

CAREERS 4.0

Quality Check Point
Monitoring/Evaluation

Final Report

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1 December 2023 - 30 November 2025

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PROJECT CONSORTIUM

P1	RO	CENTRUL MUNICIPIULUI BUCURESTI DE RESURSE SI ASISTENTA EDUCATIONALA	
P2	GR	PROGRESSUS RESEARCH & COUNSELLING	
P3	CY	EUROPEAN UNIVERSITY	
P4	ES	QUALIFICALIA ANALYTICS, S.L.	
P5	IT	STUDIO RISORSE s.r.l.	
P6	IT	IINFORMATICA S.r.l.	

INTRODUCTION

This Final Report constitutes an internal Monitoring, Quality Assurance and Evaluation document, developed in accordance with project application (WP1- Management) regarding project implementation, performance monitoring, and continuous improvement.

The report aims to:

- Monitor the implementation progress of the project activities and Work Packages
- Assess the quality, relevance and effectiveness of project outputs
- Collect and analyze partner feedback regarding cooperation, coordination and management processes
- Identify strengths, challenges, risks and lessons learned
- Support evidence-based decision-making and sustainability planning

METHODOLOGY

Monitoring and evaluation methodology was developed from perspective of quality assurance requirements; the consortium implemented a systematic internal monitoring and evaluation process throughout the project lifecycle of CAREERS 4.0.

Data collection tools:

- Structured partner self-evaluation questionnaires
- Periodic monitoring and evaluation throughout the project duration (1 December 2023 – 30 November 2025), conducted quarterly with a total of eight partner feedback questionnaires during the period of time of the project
- Quantitative assessment using a 5-point Likert scale
- Qualitative feedback through open-ended questions

Evaluation scale:

- 1 – Completely Unsatisfied
- 2 – Unsatisfied
- 3 – Partially Satisfied
- 4 – Satisfied
- 5 – Completely Satisfied

The evaluation covered the following key areas:

- Project management and coordination (WP₁)
- Implementation of Work Packages and main activities (WP₂, WP₃, WP₄)
- Quality, relevance and usability of project outputs
- Communication, dissemination and exploitation measures
- Partnership cooperation and internal communication

This methodology ensured transparency, consistency and comparability of feedback across the two years of implementation of the project CAREERS 4.0

RESULTS

1. Project objectives and overall progress

Evaluation findings:

- Strong points identified by partners:
 - Clear partnership structure, strong teamwork, collaborative decision-making
 - Expertise of partners in psychometric tools, digital solutions, and career guidance
 - High quality and innovative nature of project outputs
- Areas for improvement in Year 1:
 - Better time management and adherence to deadlines
 - Improved monitoring and evaluation processes
- Evolution in Year 2:
 - Stronger coordination and structured reminders ensured timely delivery of outputs
 - Continuous improvement of WP outputs based on feedback

Lessons learned:

- Regular, structured monitoring and feedback improve both workflow and deliverable quality
- Clear responsibilities and communication mechanisms reduce misunderstandings and delays
- Early user engagement helps refine tools and ensures applicability in real-life contexts

2. Project management and progress (WP₁)

Key observations:

- Strong teamwork, transparent communication, flexibility, and shared vision were highlighted as major strengths
- Initial challenges in time management and internal coordination were addressed through periodic monitoring and structured reminders
- Continuous monitoring and evaluation improved the execution of tasks and alignment with objectives

Lessons learned:

- Consistent project coordination, combined with structured reporting and communication, ensures smoother project implementation
- Early identification of minor delays allows corrective measures without impacting overall quality

3. Work packages & main activities (WP2, WP3, WP4)

Strengths:

- High-quality outputs, innovative digital tools, and training programs
- Collaborative and complementary expertise among partners
- Early testing and refinement of tools led to positive feedback from users

Areas improved from Year 1 to Year 2:

- User testing and adjustments of the platform increased usability and practical applicability
- Dissemination of results became more systematic and visible to career practitioners
- Coordination of WP outputs was better aligned with the overall project strategy

Lessons learned:

- Integrated digital solutions require iterative development and constant user feedback
- Clear alignment between WPs ensures coherence and relevance of final deliverables.

4. Communication, dissemination & exploitation

Key observations:

- Direct dissemination activities (meetings, workshops, events) were highly effective
- Online visibility and social media activities initially required improvement
- Over time, the website and social media were better utilized, increasing project visibility and stakeholder engagement

Lessons learned:

- A structured dissemination strategy with assigned responsibilities ensures broader outreach

- Combining offline and online dissemination maximizes impact on both beneficiaries and practitioners
- Early engagement of stakeholders increases adoption and practical use of project outputs

5. Final comments, suggestions & recommendations

Feedback highlights:

- Partners emphasized the importance of teamwork, positive learning environment, and high-quality outputs
- Recommended areas of improvement included risk management, adherence to deadlines, and intensified dissemination
- Beneficiaries provided feedback on usability, practical applicability, and relevance of the tools, contributing to refinement

Lessons learned:

- Early and continuous engagement of all partners and stakeholders improves quality, sustainability, and impact
- Structured reflection after each project phase allows optimization of processes and outputs

Recommendations for sustainability:

1. Maintain and update the digital platform and tools beyond the project's lifetime
2. Continue professional training workshops and webinars for career practitioners
3. Strengthen the network of stakeholders and partners for future projects
4. Expand dissemination activities, including social media, newsletters, and local/national events
5. Collect ongoing feedback from users to adapt and improve the project outputs

Quality assurance analysis: evolution across the project duration

The internal monitoring process demonstrates a progressive improvement in quality and efficiency from Year 1 to Year 2. (1 December 2023- 30 November 2025)

Key improvements observed:

- From conceptual design to validated, user-tested outputs
- From coordination-focused management to results-oriented implementation
- From initial dissemination to broader exploitation and stakeholder engagement

This evolution reflects effective internal quality assurance, adaptive management and strong partner commitment.

Final partner feedback confirms that CAREERS 4.0:

- Achieved its planned objectives and deliverables
- Delivered high-quality, innovative and relevant outputs
- Ensured effective partnership cooperation and communication
- Created added value at European level for career guidance professionals

Partners highlighted:

- Strong teamwork and trust
- Professional learning and capacity building
- Clear added value of digital and methodological outputs

Overall, the project performance is assessed as very good to excellent.

Risk management and recommendations

Lessons learned:

- Continuous monitoring enhances quality and reduces implementation risks
- Early and regular partner feedback supports timely improvements
- Clear role distribution and coordination are essential for efficiency
- Dissemination should be embedded throughout the project lifecycle

Identified risks (and mitigation):

- Risk: uneven dissemination engagement
- Mitigation: clearer responsibilities and dissemination planning
- Risk: delayed feedback from users
- Mitigation: earlier pilot testing and structured user involvement

Recommendations for future projects:

- Strengthen risk management planning from the outset
- Include sustainability strategies early in implementation
- Allocate sufficient time for testing and refinement of digital tools
- Build on the CAREERS 4.0 partnership for follow-up initiatives

This Internal Monitoring, Quality Assurance and Evaluation Report demonstrates that CAREERS 4.0 was implemented in compliance with quality principles, ensuring relevance, effectiveness, efficiency and partnership coherence, very important for implementation of the project at high standards and in accordance with the application project.

The systematic collection and analysis of partner feedback contributed significantly to:

- Improving implementation processes
- Enhancing output quality
- Strengthening partnership collaboration

The report confirms the added value of internal evaluation Quality Check Point Team as a key management tool and provides solid evidence-based for sustainability and quality of the results developed in the project CAREERS 4.0.