



Project Number: 2016-1-ES01-KA202-025441

TRANSNATIONAL FINAL EVALUATION REPORT



**Project Applicant: Esmovia (ES)
with the technical support of Pixel (IT)**

Period: 1 November 2016 – 31 October 2018

Report produced by: Pixel (IT)



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Introduction

The Evaluation strategy, resulting in this Evaluation Report aims to assess the overall quality of the project and support the project partnership to improve the outcomes and impact of the project.

The Evaluation Report provides an overview of the strengths and weaknesses of the project.

The evaluation of the project's activities was carried out according to the evaluation strategy developed by Pixel (IT) and Esmovia Systema Practices (ES) and discussed with all the project partnership during each of the 4 meetings organised.

The evaluation report is based on the following:

- Results of the Evaluation Questionnaires addressed to the project's partners
- Results of the activities involving target groups
- Assessment of the Deliverables and outcomes produced

The activity of monitoring and evaluation was constantly carried out throughout all the project period, so as to allow for prompt intervention to correct and adapt particular elements, in order to assure that the planned activities are carried out in the best possible way, inserting, where necessary, further actions not originally included in the project planning phase, but which have identified themselves as a necessity.

The evaluation activity resulted in the creation of this transnational report, based on the elaboration of the results of each single evaluation activity carried out (analysis of questionnaires filled in).

For this purpose ad hoc Evaluation Questionnaires were created, to be filled in by the project's partners as far as the management activities; information systems; meeting organisation etc. are concerned.

All main project phases and outputs were evaluated, including:

- The *evaluation of the project planning* takes into account the quality of the action plan; the level of co-operation between the project's partners, the response of the idea to existing needs, a structured and clear definition of objectives, the expected results of planned objectives and the reached results etc.
- The *evaluation of the project management* observes the effective management of project activities (e.g. administrative and financial resources, human resources, time, work organisations, etc.). It also takes into account the effective management of the partnership by the project's coordinator (e.g. organisation and management of activities, respect of time and of milestones, meeting management information management).



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- The *evaluation of the project activities* observes in detail the quality of each activity completed as well as its level of efficiency in relation to the project objectives and outputs.
- The *evaluation of the results* reached which is based on, alongside other factors, the following general elements:
 - Identification on what has been achieved (availability of a structured presentation of what has been achieved; characteristics of the direct and indirect users of the project activities, satisfaction levels of the users; level of transferability);
 - Verifying the aim (congruity of the choice of users; level of achievement of the initial objectives in terms of impact and results);
 - Quality of the contents (suitability of the qualification levels of the subjects involved in all the phases of the project; availability of standards of reference for the defined methods; suitability of the materials developed; efficiency of the monitoring methods and evaluation etc.).

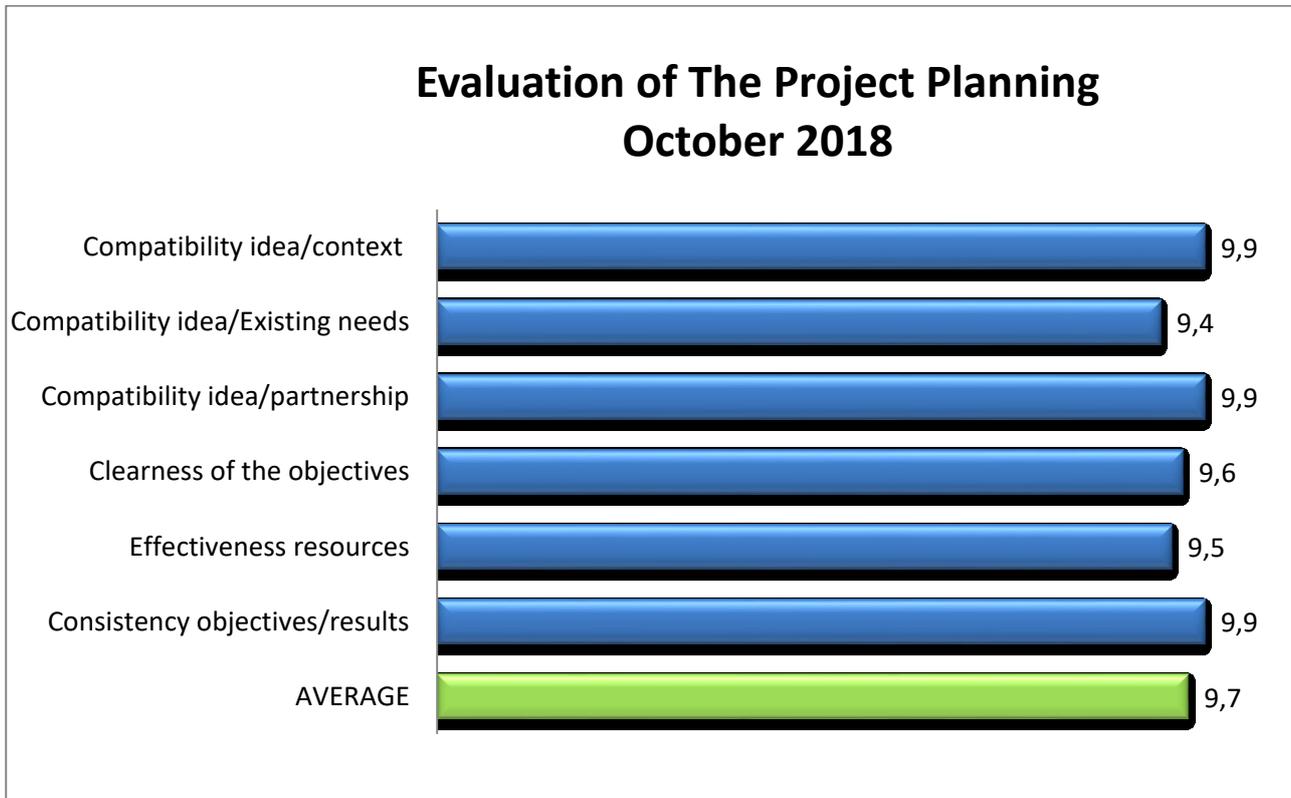
Evaluation of the Project Planning

In order to give an evaluation of the project planning, we make reference to the data provided by the project evaluation questionnaire filled in by each project partner.

Each project partner has been asked to evaluate the project planning addressing the:

- Compatibility of the idea with the context;
- Compatibility of the idea with the existing needs;
- Compatibility of the idea with the partnership skills;
- Clarity of the objectives;
- Effectiveness of the planned resources;
- Consistency between the planned objectives and the results reached.

The data are described through the graph below showing the results provided by the Final Evaluation Questionnaires submitted to the partners during the Final Partners Meeting held, in October in Valencia (ES)



The general average of this chart is 9.7, an excellent result that indeed proves the consistency of the project planning that was highly appreciated by the project partners.

None of the elements taken into account received marks below 9.4 meaning that no significant elements of weakness were registered.

In particular, three categories obtained a score of 9.9, therefore almost perfect, they are:

- “Compatibility idea/context”. It means that the partners considered the context of the project and the opportunities that it offered appropriate and stimulating in view of the idea of the project.
- “Compatibility idea/partnership”. The high result obtained demonstrates that there was a great interest amongst the partners in the aim to carry on the idea of the project.
- “Consistency objectives/results”. Also the trend reached by this category is very important because it testifies that the partners valued the results obtained at the end of the meetings satisfactory and in line with the objectives planned.

“Clearness of the objectives” obtained a score of 9.6. This result testifies that in the opinion of the partners the objectives planned for the project were clear and well defined from the beginning.

“Effectiveness resources” gained 9.5 demonstrating that the resources made available for the realization of the objectives of the project were valued as adequate.

The lowest score of the chart, still a more than excellent, 9.4 was gained by “Compatibility idea/existing needs”. It is slightly below average but it still shows that the project idea managed to respond in a good way to the needs existing in its field of competence.



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Evaluation of the Project Management

The overall project management was articulated between the administrative issues and the coordination of the project activities. Great efforts have been made to allow all partners to be able to carry out the project activities assigned to them.

The organisation of the project partnership and the work methodology adopted has proven to be effective and has ensured the full commitment of all partners to the project and the consistency of the activities with the aims of the project and the planned timetable.

As for the project's planning we analyse the results coming from the Progress questionnaires filled in by each partner and the comments coming from the evaluation reports filled in during the partners meeting.

Each partner has been asked to evaluate the following aspects of the project management:

- Coordination
- Partnership
- Internal Communication
- Financial Management

Coordination

As for the project planning, we analyse the results coming from the questionnaires filled in by each partner and the comments coming from the evaluation reports filled in.

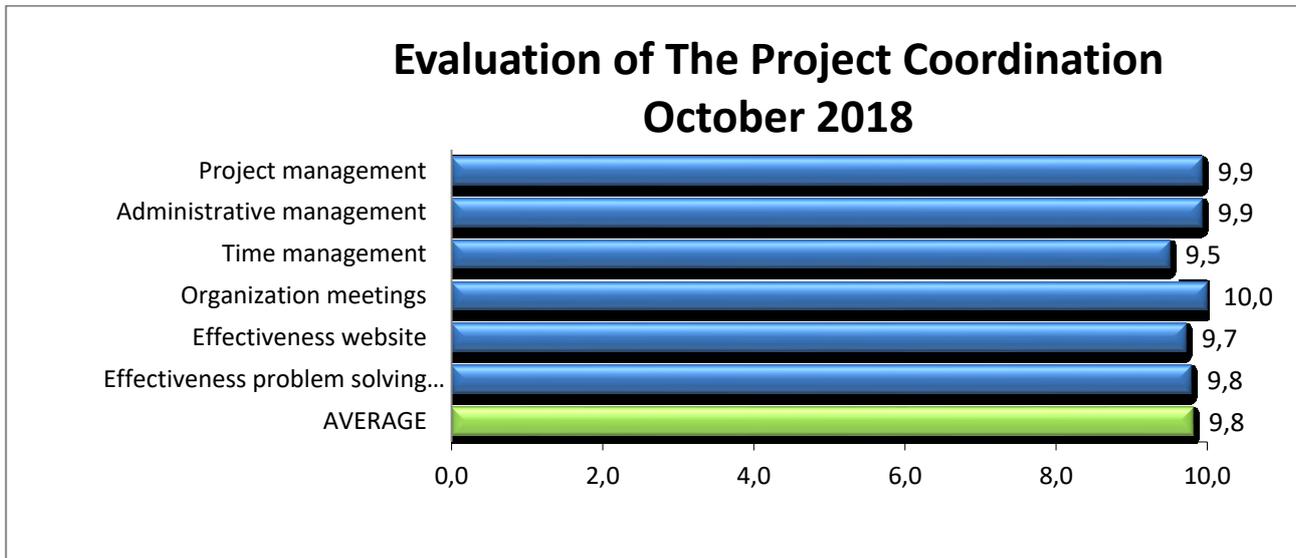
Each partner has been asked to evaluate main aspects related to the project management:

- Overall project management by the project coordinator
- Management of the financial and administrative resources by the project coordinator
- Time management of the project activities and the respect of deadlines
- Organization and management of the project meetings
- Effectiveness of the project website for the management of the project



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The general average is 9.8 an outstanding result that rewards the efforts made by the project coordinator, Esmovia Systema Practices and Pixel in ensuring throughout the project, an effective and careful implementation of the coordination activities.

The category “Organization of the meetings” reached the maximum result, 10.0. It is the demonstration that all the participants appreciated very much the way in which the periodical meetings were planned and structured.

“Project management” and “Administrative management” obtained a score of 9.9, so they are at only 0.1 points of difference from the previous category examined. This result testifies that the general project management worked very well in particular the administrative system.

“Effectiveness problem solving strategy” was valued with a score of 9.8. It means that during the entire period of work all the problems occurred were solved efficiently and quickly.

“Effectiveness website” obtained a score of 9.7, so it means that also the website of the project encountered the expectations of the partners involved.

“Time management” gained 9.5. It is a good result, even if it is the lowest of the entire chart. It means that in general the partners agreed with the time that each of them had at their disposal for working on their tasks.

The appreciation of the coordination activities is also resulting in very positive comments from the project partners representatives Lol Scragg from Dundee and Angus College (UK) considered as *“one of the main strong points of the project were indeed the project management approach”*.

Vida Drasute from eMundus (Lithuania) declared herself as *“very pleased about the great job that the partners made together thanks to a constant effort for coordinating and adapting the activities*



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to the needs of the project” she also underlined how “the coordination activities were always based on a patient and very flexible approach”

Project Partnership

The project partnership was composed by different actors covering a wide range of skills and experience so that each project partner could bring into the project its added value in terms of competences and contacts.

The Consortium did not change compared to the Application and the WBL 2.0 is benefiting from an effective cooperation of all the institutions that are involved as project partners.

The overall distribution of tasks did not change compared to the initial plans, and no significant adjustments were necessary.

As for the nature of the project needs all the partners have been involved in all the activities, with similar tasks: involvement of companies, planning, creation and production of the interviews, planning, creation and production of the Testimonials, creation of the learning scenarios.

Esmovia (ES) brought into the project their specialization and experience in providing traineeships and work placements for VET students and job shadowing for VET staff, school education staff and adult education staff. Thanks to a large network of around 400 collaborating host companies and institutions, they provided best practices in the implementation of Work Based Learning methodologies as internships, training experiences and job-shadowing able to enhance the professional competences of the participants.

Epimorfotiki Kilkis is specialized on modern Vocational Training and Lifelong Learning (LLL), as well as in advanced Consultative & Supportive Services, including active involvement in EU programmes and Initiatives. Epimorfotiki contributed through their active role in promoting sustainable development of Kilkis Province, the business activity and the development of local human resources and their long experience and profound knowledge in the field of Vocational Training, LLL and Consultancy and EU programmes and Initiatives.

Pixel an education and training institution founded in 1999 brought into the project their significant experience in the field of European cooperation and transnational collaboration. Pixel has been / is currently involved in about 90 projects financed by the European Commission. Pixel was involved in several projects related to cooperation between VET sector and businesses as School & Work and in the prevention of early school leaving such as School Inclusion, School Safety Net and Stay@School. Pixel expertise guaranteed to the project an efficient management of the resources, an accurate planning of the activities and the quality check of the project results.

Confartigianato Imprese Bergamo being a self-governing organisation representing 14.000 small and medium companies situated in the district of Bergamo, Northern Italy by supporting the member



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enterprises in providing services brought into the project the deep understanding of the Companies' needs and expectations and established effective cooperation with VET schools contributing to the achievement of a consistent impact by the WBL 2.0 project.

eMundus established in order to streamline research and implementation activities in the area of education and concerning with the use and adaptation of information and communication technologies in different spheres. eMundus actively brought its experience in innovative services mainly related to ICT, innovations, as well cultural aspects, healthy lifestyle, practical adaptation of them in education and community activities, seeking to ensure the quality of cooperation and unity between different generations and different social groups.

Dundee and Angus College is a vocational Higher and Further Education establishment of the city of Dundee and county of Angus. D&A contributed through their experience in delivering employability and pre-employability programmes and training implemented through improved employer engagement, expanding Modern Apprenticeship scheme and furthering the work carried out in schools via Curriculum for Excellence within our own further education curriculum.

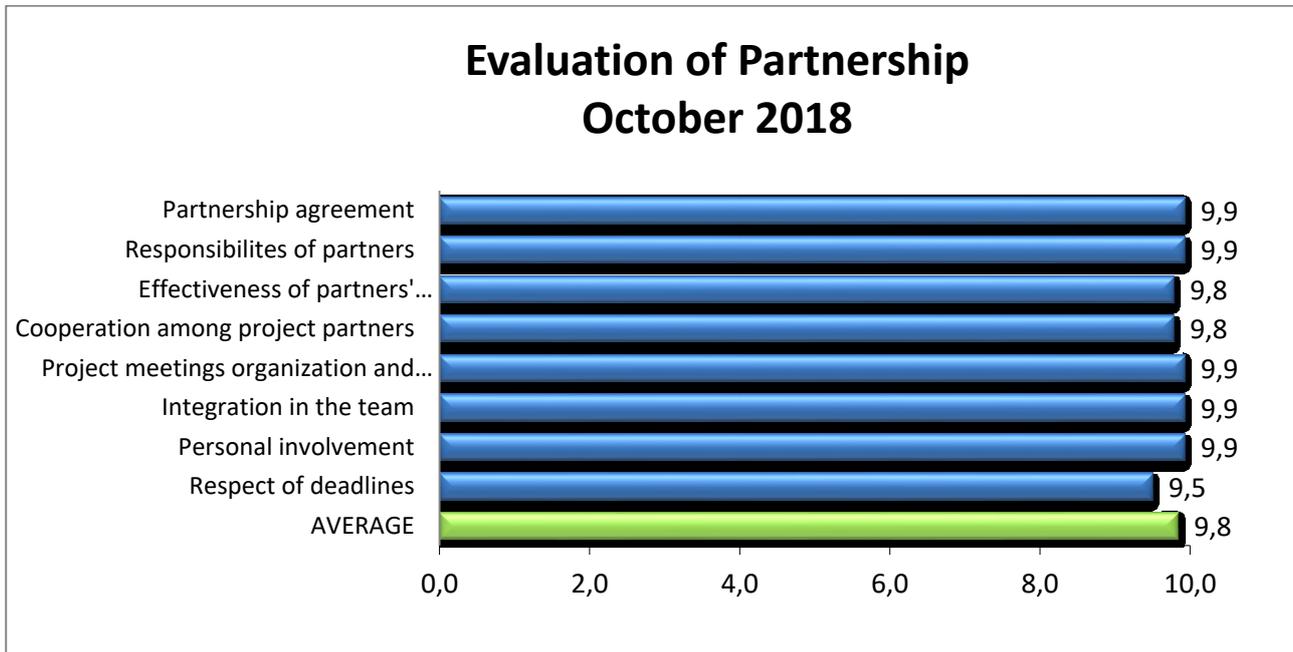
Each partner has been asked to evaluate the following aspects of the project partnership:

- Appropriateness of Contract with the project's partners
- Quality of the work of the partners
- Functions of Partners
- Respect of deadlines
- Personal involvement
- Integration in the team
- Role of Coordinator
- Division of responsibilities among partners
- Appropriateness of Contract with the project's partners



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The average of this chart is 9.8, a great score that highlights how the high level of involvement and collaboration among the partners was one of the key factors of the overall project success.

All aspects received almost the highest possible score:

- “Partnership agreement”. This means that the partners shared a common goal and managed to respect it until the end.
- “Responsibility of partners”. High was also the sense of responsibility demonstrated by the partners.
- “Project meetings organization and management” was valued high-quality and testifies the good job carrying on by the project team.
- “Integration in the team”. Also this aspect is very important in this evaluation field because the result obtained demonstrates that no partners was left alone in doing project activities, but there was a great integration.
- “Personal involvement”. The level of integration was felt high also among the single participants. So, not only a nice interaction between the partners, but also between persons.

“Effectiveness of partners’ cooperation” and “Cooperation among project partners” gained a score of 9.8. This result highlighted the great level of cooperation among the partners and its usefulness for the project work. Vida Drasute from eMundus (Lithuania) declared *“I am very pleased about the great job that the partners made together”*.

The only exception is related to the “Respect of deadlines” which actually received a still highly positive 9.5 average score, that reflects the initial difficulties in implementing the Videos, that was addressed and fully solved during the second meeting.

Project Internal Communication

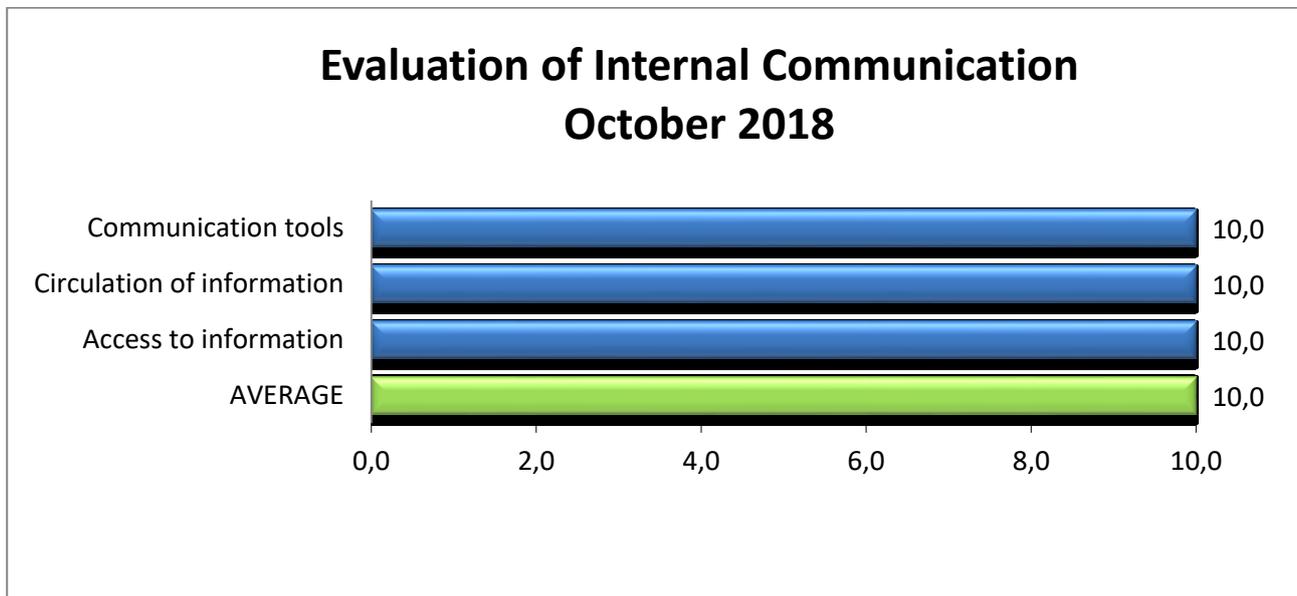
Communication between the project's partners was constant throughout all of the project period. The mostly used communication mean was e-mail through the project mailing list. In order for each partner to be always updated on the activities going on in all the partners' countries, each partner was required to produce, once every three months, according to a given common format, a national activities report and a dissemination report.

Both were published under a specific section of the project's web site (<https://wbl.pixel-online.org/wip.php>; <https://wbl.pixel-online.org/dissemination.php>).

This allowed each partner to be constantly aware of what the other partners were doing, and to learn from each other's experience.

Each partner, during the partners' meetings, has been asked to evaluate the following aspects of the project internal communication:

- Communication means used for managing the project activities;
- Circulation of the information within the partnership;
- Access to information.



This chart shows the best trend possible, in fact the average of this chart is 10, the same as each of the single categories.

This is the demonstration that communication well-functioning in all its aspects: the tools offered were appropriate to allow a fruitful teamwork between partners, information was easily accessible and circulated in the right way.

Financial Management

The project financial management was carried out by Esmovia Systema Practices, with the technical support of Pixel (IT) through the creation of the administrative and financial manual that was produced and distributed to the partners during the first meeting.

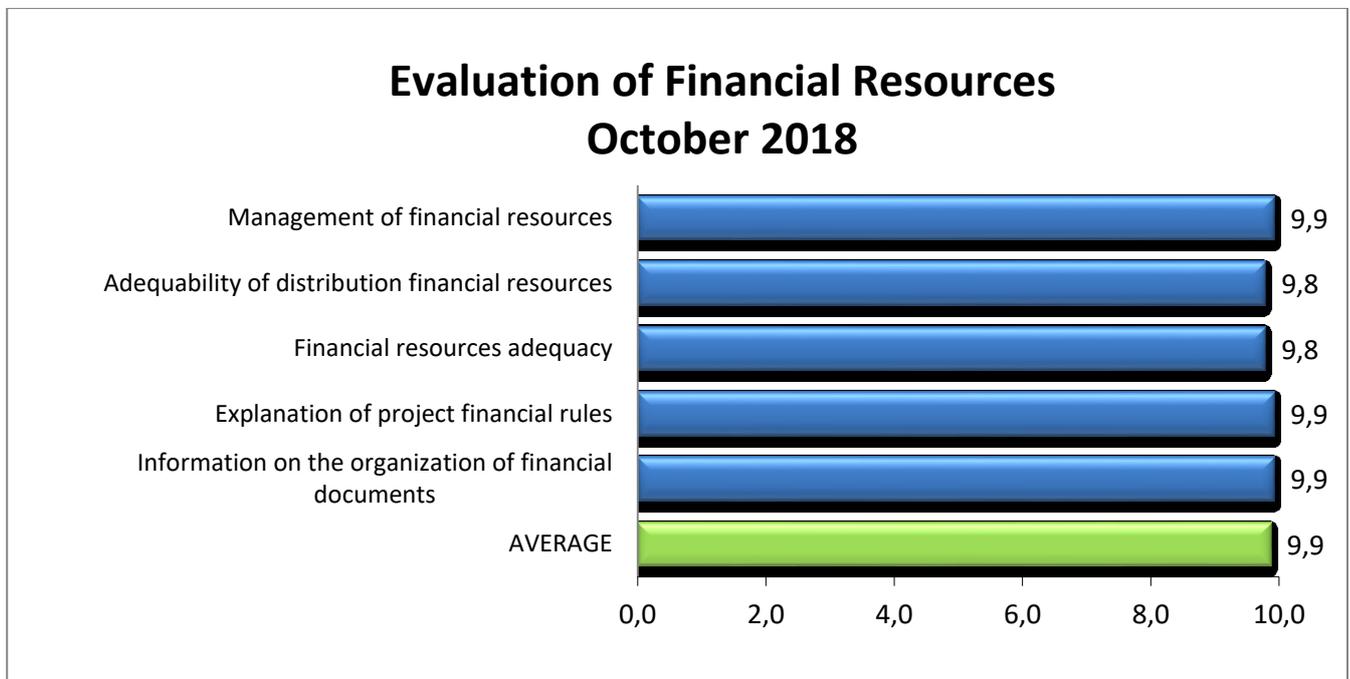
During the project, the partner institution were asked to produce their financial report and to send all the necessary supporting documents.

Each financial report was checked by and eventual requests of integration and modification of the reported expenses and related supporting documents were asked.

A final version of the report was therefore agreed upon between Coordination team and each project partner and the related data were used to produce the Financial Report on the Mobility tool.

To evaluate the consistency of the process the project partners were asked to give feedback concerning:

- Overall financial management
- Adequate distribution of financial sources among the project partners
- Consistency of the financial sources with the activities to be carried out
- Clarity of financial management rules
- Clarity of financial reporting rules



The general average is 9.9, almost the maximum score.

Three categories reached the same result of the average; they are:



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- “Management of financial resources”
- “Explanation of project financial rules”
- “Information on the organization of financial documents”

Their high result testifies the appropriate governance of resources available, the good way in which each partner was informed about rules and documents linked with the financial management.

Lol Scragg from Dundee and Angus College (UK) expressed that *“the financial presentation was excellent”*.

“Adequacy of distribution of financial resources” and “Consistency financial resources/project tasks” gained a score of 9.8. The partners considered the distribution of the financial resources adequate and appropriate with the needs of each of them.



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Evaluation of Partners Meetings

The aim of every meeting was, for the partners, to jointly report on the activities carried out in every country. During every meeting the partnership assessed the activities carried out until that moment and made detailed plans for future project developments and activities. Four transnational meetings have been organized.

The evaluation strategy developed by Pixel (IT), foresaw the use of questionnaires which were designed to evaluate the management of the partners meetings. At the end of each meeting, the partners are requested to complete these questionnaires. The coordination team then analysed, collected and organized this information. This allowed for an immediate and constant monitoring on behalf of the partners regarding the organisation of the meetings and their involvement. The information derived from the evaluation questionnaires could be used to improve the planning and organisation of the following meetings. The evaluation questionnaires also allowed the partners an occasion to express their own impressions and opinions on the I Have Rights project.

According to the application form, a total number of 4 transnational meetings took place during the project period:

- 1st Meeting: Florence (IT)
- 2nd Meeting: Dundee (UK)
- 3rd Meeting: Kilkis (EL)
- 4th Meeting: Valencia (ES)

All project partners attended the meetings.

Complete information about the meetings are available at <https://wbl.pixel-online.org/-project-meetings.php>.

Kick off meeting held at Pixel site in Florence (IT) on 20 – 21 January 2017

The Kick-off meeting took place at Pixel Site in Florence on 20 – 21 January 2017. Andrea Peraldo and Maria Angeles Ruiz Gamez presented the project and the activities to be carried out to the partners. The meeting was also an opportunity for the project partner institutions to get to know each other and to discuss and share the details related to the project's objectives, activities and expected results. Each project partner had the opportunity to present themselves and the institution they represented. At the end of the meeting all the partners had a clear view of the future project's implementation, the financial rules and the templates and deadlines to be used as a reference to create the Intellectual Output Contents. A specific discussion was carried out on how to make the Interviews and produce the Videos. A Draft version of the project Website was also introduced. Dissemination and Exploitation strategies were presented, discussed upon and agreed.



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Second partners meeting in Dundee (UK) on 17 – 18 July 2017

The second meeting took place in Dundee (UK) on 17 – 18 July 2017. The Second meeting was an opportunity for the project partners to go through and share the results produced so far. Andrea Peraldo and Maria Angeles Ruiz Gamez conducted the meeting and all partners contributed with the presentation of the activities carried out at national level and of the Video Interviews and Testimonials produced. The Videos were analysed and discussed, in order to check the main issues and share the most effective strategies used to implement them. The meeting was also an opportunity for the partners to make a detailed planning of the project future activities.

Third Meeting - Kilkis (Greece), 8 – 9 March 2018

The third meeting took place in Kilkis (Greece) on 8 – 9 March 2018. During the meeting the project partners discussed the state of art with reference to the development of the Video interviews and testimonials and defined the necessary steps for the creation of the subtitles. The meeting was also an opportunity for the partners to discuss the creation of the Guidelines for the organisation of WBL initiatives and for the creation of the Companies' and students' database. Dissemination and Exploitation strategies were also addressed.

Fourth Meeting - Valencia (Spain), 4 – 5 October 2018

The Fourth Meeting took place in Valencia (Spain), 4 – 5 October 2018. During the meeting the project partners analysed the final results produced by the project and discussed the further improvements to be implemented in order to make them accessible and usable to the widest audience. During the meeting project partners also analysed the Guidelines for the organisation of WBL initiatives and for the creation of the Companies' and students' database. Final implementation of the Dissemination and Exploitation strategies were also discussed.

Each partners' meeting was carefully organised through the implementation of the following activities:

- **Practical Organization of the Meeting:** the possible dates and the agenda for the meeting were proposed and approved with the partners. Information was given in order for the partners to organize the travel in the due time. The hotel was reserved and information was given about the hosting city and the practicalities available.
- **Preparation of the Meeting:** meeting folders were distributed to each project partner representative, containing all the necessary material to appropriately follow and participate to the discussions. The Meeting folder included: the calendar of activities (updated for the second meeting); a summary of the project deadlines; the PowerPoint presentation of the activities carried out; templates to be used for reporting the project management activities and the administrative and financial state of art. The approved version of the meeting folders contents was also uploaded after the meeting, on the project Website.
- **Management of the Meeting:** During the meeting the agenda was proposed and approved, all the activities carried out were presented, the in progress results were analyzed and the future deadline discussed and approved. The partners' questions were answered and the doubts clarified.



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- **Minutes of the Meeting:** After each of the meetings, detailed minutes were prepared and shared among the project partners. The annexes were also produced, updating when necessary the draft version presented and discussed during the meeting. The minutes and the annexes were then uploaded on the website to be easily available for all the partners.

The organisation of the transnational partners' meetings had an important role for the project coordination and implementation.

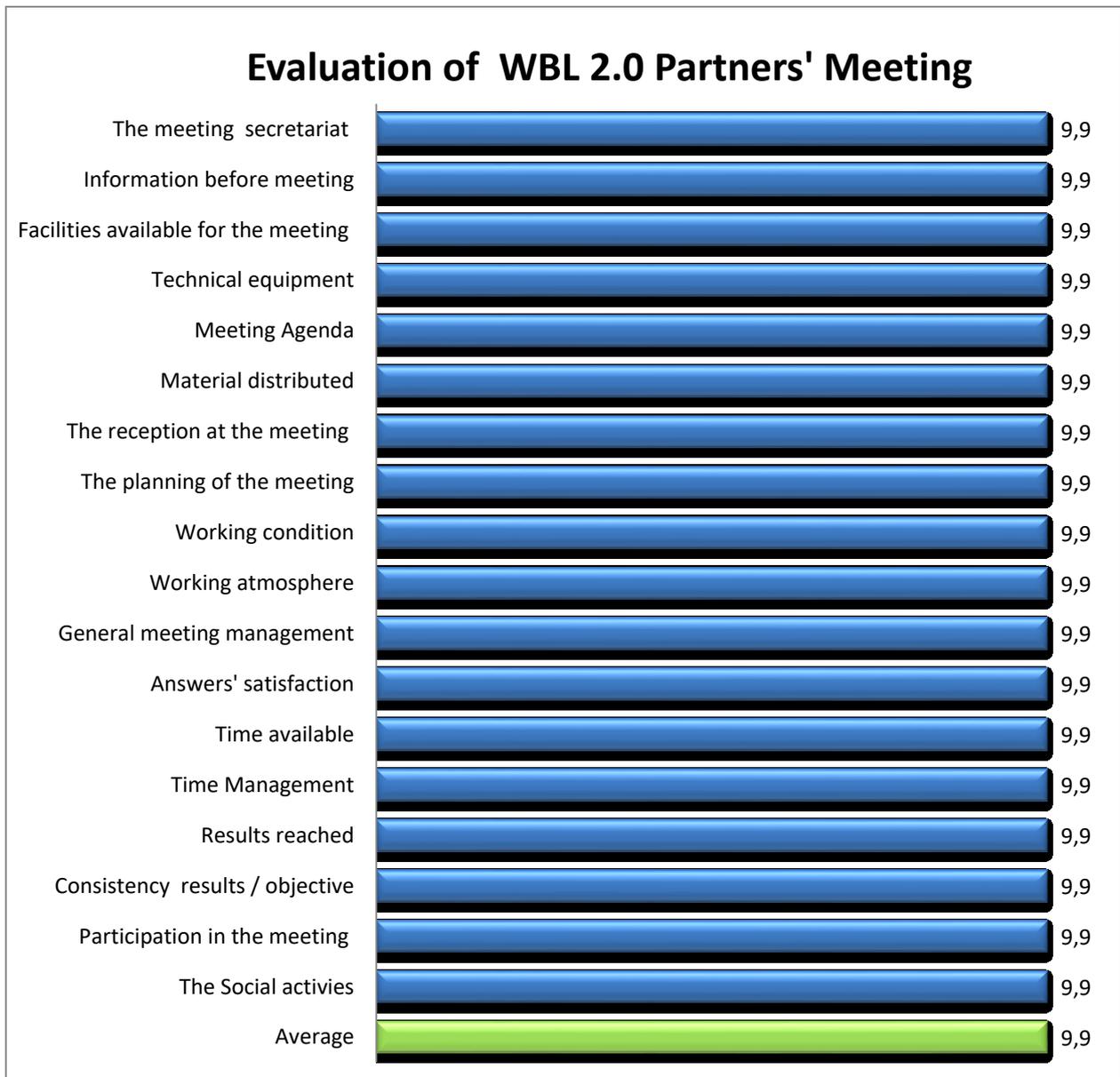
Each meeting provided the project partners with the opportunity to share and discuss all relevant project's aspects and to check activities carried out, to validate the results achieved, to verify possible room for improvement and to plan future deadline and activities. Moreover each partner meeting give to each partner the opportunity to meet the other partners, to compare the results achieved and to take inspiration from the other partners' methodologies.

The aspects of the meeting that each partner was required to evaluate are the following:

- The meeting secretariat
- The information provided before the meeting
- Facilities available for the meeting
- The technical equipment
- The agenda of the meeting
- The material distributed
- The reception at the meeting
- The planning of the meeting
- The time management
- The working conditions
- The working atmosphere
- The general management of the meeting
- The development of the work
- The level of participation
- The time available
- The results reached
- Consistency between the results and the initial objectives
- The degree of participation in the meeting

Kick Off Partners Meeting

The graph below illustrates how the project partners evaluated the WBL 2.0 Partners Meeting which took place on 20- 21 January 2017 in Florence, Italy.



During the kick off meeting partners have the opportunity to get to know each other for the first time and they also receive a clear explanation and overview on all the project activities to be carried out and on the project results to be produced. It is therefore a crucial moment for the entire project because, if the meeting is successful, everything during the following 2 years will be easier.

As we can see from the graph above, the total average of the meeting was 9.9. This shows an overall satisfaction of all the partners that is very important for a fruitful future cooperation.

Even if we look at every single category we can have an idea of the good evaluation of the meeting, in fact all the categories were evaluated with a 9.9 score. “General meeting management” and “The planning of the meeting” were some of the meeting’s strengths. This means that at the start of the meeting, the themes, the time available and the procedures of the meeting were clear explained and during the meeting the organization has been efficient. M. Sonsoles Jimenez Gonzalez from Esmovia - Sistema Practices (ES) appreciated so much *“the organization of the meeting”* but also Lol Scragg from Dundee and Angus College (UK) found the meeting *“well organized”*.

Linked to these points we can consider the categories of “Meeting agenda”, “Time management” and “Time available”. M. Sonsoles Jimenez Gonzalez from Esmovia - Sistema Practices (ES) appreciated the fact that *“there was a template for everything”* and also Marina Redondi from Confartigianato Imprese Bergamo (IT) was *“satisfied with the agenda of the initiatives”*. In particular, even if the topics dealt with were complex, the timing for the discussions was appropriate.

Talking about “Information before meeting”, intended to facilitate the participation in the meeting and “The meeting secretariat”, the work done by the organizers, in the transnational coordination and in the provision of information, was excellent and helped to carry out the meeting in the best way. Also the “Material distributed” during the meeting was very useful and helpful not only for the meeting but also to guide them all through the project implementation. According to this was M. Sonsoles Jimenez Gonzalez from Esmovia - Sistema Practices (ES) whom appreciated *“the quality of documents received”* while Nikolaos Georgiadis from Epimorfotiki Kilkis (EL) found *“the preparation of the meeting excellent”* and according to him *“everything was addressed in a perfect way”*.

The category “The answers’ satisfaction” shows that all the doubts and criticisms have found a clear and satisfying response. Marina Redondi from Confartigianato Imprese Bergamo (IT) noticed that *“organizers gave relevant technical explanations”*. This category linked with “Working conditions” and “Working atmosphere” helped to explain the good result gained by “Results reached”. A friendly working atmosphere is important in order to better assimilate the information given during a meeting and replace the preconceived ideas with best practices. Only with an efficient organization and a clear vision of the entire project we can reach the established results; this is what happened during the kick off meeting as shown by the score achieved by “Result reached” and “Consistency results / objectives”. Not only the level of correspondence of results with the established objectives was really high but also the results reached at the end of the meeting were really satisfactory.

About “Participation in the meeting” we can say that was really appreciated from the partners the opportunity to meet and discuss the theoretical and practical activities of the project. Marina Redondi from Confartigianato Imprese Bergamo (IT) appreciated *“the participation of partners”*.

This can also be connected with the category of “The social activities” because this type of activity can only work if there is a great collaboration between partners.



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We can read the categories “Facilities available for the meeting” and “Technical Equipment” together. Lol Scragg from Dundee and Angus College (UK) found *“the room suitable”* but also in general the location was very good and appropriate, like also the technical equipment available during the meeting that was adequate for meeting purposes and allowed a really high level of presentations.

In conclusion the meeting reached its purposes and was effective since its start. Most of the participants thought that everything was very well explained and helpful. Nikolaos Georgiadis from Epimorfotiki Kilkis (EL) recognized that *“the coordinators knew exactly what they want and what they expect from the project and the partners”* and Maria Angeles Ruiz Gamez from Esmovia - Sistema Practices (ES) said that *“considering that we were at the first meeting, we received very useful information on the most important issues”*, so she noticed the efficacy of the meeting.

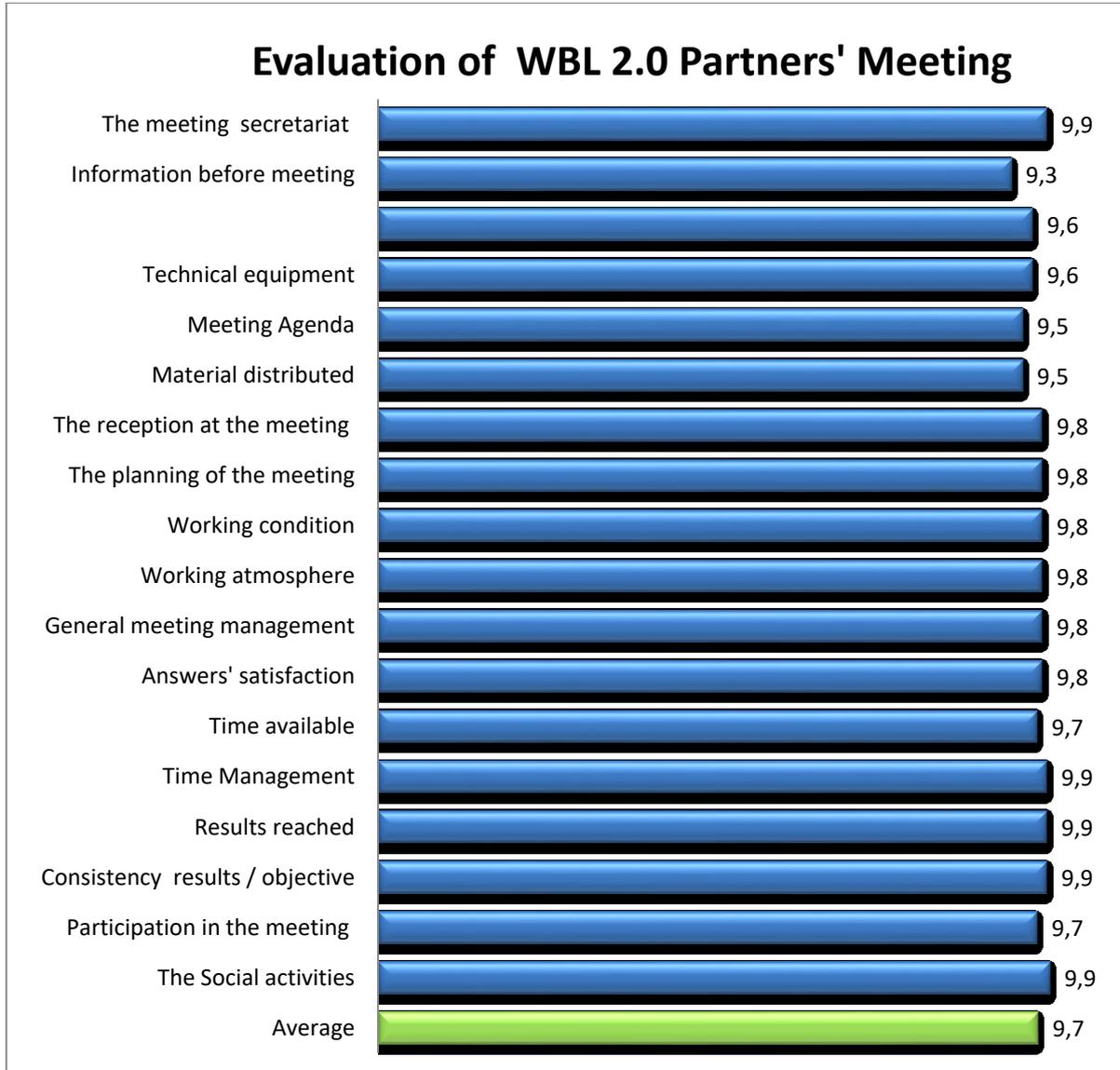


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Second Partners' Meeting

The graph below illustrates how the project partners evaluated the Second Partners Meeting which took place on 17 - 18 July 2017 in Dundee, (UK)



The total average of the meeting was 9.7 and even if it's lower than the previous meeting is still a good result, demonstrating how partners appreciated and were satisfied with the meeting.

The highest score of 9.9 was reached by five categories: "Results reached", "Consistency results/objective", "Time management", "The Social activities" and "The meeting secretariat".

The parameters "Results Reached" and "Consistency results/objectives" indicate that the final results reached were really satisfactory and corresponding with the established objectives. Even if the meeting in general got lower results than the Kick-off meeting, discussions were fruitful and the meeting helped to

give answers to doubts and difficulties (“Answer’s satisfaction” 9.8) supporting the reach of future targets. M. Sonsoles Jimenez Gonzalez from Esmovia - Sistema Practices (ES) appreciated *“the quality of the results”*.

Talking about the “Time Management” we can say that the score represent the ability of the meeting organizers to enforce deadlines but also to understand when there is need of more time to better understand concepts. Linked to this point there is also the “Time Available” (9.7) that gained a lower result than the previous meeting but this can be explained by the greater difficulty of the topics dealt with which would require longer times; in any case, as we have said before, the management of time was very effective and the coordinator reminded the partners about the deadlines and it is important in order to reach the planned results. Kristy Scott from Dundee and Angus College (UK) appreciated *“the refreshing of the project and the time schemes”*.

The lower ratio was gained by “Information before the meeting” (9.3) intended to facilitate the participation in the meeting, but it is still a good result both because it is linked to “The meeting secretariat” (9.9) and the transnational coordination, according to partners, worked very efficiently, and because many partners, including Maria Angeles Ruiz Gamez from Esmovia - Sistema Practices (ES), thought that *“all the information provided were very clear and helpful”*.

The other parameter valued with 9.9 was “The Social activities” so what we can affirm is that all the activities conducted during the meeting’s days were well planned and executed and partners were satisfied.

The “Working atmosphere”, together with “Working condition”, (both 9.8) shows how the atmosphere was properly for working as a real team, helping partners in reaching their objectives. The atmosphere was friendly and partners were comfortable because of, according to Atif Ashraf from Dundee and Angus College (UK) *“the relaxed environment”*, while M. Sonsoles Jimenez Gonzalez from Esmovia - Sistema Practices (ES) appreciated *“the good working atmosphere”*, even if the “Participation in the meeting” gained a 9.7 score. So the level of participation of the different components of the partners’ group, even if lower than the previous meeting, was evaluated very satisfactory and this helps the possibility to exchange experience and create outputs.

Talking about the “General meeting management” and “The planning of the meeting” (both 9.8), we can say that organizers worked with professionalism and diligence and, at the start of the meeting, the themes, the time available and all the procedures have been clearly explained. According to M. Sonsoles Jimenez Gonzalez from Esmovia - Sistema Practices (ES) *“the hosting partner have organized everything very well”*, including “The reception at the meeting” (9.8, also in this case lower than the previous meeting) in fact the way in which partners were received at the meeting was very professional.

“The Meeting Agenda” (9.5) was appreciated by partners whom judged it clear and focused on all the interest points in order to support the progress of the project.



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One of the two parameter valuated with a 9.6 score was “Facilities available for the meeting” while the second one was “Technical equipment”. So partners found the organization of the facilities and the technical equipment available during the meeting very suitable. Atif Ashraf from Dundee and Angus College (UK) said that “*the meeting was informative*” so even “Material distributed” (9.5) was really appreciated and considered useful in order to help participants and transmit them information.

In conclusion the overall evaluation of the meeting was really positive; partners found the meeting really interesting and their feedback confirmed the results obtained in the kick-off meeting. Lol Scragg from Dundee and Angus College (UK) appreciated “*the efficiency of the meeting*”.

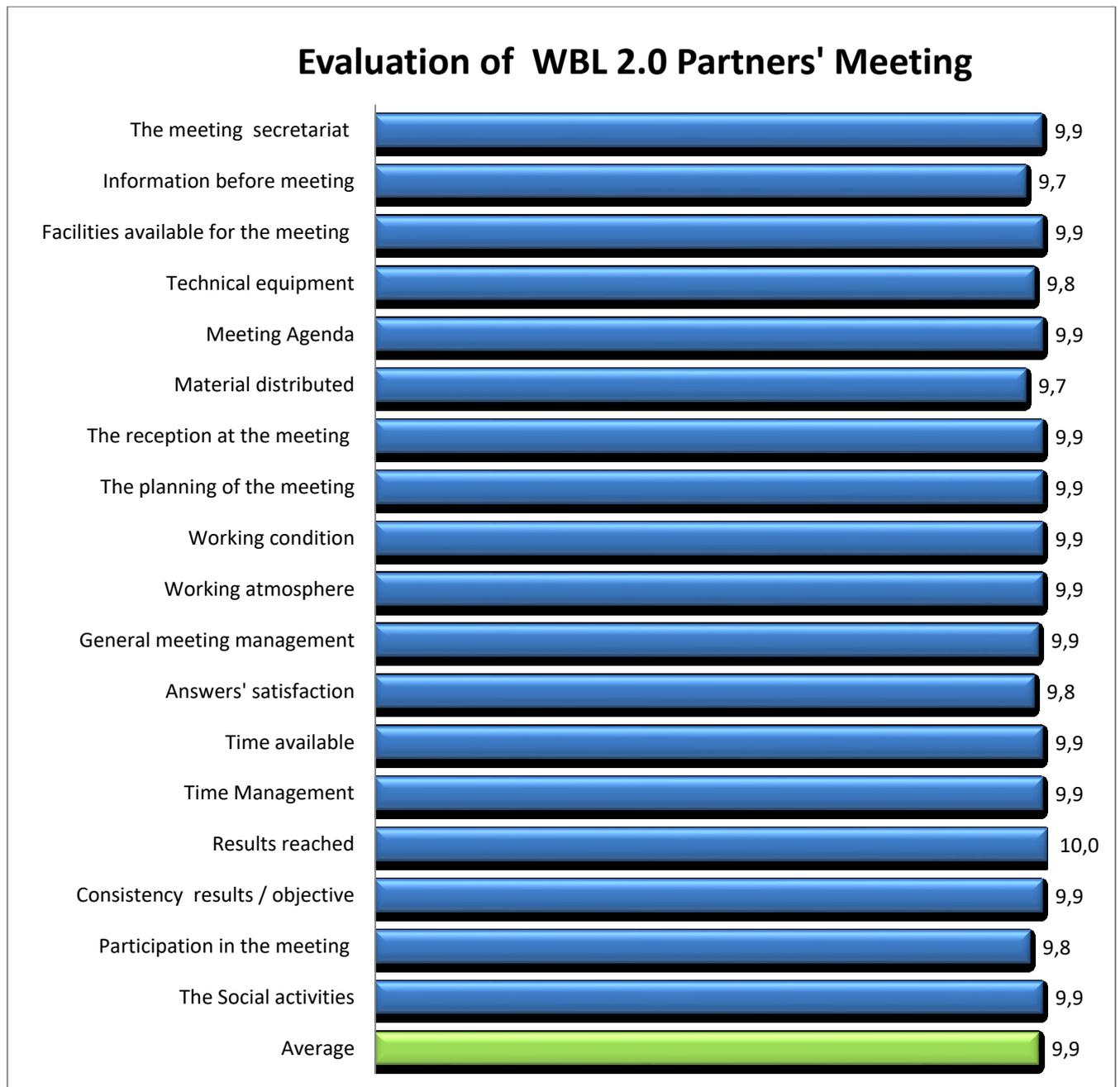


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Third Partners' Meeting

The graph below illustrates how the project partners evaluated the Third Partners Meeting which took place on 8 – 9 March 2018 in Kilkis, (Greece).



The general average of this chart was 9.9, a very good result considering that is almost the maximum score and that it is improved compared to the previous meeting evaluation (9.7).

The highest score (10.0) was gained by the category “Result reached” that, along with “Consistency results / objective” which obtained 9.9, is the demonstration of the every success of this third meeting. The results were very satisfactory and in line with the project partners expectations. Marina Redondi from Confartigianato Imprese Bergamo (Italy) expressed that *“the level of the results reached up during the meeting has perfectly satisfied the established objectives”*.

Other eleven categories reached a score of 9.9; they are:

- “The meeting secretariat” that was considered very efficiently in the opinion of the partners. It means that the coordination’s procedures for the participation of every partner to the meeting functioned very well.
- “Facilities available for the meeting”. The high result gained by this category demonstrates that the coordinators managed to facilitate all the partners during the preparation and then during their participation in the meeting.
- “Meeting agenda”. The result obtained testifies how the choice of activities proposed was valued as positive and clear by the partners. Dragana Kladarin from Confartigianato Imprese Bergamo (Italy) appreciated *“the simple, clear and efficient way of presenting the project and all the activities”*. Diana Constantin from Esmovia - Sistema Practices (Spain) expressed that *“all was very clear and very well presented”*.
- “The reception at the meeting”. The participants very enjoyed the welcome to the meeting they received by the hosting partner. Dragana Kladarin from Confartigianato Imprese Bergamo (Italy) expressed that *“the hosting partner made all his best to make us feel great”*.
- “The planning of the meeting”. The result reached by this category is very important to highlight because is the demonstration that all the partners appreciated the way in which the activities were thought and developed. Diana Constantin from Esmovia - Sistema Practices (Spain) appreciated *“the organization, planning and ending of the meeting with contents and presentation of it”*.
- “Working conditions” and “Working atmosphere”. The result obtained means that the partners experienced a very positive attitude and context of work, as Elena Bruno from Esmovia - Sistema Practices (Spain) testifies with her comment *“I liked very much the working atmosphere during the meeting”*.
- “General meeting management”. It is a consequent result of the positive trend of the evaluation in general. The participants appreciated very much the meeting organization in its complexity. Lol Scragg from Dundee and Angus College (UK) appreciated the most *“the strong organization”*.
- “Time available” and “Time management”. The result reached testifies that the organisers managed the time available for the preparation of the meeting in the right way, distributing properly all the activities and deadlines.
- “The social activities” offered by the hosting partner were very appreciated by the participants.

Three categories obtained a score of 9.8:

- “Technical equipment”, linked to “Material distributed” which gained 9.7, was another point of strength of this meeting evaluation. These results demonstrate that the organisers provided to the other partners appropriate tools, allowing them to work for the project in the best way possible.
- “Answers’ satisfaction”. The result obtained means that during the meeting all the partners had the possibility to clarify all their doubts and problems about the project work they were carrying on. Elena Bruno from Esmovia - Sistema Practices (Spain) appreciated that *“information was delivered in a very clear way and that every doubts has been satisfied”*.
- “Participation in the meeting” was considered very high and fruitful for the project development. The partners demonstrated to be very interested to the themes of the meeting and motivated to carry on all the activities planned. Dragana Kladarin from Confartigianato Imprese Bergamo (Italy) expressed that *“the project group was fantastic”*.

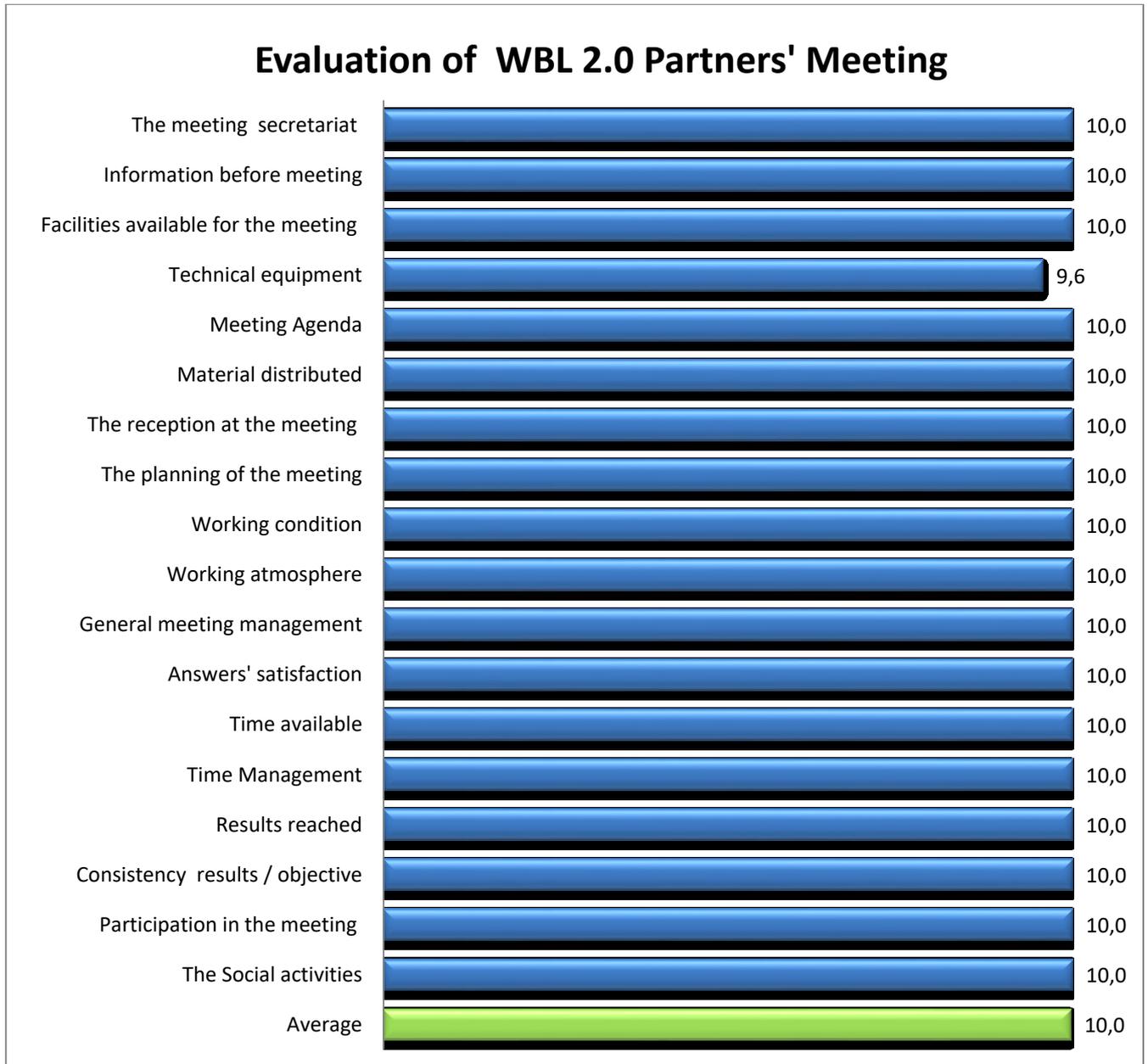
Finally, the category “Information before meeting” obtained a score of 9.7, that is the same result of the previous meeting evaluation. So it means that the level of participation of the partners was valued, also in this occasion, satisfactory and fruitful in view of a good development of the project itself. Neringa Kelpšaitė from eMundus (Lithuania) appreciated *“the effective face-to-face communication between partners and coordinators about discussions, agreed topics, ecc...”*.

In conclusion, this Third WBL Partners meeting was perceived very positive and helpful for the project development and as an occasion to exchange information and ideas.



Fourth Partners' Meeting

The graph below illustrates how the project partners evaluated the Final Partners Meeting which took place on 4 – 5 October 2018 in Valencia, (ES).



The general average is 10.0, the maximum score and also higher than that of the third evaluation (9.9). So, it means that this Final WBL Partners Meeting was a success.

All the categories of the chart reached 10.0 points, except the category “Technical equipment” that gained 9.6, a lower score compared with the general trend but always a very good result.

Starting from the top, “The meeting secretariat” was valued well-functioning, allowing a positive and efficiently transnational coordination.

“Information before meeting” and “Answers’ satisfaction”: the level of information, both before and during the meeting, was valued very appropriate and clear by the partners. Andrea Dolci from Confartigianato Imprese Bergamo (Italy) appreciated the fact that *“everything was clearly explained and that every partner had the possibility to interact to get the answers to their question”*.

“Facilities available for the meeting” and “Material distributed”. In this case, the result obtained testifies that the coordinators managed to offer to all participants the most appropriate and useful materials and tools in view to promote the right development of work activities.

“Meeting agenda”, “the planning of the meeting” and “General meeting management”: all these categories with the maximum score reached are the demonstration that the partners very agreed with the way in which the activities were organized and structured; they appreciated also the entire meeting management. Dragana Kladarin from Confartigianato Imprese Bergamo (Italy) appreciated *“the efficiency of the meeting”*.

The best score gained by the category “The reception at the meeting” is another very positive point in the general background of this evaluation. In fact this means that all the participants felt very welcoming at their arrival to the meeting and this is certainly very important in the aim to create a positive context of work from the beginning.

“Working conditions” and “Working atmosphere” are other strong points of this Evaluation. The participants enjoyed very much the working conditions and the general atmosphere created during the work activities because they let them make a fruitful work. Dragana Kladarin from Confartigianato Imprese Bergamo (Italy) very liked *“the atmosphere that was created in the project group”*.

“Time available” and “Time management”: the partners appreciated also the fact that they had an appropriate amount of time available to carry on their activities. Lol Scragg from Dundee and Angus College (UK) liked the most *“the good timekeeping”*.

“Result reached” and “Consistency results / objective”. The maximum score obtained in these categories is without any doubts a success for the entire project. Is a reason of great satisfactory



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that one of knowing that the meeting produced very good results in line with partners' expectations.

“Participation in the meeting”. Also the level of participation of partners in the meeting was very high. All of them demonstrated interest and good intentions. Andreea Craciun from Esmovia - Sistema Practices (Spain) appreciated the most *“the involvement of all partners”*.

“The social activities” also were very enjoyed by the partners.

The only one category that, as stated before, obtained a lower result than the others (9.6) is “Technical equipment”. This is however a good result that testifies the presence of appropriate technical tools available for the meeting even if they were not valued at the top.



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Evaluation of the Project Activities

The *evaluation of the project activities* observes in detail the quality of each activity completed as well as its level of efficiency in relation to the project objectives and outputs.

Representing the initial plans, the distribution of the tasks is the following:

Sistema Practices (ES) as project coordinator is in charge of the overall transnational management of the project activities, constantly supported by Pixel (IT)

Sistema Practices (ES), Angus College (UK), eMundus (LT), Epimorfotiki (EL) as experts of in company training and in the web design and social media market sector are involved in the creation of the intellectual output contents in cooperation with VET teachers and companies' managers.

Pixel (IT) contributed constantly to the development of the planned intellectual output also taking into account the technical requirements for making them available in electronic format. Pixel is in charge of the revision of the intellectual outputs so as to further improve them for a better usability also from a technical point of view. Finally, Pixel is in charge of the creation of the project Portal hosting and making available the project outputs.

The project activities were organised as follows:

Activity 1:

Creation of the Intellectual Output contents: Repository of e-learning video lessons and interviews

The project partners produced the Repository of e-learning video lessons and interviews, delivered by company managers and professionals according to a Work based learning approach, to provide VET students that want to become web designers and/or social media managers with an innovative ICT based training offer for better understanding the expectations of the market and of the companies.

The partners contacted companies' managers and experts to collect Video interviews and Testimonials.

The Video were edited and subtitled and made available on the Project Portal through in-depth description of their contents and didactic potential.

Activity 2:

Creation of a Virtual Platform for Internships hosted within a dedicated section on to the WBL 2.0 portal providing accessibility to:

- Profiles of companies interested in host a transnational internship.
- Profiles of students that are interested to carry out their placement at international level
- Monitoring and assessment tools

Activity 3:

Creation of Guidelines for the organisation of international internships identifying and mainstreaming innovative successful strategies to ensure that work placements reflect the needs and expectations of the business world and the needs and expectations of the VET students and VET providers.



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Activity 4:

Organisation of 5 Multiplier events to disseminate the results reached, methodology implemented and output produced in the WBL 2.0 project.

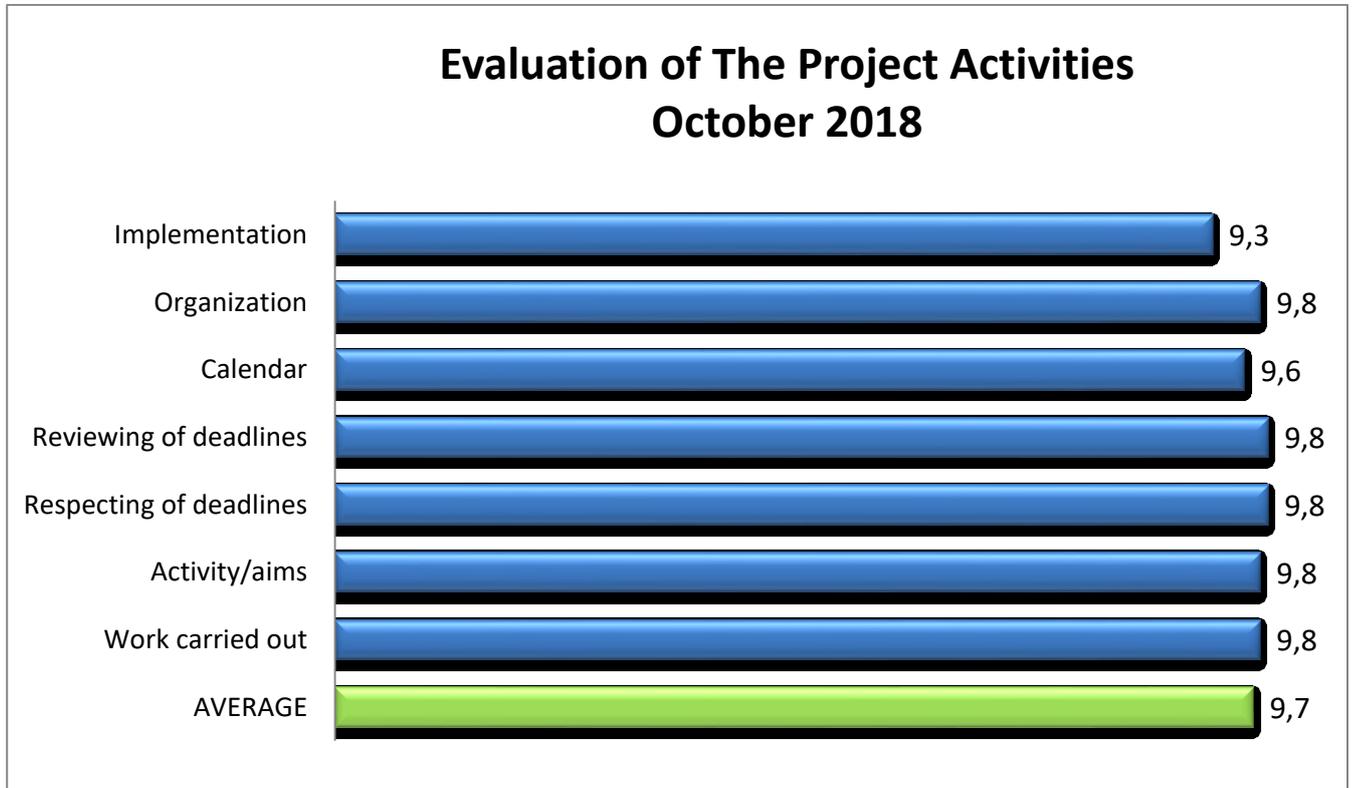
Transversal Activities:

All project partners were involved in the carrying out of the transversal activities related to the effective implementation of the project: Coordination, Reporting, Dissemination, Exploitation and Evaluation.

Each project partner was asked to evaluate the project activities. The activities were evaluated according to the following parameter.

- Implementation
- Organization of the project activities
- Proposed calendar of activities
- Reviewing of deadlines
- Respect of the deadlines
- Consistency between the activities carried out and the expected outcomes
- Quality of the work carried out

The graph below shows the results provided by the Final Evaluation Questionnaires submitted to the partners during the Fourth Partners Meeting held, on 5 October, in Valencia (ES).



This chart shows an average of 9.7, a very good result about the field of project activities.

Fine categories reached a score of 9.8:

- “Organization” of project activities was very appreciated by the partners and valued very efficient.
- “Reviewing of deadlines” and “Respecting of deadlines” were other strong points of this evaluation. It means that the partners really appreciated the flexibility demonstrated by the organizers about the activities deadlines and the possibility to review/postponing some of them thereby meeting the specific need of each partner.
- “Compatibility activities/aims”. This demonstrates that the activities were considered well thought by partners, according with the aims of the project.
- Also “Work carried out” very satisfied project partners, as testified Vida Drasute from eMundus (Lithuania) who appreciated the fact that *“the project team managed to make even more than was expected”*.

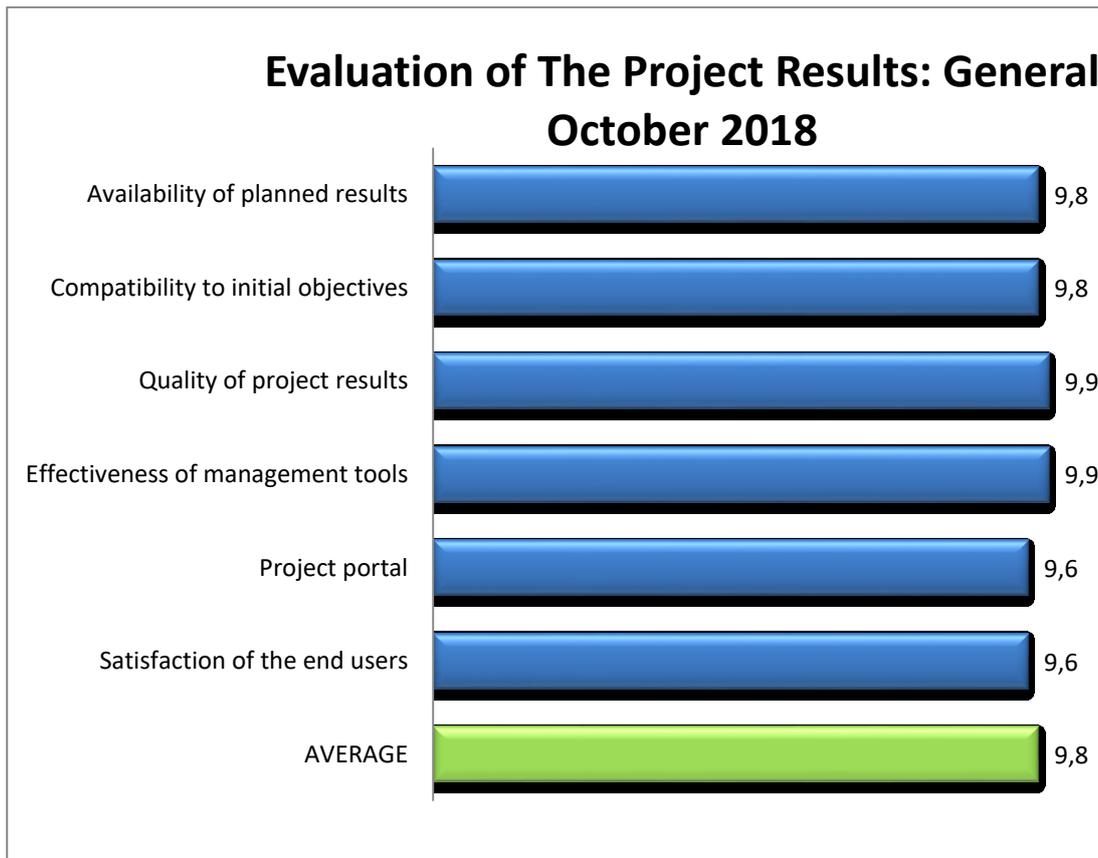
Then, we have the category “Calendar of activities” with a score of 9.6. It was considered satisfactory and well planned.

Finally, with a score of 9.3 there is “Implementation of activities compared to the original workplan”. In this case the score is anyway good, but maybe suggest an improvement in provide an implement of the activities from the original model planned.

Evaluation of Project Results

Graphs below show the results provided by the Final Evaluation Questionnaires submitted to the partners during the Fourth Partners Meeting held, on 5 October, in Valencia (ES).

General



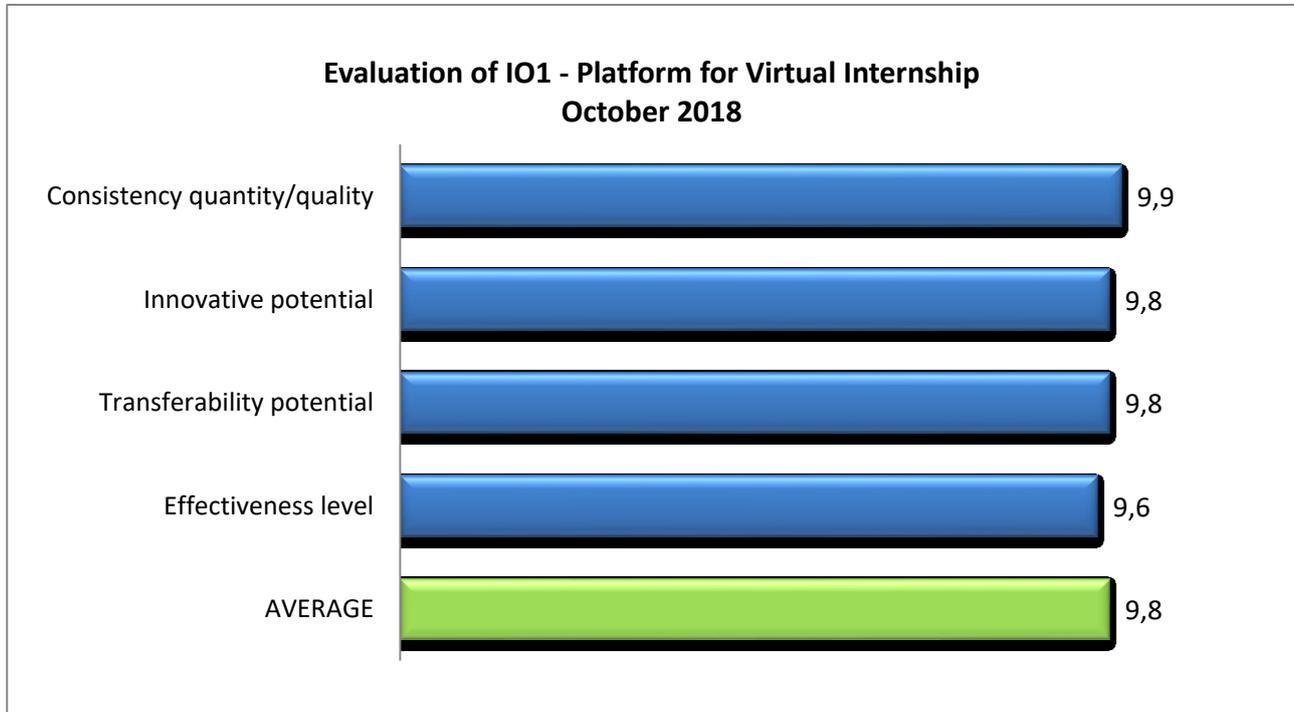
The general average is 9.8.

The categories “Quality of project results” and “Effectiveness of management tools” reached the highest result, 9.9 points. This means that the partners remained satisfactory about the results they managed to obtain from the project work and appreciated the various tools they had at their disposal for working in the best way possible.

“Availability of planned results” and “Compatibility to initial objectives” gained a score of 9.8. It means that the results reached by the project work were valued achievable in real contexts and that they confirmed the original partners aims.

“Project portal” and “Satisfaction of the end users” obtained 9.6 points, a lower result compared with the previous but however good. It testifies the appreciation of the partners towards the portal made for the project presentation and that the results in general obtained by the project encountered the expectations of the end users, the target to which the project is addressed.

IO1 – Platform for Virtual Internship



This chart reached an average of 9.8, so a very good result for an important field of the project: the Intellectual Output 1.

“Consistency quantity/quality” obtains a score of 9.9, so it demonstrated that the outputs were created in an appropriate quantity linked with a high-quality structure. Andreea Craciun from Esmovia - Sistema Practices (Spain) liked *“the high number of quality videos”*.

Two categories gained 9.8 points: “Innovative potential” and “Transferability potential”. The outputs were considered innovative and potentially applicable to the real situations.

“Effectiveness level” obtained 9.6 as score, so it means that the partners recognised in the outputs created a good level of efficiency and usefulness.

It can be definitely said that the WBL 2.0 was completely satisfactory in producing the expected deliverables both from the qualitative and quantitative point of view:

Video interviews to company managers and experts, to provide VET students with a better understanding of companies’ expectations, according to a Work Based Learning approach.

The interviews can be used by VET learners autonomously or by VET trainers to enrich their classroom activities with specific knowledge, competences and skills coming directly from real business case scenarios.



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The Video interviews meet the expectations and needs of VET trainers and students and representing real scenarios within the Business environment.

Video interviews are accessible on the project Portal <https://wbl.pixel-online.org/-video-interviews.php>. In line (and even beyond) with the planned indicators more than 60 interviews are available on line, each subtitled in every language of the partnership.

Video Testimonials with successful entrepreneurs and companies' managers.

The videos demonstrated their full potential in enhancing VET students' motivation to complete their studies underlining the consistency between what they learn at school and the needs of the job market. The project partners experts, representing the VET sector and needs, have cooperated with Companies' in order to produce the Video Testimonials.

Testimonials are accessible on the project Portal <https://wbl.pixel-online.org/-video-testimonials.php>. In line (and even beyond) with the planned indicators more than 60 are available each subtitled in every language of the partnership.

Learning objects, to be used by VET trainers to challenge their students and help them to build specific knowledge, competences and skills, coming directly from the market.

Learning objects are available together with their Video interview of reference on the project Portal <https://wbl.pixel-online.org/-video-interviews.php> and also downloadable from <https://wbl.pixel-online.org/-case-scenarios.php>

Project partners have also produced supplementary results that were not recognised as Intellectual Outputs in the project assessment process and that despite not being financed are made available on the project Portal.

Platform for organising transnational Internships https://wbl.pixel-online.org/virtual_platform/ providing accessibility to:

- Database of companies willing to host a transnational internship.
- Database of students interested to carry out their placement at international level
- Monitoring tools and Assessment tools https://wbl.pixel-online.org/assessment_tool.php for monitoring and assessing work based experiences

Guidelines for the organisation of international internships <https://wbl.pixel-online.org/-guidelines.php> identifying and mainstreaming innovative strategies to ensure that work placements in the web design and social media market reflect the needs and expectations of the business world and the needs and expectations of VET students.

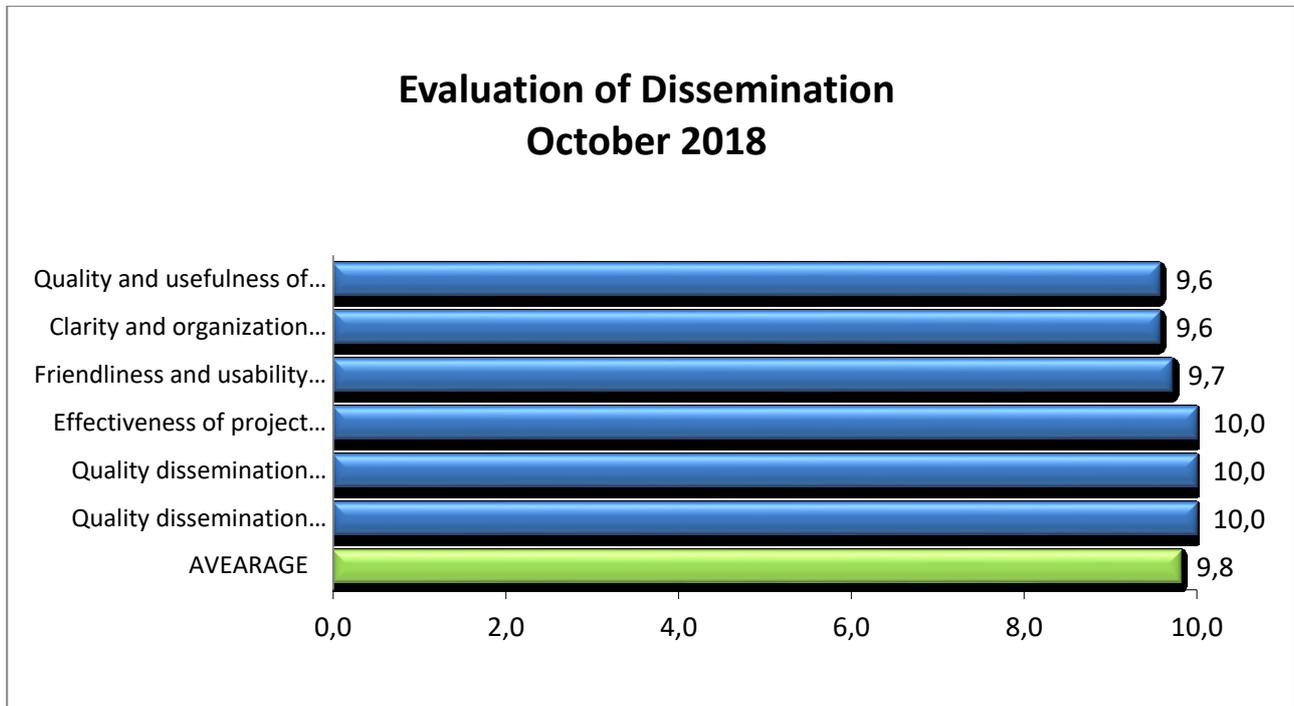


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Evaluation of Dissemination

The graph below shows the results provided by the Final Evaluation Questionnaires submitted to the partners during the Fourth Partners Meeting held, on 5 October, in Valencia (ES).



The general average of this last chart is 9.8.

Three categories obtained the maximum score (10.0); they are:

- "Effectiveness of project dissemination"
- "Quality of the dissemination activities"
- "Quality of the dissemination results"

We can say that all the work done for the creation of the dissemination materials and activities functioned very well and it allowed to obtain high-quality results in this field.

With a score of 9.6 were valued the categories "Quality and usefulness of the project web site" and "Clarity and organization of the project web site" linked to "Friendliness and usability of the project web site" that gained 9.7. It means that in this evaluation the partners appreciated a lot the web site created for the project and considered it very clear and useful and easy to use.

Andreea Craciun from Esmovia - Sistema Practices (Spain) *"appreciated the dissemination events"*. Andrea Dolci from Confartigianato Imprese Bergamo (Italy) appreciated the fact that *"students, the target group of the project, are easily reached by direct video interviews and testimonies of successful entrepreneurs because young people prefers this way of communication today"*.

The dissemination activity is indeed strength of this project.



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Conclusions

The **planning** of the project proved to be effective. WBL 2.0 managed to respect the initial expectations both in terms of consistency with the needs of the context it is addressing and in achieving the foreseen results through the cooperation of the project partners and the effective use of the planned resources.

The **objectives of the project** were understood by the project partners and proved to be consistent with the needs and expectations of the end users.

The partners were very satisfied with the **Project management** carried out by Esmovia (ES) with the technical support of Pixel (IT). The coordination was one of the key success factors of the project and managed to guarantee that all project partners were involved to reach the planned deliverables and bring their added value to the project.

Communication among the partners has been outstanding ensuring a constant circulation and sharing of information.

The **project meetings** reached the highest degree of participation from all the institutions and people involved. The optimal working atmosphere, combining effectively the needed leadership and the necessary flexibility and democratic approach has been recognised by the project partners as a key point for the success of the project.

The **project partnership** has shown excellent capacity to work in team and fully achieved the initial aim of combining the different experiences, skills and expertise of the involved institution and staff.

The **activities** carried out are in line or even in advance with the expectations. The careful planning of the activities and related deadlines has ensured that the initial delays did not affect at all the project achievements.

The **project results** were highly evaluated by the project partnership and they are in accordance with the initial project objectives and expectations.



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