROPE

Dear Participant,

The present survey, is being conducted within the framework of an EU funded Erasmus+ Project (2023-1-MT01-KA220-HED-000156744), entitled: **ExChange Of Expertise in healthcare professionals' education - ECHOES**. Completing this survey should take approximately 15 minutes of your time.

The ECHOES project aims to promote teaching and research exchange in healthcare education across Europe by developing a networking platform with the purpose to bridge expertise gaps across European Higher Education Institutions for all healthcare professions.

The purpose of this survey is to explore any expertise gaps in academic teaching regarding your profession in your country.

You are not obliged to participate in this study or to answer all the questions and you may withdraw from the study at any time without giving a reason. Furthermore, withdrawal from the study will not have any negative repercussions on you and any data collected will be erased. The raw data may only be accessed by the researchers.

Anonymised data may be kept indefinitely.

This study has been approved by the Research Ethics Committee of the Faculty of Health Sciences at the University of Malta.

By accepting to respond to this survey, you agree to provide your consent to share the data you have provided as part of the results of this study, which in any case will be anonymised. The raw data will not be shared with any third parties. All data will be stored on a password-protected database, made accessible only to the research team of this study.

This survey will be followed by Focus Group/Interviews to discuss gaps in expertise in more depth. If you agree to participate in the Focus Group/Interviews, please provide your contact details (i.e., email address) at the end of this survey. By doing so you consent to participate in this second phase of the study.

Thank you for your collaboration. If you have any questions, you can contact one of the researchers below:

Dr Guilherme Couto (Project Coordinator) – Email: jose.g.couto@um.edu.mt (<mailto:jose.g.couto@um.edu.mt>)

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Dr Petra Jones (Researcher) – Email: petra.jones@um.edu.mt (<mailto:petra.jones@um.edu.mt>)

Before starting the survey, please read carefully the following definitions. This will help you answer the questions more accurately. You must submit the survey for your answers to be included in the study. If the survey is interrupted, you will have to start again.

Key definitions:

- **Expertise** - advanced knowledge, relevant skills, and proficiency
- **Expertise Gap** - a discrepancy or disparity between the source of advanced knowledge, skills and proficiency and the user.
- **Hard skills** - are skills specific of your own profession or discipline that enable you to correctly and effectively perform your job.
- **Transversal skills** - are typically considered as not specifically related to a particular job, task, academic discipline, or area of knowledge and that can be used in a wide variety of situations and work settings (UNESCO). They typically refer to a subset of soft skills that are considered highly transferable and essential across different professions or disciplines. These may include *communication, critical thinking, creativity, adaptability, and information literacy*.
- **Digital skills** - a range of abilities to use digital devices, communication applications, and networks to access and manage information (UNESCO). Health professionals should possess skills and aptitude for communication, data analysis, computer literacy, data protection programs, mobile applications, cloud storage, surfing internet, and the ability to read, understand and forward information using a smart device. (Public stakeholder consultation on next phase of EU-US cooperation in eHealth/Health IT, 2016: <https://ec.europa.eu/digital-single-market/en/news/public-stakeholder-consultation-next-phase-eu-us-cooperation-ehealthhealth-it>)
- **Green skills** - the knowledge, abilities, values and attitudes needed to live in, develop and support a society which reduces the impact of human activity on the environment. (Cedefop, 2012). Green skills in the healthcare sector refer to competencies, knowledge, and expertise that contribute to environmentally sustainable practices within healthcare organizations. Green skills are vital for addressing the environmental challenges faced by the healthcare sector and are crucial for the growth of green industries and the overall sustainable workforce.

References:

- 1] Berniak-Woźny J, Rataj M. Towards Green and Sustainable Healthcare: A Literature Review and Research Agenda for Green Leadership in the Healthcare Sector. *Int J Environ Res Public Health*. 2023 Jan 4;20(2):908. doi: 10.3390/ijerph20020908.
- 2] Lee SM, Lee D. Developing Green Healthcare Activities in the Total Quality Management Framework. *Int J Environ Res Public Health*. 2022 May 26;19(11):6504. doi: 10.3390/ijerph19116504.

Glossary:

Knowledge - In terms of theory

Practice - In terms of practical skills

Research - In terms of methodology of research

Teaching Methods - Pedagogical/Teaching skills

Consent & Demographic data

* I have read the Participant Information Leaflet for this study. I am over 18 years old and I agree to participate in this study.

 

* Demographic data

Age in years:

Gender:

Country in which you are answering the survey about:

Profession:

Current role:

Years of work experience since you qualified to practice your profession:

Years of working experience in your current role:

If you selected 'Other' for current role please specify in the text box.

Part 1: KNOWLEDGE - in terms of theory

* 1.1 Please rate the gap of expertise you think there is in terms of KNOWLEDGE with regards to your profession in your country:

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise

Maximum Gap =No Expertise

1

2

3

4

5

6

7

8

9

10

I don't know / Not Applicable

1.2. And how would you rate the gap of expertise in academic teaching in terms of KNOWLEDGE for each of the following academic levels with regards to your profession in your country (that are relevant for your profession)?

Minimum Gap (1) = Sufficient Expertise. Maximum Gap (10) = No Expertise.

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

Secondary Level; high school course (EQF4)	<input type="radio"/>								
Post Secondary Level; <3 year university course (EQF5)	<input type="radio"/>								
Bachelor's Degree (EQF6)	<input type="radio"/>								
Master's Degree (EQF7)	<input type="radio"/>								
PhD/Doctorate (EQF8)	<input type="radio"/>								

Not Applicable

1.3 If you have identified gaps in terms of KNOWLEDGE with regards to your profession in your country, please list in which area(s).

Please list a maximum of 3 areas.

*** 1.4 In your profession in your country, please rate the KNOWLEDGE gap you think there is in terms of HARD SKILLS**

Hard skills – are skills specific of your own profession or discipline that enable you to correctly and effectively perform your job.

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise

Maximum Gap = No Expertise

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>									

I don't know / Not Applicable

*** 1.5. In your profession in your country, please rate the KNOWLEDGE gap you think there is in terms of TRANSVERSAL SKILLS**

Transversal skills - are typically considered as not specifically related to a particular job, task, academic discipline, or area of knowledge and that can be used in a wide variety of situations and work settings (UNESCO). They typically refer to a subset of soft skills that are considered highly transferable and essential across different professions or disciplines. These may include communication, critical thinking, creativity, adaptability, and information literacy.

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise										Maximum Gap =No Expertise	
1	2	3	4	5	6	7	8	9	10		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

I don't know / Not Applicable

*** 1.6. In your profession in your country, please rate the KNOWLEDGE gap you think there is in terms of DIGITAL SKILLS**

Digital skills - a range of abilities to use digital devices, communication applications, and networks to access and manage information (UNESCO). Health professionals should possess skills and aptitude for communication, data analysis, computer literacy, data protection programs, mobile applications, cloud storage, surfing internet, and the ability to read, understand and forward information using a smart device.

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise										Maximum Gap =No Expertise	
1	2	3	4	5	6	7	8	9	10		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

I don't know / Not Applicable

*** 1.7. In your profession in your country, please rate the KNOWLEDGE gap you think there is in terms of GREEN SKILLS**

Green skills - the knowledge, abilities, values and attitudes needed to live in, develop and support a society which reduces the impact of human activity on the environment. (Cedefop, 2012). Green skills in the healthcare sector refer to competencies, knowledge, and expertise that contribute to environmentally sustainable practices within healthcare organizations. Green skills are vital for addressing the environmental challenges faced by the healthcare sector and are crucial for the growth of green industries and the overall sustainable workforce.

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise										Maximum Gap =No Expertise	
1	2	3	4	5	6	7	8	9	10		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

I don't know / Not Applicable

PART 2: PRACTICE - In terms of practical skills

*** 2.1 Please rate the gap of expertise you think there is in terms of PRACTICE with regards to your profession in your country:**

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise

Maximum Gap =No Expertise

1

2

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10

I don't know / Not Applicable

2.2. .And how would you rate the gap of expertise in academic teaching in terms of PRACTICE for each of the following academic levels with regards to your profession in your country (that are relevant for your profession)?

Minimum Gap (1) = Sufficient Expertise. Maximum Gap (10) = No Expertise.

1 2 3 4 5 6 7 8 9 10

Secondary Level;
high school course
(EQF4)

Post Secondary
Level; <3 year
university course
(EQF5)

Bachelor's Degree
(EQF6)

Master's Degree
(EQF7)

PhD/Doctorate
(EQF8)

Not Applicable

2.3 If you have identified gaps in terms of PRACTICE with regards to your profession in your country, please list in which area(s).

Please list a maximum of 3 areas.

[Empty box for listing areas]

*** 2.4 In your profession in your country, please rate the PRACTICE gap you think there is in terms of HARD SKILLS**

Hard skills – are skills specific of your own profession or discipline that enable you to correctly and effectively perform your job.

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise

Maximum Gap =No Expertise

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>									

I don't know / Not Applicable

*** 2.5. In your profession in your country, please rate the PRACTICE gap you think there is in terms of TRANSVERSAL SKILLS**

Transversal skills - are typically considered as not specifically related to a particular job, task, academic discipline, or area of knowledge and that can be used in a wide variety of situations and work settings (UNESCO). They typically refer to a subset of soft skills that are considered highly transferable and essential across different professions or disciplines. These may include communication, critical thinking, creativity, adaptability, and information literacy.

Please tick the 'Cannot Answer' option if you feel you can not answer this question or if you don't know.

1 = Minimum Gap = Sufficient Expertise

Maximum Gap =No Expertise

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>									

I don't know / Not Applicable

*** 2.6. In your profession in your country, please rate the PRACTICE gap you think there is in terms of DIGITAL SKILLS**

Digital skills - a range of abilities to use digital devices, communication applications, and networks to access and manage information (UNESCO). Health professionals should possess skills and aptitude for communication, data analysis, computer literacy, data protection programs, mobile applications, cloud storage, surfing internet, and the ability to read, understand and forward information using a smart device.

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise

Maximum Gap =No Expertise

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>									

I don't know / Not Applicable

*** 2.7. In your profession in your country, please rate the PRACTICE gap you think there is in terms of GREEN SKILLS**

Green skills - the knowledge, abilities, values and attitudes needed to live in, develop and support a society which reduces the impact of human activity on the environment. (Cedefop, 2012). Green skills in the healthcare sector refer to competencies, knowledge, and expertise that contribute to environmentally sustainable practices within healthcare organizations. Green skills are vital for addressing the environmental challenges faced by the healthcare sector and are crucial for the growth of green industries and the overall sustainable workforce.

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise

Maximum Gap =No Expertise

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>									

I don't know / Not Applicable

PART 3: RESEARCH - In terms of methodology of research

* 3.1. Please rate the gap of expertise you think there is in terms of RESEARCH with regards to your profession in your country:

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise										Maximum Gap = No Expertise
1	2	3	4	5	6	7	8	9	10	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

I don't know / Not Applicable

3.2. And how would you rate the gap of expertise in academic teaching in terms of RESEARCH for each of the following academic levels with regards to your profession in your country (that are relevant for your profession)?

Minimum Gap (1) = Sufficient Expertise. Maximum Gap (10) = No Expertise.

	1	2	3	4	5	6	7	8	9	10
Secondary Level; high school course (EQF4)	<input type="radio"/>									
Post Secondary Level; <3 year university course (EQF5)	<input type="radio"/>									
Bachelor's Degree (EQF6)	<input type="radio"/>									
Master's Degree (EQF7)	<input type="radio"/>									
PhD/Doctorate (EQF8)	<input type="radio"/>									

Not Applicable

3.3. If you have identified gaps in terms of RESEARCH with regards to your profession in your country, please list in which area(s).

Please list a maximum of 3 areas.

*** 3.4. In your profession in your country, please rate the RESEARCH gap you think there is in terms of HARD SKILLS**

Hard skills – are skills specific of your own profession or discipline that enable you to correctly and effectively perform your job.

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise

Maximum Gap =No Expertise

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>									

I don't know / Not Applicable

*** 3.5. In your profession in your country, please rate the RESEARCH gap you think there is in terms of TRANSVERSAL SKILLS**

Transversal skills - are typically considered as not specifically related to a particular job, task, academic discipline, or area of knowledge and that can be used in a wide variety of situations and work settings (UNESCO). They typically refer to a subset of soft skills that are considered highly transferable and essential across different professions or disciplines. These may include communication, critical thinking, creativity, adaptability, and information literacy.

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise

Maximum Gap =No Expertise

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>									

I don't know / Not Applicable

*** 3.6. In your profession in your country, please rate the RESEARCH gap you think there is in terms of DIGITAL SKILLS**

Digital skills - a range of abilities to use digital devices, communication applications, and networks to access and manage information (UNESCO). Health professionals should possess skills and aptitude for communication, data analysis, computer literacy, data protection programs, mobile applications, cloud storage, surfing internet, and the ability to read, understand and forward information using a smart device.

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise										Maximum Gap = No Expertise	
1	2	3	4	5	6	7	8	9	10		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
✓ I don't know / Not Applicable											

*** 3.7. In your profession in your country, please rate the RESEARCH gap you think there is in terms of GREEN SKILLS**

Green skills - the knowledge, abilities, values and attitudes needed to live in, develop and support a society which reduces the impact of human activity on the environment. (Cedefop, 2012). Green skills in the healthcare sector refer to competencies, knowledge, and expertise that contribute to environmentally sustainable practices within healthcare organizations. Green skills are vital for addressing the environmental challenges faced by the healthcare sector and are crucial for the growth of green industries and the overall sustainable workforce.

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise										Maximum Gap = No Expertise	
1	2	3	4	5	6	7	8	9	10		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
✓ I don't know / Not Applicable											

PART 4: TEACHING METHODS - in terms of Pedagogical/Teaching skills

*** 4.1. Please rate the gap of expertise you think there is in terms of TEACHING METHODS with regards to your profession in your country:**

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise										Maximum Gap = No Expertise	
1	2	3	4	5	6	7	8	9	10		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
✓ I don't know / Not Applicable											

4.2. And how would you rate the gap of expertise in academic teaching in terms of TEACHING METHODS for each of the following academic levels with regards to your profession in your country (that are relevant for your profession)?

Minimum Gap (1) = Sufficient Expertise. Maximum Gap (10) = No Expertise.

1	2	3	4	5	6	7	8	9	10
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Secondary Level; high school course (EQF4)	<input type="radio"/>								
Post Secondary Level; <3 year university course (EQF5)	<input type="radio"/>								
Bachelor's Degree (EQF6)	<input type="radio"/>								
Master's Degree (EQF7)	<input type="radio"/>								
PhD/Doctorate (EQF8)	<input type="radio"/>								

Not Applicable

4.3. If you have identified gaps in terms of TEACHING METHODS with regards to your profession in your country, please list in which area(s).

Please list a maximum of 3 areas.

*** 4.4. In your profession in your country, please rate the TEACHING METHODS gap you think there is in terms of HARD SKILLS**

Hard skills – are skills specific of your own profession or discipline that enable you to correctly and effectively perform your job.

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise

Maximum Gap = No Expertise

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>									

I don't know / Not Applicable

*** 4.5. In your profession in your country, please rate the TEACHING METHODS gap you think there is in terms of TRANSVERSAL SKILLS**

Transversal skills - are typically considered as not specifically related to a particular job, task, academic discipline, or area of knowledge and that can be used in a wide variety of situations and work settings (UNESCO). They typically refer to a subset of soft skills that are considered highly transferable and essential across different professions or disciplines. These may include communication, critical thinking, creativity, adaptability, and information literacy.

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise										Maximum Gap =No Expertise	
1	2	3	4	5	6	7	8	9	10		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

I don't know / Not Applicable

*** 4.6. In your profession in your country, please rate the TEACHING METHODS gap you think there is in terms of DIGITAL SKILLS**

Digital skills - a range of abilities to use digital devices, communication applications, and networks to access and manage information (UNESCO). Health professionals should possess skills and aptitude for communication, data analysis, computer literacy, data protection programs, mobile applications, cloud storage, surfing internet, and the ability to read, understand and forward information using a smart device.

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise										Maximum Gap =No Expertise	
1	2	3	4	5	6	7	8	9	10		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

I don't know / Not Applicable

*** 4.7. In your profession in your country, please rate the TEACHING METHODS gap you think there is in terms of GREEN SKILLS**

Green skills - the knowledge, abilities, values and attitudes needed to live in, develop and support a society which reduces the impact of human activity on the environment. (Cedefop, 2012). Green skills in the healthcare sector refer to competencies, knowledge, and expertise that contribute to environmentally sustainable practices within healthcare organizations. Green skills are vital for addressing the environmental challenges faced by the healthcare sector and are crucial for the growth of green industries and the overall sustainable workforce.

Please tick the 'Not Applicable' option if you feel this question is not applicable to you or if you don't know

1 = Minimum Gap = Sufficient Expertise										Maximum Gap =No Expertise	
1	2	3	4	5	6	7	8	9	10		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

I don't know / Not Applicable

PART 5: OTHER EXPERTISE GAPS IN YOUR PROFESSION IN YOUR COUNTRY

*** 5.1. In your opinion, are there any additional gaps in expertise in other areas of your profession that have not been identified above?**

- Yes
- No
- Don't know

5.2. If you have identified gaps, please list in which area(s)?

maximum of 3 areas

Please list a maximum of 3 examples of specific areas that show additional gaps in expertise with regards to your profession in your country

5.3. And how would you rate the gap of expertise in academic teaching in terms of the area #1 you have identified for each of the following academic levels (that are relevant for your profession)?

Minimum Gap (1) = Sufficient Expertise. Maximum Gap (10) = No Expertise.

1	2	3	4	5	6	7	8	9	10
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Secondary Level; high school course (EQF4)	<input type="radio"/>								
Post Secondary Level; <3 year university course (EQF5)	<input type="radio"/>								
Bachelor's Degree (EQF6)	<input type="radio"/>								
Master's Degree (EQF7)	<input type="radio"/>								
PhD/Doctorate (EQF8)	<input type="radio"/>								

I don't know / Not Applicable

5.4. And how would you rate the gap of expertise in academic teaching in terms of the area #2 you have identified for each of the following academic levels (that are relevant for your profession)?

Minimum Gap (1) = Sufficient Expertise. Maximum Gap (10) = No Expertise.

	1	2	3	4	5	6	7	8	9	10
Secondary Level; high school course (EQF4)	<input type="radio"/>									
Post Secondary Level; <3 year university course (EQF5)	<input type="radio"/>									
Bachelor's Degree (EQF6)	<input type="radio"/>									
Master's Degree (EQF7)	<input type="radio"/>									
PhD/Doctorate (EQF8)	<input type="radio"/>									

I don't know / Not Applicable

5.5. And how would you rate the gap of expertise in academic teaching in terms of the area #3 you have identified for each of the following academic levels (that are relevant for your profession)?

Minimum Gap (1) = Sufficient Expertise. Maximum Gap (10) = No Expertise.

	1	2	3	4	5	6	7	8	9	10
Secondary Level; high school course (EQF4)	<input type="radio"/>									
Post Secondary Level; <3 year university course (EQF5)	<input type="radio"/>									
Bachelor's Degree (EQF6)	<input type="radio"/>									
Master's Degree (EQF7)	<input type="radio"/>									
PhD/Doctorate (EQF8)	<input type="radio"/>									

I don't know / Not Applicable

Thank you for your time and collaboration.

If you would like to take part in Phase 2 of this study which is the qualitative phase, please click: Here (<https://easy-feedback.de/s/1796152/Okn2KO>)