

CAREERS 4.0

Interim Report

Internal short review of activities
Monitoring/Evaluation

PREPARED BY C.M.B.R.A.E.

1 December 2023- 30 November 2024

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1. INTRODUCTION

This Internal Monitoring & Evaluation Report is prepared within the framework of the CAREERS 4.0 project for monitoring and evaluation status regarding the activities of the project with a total implementation duration of 24 months. The project aims to reflect the progress, quality of implementation, and level of achievement of the project objectives during the first year of project implementation, from 1 December 2023- 30 November 2024.

The document has a cumulative structure, bringing together two internal evaluation reports, each covering a six-month period, as follows:

- Report 1: 1 December 2023 – 31 May 2024
- Report 2: 1 June 2024 – 30 November 2024

The purpose of these semi-annual reports is to ensure a systematic process of internal monitoring and evaluation, focusing on:

- progress of activities in relation to the approved work plan
- achievement of project objectives
- quality of implementation and compliance with agreed standards
- identification of challenges encountered, and solutions applied
- highlighting good practices and opportunities for improvement

As established in the project application, the evaluations were carried out by the project partners using a common assessment scale (1–5) and included both quantitative and qualitative analyses, through the application of the SWOT method (Strengths, Weaknesses, Opportunities, Threats). The results provide a relevant overview of the implementation stage and support informed decision-making for the subsequent phases of the CAREERS 4.0 project.

Through this approach, the report contributes to transparency, coherence, and continuous improvement of the implementation process, serving as a useful management and quality assurance tool throughout the entire duration of the CAREERS 4.0 project.

2. QUESTIONNAIRE TEMPLATE

1. At the level of your organisation discuss with the project team members, make an accurate analysis of activities carried out and then tick the variant which applies to this stage of the implementation process of the project. The objective of this periodic survey is to evaluate the processes, progress, difficulties, modalities of improvement etc. of the CAREERS 4.0 project, using the following evaluation scale: 1- very poor, 2- poor, 3- average, 4- high, 5- excellent.

No.	Item	1	2	3	4	5
1.	Clear objectives and tasks					
2.	Comprehensive planning and organisation					
3.	Compliance to Deadlines					
4.	Activities according to the work plan					
5.	Collecting and analysing data					
6.	Reporting results					
7.	Accomplishment of the assigned tasks					
8.	Satisfaction regarding the activities carried out					
9.	Motivation and engagement of beneficiaries, target audiences					
10.	Active involvement of the project team members					
11.	Work Packages: set-up and implementation					
12.	Budget management					
13.	Quality standards					
14.	Respecting the project values: diversity, inclusion, civic engagement, green think etc.					
15.	Challenges encountered and solved					
16.	Promotion of the project (communication, dissemination)					
17.	Effective communication					
18.	Team collaboration					

19.	Risk Management					
20.	Innovation and creativity					

2. Please indicate elements which have a contribution to accomplish the project objectives and the obstacles or difficulties encountered during the implementation, using the SWOT analysis (Strengths, Weaknesses, Opportunities, Threats):

STRENGTHS	WEAKNESSES
• ... • ... • ...	• ... • ... • ...
OPPORTUNITIES	THREATS
• ... • ... • ...	• ... • ... • ...

ADDITIONAL COMMENTS

PARTNER INSTITUTION

- ☐ CMBRAE - ROMANIA
- ☐ PROGRESSUS RESEARCH & COUNSELLING - GREECE
- ☐ STUDO RISORSE S.R.L. - ITALY
- ☐ IINFORMATICA S.R.L. - ITALY
- ☐ EUROPEAN UNIVERSITY CYPRUS - CYPRUS
- ☐ QUALIFICALIA ANALYTICS S.L.- SPAIN

THANK YOU FOR YOUR VALUABLE CONTRIBUTION TO THE CAREERS 4.0 PROJECT!

3. RESPONSES AND INTERPRETATION internal short review

1 December 2023 – 30 May 2024

RESPONSES

- At the level of your organisation discuss with the project team members, make an accurate analysis of activities carried out and then tick the variant which applies to this stage of the implementation process of the project. The objective of this periodic survey is to evaluate the processes, progress, difficulties, modalities of improvement etc. of the CAREERS 4.0 project, using the following evaluation scale: 1- very poor, 2- poor, 3- average, 4- high, 5- excellent.

No	Item	CMBRA E – Romani a	PROGRESSU S RESEARCH & COUNSELLIN G – Greece	STUDO RISORS E.S.R.L. – Italy	IINFORMA TICA S.R.L. – Italy	EUROPEA N UNIVERSIT Y CYPRUS – Cyprus	QUALIFICALI A ANALYTICS S.L. – Spain	AVERAGE
1.	Clear objectives and tasks	5	5	4	5	5	4	4.67/5
2.	Comprehensive planning and organisation	5	5	4	5	5	5	4.83/5
3.	Compliance to Deadlines	5	3	4	5	5	4	4.33/5
4.	Activities according to the work plan	5	3	4	5	5	5	4.50/5
5.	Collecting and analysing data	5	4	4	5	5	5	4.67/5
6.	Reporting results	5	4	4	5	5	5	4.67/5
7.	Accomplishment of the assigned tasks	5	4	4	5	5	4	4.50/5
8.	Satisfaction regarding the	5	4	4	5	5	4	4.50/5

	activities carried out							
9.	Motivation and engagement of beneficiaries, target audiences	5	4	5	5	5	5	4.83/5
10.	Active involvement of the project team members	5	5	5	5	5	4	4.83/5
11.	Work Packages: set-up and implementation	5	4	4	5	5	5	4.67/5
12.	Budget management	5	5	5	5	5	5	5.00/5
13.	Quality standards	5	5	5	5	5	5	5.00/5
14.	Respecting the project values: diversity, inclusion, civic engagement, green think etc.	5	4	5	5	5	5	4.83/5
15.	Challenges encountered and solved	5	4	4	5	5	5	4.67/5
16.	Promotion of the project (communication, dissemination)	5	3	3	5	5	5	4.33/5
17.	Effective communication	5	5	3	5	5	4	4.50/5
18.	Team collaboration	5	5	5	5	5	4	4.83/5
19.	Risk Management	5	4	5	5	5	5	4.83/5
20.	Innovation and creativity	5	4	5	5	5	5	4.83/5

- Please indicate elements which have a contribution to accomplish the project objectives and the obstacles or difficulties encountered during the implementation, using the SWOT analysis (Strengths, Weaknesses, Opportunities, Threats):

Partners	STRENGTHS	WEAKNESSES	OPPORTUNITIES	THREATS
CMBRAE – Romania	Good communication among partners Strong team Motivation for accomplishing project objectives		Exchange of ideas is very important because it triggers creativity, resulting in high quality of WP's Good expertise from partners offers the opportunity to create good results Valuable information	Big volume of work
PROGRESSUS RESEARCH & COUNSELLING – Greece	Collaboration and communication channels are well-established, ensuring alignment and smooth coordination. The project started on time, with all partners engaged and initial tasks underway. Partners bring a wide range of expertise, which enhances the quality and scope of the project deliverables.	Lack of strong management has led to delays in task prioritization Deadlines are not consistently monitored or enforced	The initial phase provides a chance to establish relationships with stakeholders, increasing their support.	Dependence on external stakeholders or approvals could slow down initial activities. Insufficient early dissemination might reduce initial visibility and stakeholder interest.

STUDO RISORSE S.R.L. – Italy	Very good partnership Very innovative results	Some lack of communication Some not clear goals	Technical support to improve results Experience of partners to avoid management risks	No one
IINFORMATICA S.R.L. – Italy	Solid and complementary partnership Effective project management Alignment with the real needs of the sector	Roles or responsibilities not always clear	Growing interest in project topics Creation of new synergies between partners	Growing interest in project topics Creation of new synergies between partners
EUROPEAN UNIVERSITY CYPRUS – Cyprus	Strong expertise and complementary profiles of partners Effective collaboration and communication Clear objectives and structured planning	Limited time availability due to parallel institutional responsibilities	Strong basis for high-quality outputs in subsequent phases Potential for innovation in career guidance tools and methodologies	Risk of delays if workload intensifies in later stages
QUALIFICALIA ANALYTICS S.L. – Spain	Thematic of the project Results	Innovation in training	International alignment	Poor dissemination activities

ADDITIONAL COMMENTS

CMBRAE – Romania

Careers 4.0 project team has good communication and collaboration and is doing a good job. Partners are actively involved in the assigned tasks completion.

EUROPEAN UNIVERSITY CYPRUS – Cyprus

During the first semester of implementation, the project focused primarily on the **set-up and initial organisation of activities**, as well as on establishing effective **coordination and communication mechanisms** among partners. The objectives and tasks were clearly defined, and the work plan was followed as foreseen, allowing partners to align their contributions with the overall project framework.

Key emphasis was placed on **project management procedures**, internal communication, and clarification of roles and responsibilities across work packages. Initial desk research and preparatory analytical work supported the conceptual foundations of the project, particularly in relation to the development of the **Career Competencies 4.0 framework**. Collaboration among partners was active and constructive, contributing to a shared understanding of the project's scope, methodology, and expected outcomes.

Although this phase was mainly preparatory, the activities carried out laid a **solid groundwork** for the subsequent implementation phases. Minor challenges related to workload distribution and parallel institutional obligations were identified, but they were addressed through coordination and flexibility within the partnership. Overall, progress during this period can be characterized as **high**, with strong engagement and commitment from all partners.

IINFORMATICA S.R.L. – Italy

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PROGRESSUS RESEARCH & COUNSELLING – Greece

All partners are willing to produce high quality results and despite difficulties and short delays, they are all capable of finding solutions to all difficulties. Strong teamwork makes the project go smoothly.

QUALIFICALIA ANALYTICS S.L. – Spain

-

STUDO RISORSE S.R.L. – Italy

The cooperation among partners and the quality of consortium can really make the difference in order to produce very good project results.

INTERPRETATION

1. General overview of the implementation stage

During the first six months of implementation (1 December 2023- 30 May 2024), the CAREERS 4.0 project focused primarily on the set-up phase, internal organisation, coordination among partners, and the initiation of core project activities according to the approved work plan. From the perspective of CMBRAE – Romania, the implementation process during this reporting period can be assessed as **high to excellent**, with strong partner engagement and effective collaboration.

The project objectives and tasks were clearly defined from the beginning, and the partnership demonstrated a shared understanding of the project's scope, methodology, and expected outcomes. The coordination mechanisms functioned efficiently, ensuring smooth communication and alignment across all partners.

2. Evaluation of activities (quantitative assessment)

Based on the internal evaluation scale (1 – very poor to 5 – excellent), CMBRAE – Romania rated the implementation process consistently at the highest level (score 5) across all evaluated dimensions. The overall average scores at consortium level ranged between **4.33/5 and 5.00/5**, reflecting a very strong implementation performance.

Key strengths identified through the evaluation include:

- Clear objectives and well-defined tasks (average score: 4.67/5)
- Comprehensive planning and organisation (4.83/5)
- High quality standards and effective budget management (both 5.00/5)
- Strong team collaboration, motivation, and active involvement of project members (average scores above 4.80/5)
- High level of innovation and creativity embedded in project activities (4.83/5)

While minor challenges were noted by some partners regarding deadlines and dissemination activities, these did not significantly affect the overall progress and were addressed through collaborative problem-solving.

3. SWOT analysis

Strengths

- Good and constant communication among partners
- Strong and committed project team
- High motivation for accomplishing project objectives

Weaknesses

- Big volume of work concentrated in the initial implementation phase

Opportunities

- Exchange of ideas among partners, fostering creativity and high-quality work packages
- Strong expertise of consortium partners, enabling valuable and relevant project results
- Access to valuable information and best practices across countries

Threats

- Risk of workload pressure due to the intensity and complexity of activities

4. Progress, challenges and solutions

Throughout the reporting period, CMBRAE – Romania actively contributed to the accomplishment of assigned tasks, respecting deadlines and quality standards. The main challenge identified was the **large volume of work**, particularly during the preparatory and analytical stages. This challenge was mitigated through effective internal coordination, prioritization of tasks, and continuous communication with the project coordinator and partners.

No major risks or unresolved issues were identified during this phase.

5. Overall assessment and conclusions

Overall, the progress of the CAREERS 4.0 project during the first six months of implementation is assessed as **very positive**. The consortium demonstrated strong collaboration, commitment, and capacity to deliver high-quality results. The foundations laid during this period provide a solid basis for the next implementation phases.

From the perspective of CMBRAE – Romania, the project is on track, partners are actively involved in task completion, and the internal working climate is constructive and efficient. Continued focus on coordination, workload balance, and dissemination activities will further strengthen project impact in the upcoming stages.

4. RESPONSES AND INTERPRETATION internal short review

1 June 2024 – 30 November 2024

- At the level of your organisation discuss with the project team members, make an accurate analysis of activities carried out and then tick the variant which applies to this stage of the implementation process of the project. The objective of this periodic survey is to evaluate the processes, progress, difficulties, modalities of improvement etc. of the CAREERS 4.0 project, using the following evaluation scale: 1- very poor, 2- poor, 3- average, 4- high, 5- excellent.

No	Item	CMBRA E – Romani a	PROGRESSU S RESEARCH & COUNSELLIN G – Greece	STUDO RISORSE S.R.L. – Italy	IIFORM ATICA S.R.L. – Italy	EUROPEA N UNIVERSIT Y CYPRUS – Cyprus	QUALIFICALI A ANALYTICS S.L. – Spain	AVERAGE
1.	Clear objectives and tasks	5	5	4	5	5	4	4.67/5
2.	Comprehensive planning and organisation	5	5	4	5	5	5	4.83/5
3.	Compliance to Deadlines	5	4	5	5	4	4	4.50/5
4.	Activities according to the work plan	5	4	5	5	5	5	4.83/5
5.	Collecting and analysing data	5	4	5	5	5	5	4.83/5
6.	Reporting results	5	5	5	5	5	5	5.00/5
7.	Accomplishment of the assigned tasks	5	5	5	5	5	4	4.83/5
8.	Satisfaction regarding the activities carried out	5	5	4	5	5	4	4.67/5

9.	Motivation and engagement of beneficiaries, target audiences	5	5	5	5	5	5	5.00/5
10.	Active involvement of the project team members	5	5	5	5	5	4	4.83/5
11.	Work Packages: set-up and implementation	5	4	4	5	5	5	4.67/5
12.	Budget management	5	5	5	5	5	5	5.00/5
13.	Quality standards	5	4	5	5	5	5	4.83/5
14.	Respecting the project values: diversity, inclusion, civic engagement, green think etc.	5	5	5	5	5	5	5.00/5
15.	Challenges encountered and solved	5	5	4	5	5	5	4.83/5
16.	Promotion of the project (communication, dissemination)	5	4	3	5	5	5	4.50/5
17.	Effective communication	5	5	3	5	5	4	4.50/5
18.	Team collaboration	5	5	5	5	5	4	4.83/5
19.	Risk Management	5	5	4	5	5	5	4.83/5
20.	Innovation and creativity	5	5	5	5	5	5	5.00/5

2. Please indicate elements which have a contribution to accomplish the project objectives and the obstacles or difficulties encountered during the implementation, using the **SWOT analysis** (Strengths, Weaknesses, Opportunities, Threats):

Partners	STRENGTHS	WEAKNESSES	OPPORTUNITIES	THREATS

CMBRAE – Romania	Relationship among partners Collaboration with organizations from different countries brings diverse expertise and perspectives Participants and staff gain new skills, competencies, and international experience.	Administrative and reporting complexity	Creativity Innovation Long-term cooperation - new sustainable partnerships and future Erasmus+ initiatives	Cultural differences
PROGRESSUS RESEARCH & COUNSELLING – Greece	Many work packages are achieving intermediate goals, showcasing steady advancement.... Continued strong communication and collaboration among partners ensure cohesion and shared ownership.	Some work packages lag behind, creating potential bottlenecks for overall project progress. Some delays in deliverables	Increased dissemination creates opportunities to engage new stakeholders and strengthen existing relationships. Outputs results can attract future partnerships.	Difficulties in engaging external target groups for the implementation of the activities
STUDO RISORSE S.R.L. – Italy	Very Good engagement of target group Partnership Expertise Cooperation among partners	Lack of periodical online meetings to check the status of all activities	Very innovative results Involvement of a lot of people Motivation of partner staff	No one
IIFORMATICA S.R.L. – Italy	Roles and responsibilities finally defined	Initially vague requirements	Partnerships with external stakeholders	Possible privacy restrictions or

	Dedicated technical expertise Possibility of iterative development		Replicability and scalability	technological limitations
EUROPEAN UNIVERSITY CYPRUS – Cyprus	Strong partner collaboration and effective coordination Progress in core research and analytical activities High engagement of project team members	Increased workload due to parallel project and institutional demands	Use of interim findings to refine tools and methodologies Strengthening coherence across work packages	Risk of time pressure in later implementation stages if complexity increases
QUALIFICALIA ANALYTICS S.L. – Spain	Thematic of the project Results	Innovation in training	International alignment	Poor dissemination activities

ADDITIONAL COMMENTS

CMBRAE – Romania

The swot analysis shows that our project's strengths and opportunities significantly outweigh weaknesses and threats. The international partnership and strong institutional commitment provide solid foundation for achieving the objectives proposed in the project application.

EUROPEAN UNIVERSITY CYPRUS – Cyprus

During the second semester of implementation, the project moved from the preparatory phase to the **active development and implementation of core activities**, particularly within the framework of the relevant work packages. Partners worked systematically on research, data collection, and analytical tasks supporting the development of the **Career Competencies 4.0 framework** and the related assessment tools.

Coordination among partners remained effective, with regular communication facilitating progress monitoring and alignment with the work plan. Activities were implemented largely according to schedule, and interim outputs were reviewed collaboratively to ensure **quality standards** and methodological consistency. Engagement of the project team was high, and responsibilities were fulfilled as planned.

Some challenges related to the **complexity of data analysis and the need for alignment across different national contexts** were identified. However, these were addressed through internal discussions and adjustments, reinforcing the collaborative nature of the partnership. Overall, the second semester marked a period of **substantial progress and consolidation**, strengthening the foundations for the digital tools and training components to follow.

IINFORMATICA S.R.L. – Italy

-

PROGRESSUS RESEARCH & COUNSELLING – Greece

Keep up the good work. Great team.

QUALIFICALIA ANALYTICS S.L. – Spain

-

STUDIO RISORSE srl – Italy

THE RESULTS PRODUCED TILL NOW SHOW THE GOOD WORK DONE BY PARTNERS AND THE POSSIBILITY TO INVOLVE A LOT OF PEOPLE CAN BE USEFUL BOTH THE RILIABILITY OF THE RESULTS AND FOR THE FUTURE DISSEMINATION ACTIVITIES.

INTERPRETATION

1. General Overview of the Implementation Stage

The second six-month reporting period (1 June 2024 – 30 November 2024) marked a transition from the preparatory phase to the active development and implementation phase of the CAREERS 4.0 project. During this stage, the partnership consolidated the organizational framework established in the first semester and focused on the delivery of core activities, particularly those related to research, data collection, analysis, and the development of key project outputs.

From the perspective of CMBRAE- Romania, the implementation during this period can be assessed as very high to excellent, with increased maturity of collaboration, clearer role allocation, and stronger alignment across work packages.

2. Evaluation of activities (quantitative assessment)

The internal evaluation results for this reporting period indicate a significant improvement and consolidation compared to the first semester. At consortium level, average scores range between 4.50/5 and 5.00/5, demonstrating strong performance across almost all evaluation dimensions.

Notable highlights include:

- Excellent reporting of results, motivation and engagement of beneficiaries, budget management, respect for project values, and innovation and creativity (all scoring 5.00/5).
- High compliance with deadlines and work plan implementation (average scores of 4.50/5 and above), indicating improved time management and coordination.
- Very strong team involvement, collaboration, and task accomplishment, with average scores consistently above 4.80/5.
- Continued adherence to high quality standards and effective risk management.

Although some partners reported minor challenges related to dissemination activities and communication with external target groups, these aspects did not significantly affect overall project progress and are expected to improve further in subsequent phases.

3. SWOT analysis

Strengths

- Strong relationships among project partners
- Collaboration with organizations from different countries, bringing diverse expertise and perspectives
- Participants and staff gaining new skills, competencies, and international experience

Weaknesses

- Administrative and reporting complexity inherent to international projects

Opportunities

- Creativity and innovation stimulated by transnational cooperation
- Long-term cooperation leading to sustainable partnerships and future Erasmus+ initiatives

Threats

- Cultural differences that may require continuous alignment and adaptation

4. Progress, challenges and solutions

During this period, CMBRAE-Romania fulfilled all assigned responsibilities in accordance with the project timetable and quality requirements. The clarification of roles and responsibilities across the partnership, particularly in technically complex work packages, contributed to smoother implementation and more efficient collaboration.

Some challenges were identified, including the increased workload associated with parallel institutional responsibilities and the complexity of data analysis across different national contexts. These challenges were addressed through enhanced coordination, flexibility in task allocation, and regular internal discussions aimed at ensuring coherence and methodological consistency.

No major risks were identified, and existing risks were managed proactively through effective communication and shared decision-making.

5. Overall assessment and conclusions

The second semester of implementation represents a period of substantial progress and consolidation for the CAREERS 4.0 project. The strengths and opportunities identified clearly outweigh the weaknesses and threats, confirming the robustness of the project design and the effectiveness of the partnership.

From the perspective of CMBRAE- Romania, the international consortium and strong institutional commitment provide a solid foundation for achieving the project objectives. The results obtained during this reporting period strengthen confidence in the successful development of the forthcoming digital tools, training components, and dissemination activities.

The project remains on track, with high partner engagement, strong collaboration, and a clear focus on quality and impact as the project advances into the next implementation stages.

5. CONCLUSIONS

The first year of implementation (1 December 2023- 30 November 2024) of the CAREERS 4.0 project allowed for an assessment of how the planned activities were initiated and carried out, as well as of the partnership's capacity to respond to the operational and methodological requirements of the project. The analysis of the two six-month monitoring and evaluation reports indicates an overall good level of progress, with results generally aligned with the work plan and the objectives set for this stage.

During the first semester, activities focused mainly on internal organisation, clarification of roles, establishment of coordination mechanisms, and the implementation of preliminary research and analytical activities. In the second semester, the project advanced towards the effective implementation of core work package activities, with emphasis on data collection and analysis, development of interim outputs, and reporting of results.

Quantitative evaluations show consistently high scores in most assessed areas, particularly regarding clarity of objectives, compliance with the work plan, budget management, and quality standards. At the same time, certain aspects required increased attention, such as workload management, consistent compliance with deadlines across partners, and dissemination activities, where performance varied more noticeably.

The SWOT analysis highlights relevant strengths, including partner collaboration and the diversity of expertise, alongside limitations typical of transnational projects, such as administrative complexity and the need to align activities across different institutional and cultural contexts. These aspects did not generate major obstacles but point to areas requiring continued monitoring during the second year of implementation.

Overall, the first year of the project established a functional basis for the continuation of activities, with no critical risks identified that could jeopardise the achievement of the final objectives. For the next implementation phase, increased focus on operational planning, strengthening dissemination efforts, and maintaining a balance between quality, workload, and deadlines is recommended to maximize the outcomes of the CAREERS 4.0 project.

ANNEXES

1 December 2023 – 31 May 2024

CMBRAE – Romania

1. At the level of your organisation discussions with the project team members, make an accurate analysis of activities carried out and then tick the variant which applies to this stage of the implementation process of the project. The objective of this periodic survey is to evaluate the processes, progress, difficulties, modalities of improvement etc. of the CAREERS 4.0 project, using the following evaluation scale: 1- very poor, 2- poor, 3- average, 4- high, 5- excellent.

No.	Item	1	2	3	4	5
1.	Clear objectives and tasks					x
2.	Comprehensive planning and organisation					x
3.	Compliance to Deadlines					x
4.	Activities according to the work plan					x
5.	Collecting and analysing data					x
6.	Reporting results					x
7.	Accomplishment of the assigned tasks					x
8.	Satisfaction regarding the activities carried out					x
9.	Motivation and engagement of beneficiaries, target audiences					x
10.	Active involvement of the project team members					x
11.	Work Packages: set-up and implementation					x
12.	Budget management					x
13.	Quality standards					x
14.	Respecting the project values: diversity, inclusion, civic engagement, green think etc.					x
15.	Challenges encountered and solved					x
16.	Promotion of the project (communication, dissemination)					x
17.	Effective communication					x
18.	Team collaboration					x
19.	Risk Management					x
20.	Innovation and creativity					x

2. Please indicate elements which have a contribution to accomplish the project objectives and the obstacles or difficulties encountered during the implementation, using the SWOT analysis (Strengths, Weaknesses, Opportunities, Threats):

STRENGTHS	WEAKNESSES
• Good communication among partners • Strong team • Motivation for accomplishing project objectives	-
OPPORTUNITIES	THREATS
• Exchange of ideas is very important because it triggers creativity, resulting in high quality of WP s • Good expertise from partners offers the opportunity to create good results • Valuable information	• Big volume of work

ADDITIONAL COMMENTS

Careers 4.0 project team has good communication and collaboration and is doing a good job. Partners are actively involved in the assigned tasks completion.

PARTNER INSTITUTION

- ☒ X CMBRAE - ROMANIA
- ☐ PROGRESSUS RESEARCH & COUNSELLING - GREECE
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EUROPEAN UNIVERSITY CYPRUS – CYPRUS

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No.	Item	1	2	3	4	5
1.	Clear objectives and tasks					√
2.	Comprehensive planning and organisation					√
3.	Compliance to Deadlines					√
4.	Activities according to the work plan					√
5.	Collecting and analysing data					√
6.	Reporting results					
7.	Accomplishment of the assigned tasks					√
8.	Satisfaction regarding the activities carried out					√
9.	Motivation and engagement of beneficiaries, target audiences					χ
10.	Active involvement of the project team members					√
11.	Work Packages: set-up and implementation					√
12.	Budget management					√
13.	Quality standards					√
14.	Respecting the project values: diversity, inclusion, civic engagement, green think etc.					√
15.	Challenges encountered and solved					χ
16.	Promotion of the project (communication, dissemination)					√
17.	Effective communication					√
18.	Team collaboration					√
19.	Risk Management					√
20.	Innovation and creativity					√

2. Please indicate elements which have a contribution to accomplish the project objectives and the obstacles or difficulties encountered during the implementation, using the SWOT analysis (Strengths, Weaknesses, Opportunities, Threats):

STRENGTHS	WEAKNESSES
- Strong expertise and complementary profiles of partners - Effective collaboration and communication - Clear objectives and structured planning	Limited time availability due to parallel institutional responsibilities
OPPORTUNITIES	THREATS
- Strong basis for high-quality outputs in subsequent phases - Potential for innovation in career guidance tools and methodologies	Risk of delays if workload intensifies in later stages

ADDITIONAL COMMENTS

During the first semester of implementation, the project focused primarily on the **set-up and initial organisation of activities**, as well as on establishing effective **coordination and communication mechanisms** among partners. The objectives and tasks were clearly defined, and the work plan was followed as foreseen, allowing partners to align their contributions with the overall project framework.

Key emphasis was placed on **project management procedures**, internal communication, and clarification of roles and responsibilities across work packages. Initial desk research and preparatory analytical work supported the conceptual foundations of the project, particularly in relation to the development of the **Career Competencies 4.0 framework**. Collaboration among partners was active and constructive, contributing to a shared understanding of the project's scope, methodology, and expected outcomes.

Although this phase was mainly preparatory, the activities carried out laid a **solid groundwork** for the subsequent implementation phases. Minor challenges related to workload distribution and parallel institutional obligations were identified, but they were addressed through coordination and

flexibility within the partnership. Overall, progress during this period can be characterized as **high**, with strong engagement and commitment from all partners.

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- ☐ **EUROPEAN UNIVERSITY CYPRUS – CYPRUS ✓**
- ☐ QUALIFICALIA ANALYTICS S.L.- SPAIN

IIFORMATICA S.R.L. - ITALY

1. At the level of your organisation discuss with the project team members, make an accurate analysis of activities carried out and then tick the variant which applies to this stage of the implementation process of the project. The objective of this periodic survey is to evaluate the processes, progress, difficulties, modalities of improvement etc. of the CAREERS 4.0 project, using the following evaluation scale: 1- very poor, 2- poor, 3- average, 4- high, 5- excellent.

No.	Item	1	2	3	4	5
1.	Clear objectives and tasks					X
2.	Comprehensive planning and organisation					X
3.	Compliance to Deadlines					X
4.	Activities according to the work plan					X
5.	Collecting and analysing data					X
6.	Reporting results					X
7.	Accomplishment of the assigned tasks					X
8.	Satisfaction regarding the activities carried out					X
9.	Motivation and engagement of beneficiaries, target audiences					X
10.	Active involvement of the project team members					X
11.	Work Packages: set-up and implementation					X
12.	Budget management					X
13.	Quality standards					X
14.	Respecting the project values: diversity, inclusion, civic engagement, green think etc.					X
15.	Challenges encountered and solved					X

16.	Promotion of the project (communication, dissemination)					X
17.	Effective communication					X
18.	Team collaboration					X
19.	Risk Management					X
20.	Innovation and creativity					X

2. Please indicate elements which have a contribution to accomplish the project objectives and the obstacles or difficulties encountered during the implementation, using the SWOT analysis (Strengths, Weaknesses, Opportunities, Threats):

STRENGTHS	WEAKNESSES
• Solid and complementary partnership • Effective project management • Alignment with the real needs of the sector	• Roles or responsibilities not always clear
OPPORTUNITIES	THREATS
• Growing interest in project topics • Creation of new synergies between partners	• Language/cultural barriers

ADDITIONAL COMMENTS

PARTNER INSTITUTION

- ☐ CMBRAE - ROMANIA
- ☐ PROGRESSUS RESEARCH & COUNSELLING - GREECE
- ☐ STUDO RISORSE S.R.L. - ITALY
- ☒ IINFORMATICA S.R.L. - ITALY

- ☐ EUROPEAN UNIVERSITY CYPRUS - CYPRUS
- ☐ QUALIFICALIA ANALYTICS S.L.- SPAIN

PROGRESSUS RESEARCH & COUNSELLING - GREECE

1. At the level of your organisation, discuss with the project team members, make an accurate analysis of activities carried out and then tick the variant which applies to this stage of the implementation process of the project. The objective of this periodic survey is to evaluate the processes, progress, difficulties, modalities of improvement etc. of the CAREERS 4.0 project, using the following evaluation scale: 1- very poor, 2- poor, 3- average, 4- high, 5- excellent.

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11.	Work Packages: set-up and implementation				X	
12.	Budget management					X
13.	Quality standards					X
14.	Respecting the project values: diversity, inclusion, civic engagement, green thinking etc.				X	
15.	Challenges encountered and solved				X	
16.	Promotion of the project (communication, dissemination)			X		
17.	Effective communication					X
18.	Team collaboration					X
19.	Risk Management				X	
20.	Innovation and creativity				X	

2. Please indicate elements which have a contribution to accomplish the project objectives and the obstacles or difficulties encountered during the implementation, using the SWOT analysis (Strengths, Weaknesses, Opportunities, Threats):

STRENGTHS	WEAKNESSES
• Collaboration and communication channels are well-established, ensuring alignment and smooth coordination. • The project started on time, with all partners engaged and initial tasks underway. • Partners bring a wide range of expertise, which enhances the quality and scope of the project deliverables.	• Lack of strong management has led to delays in task prioritization • Deadlines are not consistently monitored or enforced
OPPORTUNITIES	THREATS
The initial phase provides a chance to establish relationships with stakeholders, increasing their support.	• Dependence on external stakeholders or approvals could slow down initial activities. • Insufficient early dissemination might reduce initial visibility and stakeholder interest.

ADDITIONAL COMMENTS ALL

All partners are willing to produce high quality results and despite difficulties and short delays, they are all capable of finding solutions to all difficulties. Strong teamwork makes the project go smoothly.

PARTNER INSTITUTION

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- ☐ IINFORMATICA S.R.L. - ITALY
- ☐ EUROPEAN UNIVERSITY CYPRUS - CYPRUS
- ☐ QUALIFICALIA ANALYTICS S.L.- SPAIN

QUALIFICALIA ANALYTICS S.L.- SPAIN

1. At the level of your organisation discussion with the project team members, make an accurate analysis of activities carried out and then tick the variant which applies to this stage of the implementation process of the project. The objective of this periodic survey is to evaluate the processes, progress, difficulties, modalities of improvement etc. of the CAREERS 4.0 project, using the following evaluation scale: 1- very poor, 2- poor, 3- average, 4- high, 5- excellent.

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14.	Respecting the project values: diversity, inclusion, civic engagement, green think etc.					X
15.	Challenges encountered and solved					X
16.	Promotion of the project (communication, dissemination)					X
17.	Effective communication				X	
18.	Team collaboration				X	
19.	Risk Management					X
20.	Innovation and creativity					X

2. Please indicate elements which have a contribution to accomplish the project objectives and the obstacles or difficulties encountered during the implementation, using the SWOT analysis (Strengths, Weaknesses, Opportunities, Threats):

STRENGTHS	WEAKNESSES
• Thematic of the project • Results	• Innovation in training
OPPORTUNITIES	THREATS
• International alignment	• Poor dissemination activities

ADDITIONAL COMMENTS

PARTNER INSTITUTION

- ☐ CMBRAE - ROMANIA
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- ☐ EUROPEAN UNIVERSITY CYPRUS - CYPRUS
- ☐ QUALIFICALIA ANALYTICS S.L.- SPAIN

STUDO RISORSE S.R.L. – ITALY

1. At the level of your organisation discussion with the project team members, make an accurate analysis of activities carried out and then tick the variant which applies to this stage of the implementation process of the project. The objective of this periodic survey is to evaluate the processes, progress, difficulties, modalities of improvement etc. of the CAREERS 4.0 project, using the following evaluation scale: 1- very poor, 2- poor, 3- average, 4- high, 5- excellent.

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17.	Effective communication			X		
18.	Team collaboration					X
19.	Risk Management				X	
20.	Innovation and creativity					X

2. Please indicate elements which have a contribution to accomplish the project objectives and the obstacles or difficulties encountered during the implementation, using the SWOT analysis (Strengths, Weaknesses, Opportunities, Threats):

STRENGTHS	WEAKNESSES
• Very good partnership • Very innovative results	• Some lack of communication • Some not clear goals
OPPORTUNITIES	THREATS

• Technical support to improve results • Experience of partners to avoid management risks	• No one
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ADDITIONAL COMMENTS

COOPERATION AMONG PARTNERS AND THE QUALITY OF CONSORTIUM CAN REALLY MAKE THE DIFFERENCE IN ORDER TO PRODUCE VERY GOOD PROJECT RESULTS.

PARTNER INSTITUTION

- ☐ CMBRAE - ROMANIA
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- ☐ EUROPEAN UNIVERSITY CYPRUS - CYPRUS
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1 JUNE 2024- 30 NOVEMBER 2024

CMBRAE - ROMANIA

1. At the level of your organisation discussion with the project team members, make an accurate analysis of activities carried out and then tick the variant which applies to this stage of the implementation process of the project. The objective of this periodic survey is to evaluate the processes, progress, difficulties, modalities of improvement etc. of the CAREERS 4.0 project, using the following evaluation scale: 1- very poor, 2- poor, 3- average, 4- high, 5- excellent.

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17.	Effective communication					X
18.	Team collaboration					X
19.	Risk Management					X
20.	Innovation and creativity					X

2. Please indicate elements which have a contribution to accomplish the project objectives and the obstacles or difficulties encountered during the implementation, using the **SWOT analysis** (Strengths, Weaknesses, Opportunities, Threats):

STRENGTHS	WEAKNESSES
- Relationship among partners - Collaboration with organizations from different countries brings diverse expertise and perspectives - Participants and staff gain new skills, competencies, and international experience.	Administrative and reporting complexity
OPPORTUNITIES	THREATS

• Creativity • Innovation • Long-term cooperation - new sustainable partnerships and future Erasmus+ initiatives.	• Cultural differences
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ADDITIONAL COMMENTS

The swot analysis shows that our project's strengths and opportunities significantly outweigh weaknesses and threats. The international partnership and strong institutional commitment provide solid foundation for achieving the objectives proposed in the project application.

PARTNER INSTITUTION

- ☒ **X CMBRAE - ROMANIA**
- ☐ PROGRESSUS RESEARCH & COUNSELLING - GREECE
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- ☐ IIFORMATICA S.R.L. - ITALY
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- ☐ QUALIFICALIA ANALYTICS S.L. - SPAIN

EUROPEAN UNIVERSITY CYPRUS - CYPRUS

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2. Please indicate elements which have a contribution to accomplish the project objectives and the obstacles or difficulties encountered during the implementation, using the **SWOT analysis** (Strengths, Weaknesses, Opportunities, Threats):

STRENGTHS	WEAKNESSES
- Strong partner collaboration and effective coordination - Progress in core research and analytical activities - High engagement of project team members	Increased workload due to parallel project and institutional demands
OPPORTUNITIES	THREATS

• Use of interim findings to refine tools and methodologies • Strengthening coherence across work packages	• Risk of time pressure in later implementation stages if complexity increases
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ADDITIONAL COMMENTS

During the second semester of implementation, the project moved from the preparatory phase to the **active development and implementation of core activities**, particularly within the framework of the relevant work packages. Partners worked systematically on research, data collection, and analytical tasks supporting the development of the **Career Competencies 4.0 framework** and the related assessment tools.

Coordination among partners remained effective, with regular communication facilitating progress monitoring and alignment with the work plan. Activities were implemented largely according to schedule, and interim outputs were reviewed collaboratively to ensure **quality standards** and methodological consistency. Engagement of the project team was high, and responsibilities were fulfilled as planned.

Some challenges related to the **complexity of data analysis and the need for alignment across different national contexts** were identified. However, these were addressed through internal discussions and adjustments, reinforcing the collaborative nature of the partnership. Overall, the second semester marked a period of **substantial progress and consolidation**, strengthening the foundations for the digital tools and training components to follow.

PARTNER INSTITUTION

- ☐ CMBRAE - ROMANIA
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- ☐ **EUROPEAN UNIVERSITY CYPRUS - CYPRUS**
- ☐ QUALIFICALIA ANALYTICS S.L. - SPAIN

THANK YOU FOR YOUR VALUABLE CONTRIBUTION TO THE CAREERS 4.0 PROJECT!

II INFORMATICA S.R.L. - ITALY

1. At the level of your organisation discuss with the project team members, make an accurate analysis of activities carried out and then tick the variant which applies to this stage of the implementation process of the project. The objective of this periodic survey is to evaluate the processes, progress, difficulties, modalities of improvement etc. of the CAREERS 4.0 project, using the following evaluation scale: 1- very poor, 2- poor, 3- average, 4- high, 5- excellent.

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18.	Team collaboration					X
19.	Risk Management					X
20.	Innovation and creativity					X

2. Please indicate elements which have a contribution to accomplish the project objectives and the obstacles or difficulties encountered during the implementation, using the **SWOT analysis** (Strengths, Weaknesses, Opportunities, Threats):

STRENGTHS	WEAKNESSES
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• Roles and responsibilities finally defined • Dedicated technical expertise • Possibility of iterative development	• Initially vague requirements
OPPORTUNITIES	THREATS
• Partnerships with external stakeholders • Replicability and scalability	• Possible privacy restrictions or technological limitations

ADDITIONAL COMMENTS

PARTNER INSTITUTION

- ☐ CMBRAE - ROMANIA
- ☐ PROGRESSUS RESEARCH & COUNSELLING - GREECE
- ☐ STUDO RISORSE S.R.L. - ITALY
- ☒ IINFORMATICA S.R.L. - ITALY
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THANK YOU FOR YOUR VALUABLE CONTRIBUTION TO THE CAREERS 4.0 PROJECT!

PROGRESSUS RESEARCH & COUNSELLING - GREECE

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18.	Team collaboration					X
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20.	Innovation and creativity					X

3. Please indicate elements which have a contribution to accomplish the project objectives and the obstacles or difficulties encountered during the implementation, using the **SWOT analysis** (Strengths, Weaknesses, Opportunities, Threats):

STRENGTHS	WEAKNESSES
- Many work packages are achieving intermediate goals, showcasing steady advancement.... - Continued strong communication and collaboration among partners	- Some work packages lag behind potential bottlenecks for overall project progress. - Some delays in deliverables

ensure cohesion and shared ownership.	
OPPORTUNITIES	THREATS
- Increased dissemination creates opportunities to engage new stakeholders and strengthen existing relationships. - Output results can attract future partnerships.	Difficulties in engaging external target groups for the implementation of the activities

ADDITIONAL COMMENTS

Keep up the good work. Great team.

PARTNER INSTITUTION

- ☐ CMBRAE - ROMANIA
- ☐ PROGRESSUS RESEARCH & COUNSELLING - GREECE
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THANK YOU FOR YOUR VALUABLE CONTRIBUTION TO THE CAREERS 4.0 PROJECT!

QUALIFICALIA ANALYTICS S.L. - SPAIN

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20.	Innovation and creativity					X

2. Please indicate elements which have a contribution to accomplish the project objectives and the obstacles or difficulties encountered during the implementation, using the **SWOT analysis** (Strengths, Weaknesses, Opportunities, Threats):

STRENGTHS	WEAKNESSES
- Thematic of the project - Results	Innovation in training
OPPORTUNITIES	THREATS
International alignment	Poor dissemination activities

NO ADDITIONAL COMMENTS

PARTNER INSTITUTION

- ☐ CMBRAE - ROMANIA
- ☐ PROGRESSUS RESEARCH & COUNSELLING - GREECE
- ☐ STUDO RISORSE S.R.L. - ITALY
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STUDO RISORSE S.R.L. - ITALY

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2. Please indicate elements which have a contribution to accomplish the project objectives and the obstacles or difficulties encountered during the implementation, using the **SWOT analysis** (Strengths, Weaknesses, Opportunities, Threats):

STRENGTHS	WEAKNESSES
• Very Good engagement of target group • Partnership Expertise • Cooperation among partners	• Lack of periodical online meetings to check the status of all activities
OPPORTUNITIES	THREATS
• Very innovative results • Involvement of a lot of people • Motivation of partner staff	• No one

ADDITIONAL COMMENTS

THE RESULTS PRODUCED TILL NOW SHOW THE GOOD WORK DONE BY PARTNERS AND THE POSSIBILITY TO INVOLVE A LOT OF PEOPLE CAN BE USEFUL BOTH THE RELIABILITY OF THE RESULTS AND FOR THE FUTURE DISSEMINATION ACTIVITIES.

PARTNER INSTITUTION

- ☐ CMBRAE - ROMANIA
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THANK YOU FOR YOUR VALUABLE CONTRIBUTION TO THE CAREERS 4.0 PROJECT