

CAREERS 4.0

Interim Report

Internal short review of activities
Monitoring/Evaluation

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

1 December 2024- 30 November 2025

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1. INTRODUCTION

This Internal Monitoring & Evaluation Report was prepared within the framework of the CAREERS 4.0 project and focuses on the final year of project implementation (1 December 2024-30 November 2025), covering the results of two internal evaluation questionnaires completed at six-month intervals. These questionnaires reflect the progress, quality of implementation, and level of achievement of the project objectives during the final stage of the project.

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

- Report 1: 1 December 2024 – 31 May 2025
- Report 2: 1 June 2025 – 30 November 2025

The final year of the project plays a critical role, as it is dedicated to the completion, testing, validation, and dissemination of project results, as well as to strengthening their impact and sustainability.

The semi-annual evaluations included in this report assess how planned activities were implemented in relation to the agreed objectives, compliance with timelines and quality standards, the effectiveness of collaboration among partners, and the consortium's capacity to address challenges arising in advanced stages of implementation.

The two questionnaires were completed by the project partners using a common evaluation scale (1–5) and included both quantitative and qualitative components through the application of the SWOT analysis (Strengths, Weaknesses, Opportunities, Threats). The results provide a relevant overview of the project's evolution during its final phase and form an objective basis for overall performance assessment, formulation of final conclusions, and identification of lessons learned.

Through this approach, the report supports the processes of quality assurance, transparency, and continuous improvement, while also contributing to the preparation of the final reporting and the effective exploitation of the CAREERS 4.0 project results.

2. QUESTIONNAIRE TEMPLATE

- 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 2024 – 30 May 2025

RESPONSES

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	CMBRAE – Romania	PROGRESS US RESEARCH & COUNSELLI NG – Greece	STUDO RISORSE 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	5	5	5	4	4.83/5
2.	Comprehensive planning and organisation	5	5	5	5	5	4	4.83/5
3.	Compliance to Deadlines	5	4	5	5	5	4	4.67/5
4.	Activities according to the work plan	5	4	5	5	5	3	4.50/5
5.	Collecting and analysing data	5	5	5	5	5	4	4.83/5
6.	Reporting results	5	5	5	5	5	4	4.83/5
7.	Accomplishment of the assigned tasks	5	5	5	5	5	4	4.83/5

8.	Satisfaction regarding the activities carried out	5	5	5	5	5	5	5.00/5
9.	Motivation and engagement of beneficiaries, target audiences	5	5	5	5	5	3	4.67/5
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	5	5	5	5	4	4.83/5
12.	Budget management	5	5	5	5	5	4	4.83/5
13.	Quality standards	5	4	5	5	5	4	4.67/5
14.	Respecting the project values: diversity, inclusion, civic engagement, green think etc.	5	5	5	5	5	4	4.83/5
15.	Challenges encountered and solved	5	5	5	5	5	4	4.83/5
16.	Promotion of the project (communication , dissemination)	5	4	4	5	5	3	4.33/5
17.	Effective communication	5	5	4	5	5	4	4.67/5
18.	Team collaboration	5	5	5	5	5	4	4.83/5
19.	Risk Management	5	5	5	5	5	4	4.83/5
20.	Innovation and creativity	5	5	5	5	5	4	4.83/5

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	International partnerships and expertise EU financial support Increased institutional visibility	Time management and constraints	Wider dissemination and impact Intercultural learning and EU values promotion Institutional development	
PROGRESSUS RESEARCH & COUNSELLING – Greece	Strong collaboration and very good communication among partners, with a shared commitment to deliver high-quality results and support each other throughout the process. The produced materials were of high usability and effectiveness for professionals	Some delays in deliverables occurred during this period, mainly due to the complexity of the tools and the need for coordination across WPs.	High interest from professionals and stakeholders created good opportunities for future testing, dissemination and feedback on the project results.	It was sometimes challenging to reach a large number of users to test the tools within the available timeframe.

STUDO RISORSE S.R.L. – Italy	Very good partnership Very innovative results A lot of people involved in testing activities	Lack of communication and dissemination activities	Experience of partners to improve results Good feedbacks from participants to testing activities	Respect of deadlines Information about project results
IINFORMATICA S.R.L. – Italy	Innovation and consistency with objectives Integratable outputs (Chatbot and virtual scenarios) Collaboration between partners for high-level results	Required extensive content revisions	High transferability Promoting the results of the project	Post-project sustainability
EUROPEAN UNIVERSITY CYPRUS – Cyprus	Maturing and coherent project outputs Effective integration of research, digital tools, and training design High level of partner engagement and collaboration	High workload due to simultaneous development, testing, and reporting tasks	Preparation for piloting, training delivery, and wider dissemination Increased potential impact for VET and career guidance professionals	Time pressure related to finalization and scaling-up of results

QUALIFICALIA ANALYTICS S.L. – Spain	Comprehensive digital tools Framework	Limited evidence Potential digital barriers	Growing demand for career guidance Expansion to new target groups	Digital gap Policy uncertainty
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ADDITIONAL COMMENTS

CMBRAE – Romania

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EUROPEAN UNIVERSITY CYPRUS – Cyprus

During the third semester, the project entered a phase of **consolidation and validation of its core outputs**, building on the research and development work completed in previous periods. Emphasis was placed on refining the **Career Competencies 4.0 framework**, advancing the digital tools and assessment components, and ensuring coherence between conceptual, technical, and pedagogical elements across work packages.

Partners actively engaged in **testing, feedback collection, and internal review processes**, allowing for targeted improvements and quality enhancement. Collaboration and communication within the partnership remained strong, supporting timely implementation and alignment with the project's objectives. Reporting and documentation activities were carried out systematically, contributing to transparency and effective monitoring of progress.

Challenges during this period were mainly related to the **increased complexity of integrating research outputs with digital development and training design**. These challenges were addressed through coordinated problem-solving and flexibility in task allocation. Overall, this semester represented a **key milestone** in the project, as interim results became more tangible and ready to be further exploited, piloted, and disseminated in the final phase.

IINFORMATICA S.R.L. – Italy

The team collaborated effectively in producing and translating the platform's content, making the developers' work easier

PROGRESSUS RESEARCH & COUNSELLING – Greece

This period laid a strong foundation for the project, with strong teamwork and careful preparation of the tools, even if this required more time.

QUALIFICALIA ANALYTICS S.L. – Spain

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STUDO RISORSE S.R.L. – Italy

The results produced within careers 4.0 project are very innovative, and they can be very useful for career guidance practitioners, so it needs to improve and continue with the dissemination activities as much as possible.

INTERPRETATION

1. General overview of the implementation stage

The reporting period 1 December 2024 – 30 May 2025 corresponds to the third semester of implementation and represents a key phase in the CAREERS 4.0 project, focused on the consolidation, validation, and refinement of core project outputs. Building on the research, design, and development work carried out in the previous semesters, this stage was dedicated to advancing digital tools, assessment components, and training-related materials, while ensuring coherence across all work packages.

From the perspective of CMBRAE – Romania, project implementation during this period can be characterized as high to very high, with strengthened collaboration among partners, increased maturity of outputs, and active engagement in testing and quality assurance activities.

2. Evaluation of activities (quantitative assessment)

The quantitative evaluation results indicate consistently high scores across all assessment criteria, with consortium-level averages ranging from 4.33/5 to 5.00/5. These results confirm the stability of project implementation and the capacity of the partnership to manage complex activities in an advanced project phase.

Key observations include:

- Clear objectives, structured planning, and effective organisation, with average scores of 4.83/5, reflecting continuity and clarity in project management.
- High compliance with deadlines and work plan implementation (average scores between 4.50/5 and 4.67/5), despite increased workload and technical complexity.

- Strong performance in data collection, analysis, reporting, and task accomplishment, all scoring 4.83/5, indicating a high level of operational consistency.
- Very high satisfaction with activities carried out (5.00/5), demonstrating partner confidence in the relevance and quality of project outcomes.
- Sustained motivation and engagement of beneficiaries and target groups (4.67/5), supported by testing and feedback activities.
- High standards in quality assurance, risk management, innovation, and creativity, with scores consistently above 4.80/5.
- Promotion and dissemination activities, while progressing, recorded slightly lower average scores (4.33/5), highlighting the need for further intensification in the final project phase.

3. SWOT analysis

Strengths

- Strong international partnerships and complementary expertise
- EU financial support enabling structured development of innovative outputs
- Increased institutional visibility and professional recognition

Weaknesses

- Time management constraints due to the intensity of simultaneous development, testing, and reporting activities

Opportunities

- Wider dissemination and increased impact of project results
- Intercultural learning and promotion of European values
- Institutional development and capacity building

Threats

- Pressure related to finalisation timelines and scaling-up of results

4. Progress, challenges and solutions

During this reporting period, CMBRAE-Romania actively contributed to the validation and refinement of project outputs, participating in testing activities, feedback collection, and internal review processes. Collaboration within the consortium remained effective, facilitating coordinated problem-solving and alignment between research, digital development, and pedagogical components.

The main challenges identified were related to the complexity of integrating content, digital tools, and training design, as well as the high workload associated with parallel implementation tasks.

These challenges were addressed through flexible task distribution, extended internal consultations, and iterative revisions of project outputs.

No critical risks were identified, and existing risks were managed proactively through continuous communication and monitoring.

5. Overall assessment and conclusions

The period 1 December 2024 – 30 May 2025 represents a milestone stage in the CAREERS 4.0 project, during which interim results became more concrete, coherent, and ready for piloting and dissemination. The evaluation results confirm that the project is progressing according to plan, with strong partner engagement and effective quality assurance mechanisms.

From the perspective of CMBRAE – Romania, the project remains well positioned to enter the final implementation phase, with a clear focus on piloting, training delivery, dissemination, and sustainability. Continued attention to dissemination efforts, user engagement, and final validation activities will be essential to maximise the impact and long-term exploitation of the CAREERS 4.0 project results.

4. RESPONSES AND INTERPRETATION internal short review

1 June 2025 – 30 November 2025

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	CMBRAE – Romania	PROGRESSUS RESEARCH & COUNSELLING – Greece	STUDORISORS E.S.R.L. – Italy	IINFORMATICA S.R.L. – Italy	EUROPEAN UNIVERSITY CYPRUS – Cyprus	QUALIFICATIONAL ANALYTICS S.L. – Spain	AVERAGE
1.	Clear objectives and tasks	5	5	5	5	5	4	4.83/5

2.	Comprehensive planning and organisation	5	5	5	5	5	4	4.83/5
3.	Compliance to Deadlines	5	5	5	5	5	4	4.83/5
4.	Activities according to the work plan	5	5	5	5	5	4	4.83/5
5.	Collecting and analysing data	5	5	5	5	5	4	4.83/5
6.	Reporting results	5	5	5	5	5	4	4.83/5
7.	Accomplishment of the assigned tasks	5	5	5	5	5	4	4.83/5
8.	Satisfaction regarding the activities carried out	5	5	5	5	5	4	4.83/5
9.	Motivation and engagement of beneficiaries, target audiences	5	5	5	5	5	4	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	5	5	5	5	4	4.83/5
12.	Budget management	5	5	5	5	5	4	4.83/5
13.	Quality standards	5	5	5	5	5	4	4.83/5
14.	Respecting the project values: diversity, inclusion, civic engagement, green think etc.	5	5	5	5	5	4	4.83/5

15.	Challenges encountered and solved	5	5	5	5	5	3	4.67/5
16.	Promotion of the project (communication , dissemination)	5	5	4	5	5	3	4.50/5
17.	Effective communication	5	5	4	5	5	5	4.83/5
18.	Team collaboration	5	5	5	5	5	5	5.00/5
19.	Risk Management	5	5	5	5	5	5	5.00/5
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	Strong partnership Good results Practical tools for users and practitioners	Time constraints	Access to European networks Wider dissemination and impact	

PROGRESSUS RESEARCH & COUNSELLING – Greece	Excellent teamwork, effective project management and strong partner engagement, leading to increased dissemination and involvement of many professionals in project activities. The final results are very welcome to the career practitioners and came to cover a gap in their practice.	The high level of activity required careful coordination, but partners managed this effectively through close collaboration.	Growing visibility through events and networks opened new possibilities for uptake, further testing and long-term use of the project tools.	Limited time and availability of professionals could affect the pace of testing and feedback collection.
STUDIO RISORSE S.R.L. – Italy	Very good partnership Very innovative results A lot of people involved in testing activities	Lack of communication and dissemination activities	Experience of partners to improve results Good feedbacks from participants to testing activities	Respect of deadlines Information about project results
IINFORMATICA S.R.L. – Italy	Clarity of roles High quality material and		Replicability Strong dissemination	Low engagement if the materials are too long

	functioning platform			
EUROPEAN UNIVERSITY CYPRUS – Cyprus	High-impact training and Train-the-Trainers activities Strong engagement of practitioners and PES counsellors Successful national dissemination and visibility of results	High workload concentration during the final implementation phase	Sustainability and further exploitation of project outputs Transferability of tools and methodologies to other national and EU contexts	Risk of limited follow-up if resources for post-project continuation are not secured
QUALIFICALLIA ANALYTICS S.L. – Spain	Change in labour market Competence-based approach	Context adaptation Dependency of digital skills	Guidance tools	Territorial and socio-economic disparities

ADDITIONAL COMMENTS

CMBRAE – Romania

CAREERS 4.0 Project brings added value at European level, as transnational cooperation enables the exchange of innovative practices that would not be possible within a single national context.

EUROPEAN UNIVERSITY CYPRUS – Cyprus

During the final semester of implementation, the project focused on the **delivery, dissemination, and consolidation of its core results**, marking the transition from development to large-scale use and impact. A key milestone of this period was the organisation and implementation of the **Train-the-Trainers activity in Cyprus**, which successfully engaged career guidance professionals and

multipliers. In parallel, additional training sessions were delivered to **career counsellors of the Public Employment Services (PES) of Cyprus**, significantly extending the project's reach and reinforcing its practical relevance.

In November 2025, the project culminated in the implementation of the **training activities and the national dissemination event**, during which project outcomes, tools, and methodologies were presented to a broader audience of stakeholders. These activities contributed substantially to the **visibility, uptake, and exploitation potential** of the Careers 4.0 results at national level.

Throughout this phase, coordination among partners remained effective, ensuring high quality delivery, compliance with the work plan, and alignment with the project's objectives and values, including inclusion, innovation, and responsiveness to labour market needs. Despite the increased intensity of activities and tight timelines typical of the final phase, challenges were addressed through close collaboration and proactive planning. Overall, the final semester demonstrated **strong impact, high stakeholder engagement, and readiness for sustainability beyond the project lifecycle**.

IINFORMATICA S.R.L. – Italy

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PROGRESSUS RESEARCH & COUNSELLING – Greece

The final period confirmed the value of the project, with practitioners recognising the tools as practical and important for their daily work. The organisation of additional dissemination events demonstrated the partners' willingness to actively spread the project outcomes.

QUALIFICALIA ANALYTICS S.L. – Spain

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STUDO RISORSE S.R.L. – Italy

The results produced within careers 4.0 project are very innovative and they can be very useful for career guidance practitioners, so it needs to improve and continue with the dissemination activities as much as possible.

INTERPRETATION

1. General overview of the implementation stage

The final semester of the CAREERS 4.0 project represented the culmination phase of implementation, focusing on the delivery, dissemination, validation, and consolidation of project results, as well as on ensuring their sustainability beyond the project lifecycle. During this period, the partnership moved decisively from development activities to large-scale use, training delivery, and stakeholder engagement, marking the transition towards impact and exploitation.

From the perspective of CMBRAE – Romania, this stage was characterized by a high intensity of activities, strong coordination among partners, and a clear orientation towards practical application and visibility of results at national and European level.

2. Evaluation of activities (quantitative assessment)

The quantitative results of the internal evaluation confirm a very high and stable level of performance across almost all assessed dimensions. Consortium-level averages are consistently above 4.80/5, with several criteria reaching 5.00/5, reflecting the maturity of the project and the effectiveness of the partnership in the final phase.

Key findings include:

- Clear objectives, structured planning, and strong compliance with deadlines, all scoring 4.83/5, indicating effective management despite the tight timelines typical of the closing phase.
- Full alignment of activities with the work plan, as well as consistent performance in data collection, analysis, reporting, and task accomplishment (4.83/5).
- Very high levels of team collaboration, risk management, innovation, and creativity, all achieving the maximum average score of 5.00/5, demonstrating strong internal cohesion and problem-solving capacity.
- High satisfaction, motivation, and engagement of beneficiaries and target groups (4.83/5), supported by training, testing, and dissemination activities.
- Promotion and dissemination activities, while significantly intensified, recorded slightly lower but still strong scores (4.50/5), indicating both progress and continued potential for expansion after project completion.

3. SWOT analysis

Strengths

- Strong and well-functioning partnership

- High-quality results and practical tools tailored to users and practitioners
- Clear added value through transnational cooperation

Weaknesses

- Time constraints associated with the concentration of activities in the final implementation phase

Opportunities

- Access to European professional networks
- Wider dissemination and increased long-term impact of project results

Threats

- Risk of limited follow-up if post-project resources and structures are not ensured

4. Progress, challenges and solutions

During the final semester, CMBRAE – Romania contributed actively to dissemination, training, and validation activities, supporting the uptake of project tools by practitioners. The organisation of training sessions, participation in dissemination events, and engagement with stakeholders strengthened the visibility and perceived relevance of CAREERS 4.0 outcomes.

The main challenges identified during this phase were related to workload concentration, tight timelines, and coordination of multiple dissemination and training actions. These challenges were addressed through close collaboration within the partnership, clear task distribution, and flexible planning. The strong cooperation among partners ensured that all final deliverables were completed in line with quality standards and project objectives.

5. Overall assessment and conclusions

The final semester of the CAREERS 4.0 project confirms the successful completion of the project objectives and the delivery of relevant, innovative, and user-oriented results. Evaluation outcomes highlight a high level of partner engagement, effective management, and strong impact on practitioners and stakeholders in the field of career guidance.

From the perspective of CMBRAE – Romania, the project demonstrates clear European added value, as the transnational partnership enabled the development and exchange of innovative practices that would not have been possible within a single national context. The tools, training activities, and methodologies developed are ready for further dissemination, transferability, and sustainable use beyond the project duration.

Overall, the CAREERS 4.0 project concludes with strong results, high stakeholder interest, and a solid foundation for continued exploitation and long-term impact at national and European level.

5. CONCLUSIONS

The second year of implementation (1 December 2024- 30 November 2025) of the **CAREERS 4.0** project focused on the consolidation, testing, validation, and dissemination of the results developed during the first year, marking the transition from development to use, impact, and sustainability. The analysis of the semi-annual monitoring reports for this period indicates a consistently high level of implementation, with clear progress across all work packages.

Throughout the second year, activities concentrated on finalising the Career Competencies 4.0 framework, developing and refining the digital tools, organising testing, training, and Train-the-Trainers activities, and intensifying dissemination actions at national and European levels. Quantitative evaluation results reflect high and very high scores in areas such as clarity of objectives, compliance with the work plan, budget management, quality of deliverables, and collaboration within the consortium.

At the same time, the second year highlighted challenges typical of the final implementation phase, including workload concentration, time pressure related to deadlines, and the need to coordinate development, testing, training, and reporting activities simultaneously. These challenges were addressed through close cooperation among partners, flexible planning, and continuous adjustment of activities, without compromising the achievement of the project's final objectives.

The SWOT analyses carried out by the partners confirm that the strengths and opportunities of the project consistently outweighed its weaknesses and threats, underlining the added value of the international partnership, the relevance of the project theme, and the practical and transferable nature of the results. The strong interest expressed by practitioners, career counsellors, and other stakeholders supports the potential for continued use and exploitation of the project outputs beyond the project duration.

In conclusion, the second and final year of the **CAREERS 4.0** project confirms the achievement of the project objectives, the delivery of high-quality results, and the consolidation of impact among the targeted groups. The project concludes with functional, validated, and disseminated outputs, as well as with clear prospects for sustainability, transferability, and long-term exploitation in the field of career guidance and competence development at both national and European levels.

ANNEXES

1 December 2024 – 30 May 2025

CMBRAE – Romania

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
• International partnerships and expertise • EU financial support • Increased institutional visibility	• Time management and constraints
OPPORTUNITIES	THREATS
• Wider dissemination and impact • Intercultural learning and EU values promotion • Institutional development	

ADDITIONAL COMMENTS

The opportunities identified through the SWOT analysis support the sustainability of the project results, as well as the continuation of cooperation beyond the funding period through future Erasmus+ initiatives.

PARTNER INSTITUTION

☐ X 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!

EUROPEAN UNIVERSITY CYPRUS – CYPRUS

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
• Maturing and coherent project outputs • Effective integration of research, digital tools, and training design • High level of partner engagement and collaboration	• High workload due to simultaneous development, testing, and reporting tasks
OPPORTUNITIES	THREATS
• Preparation for piloting, training delivery, and wider dissemination • Increased potential impact for VET and career guidance professionals	Time pressure related to finalisation and scaling-up of results

ADDITIONAL COMMENTS

During the third semester, the project entered a phase of **consolidation and validation of its core outputs**, building on the research and development work completed in previous periods. Emphasis was placed on refining the **Career Competencies 4.0 framework**, advancing the digital tools and assessment components, and ensuring coherence between conceptual, technical, and pedagogical elements across work packages.

Partners actively engaged in **testing, feedback collection, and internal review processes**, allowing for targeted improvements and quality enhancement. Collaboration and communication within the partnership remained strong, supporting timely implementation and alignment with the project's objectives. Reporting and documentation activities were carried out systematically, contributing to transparency and effective monitoring of progress.

Challenges during this period were mainly related to the **increased complexity of integrating research outputs with digital development and training design**. These challenges were addressed through coordinated problem-solving and flexibility in task allocation. Overall, this semester represented a **key milestone** in the project, as interim results became more tangible and ready to be further exploited, piloted, and disseminated in the final phase.

PARTNER INSTITUTION

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- ☐ 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!

IINFORMATICA 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
------------------	-------------------

• Innovation and consistency with objectives • Integratable outputs (Chatbot and virtual scenarios) • Collaboration between partners for high-level results	• Required extensive content revisions
OPPORTUNITIES	THREATS
• High transferability • Promoting the results of the project	• Post-project sustainability

ADDITIONAL COMMENTS

THE TEAM COLLABORATED EFFECTIVELY IN PRODUCING AND TRANSLATING THE PLATFORM'S CONTENT, MAKING THE DEVELOPERS' WORK EASIER

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PROGRESSUS RESEARCH & COUNSELLING - GREECE

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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
------------------	-------------------

Strong collaboration and very good communication among partners, with a shared commitment to deliver high-quality results and support each other throughout the process. The produced materials were of high usability and effectiveness for professionals	Some delays in deliverables occurred during this period, mainly due to the complexity of the tools and the need for coordination across WPs.
OPPORTUNITIES	THREATS
High interest from professionals and stakeholders created good opportunities for future testing, dissemination and feedback on the project results.	It was sometimes challenging to reach a large number of users to test the tools within the available timeframe.

ADDITIONAL COMMENTS

This period laid a strong foundation for the project, with strong teamwork and careful preparation of the tools, even if this required more time.

PARTNER INSTITUTION

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QUALIFICALIA ANALYTICS S.L. - SPAIN

3. 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	

4. 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
- Comprehensive digital tools - Framework	- Limited evidence - Potential digital barriers
OPPORTUNITIES	THREATS
- Growing demand for career guidance - Expansion to new target groups	- Digital gap - Policy uncertainty

ADDITIONAL COMMENTS

PARTNER INSTITUTION

- ☐ CMBRAE - ROMANIA
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STUDO RISORSE S.R.L. – ITALY

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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
• Very good partnership • Very innovative results • A lot of people involved in testing activities	• Lack of communication and dissemination activities
OPPORTUNITIES	THREATS
• Experience of partners to improve results • Good feedbacks from participants to testing activities	• Respect of dealines • Information about project results

ADDITIONAL COMMENTS

THE RESULTS PRODUCED WITHIN CAREERS 4.0 PROJECT ARE VERY INNOVATIVE AND THEY CAN BE VERY USEFUL FOR CAREER GUIDANCE PRACTITIONNERS, SO IT NEEDS TO IMPROVE AND CONTINUE WITH THE DISSEMINATION ACTIVITIES AS MUCH AS POSSIBLE.

PARTNER INSTITUTION

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

1 JUNE 2025- 30 NOVEMBER 2025

CMBRAE - ROMANIA

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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9.	Motivation and engagement of beneficiaries, target audiences					X
10.	Active involvement of the project team members					X
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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
• Strong partnership • Good results • Practical tools for users and practitioners	• Time constraints
OPPORTUNITIES	THREATS
• Access to European networks • Wider dissemination and impact	

ADDITIONAL COMMENTS

CAREERS 4.0 Project brings added value at European level, as transnational cooperation enables the exchange of innovative practices that would not be possible within a single national context.

PARTNER INSTITUTION

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

EUROPEAN UNIVERSITY CYPRUS – CYPRUS

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10.	Active involvement of the project team members					X
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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
• High-impact training and Train-the-Trainers activities • Strong engagement of practitioners and PES counsellors • Successful national dissemination and visibility of results	• High workload concentration during the final implementation phase
OPPORTUNITIES	THREATS
• Sustainability and further exploitation of project outputs • Transferability of tools and methodologies to other national and EU contexts	Risk of limited follow-up if resources for post-project continuation are not secured

ADDITIONAL COMMENTS

During the final semester of implementation, the project focused on the **delivery, dissemination, and consolidation of its core results**, marking the transition from development to large-scale use and impact. A key milestone of this period was the organisation and implementation of the **Train-the-Trainers activity in Cyprus**, which successfully engaged career guidance professionals and multipliers. In parallel, additional training sessions were delivered to **career counsellors of the Public Employment Services (PES) of Cyprus**, significantly extending the project's reach and reinforcing its practical relevance.

In November 2025, the project culminated in the implementation of the **training activities and the national dissemination event**, during which project outcomes, tools, and methodologies were presented to a broader audience of stakeholders. These activities contributed substantially to the **visibility, uptake, and exploitation potential** of the Careers 4.0 results at national level.

Throughout this phase, coordination among partners remained effective, ensuring high quality delivery, compliance with the work plan, and alignment with the project's objectives and values, including inclusion, innovation, and responsiveness to labour market needs. Despite the increased intensity of activities and tight timelines typical of the final phase, challenges were addressed through close collaboration and proactive planning. Overall, the final semester demonstrated **strong impact, high stakeholder engagement, and readiness for sustainability beyond the project lifecycle.**

PARTNER INSTITUTION

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- ☐ 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!

IINFORMATICA S.R.L. - ITALY

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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
- Clarity of roles - High quality material and functioning platform	
OPPORTUNITIES	THREATS
- Replicability - Strong dissemination	Low engagement if the materials are too long

ADDITIONAL COMMENTS

PARTNER INSTITUTION

- ☐ CMBRAE - ROMANIA
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PROGRESSUS RESEARCH & COUNSELLING - GREECE

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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
Excellent teamwork, effective project management and strong partner engagement, leading to increased dissemination and involvement of many professionals in project activities. The final results are very welcome to the career practitioners and came to cover a gap in their practice.	The high level of activity required careful coordination, but partners managed this effectively through close collaboration.
OPPORTUNITIES	THREATS

Growing visibility through events and networks opened new possibilities for uptake, further testing and long-term use of the project tools.

Limited time and availability of professionals could affect the pace of testing and feedback collection.

ADDITIONAL COMMENTS

The final period confirmed the value of the project, with practitioners recognizing the tools as practical and important for their daily work. The organisation of additional dissemination events demonstrated the partners' willingness to actively spread the project outcomes.

PARTNER INSTITUTION

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QUALIFICALIA ANALYTICS S.L. - SPAIN

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14.	Respecting the project values: diversity, inclusion, civic engagement, green think etc.				x	
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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
- Change in labour market - Competence-based approach	- Context adaptation - Dependency of digital skills
OPPORTUNITIES	THREATS
Guidance tools	Territorial and socio-economic disparities

ADDITIONAL COMMENTS

PARTNER INSTITUTION

- ☐ CMBRAE - ROMANIA
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STUDO RISORSE S.R.L. – ITALY

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16.	Promotion of the project (communication, dissemination)				X	
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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 partnership • Very innovative results • A lot of people involved in testing activities	• Lack of communication and dissemination activities
OPPORTUNITIES	THREATS
• Experience of partners to improve results • Good feedback from participants to testing activities	• Respect of deadlines • Information about project results

ADDITIONAL COMMENTS

THE RESULTS PRODUCED WITHIN CAREERS 4.0 PROJECT ARE VERY INNOVATIVE AND THEY CAN BE VERY USEFUL FOR CAREER GUIDANCE PRACTITIONNER, SO IT NEEDS TO IMPROVE AND CONTINUE WITH THE DISSEMINATION ACTIVITIES AS MUCH AS POSSIBLE.

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