

CAREERS 4.0

Quality Check Point
Monitoring/Evaluation

Interim Report

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1 December 2023- 30 November 2024

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1. INTRODUCTION

The evaluation and monitoring report for the first year of implementation of the CAREERS 4.0 project (1 December 2023 – 30 November 2024) aims to **analyze project progress, assess the quality of activities carried out, and identify lessons learned** during the first implementation phase. Its main purpose is to provide the coordinator and partners with a clear overview of the degree of achievement of objectives, the performance in project management, and the efficiency of collaboration within the consortium, to identify areas for optimization in the upcoming period.

The evaluation was carried out based on **quarterly feedback provided by project partners** through a standardized Google questionnaire (Quality Check Point – Q.A. Team).

Partners provided both **quantitative assessments**, on a scale from 1 to 5, regarding progress and quality of activities, and **qualitative feedback**, highlighting strengths, areas for improvement, and recommendations for optimizing project implementation.

The report is structured to reflect the main dimensions evaluated in the quarterly questionnaires and includes the following sections:

1. **Evaluation of project objectives and overall progress**- monitoring the achievement of objectives and the quality of products developed
2. **Project management, monitoring and activity progress (WP1)**- analysis of the efficiency of coordination, adherence to procedures, resource utilization, and partner cooperation
3. **Work packages and main activities (WP2–WP4)** - assessment of the progress of specific activities within each WP and the quality of delivered outputs
4. **Communication, dissemination, and exploitation**- analysis of visibility activities, dissemination efforts, and stakeholder engagement, including digital channels
5. **Final comments, suggestions, and recommendations** – synthesis of partner feedback and lessons learned, guiding optimization of implementation in the following years

This report thus provides a **comprehensive overview of project progress during the first year**, highlighting both outstanding achievements and opportunities for improvement, to support effective and sustainable implementation in the next phases.

2. QUESTIONNAIRE TEMPLATE

The questionnaire was distributed electronically via **Google Forms** to all partner institutions, and the individual answers were confidential.

PARTNER INSTITUTION	COUNTRY
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

The English version for the first year of the project of the questionnaire is available here:

- Careers 4.o Monitoring Evaluation Form_QUALITY CHECK POINT_Dec 2023 - Febr 2024
<https://forms.gle/X4LFfDwVgpezFTom7>
- Careers 4.o Monitoring Evaluation Form_QUALITY CHECK POINT_Mar 2024 - May 2024
<https://forms.gle/TS6Z14SyzuUgdMvb9>
- Careers 4.o Monitoring Evaluation Form_QUALITY CHECK POINT_June 2024 - Aug 2024
<https://forms.gle/GpFFG4DJZAum6ASsg>
- Careers 4.o Monitoring Evaluation Form_QUALITY CHECK POINT_Sept 2024 - Nov 2024
<https://forms.gle/yrXChXnP4DVgEFiC7>

Some partners decided to translate the questionnaire before submitting it, while some of them preferred using the English version.

Each participant should give an evaluation to the given items, on a scale from 1 to 5, according to the following evaluation criteria:

1 = Completely Unsatisfied

5 = Completely Satisfied

For the last question, they could write free comments about the output.

The questions included in the evaluation questionnaire were as follows:

Careers 4.o Monitoring Evaluation Form_QUALITY CHECK POINT

Please answer the following on-line questionnaire regarding the evaluation process of the project CAREERS 4.o, aiming to monitor and evaluate the progress of activities and the quality of the products.

The objective of this periodic survey, every 3 months the Q.A. Team organises a "Quality Check Point" for evaluation the processes and progress of the CAREERS 4.o project. This is very important activity within the project, as it offers the opportunity to acknowledge the level of the task's accomplishment and potential improvements for the partnership. The answers are confidential and will constitute a relevant source for the realisation of the project activities as planned in the application form.

PROJECT OBJECTIVES

1. Please evaluate the **achievement of the project objectives** to date on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied).

1	2	3	4	5

2. Please evaluate the **overall project progress and the quality of the products** to date on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied).

1	2	3	4	5

3. Please indicate the strong points that contribute to the achievement of the project objectives and the aspects that need improvement, using the **Table T analysis** (+/ Strengths and - / Aspects for Improvement):

STRENGTHS/ +	ASPECTS FOR IMPROVEMENT/ -
1. 2. n....	1. 2. n....

PROJECT MANAGEMENT AND PROGRESS

Please evaluate the following aspects of the project progress. It is a part of the quality assurance process, and it will help to evaluate and improve the work processes of the project. For each aspect, please evaluate your general satisfaction (on the scale from 1= Completely Unsatisfied and 5 = Completely Satisfied). Write the strong points and the aspects to be improved at the end of this section.

PROJECT MANAGEMENT AND PROGRESS	1	2	3	4	5
• Overall project management (WP 1)					
• Communication between the Work-Package responsible and the other Partners					
• Quality of the documents					
• Adherence to the procedures and deadlines					
• Efficiency (allocated resources) for the completion of activities					
• Communication and cooperation among partners					

- Comments/suggestions/recommendations on Project management (WP1) and general progress

WORK PACKAGES & MAIN ACTIVITIES

Please evaluate the project progress in its work plan of WP's and main activities. For each aspect, please evaluate your satisfaction with the progress of the WP's and activities on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied). Write the strong points and the aspects to be improved at the end of this section.

WP's	1	2	3	4	5
WP2- Career Competencies 4.o Framework and adequate psychometric skill assessment questionnaires					
WP3- Careers and Competence 4.o Information & Assessment System					
WP4- Career Guidance 4.o training program and new adapted career guidance 4.o methodologies and practices for career practitioners					

- Comments/suggestions/recommendations on the WP's and main activities

COMMUNICATION, DISSEMINATION AND EXPLOITATION

Please evaluate the project communication, dissemination and exploitation activities and strategies. For each evaluated aspect, please appreciate your level of satisfaction with the communication, dissemination and exploitation activities on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied). Write the strong points and the aspects to be improved at the end of this section.

Communication, dissemination and exploitation	1	2	3	4	5
Meetings with professionals					

• National events					
• Local/National/ International events (congresses, seminars, workshops etc.)					
• Local/ National/ International journal articles					
• Newsletters, posters etc.					
• Social network dissemination (Facebook, Instagram, LinkedIn)					
• Project website					

- Comments/suggestions/recommendations on the Communication, Dissemination and Exploitation

FINAL COMMENTS/ SUGGESTIONS/ RECOMMENDATIONS

Do you have any final comments, suggestions and recommendations that could help improve the procedures, activities and results of the CAREERS 4.0 project?

PARTNER INSTITUTION

Please indicate your institution

(This is only to check for response among the full partnership.

Your individual answers are confidential and will only be analyzed and presented in the synthetic report)

3. RESPONSES AND RESULTS INTERPRETATION

Below are presented the responses provided by the partners involved in the CAREERS 4.0 project, accompanied by their analysis and interpretation, in order to highlight the level of progress, the strengths, and the areas for improvement identified during the project implementation.

I. PROJECT OBJECTIVES

- **Q1.** Please evaluate the achievement of the project objectives to date on a scale from 1 to 5
- **Q2.** Please evaluate the overall project progress and the quality of the products to date on a scale from 1 to 5
- **Q3.** Please indicate the strong points that contribute to the achievement of the project objectives.
- **Q4.** Please indicate the aspects that need improvements

Partners	Q1	Q2	Q3	Q4
CMBRAE – Romania	4	5	Professional approach, communication	
	4	4	good communication, teamwork and capacity to act under pressure, passion for job	focus only on the achievement of these objectives, more time for the tasks
	5	5	excellent collaboration	respect the deadlines
	4	4	Good communication and cooperation among partners. Strong motivation	Time management
PROGRESSUS RESEARCH & COUNSELLING – Greece	5	5	strong collaboration and experienced partners	more efforts to keep up with deadlines
	5	5	Regular and transparent communication among partners ensures alignment and smooth collaboration.	Need for consistent reminders about deadlines creates risks of missed milestones.
	5	5	Continued strong communication and willingness to support each other among partners sustain momentum.	A more systematic approach to tracking task progress is needed to ensure accountability and timely completion.

	5	5	Effective communication and mutual understanding among partners enable the team to address challenges collaboratively.	Stronger management oversight is needed to ensure that all deliverables align with the overarching goals and meet quality standards.
STUDO RISORSE S.R.L. – Italy	4	4	The strongest point that contributes to the achievement of the project objectives is the good quality of partners and of partners' cooperation.	Aspects that need a little bit of improvement refer the internal communication.
	4	4	Strongest point is the innovativeness of project results	Aspects that need improvement refer the external communication.
	4	4	Strongest point is the high value of project results and high quality of activities carried on	Aspect that needs improvements refer to internal and external communication system
	4	4	Strongest points are the involvement of a wide number of people	Aspect that needs improvements refer the high number of activities to do at the same moment
IINFORMATICA S.R.L. – Italy	5	5	Prodigious collaboration between partners, great teamwork and high socialization of the partners.	None
	5	5	The team works in harmony and is well managed by the project leaders.	None
	5	5	Group work, time management and adherence to deadlines by all partners	No particular improvements are needed
	5	5	Teamwork, punctuality and professionalism of all partners	No improvements needed
EUROPEAN UNIVERSITY CYPRUS – Cyprus	5	5	Strong collaborative arrangement	Project management is efficient
	5	5	Good communication and collaborative working	All is going according to plan. Small delays are being handled accordingly
	5	5	Expert focus groups provided valuable feedback.	Progress is achieved according to the plan
	5	5	The first in person meeting in Trapani was a great opportunity to strengthen the partnership and handle any matters arising	No identified need for further improvements
QUALIFICALIA ANALYTICS S.L. – Spain	5	5	Cooperation in the partnership	More communication (Agenda for the meetings, minutes for the meetings)
	4	4	more communication	management
	4	4	Cooperation	management of the project
	4	4	management	
AVERAGE	4.58/5	4.58/5		

Conclusions – Evaluation of Project objectives and progress (Year 1)

The analysis of the quarterly feedback received from the CAREERS 4.0 project partners during the period **1 December 2023 – 30 November 2024** highlights a **very high level of satisfaction** regarding the achievement of the project objectives and the overall progress of activities.

The annual average score obtained both for **the achievement of the project objectives (Q1)** and for **overall project progress and product quality (Q2)** is **4.58 out of 5**, indicating an **effective, coherent implementation fully aligned with the initial planning set out in the funding application**.

Identified strengths

The qualitative feedback provided by the partners consistently highlights the following strengths:

- **Efficient and transparent communication** among partners, considered a key factor for the smooth implementation of activities
- **Professional collaboration and strong team spirit**, supported by the experience and high level of expertise of the participating organizations
- **Effective project management**, coordinated by CMBRAE, highly appreciated for its clarity, organization, and ability to address emerging challenges
- **High quality and innovative value of the project results**, as well as the active involvement of a large number of beneficiaries and relevant stakeholders
- **Transnational meetings and face-to-face activities**, which significantly contributed to strengthening the partnership and clarifying roles and tasks.

Aspects requiring improvement

Although the overall evaluation is very positive, partners also identified several areas for optimization, in particular:

- **Time management and adherence to deadlines**, occasionally affected by the high number of activities carried out simultaneously
- **The need for more systematic mechanisms to monitor task progress**, in order to ensure better predictability and accountability
- **Improvement of internal and external communication**, through clear meeting agendas, minutes, and consistent reminders
- **Effective management of activity complexity**, especially during periods involving multiple concurrent tasks.

Overall, the first year of implementation of the CAREERS 4.0 project is characterized by a **very high level of objective achievement, steady progress of activities, and positively evaluated quality of the developed outputs.**

The observations provided by the partners represent **targeted adjustments**, aimed at optimizing already well-functioning processes and supporting the project's performance in the following implementation years.

II. PROJECT MANAGEMENT AND PROGRESS

Please evaluate the following aspects of the project progress. It is a part of the quality assurance process and it will help to evaluate and improve the work processes of the project. For each aspect, please evaluate your general satisfaction (on the scale from 1= Completely Unsatisfied and 5 = Completely Satisfied)

- **Q5. Overall project management (WP 1)**
- **Q7. Quality of the documents**
- **Q8. Adherence to the procedures and deadlines**
- **Q9. Efficiency (allocated resources) for the completion of activities**
- **Q10. Communication and cooperation among partners**
- **Q11. Write the strong points and the aspects to be improved**
- **Q12. Comments/suggestions/recommendations on the Project management (WP1) and general progress**

Partners	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
CMBRAE – Romania	4	4	5	3	4	5	communication, collaboration, active involvement / deadlines to be improved	very good strategies of management
	4	5	5	3	4	5	excellent motivation and strong partnership- for improvement good time management	follow the project application with more attention
	4	5	5	4	5	5	capacity to work and motivation to participate in the project aspects to improved:	all is very good and we are in time with the results of the WP1

							deadlines and time management	
	4	5	5	4	4	5	Communication; aspect to be improved - more focus on dissemination activities	Increased focus on monitoring activities
PROGRESSUS RESEARCH & COUNSELLING – Greece	4	5	5	4	5	5	good communication - we need clear milestones and keep up with deadlines	Schedule interim reviews to assess progress more frequently and address delays promptly.
	4	5	4	3	4	5	Partners maintain open communication, ensuring smooth collaboration and sharing of updates. All partners remain focused on meeting project goals, with strong participation in discussions and activities. There is insufficient follow-up on deadlines, which risks delaying certain deliverables.	Create intermediate milestones for each deliverable to track progress more granularly.
	4	4	4	4	4	4	Key milestones are being met, showing consistent advancement in work packages. There is a need for more frequent reminders and follow-ups on outstanding tasks.	Conduct bi-weekly check-ins to track progress and address potential delays.

	4	5	4	4	4	5	Partners are highly motivated to complete final tasks and achieve project objectives. Stronger management oversight is needed to ensure final deliverables meet expected standards.	schedule review sessions for each deliverable to ensure quality and alignment with objectives.
STUDO RISORSE S.R.L. – Italy	4	4	5	5	5	4	The strongest point that contribute to the achievement of the project objectives is the good quality of partners and of partners cooperation. Aspects that need a little bit of improvement refer the internal communication.	We suggest to establish periodical online meeting in order to be always updated about the project activities.
	4	4	5	5	5	4	Strong points are the motivation and expertise of project teams, while aspects to be improved refer some small lack of internal communication	We suggest periodical online meetings be updated on the project activities and monitor deadlines.
	4	4	5	5	5	4	Strong points are the expertise con partners, that allow them to produce very good results.	No
	4	4	5	5	5	5	Strong points are the very high quality of project results, aspects to be improved refer the high number of tasks to do at the same time	It should be useful to separate project activities, with short deadline in order to avoid so many tasks

								at the same time
IINFORMATICA S.R.L. – Italy	5	5	5	5	5	5	Strengths: each partner works hard to ensure the success of the project. Areas for improvement: communication.	No suggestions
	5	5	5	5	5	5	Every partner contributes to the project with its expertise. Communication may be improved.	None
	5	5	5	5	5	5	A united team and excellent collaboration between partners made the work easy.	None
	5	5	5	5	5	5	Project leaders manage timelines and task allocation effectively. No improvements needed.	No particular improvements needed.
EUROPEAN UNIVERSITY CYPRUS – Cyprus	5	5	5	5	5	5	Monthly online meetings serve well to remain in touch, review progress and explain remaining tasks	Satisfied with project management and overall progress
	5	5	5	5	5	5	A strong partnership that facilitates the project's progress	No further comments
	5	5	5	5	5	5	A positive outlook prevails that allows individual strengths to be multiplied and utilized within the partnership	Good progress, meeting project milestones

	5	5	5	5	5	5	The international meeting in Trapani strengthened the partnership and was an opportunity to discuss any issues and plan the following steps	Our general progress is deemed positive as important project milestones have been achieved.
QUALIFICALIA ANALYTICS S.L. – Spain	3	4	4	4	4	3	Evaluation aspects	Increased communication related to project management
	4	4	4	4	4	4	Leadership	management of partners' responsibilities in WP1
	4	4	4	4	4	4	management	management
	4	4	4	4	4	4	the same of the rest of the questionnaires	the same of the rest of the questionnaires
AVERAGE	4.63/5	4.29/5	4.58/5	4.71/5	4.38/5	4.58/5		

Conclusions – Project management and progress (WP1) – Year 1

The evaluation of project management and activity progress (WP1), based on the quarterly feedback provided by the CAREERS 4.0 project partners, indicates a **very high level of overall satisfaction**, reflected in average scores ranging between **4.29** and **4.71** out of 5.

Overall level of satisfaction

The annual average scores obtained for each indicator confirm the effectiveness of project management:

- **Overall project management (WP1) – 4.63/5**
- **Quality of the documents – 4.29/5**
- **Adherence to procedures and deadlines – 4.58/5**
- **Efficiency of allocated resources – 4.71/5**
- **Communication and cooperation among partners – 4.58/5**

These results demonstrate that the project has been implemented within a **well-organised framework**, with clear processes and appropriate use of resources, under the coordination of CMBRAE.

Strengths highlighted by partners

The analysis of qualitative responses (Q11–Q12) consistently highlights the following strengths:

- **Effective project management**, with clear strategies and alignment with the approved application
- **Very good quality of project documentation**, unanimously appreciated by most partners
- **Efficient use of allocated resources**, enabling the achievement of objectives and the delivery of planned results
- **Strong cooperation and a functional partnership**, based on the expertise of each organisation and the high motivation of the teams
- **Continuous communication**, supported by regular online meetings and transnational meetings, considered essential for maintaining consortium cohesion

Identified areas for improvement

Although the level of satisfaction is high, partners identified several areas for optimisation:

- **Adherence to deadlines and time management**, particularly during periods with a high volume of concurrent tasks
- **The need for clearer intermediate milestones**, to enable more effective monitoring of deliverable progress
- **Improved internal communication**, through more frequent reminders, systematic follow-ups, and clearer allocation of responsibilities
- **Strengthening monitoring and dissemination activities**, in order to ensure increased visibility of project results

Recommendations formulated by partners

Recurring recommendations include:

- organizing **regular online meetings** to monitor progress
- introducing **intermediate reviews of deliverables** to ensure quality
- adopting a **more phased planning of activities**, in order to avoid task overlap.

Overall, the management of the CAREERS 4.0 project during the first year of implementation is assessed as **highly effective**, with a high level of partner satisfaction. The observations and suggestions provided do not indicate major shortcomings, but rather represent **refinement and optimisation measures**, aimed at supporting the smooth implementation of activities and the achievement of the quality standards envisaged for the next stages of the project.

III. WORK PACKAGES & MAIN ACTIVITIES

Please evaluate the project progress in its work plan of WP's and main activities. For each aspect, please evaluate your satisfaction with the progress of the WP's and activities on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied)

- **Q13. WP2- Career Competencies 4.0 Framework and adequate psychometric skill assessment questionnaires**
- **Q14. WP3- Careers and Competence 4.0 Information & Assessment System**
- **Q15. WP4- Career Guidance 4.0 training program and new adapted career guidance 4.0 methodologies and practices for career practitioners**
- **Q16. Write the strong points and the aspects to be improved**
- **Q17. Comments/suggestions/recommendations on the WP's and main activities**

Partners	Q13	Q14	Q15	Q16	Q17
CMBRAE – Romania	5	4	4	excellent instruments for youngsters / the platform	good action, good results
	5	5	5	we are in progress	the result of this WP is essential for the success of the project
	5	5	5	recent information regarding the results of the WP's aspects to be improved- NO	We follow with professionalism the steps of the project CAREERS 4.0
	5	5	5	Good expertise of the people involved in these WP s. Aspects to be improved - more promotion of the project on social media	OK
PROGRESSUS RESEARCH & COUNSELLING – Greece	5	5	5	strong efforts by all partners and high involvement of stakeholders experienced in the field. Need to improve compliance with deadlines	
	4	4	4	Partners actively contribute to their assigned WPs, fostering collaboration and shared ownership of activities.	Organize monthly updates on WP progress to identify and address potential bottlenecks early.
	4	4	4	Most WPs show good progress toward intermediate milestones, with outputs aligning with project objectives.	Reevaluate the progress of each WP and shift focus to those lagging behind to ensure timely completion.

	5	5	5	WPs increasingly align their outputs, showcasing strong collaboration and coherence.	Greater focus is needed on how WP outputs are integrated into the overall dissemination strategy.
STUDIO RISORSE S.R.L. – Italy	5	5	5	High quality of results.	
	5	5	5	Project results are very innovative and strictly linked to the actual labor market needs and trends	
	4	4	4	Strong points refer to the innovativeness and usefulness of project results. Aspects to be improved refer the possibility of disseminating the ongoing activities on web.	no
	4	4	4	Strong point refers the very good cooperation among partners, but maybe it needs more online meeting to share problems and find common solutions.	no
IIFORMATICA S.R.L. – Italy	5	5	5	Strengths: Progressus's high level of specialization in psychometric analysis and the collaboration of all partners.	No suggestions
	5	5	5	The system functions well and the material inside is of the highest quality.	None
	5	5	5	The system is functioning easy to use, and has been improved thanks to the collaboration of all partners.	None
	5	5	5	The work carried out is of great quality and very easy to use.	No suggestions
EUROPEAN UNIVERSITY CYPRUS – Cyprus	5	5	4	A lot of work has been put in by all partners to form and evaluate assessment tools	Greater effort is required to find all necessary participants for the evaluation and to make the system more user friendly
	5	5	5	Strong and supportive collaborative arrangement that helps resolve any issues and achieve results	

	5	5	4	Work in progress, improving via the strengths of the partnership and the useful feedback provided by expert's focus groups	
	5	5	4	Stronger partnership, opportunities to clarify issues and collaborate in real time.	
QUALIFICALIA ANALYTICS S.L. – Spain	4	4	4	Increased communication related to project management	
	4	4	4	that the members take responsibility for their tasks	
	4	4	4	deadlines	
	4	4	4	the same of the rest of the questionnaires	the same of the rest of the questionnaires
AVERAGE	4.63/5	4.67/5	4.63/5		

Conclusions – Work packages & Main activities – Year 1

The evaluation of the CAREERS 4.0 project progress at the level of work packages and main activities (WP₂, WP₃ and WP₄) highlights a **very high level of partner satisfaction**, reflected in annual average scores ranging between **4.63** and **4.67** out of 5.

Level of satisfaction by Work Packages

The average scores obtained confirm solid and coherent progress of the planned activities:

- **WP₂– Career Competencies 4.0 Framework and psychometric assessment tools:** 4.63/5
- **WP₃– Careers and Competence 4.0 Information & Assessment System:** 4.67/5
- **WP₄– Career Guidance 4.0 training programme and innovative methodologies:** 4.63/5

These results indicate that the work packages have been implemented according to the initial planning, with relevant deliverables well aligned with the overall project objectives.

Identified strengths

The analysis of qualitative responses (Q16–Q17) highlights several common strengths:

- **Very high quality of the developed outputs**, particularly appreciated with regard to the psychometric assessment tools, the digital platform, and the training materials
- **Innovative character and strong relevance to the current labour market**, with results closely aligned to the real needs of beneficiaries and to Career 4.0 trends
- **Complementary expertise of the partners**, especially in psychometric analysis, IT development, and career guidance
- **Effective collaboration among partners**, contributing to continuous improvement of the outputs through feedback and testing
- **Active involvement of stakeholders and expert groups**, supporting the validation and refinement of tools and methodologies

Areas requiring improvement

Although the overall evaluation is very positive, partners identified several aspects that could be optimised:

- **Adherence to deadlines**, particularly during certain intermediate stages of the work packages
- **Increased online dissemination and promotion** of ongoing activities and emerging results
- **Improvement of the user-friendliness of the digital system**, based on beneficiary feedback
- **Strengthening beneficiary participation** in testing and evaluation activities, to ensure a relevant and diverse sample
- **Greater coherence among work packages and clearer integration of their results** into the overall dissemination strategy.

Recommendations formulated by partners

Partners suggested:

- organising **monthly updates on WP's progress**, to identify potential bottlenecks at an early stage;
- holding **more thematic online meetings**, dedicated to addressing specific challenges
- adopting **more rigorous planning of intermediate stages**, to balance workload and ensure deadline compliance
- intensifying **digital promotion and dissemination activities**.

The progress of the work packages and main activities during the first year of implementation of the CAREERS 4.0 project is assessed as **very good to excellent**, with high-quality results and

a strong level of coherence among WPs. The identified areas for improvement represent **optimisation directions** and do not affect the achievement of the project objectives, while contributing to strengthening its impact and sustainability in the following stages.

IV. COMMUNICATION, DISSEMINATION AND EXPLOITATION

Please evaluate the project communication, dissemination and exploitation activities and strategies. For each evaluated aspect, please appreciate your level of satisfaction with the communication, dissemination and exploitation activities on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied).

- **Q18. Meetings with professionals**
- **Q19. National events**
- **Q20. Local/National/ International events (congresses, seminars, workshops etc.)**
- **Q21. Local/ National/ International journal articles**
- **Q22. Newsletters, posters etc.**
- **Q23. Social network dissemination (Facebook, Instagram, LinkedIn)**
- **Q24. Project website**
- **Q25. Write the strong points and the aspects to be improved**
- **Q26. Comments/suggestions/recommendations on the Communication, Dissemination and Exploitation**

Partners	Q18	Q19	Q20	Q21	Q22	Q23	Q24	Q25	Q26
CMBRAE – Romania	5	4	4	4	4	3	3	more involvement in communication aspects	very useful for the promotion of the project
	5	5	5	5	5	4	4	better monitoring and involvement for the social media and website of the project	we are in graphic with these activities
	5	5	5	5	5	4	4	more actions to have dissemination activities at the high qualitative level	keep it up with more Communication, Dissemination and Exploitation at the partnership level!!!

	5	5	5	5	5	3	3	Good project results, very useful. Aspect to be improved - more visibility	More dissemination and exploitation activities
PROGRESSUS RESEARCH & COUNSELLING – Greece	4	3	5	1	1	3	2	need more efforts to enhance dissemination of the project (social media posts more frequent)	set a schedule for posts on social media, newsletters etc.
	4	2	4	2	2	4	3	need to increase dissemination efforts	Include a timeline, clear objectives, and metrics for evaluating dissemination success.
	5	2	4	3	3	4	3	Dissemination activities are reaching a wider audience through workshops, webinars, and partnerships with relevant organizations.	Develop templates and guidelines to ensure consistency in all communication outputs.
	4	3	3	2	4	4	4	Dissemination efforts are intensifying, ensuring the project reaches a broad audience before completion.	Develop and follow a specific plan referring to actions that need to be done in the next months per partner.
STUDO RISORSE S.R.L. – Italy	4	3	3	3	4	3	3	All partners can involve a wide target group in dissemination activities	It needs to implement as soon as possible Project website and social network accounts
	4	3	3	3	4	3	3	It needs to implement	We recommend to intensify

								project website and social networks accounts	communication system, introducing new channels to inform people about the project.
	4	3	3	3	4	3	3	Main strong point is the possibility to involve people online and ask them to test project results online. Aspect to be improved refers to the lack of official project dissemination channels	It needs to implement as soon as possible project website and social network accounts.
	4	3	3	3	4	3	3	Strong points are the possibility to send the first project newsletters, but it needs to implement project website and social network accounts.	It needs to implement as soon as possible project website and social network accounts.
IINFORMATICA S.R.L. – Italy	5	5	5	5	5	4	4	The project has had a good dissemination on the national press. Dissemination via social media and the website can be improved.	Program more posts and share more of what has been done on social medias and on our website
	5	5	5	5	5	4	4	Strengths: the material and system are of high quality but should be	More posts on social networks and more material on the website.

								communicated more effectively.	
	5	5	5	5	5	4	4	As for the previous parts of the projects, the team should make a better use of website and social medias to share the project progress	devote more time to social media planning
	5	5	5	5	5	5	5	The project is	The project is well received and is receiving considerable media coverage.
EUROPEAN UNIVERSITY CYPRUS – Cyprus	5	4	4	4	4	5	4	Dissemination is improving s time progresses	more dissemination opportunities to be created in the latter part of the project
	5	4	4	3	4	4	3	Dissemination has begun in various partner countries and will be intensified during the final stages of the project.	The work is progressing according to plan and any matters arising are successfully resolved by the partnership.
	5	4	4	3	4	4	3	Dissemination strengthens as the project progresses	No further comments

	5	4	3	3	3	4	3	The project is becoming more visible to the local communities as time progresses	In person meetings and quality time are great ways to solidify the partnership, foster creativity, clarify issues, and make concrete plans for the following stages.
QUALIFICALIA ANALYTICS S.L. – Spain	3	3	3	3	2	1	2	It is necessary to establish guidelines in the consortium for the development of project dissemination.	Organization between partnership
	3	3	3	3	3	3	3	Nothing	Clarification of the responsibilities
	3	3	3	3	3	3	3	it is necessary improve the dissemination of the project	The same
	3	3	3	3	3	3	3	the same as the rest of the questionnaires	the same as the rest of the questionnaires
AVERAGE	4.50/5	4.38/5	3.71/5	3.92/5	3.50/5	3.79/5	3.54/5		

Conclusions – Communication, dissemination and exploitation – Year 1

The evaluation of the communication, dissemination and exploitation activities and strategies of the CAREERS 4.0 project indicates a **good to very good level of satisfaction**, with average scores ranging between **3.50 and 4.50 out of 5**. These results reflect steady progress, as well as **significant potential for improvement**, particularly in terms of online visibility and structured dissemination.

Level of satisfaction by type of activity

The annual average scores reveal differences across dissemination activity types:

- **Meetings with professionals – 4.50/5**

- **National events** – 4.38/5
- **Local / national / international events** – 3.71/5
- **Articles in specialised journals** – 3.92/5
- **Newsletters, posters and promotional materials** – 3.50/5
- **Social media dissemination** – 3.79/5
- **Project website** – 3.54/5

The results show that **direct dissemination activities** (meetings with professionals, events) are more developed at this stage of the project, while **digital channels require further strengthening**.

Identified strengths

The analysis of qualitative responses (Q25–Q26) highlights the following strengths:

- **Partner involvement in face-to-face dissemination activities**, including meetings with professionals, workshops and national events
- **Quality and relevance of the project results**, perceived as attractive and useful for the target groups
- **Gradual increase in project visibility**, as activities are implemented and outputs become available
- **National media coverage in some partner countries**, indicating interest in the project's thematic focus.

Areas requiring improvement

Partners repeatedly pointed out several aspects that require attention:

- The need to **intensify online dissemination**, particularly on social media and the project website
- **Absence or delayed implementation of official dissemination channels** at certain stages of the project
- **Low frequency of online posts and materials**, limiting the overall communication impact
- The need for **common guidelines and clearly defined responsibilities**, to ensure message coherence at consortium level
- **Insufficient visibility of intermediate results**, especially in the digital environment

Recommendations formulated by partners

Among the most frequently mentioned recommendations were:

- the development and implementation of a **structured dissemination plan**, including a timeline, clear objectives and impact indicators
- the establishment of **clear partner responsibilities** regarding communication and dissemination
- **regular scheduling of social media posts** and continuous updating of the project website
- the development of **communication templates and guidelines**, to ensure visual and editorial consistency
- intensification of **dissemination activities in the final project stages**, once the main outputs are completed

The communication, dissemination and exploitation activities of the CAREERS 4.0 project during the first year of implementation are at a **progressive development stage**, with good results in direct interaction with professionals and a clear need to strengthen the digital strategy. Partner feedback provides **clear directions for optimisation**, which can significantly contribute to increasing the project's visibility, impact and sustainability in the next phases.

V. FINAL COMMENTS/ SUGGESTIONS/ RECOMMENDATIONS

- **Q27. Do you have any final comments, suggestions and recommendations that could help improve the procedures, activities and results of the CAREERS 4.0 project?**

Partners	Q27
CMBRAE – Romania	Maybe, more face-to-face meetings were necessary for a better lifecycle of the project.
	we appreciate the team of the project and the competencies regarding the accomplishment of tasks planned in WP's
	very good communication and relationship among partners regarding the procedures, activities and results of the CAREERS 4.0 project
	On the whole, we are ok with the activities of the project
PROGRESSUS RESEARCH & COUNSELLING – Greece	Enhance stakeholder engagement and team alignment. Ensure that all partners clearly understand the objectives, deliverables, and timelines.
	Involve key external stakeholders earlier and more actively in project dissemination and exploitation.
	A more proactive approach to managing deadlines, responsibilities, and outputs would improve coordination across all activities.
	Enhance dissemination efforts and keep up with deadlines in all WPs

STUDIO RISORSE S.R.L. – Italy	The project goes on in a good way, results are very good, it only needs to improve internal and external communication
	No
	no
	no
IIFORMATICA S.R.L. – Italy	No more suggestions
	No more suggestions
	No particular suggestions
	No particular recommendations
EUROPEAN UNIVERSITY CYPRUS – Cyprus	A positive and fruitful experience so far
	Keep working together as a team.
	No further comments
	No further comments at this stage
QUALIFICALIA ANALYTICS S.L. – Spain	Comments that have been included throughout the questionnaire
	No
	The same
	the same of the rest of the questionnaires

Conclusions – Final comments, suggestions and recommendations – Year 1

The final comments and recommendations provided by the CAREERS 4.0 project partners overall confirm a **very positive assessment** of the implementation process, consortium collaboration, and the quality of the results achieved during the first year of the project.

Overall evaluation

The majority of partners consider that:

- the project is being implemented **according to plan**, with relevant and high-quality results
- **collaboration and communication within the partnership** are very good
- the teams involved possess the **necessary competences** to carry out the activities planned within the work packages
- the overall project experience is **positive and constructive**

In particular, the project coordinator (CMBRAE) and several partners highlighted the **cooperative climate, professionalism, and active involvement** of all participating organisations.

Recommendations

Although no major difficulties were reported, partners formulated several recommendations aimed at optimising implementation in the next stages of the project:

- **Increasing the number of face-to-face meetings**, considered useful for strengthening partnership relations and improving the overall project lifecycle
- **Enhancing internal and external communication**, to ensure better coordination of activities and increased visibility of project results
- **More proactive management of deadlines, responsibilities and deliverables**, in order to maintain a consistent work-flow
- **Earlier and more active involvement of external stakeholders**, particularly in dissemination and exploitation activities

The final feedback indicates a **high level of satisfaction** with the procedures, activities and results of the CAREERS 4.0 project during its first year of implementation.

The recommendations provided are complementary and improvement-oriented, without signaling any structural shortcomings, and they offer **clear guidance for strengthening the project's impact and effectiveness** in the next implementation period.

4. CONCLUSIONS

YEAR 1 – CAREERS 4.0 PROJECT – 1 December 2023- 30 November 2024

The first year of implementation of the CAREERS 4.0 project (1 December 2023 – 30 November 2024) has demonstrated a **high level of achievement of project objectives, effective collaboration, and quality outputs** across all work packages.

Feedback collected quarterly from the project partners highlights both the strengths of the project implementation and the lessons learned that can inform the next phases.

Overall Project Performance

- The project objectives have been **successfully pursued**, with average satisfaction scores of **4.58/5** for goal achievement and overall progress.
- All work packages (WP1–WP4) have progressed according to the planned schedule, with relevant deliverables and outputs delivered with high quality.
- Project management, coordinated by CMBRAE, has been evaluated as **effective and well-organized**, with clear procedures, consistent communication, and efficient use of allocated resources.
- Partners demonstrated a **high degree of professionalism, teamwork, and engagement**, which was instrumental in maintaining progress and achieving results.

Key Strengths Identified

1. **Strong collaboration and communication:** Transparent, regular exchanges between partners supported smooth progress and problem-solving.
2. **High-quality outputs:** Assessment tools, digital platforms, and training materials were delivered at a high standard, relevant to the target groups.
3. **Effective project management:** Clear planning, monitoring mechanisms, and structured processes allowed the consortium to meet milestones and adapt to emerging challenges.
4. **Active stakeholder involvement:** Expert groups, end users, and target audiences participated in testing and feedback, strengthening the relevance and applicability of project results.
5. **Value of face-to-face meetings:** Transnational meetings significantly reinforced trust, alignment, and understanding among partners.

Areas for Improvement

- **Time and deadline management:** Some delays occurred due to high simultaneous workloads; more systematic tracking and intermediate milestones are recommended.
- **Internal and external communication:** Particularly for online channels, social media, and project website updates, visibility and dissemination could be strengthened.
- **Proactive stakeholder engagement:** Early and more active involvement of external stakeholders in dissemination and exploitation activities could maximize impact.
- **Coordination of complex tasks:** Organizing simultaneous activities more evenly can reduce workload pressure and improve efficiency.

Lessons Learned

1. **Regular monitoring is essential:** Quarterly evaluation forms and follow-up meetings provided valuable insights into progress and challenges, allowing timely corrective actions.
2. **Face-to-face interactions foster cohesion:** In-person meetings remain key to aligning objectives and maintaining motivation across the partnership.
3. **Clear roles and responsibilities reduce risks:** Explicit assignment of tasks and follow-up improves accountability and supports timely delivery of outputs.
4. **Digital dissemination needs structured planning:** Social media, newsletters, and website updates require dedicated schedules and templates to ensure consistent messaging and visibility.
5. **Flexibility enhances project resilience:** Partners' ability to adapt to challenges and redistribute tasks ensured continuity of activities despite unforeseen circumstances.

Recommendations for the Next Year

- Introduce **intermediate milestones and checkpoints** for all WPs to monitor progress more effectively.
- Strengthen **online communication and dissemination**, including social media, website, and digital newsletters.
- Plan **targeted face-to-face and online meetings** to address emerging issues and ensure alignment.
- Enhance **stakeholder involvement**, integrating feedback early in WP development and dissemination strategies.
- Continue to **capitalize on partner expertise** and promote cross-learning to optimize outputs and sustainability.

The first year of CAREERS 4.0 was **highly successful**, achieving its objectives with strong partner engagement and producing high-quality outputs.

The lessons learned and partner recommendations provide **valuable guidance for improving efficiency, coordination, and dissemination** in the next phases of the project.

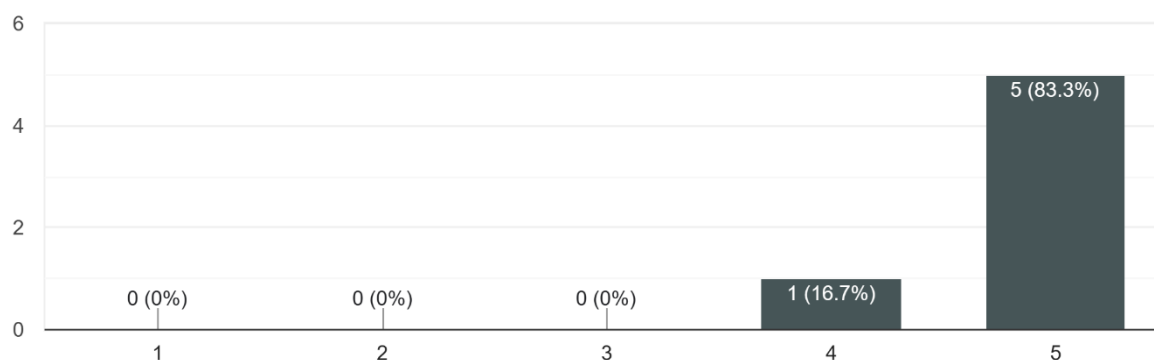
The consortium is well-positioned to maintain momentum, increase the project's visibility, and ensure a sustainable impact on career guidance and competencies development in the 4.0 labor market context.

5. ANNEXES

1.Careers 4.o Monitoring Evaluation Form_QUALITY CHECK POINT_Dec 2023 - Febr 2024

2.Please evaluate the overall project progress and the quality of the products to date on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied).

6 responses



3.Please indicate the strong points that contribute to the achievement of the project objectives.

6

responses

Cooperation in the partnership

PROFESSIONAL APPROACH, COMMUNICATION

strong collaboration and experienced partners

The strongest point that contribute to the achievement of the project objectives is the good quality of partners and of partners cooperation.

Strong collaborative arrangement

Proficuous collaboration between partners, great team work and high soecialisation of the partners.

4. Please indicate the aspects that need improvements 6 responses

More communication (Agenda for the meetings, minutes for the meetings)

Column 1

more efforts to keep up with deadlines

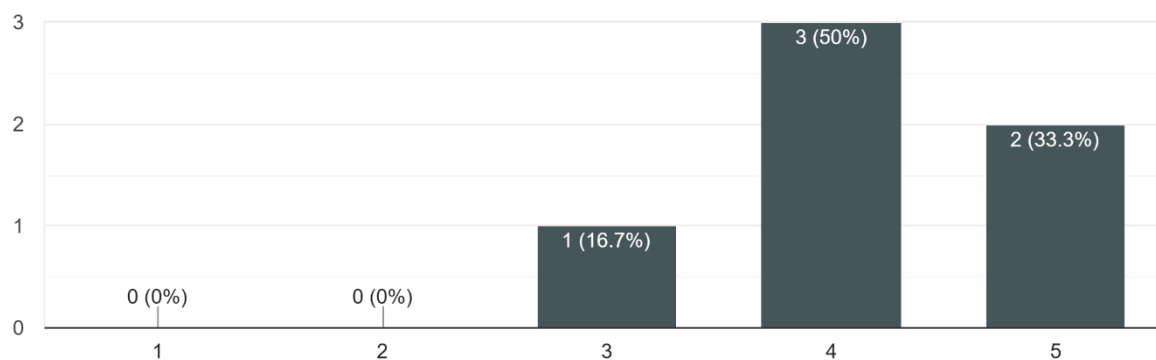
Aspects that need a little bit of improvements refer the internal communication.

Project management is efficient

None

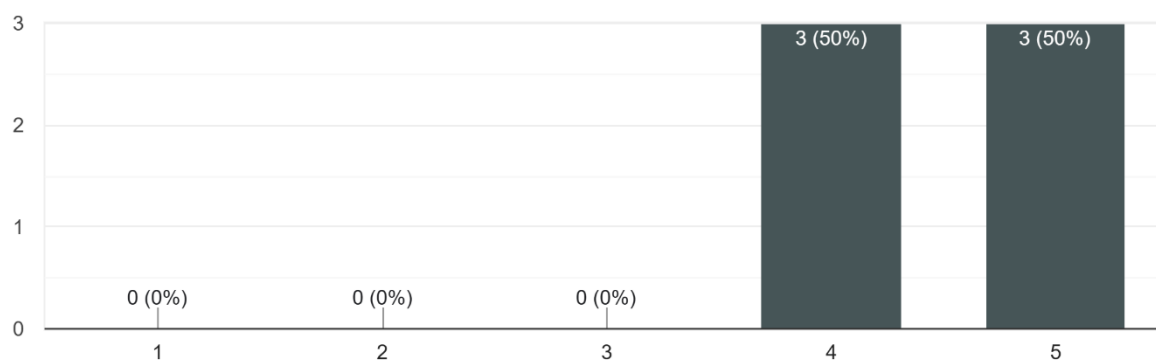
PROJECT MANAGEMENT AND PROGRESS Please evaluate the following aspects of the project progress. It is a part of the quality assurance procedure.

6 responses



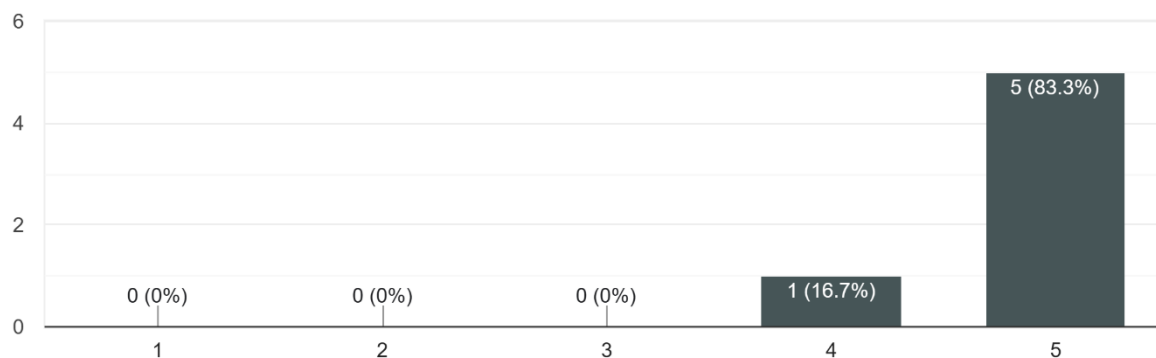
6. Communication between the Work-Package responsible and the other Partners

6 responses



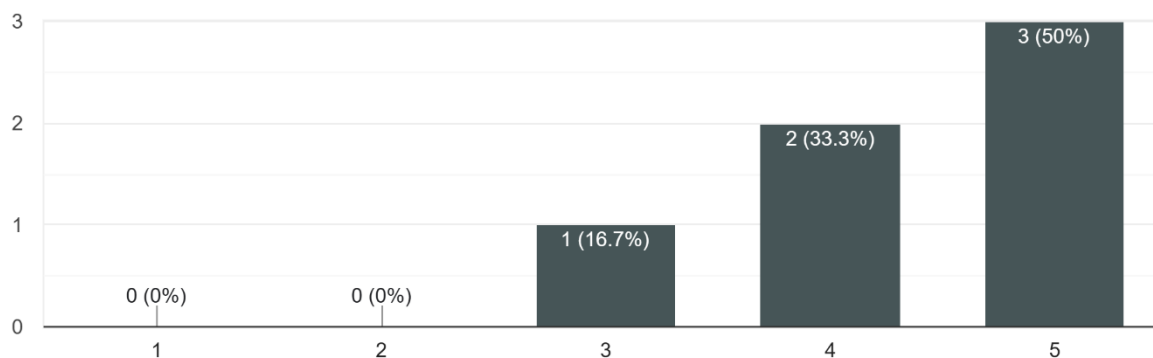
7. Quality of the documents

6 responses



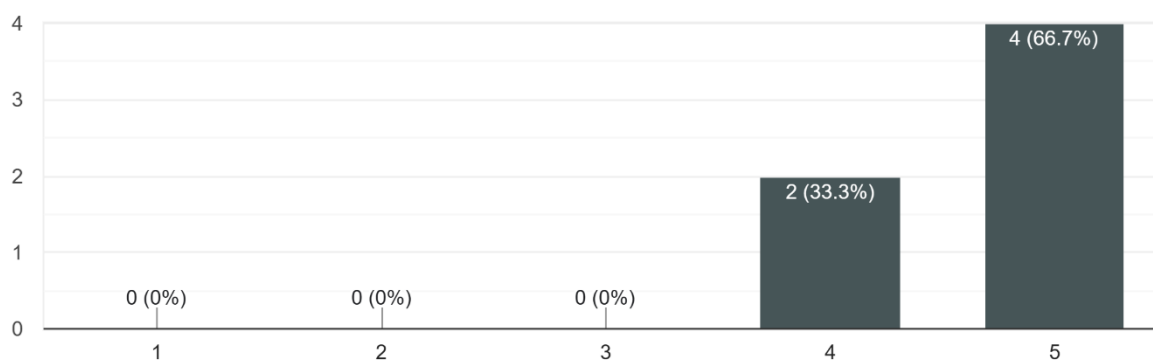
8. Adherence to the procedures and deadlines

6 responses



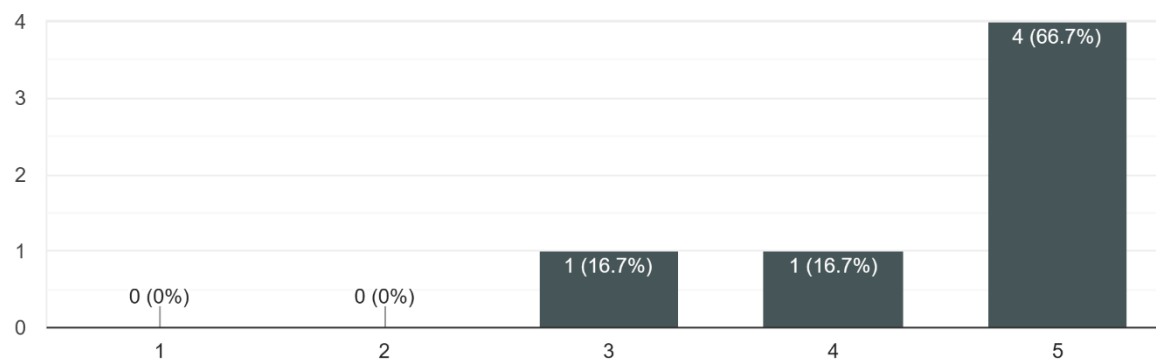
9. Efficiency (allocated resources) for the completion of activities

6 responses



10. Communication and cooperation among partners

6 responses



11. Write the strong points and the aspects to be improved 6 responses

Evaluation aspects

communication, collaboration, active involvement / deadlines to be improved

good communication - we need clear milestones and keep up with deadlines

The strongest point that contribute to the achievement of the project objectives is the good quality of partners and of partners cooperation. Aspects that need a little bit of improvements refer the internal communication.

Monthly online meetings serve well to remain in touch, review progress and explain remaining tasks

Strengths: each partner works hard to ensure the success of the project. Areas for improvement: communication.

12. Comments/suggestions/recommendations on the Project management (WP1) and general progress 6 responses

Increased communication related to project management

very good strategies of management

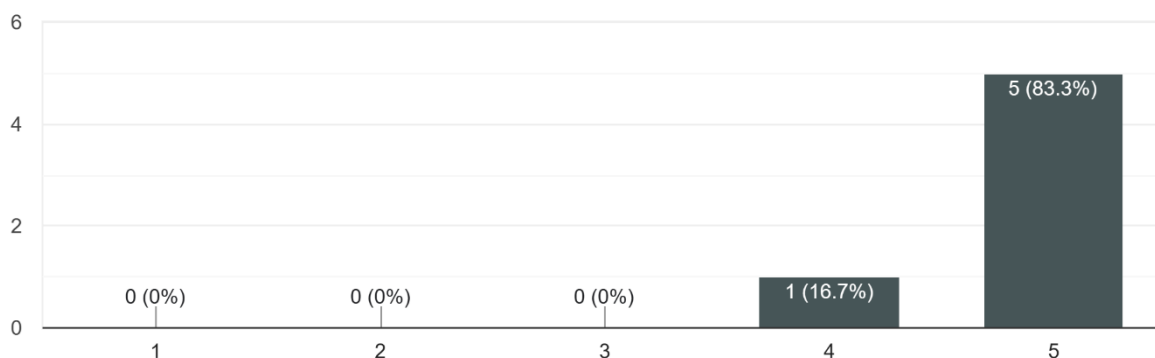
Schedule interim reviews to assess progress more frequently and address delays promptly.

We suggest to establish periodical online meeting in order to be always updated about the project activities.

Satisfied with project management and overall progress

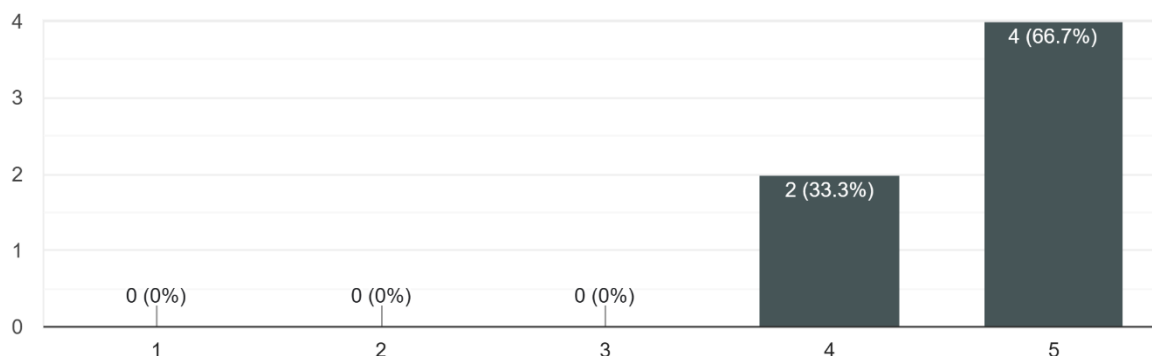
No suggestions

WORK PACKAGES & MAIN ACTIVITIES Please evaluate the project progress in its work plan of WP's and main activities. For each aspect, please ...uate psychometric skill assessment questionnaires
6 responses



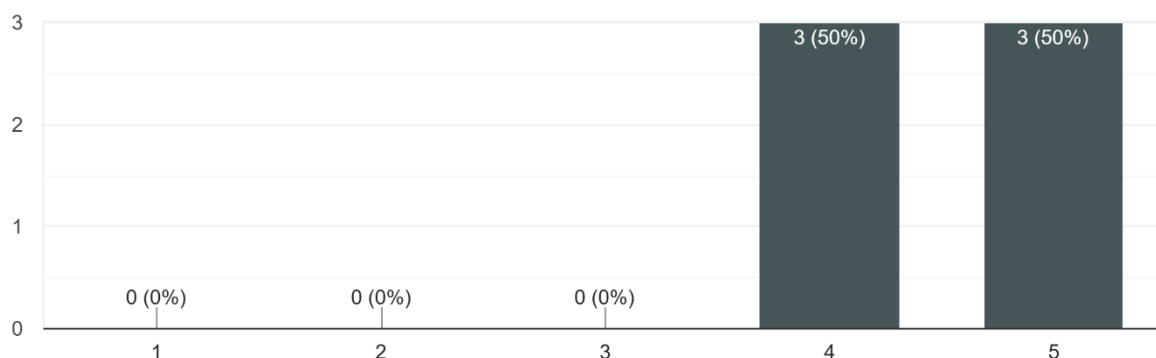
14. WP3- Careers and Competence 4.0 Information & Assessment System

6 responses



15. WP4- Career Guidance 4.0 training program and new adapted career guidance 4.0 methodologies and practices for career practitioners

6 responses



16. Write the strong points and the aspects to be improved 6 responses

Increased communication related to project management
excellent instruments for youngsters / the platform
strong efforts by all partners and high involvement of stakeholders experienced in the field. Need to improve compliance with deadlines
High quality of results.
A lot of work has been put in by all partners to form and evaluate assessment tools
Strengths: Progressus's high level of specialisation in psychometric analysis and the collaboration of all partners.

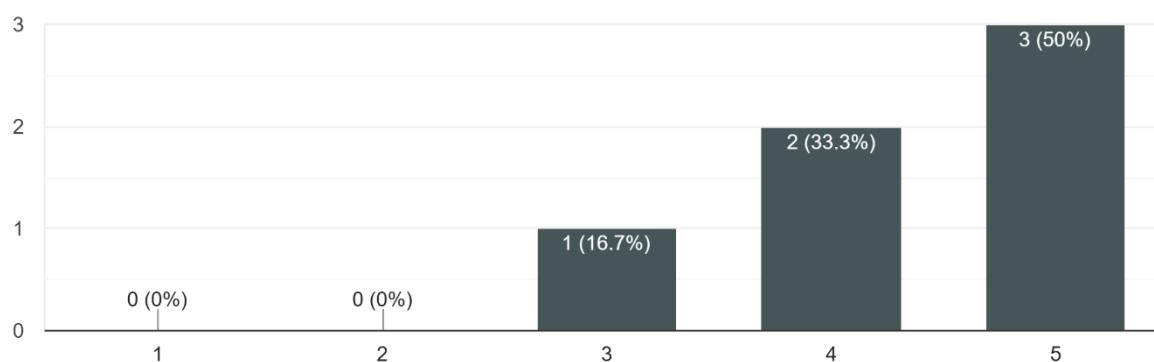
17. Comments/suggestions/recommendations on the WP's and main activities 3 responses

good action, good results

Greater effort is required to find all necessary participants for the evaluation and to make the system more user friendly

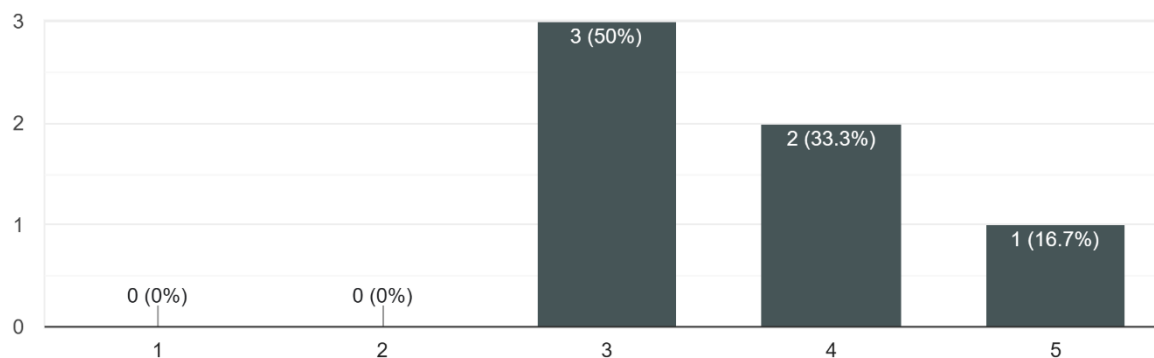
No suggestions

COMMUNICATION, DISSEMINATION AND EXPLOITATION Please evaluate the project communication, dissemination and exploitation activities (completely Satisfied). 18. Meetings with professionals 6 responses



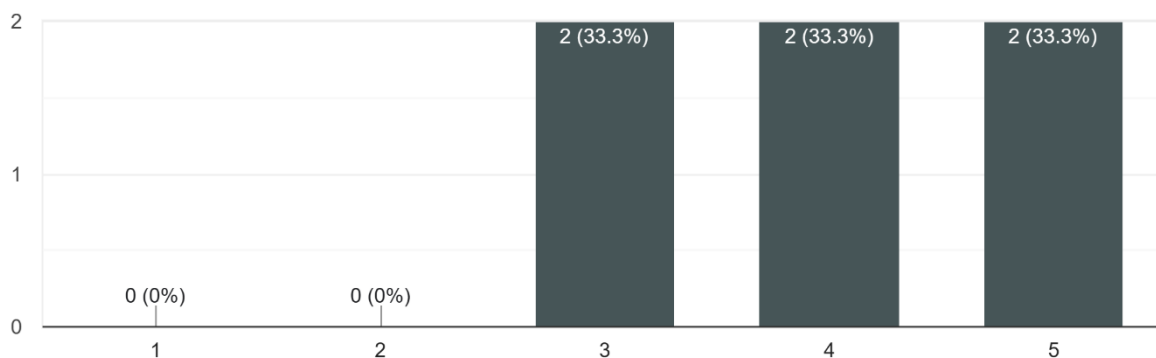
19. National events

6 responses



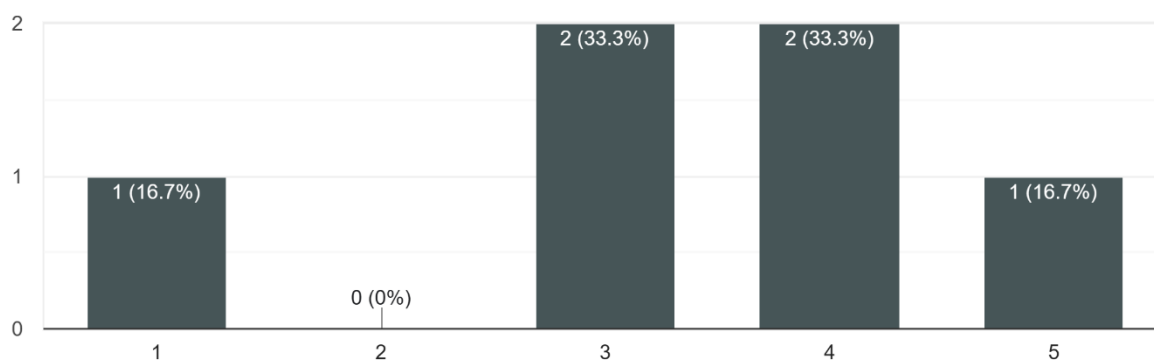
20. Local/National/ International events (congresses, seminars, workshops etc.)

6 responses



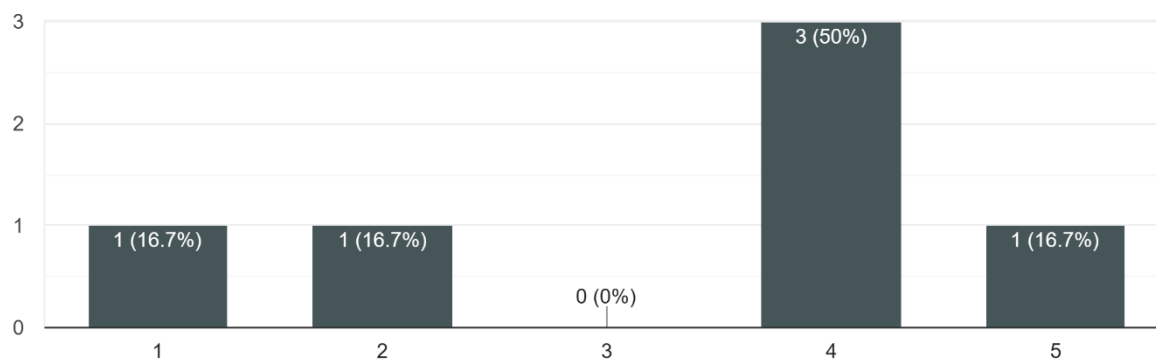
21. Local/ National/ International journal articles

6 responses



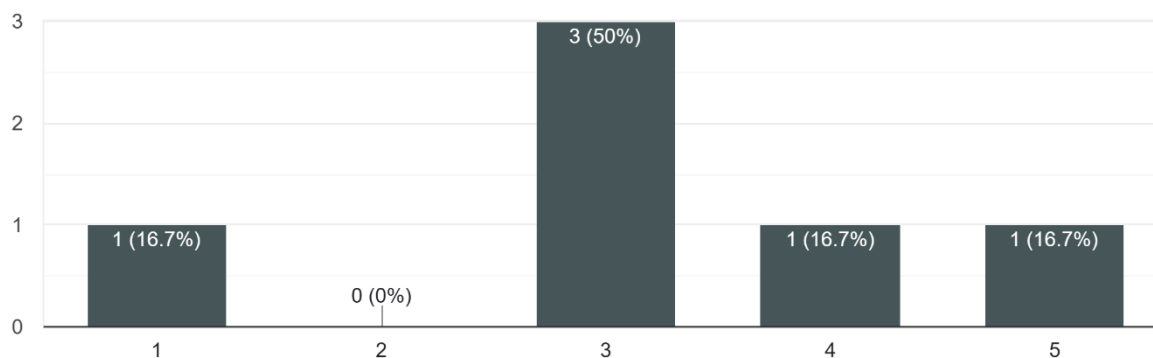
22. Newsletters, posters etc.

6 responses



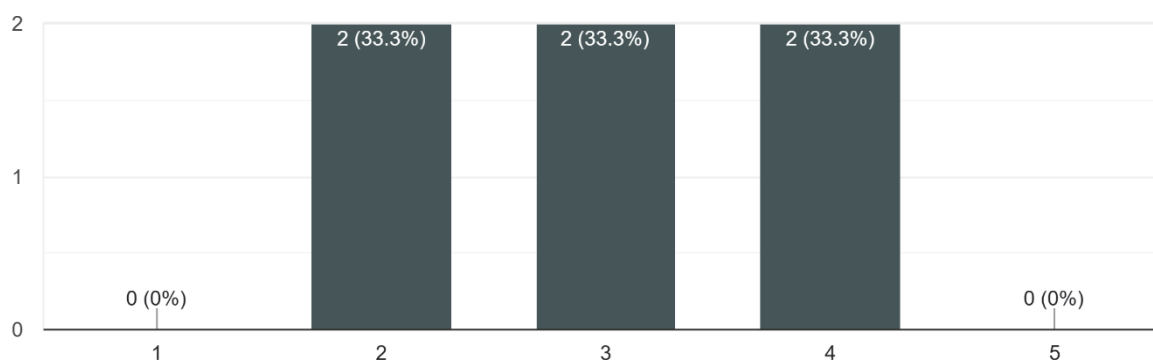
23. Social network dissemination (Facebook, Instagram, LinkedIn)

6 responses



24. Project website

6 responses



25. Write the strong points and the aspects to be improved

6 responses

It is necessary to establish guidelines in the consortium for the development of project dissemination.

more involvement in communication aspects

need more efforts to enhance dissemination of the project (social media posts more frequent)

All partners can involve a wide target group in dissemination activities

Dissemination is improving s time progresses

The project has had a good dissemination oh the nationa press. Dissemination via social media and the website can be improved.

26. Comments/ suggestions /recommendations on the Communication, Dissemination and Exploitation

6 responses

Organization between partnership

very useful for the promotion of the project

set a schedule for posts on social media, newsletters etc

It needs to implement as soon as possible Project website and social network accounts

more dissemination opportunities to be created in the latter part of the project

Program more post and share more of what has been done on social medias and on our website

FINAL COMMENTS/ SUGGESTIONS/ RECOMMENDATIONS

27. Do you have any final comments, suggestions and recommendations that could help improve the procedures, activities and results of the CAREERS 4.o project?

6 responses

Comments that have been included throughout the questionnair

Maybe, more face-to-face meetings were necessary for a better lifecycle of the project.

Enhance stakeholder engagement and team alignment. Ensure that all partners clearly understand the objectives, deliverables, and timelines.

The project goes on in a good way, results are very good, it only needs to improve internal and external communication

A positive and fruitful experience so far

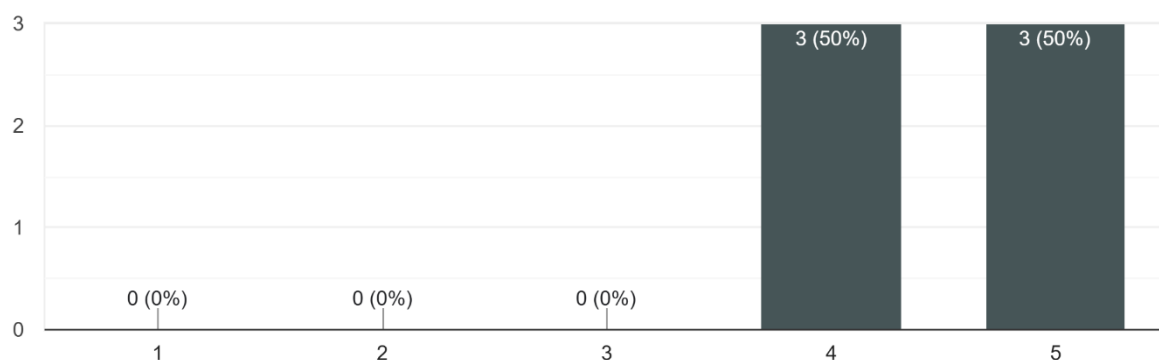
No more suggestions

2.Careers 4.o Monitoring Evaluation Form_QUALITY CHECK

POINT_Mar 2024 - May 2024

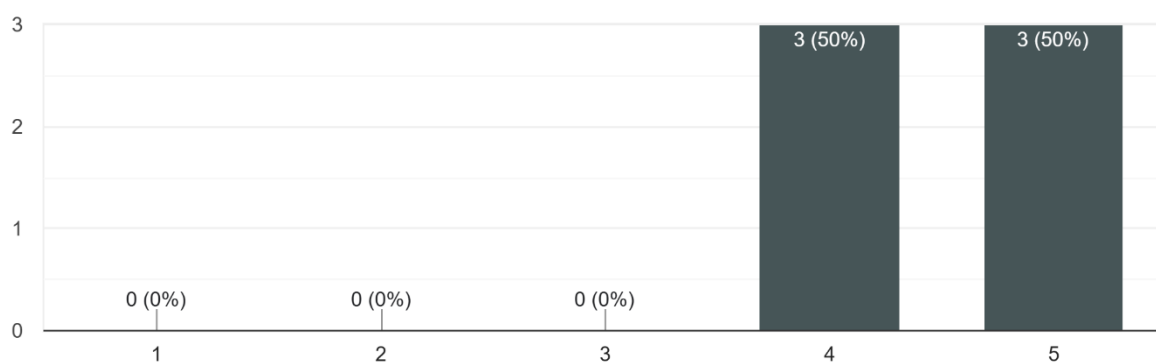
PROJECT OBJECTIVES 1.Please evaluate the achievement of the project objectives to date on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied).

6 responses



2.Please evaluate the overall project progress and the quality of the products to date on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied).

6 responses



3. Please indicate the strong points that contribute to the achievement of the project objectives. 6

responses

Regular and transparent communication among partners ensures alignment and smooth collaboration.

Strongest point is the innovativeness of project results

The team works in harmony and is well managed by the project leaders.

good communication, teamwork and capacity to act under pressure, passion for job

more communication

Good communication and collaborative working

4. Please indicate the aspects that need improvements 6 responses

Need for consistent reminders about deadlines creates risks of missed milestones.

Aspects that need improvement refer the external communication.

None

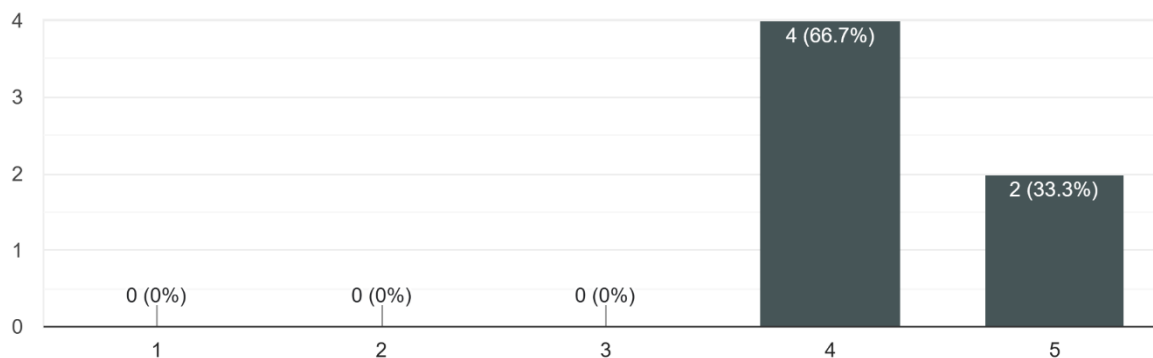
focus only on the achievement of these objectives, more time for the tasks

management

All is going according to plan. Small delays are being handled accordingly

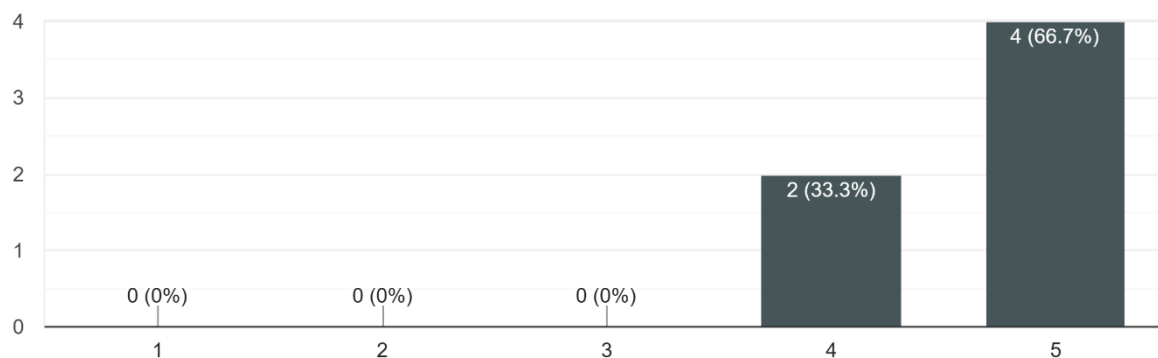
PROJECT MANAGEMENT AND PROGRESS Please evaluate the following aspects of the project progress. It is a part of the quality assurance process. Satisfied) 5. Overall project management (WP 1)

6 responses



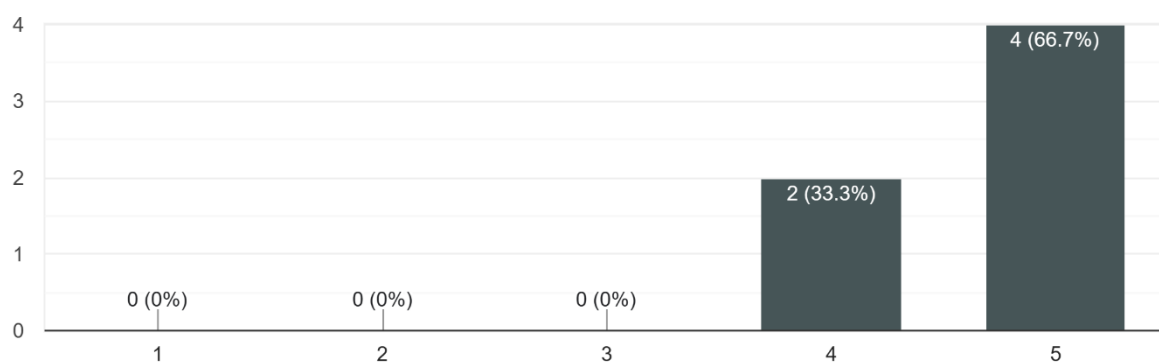
6. Communication between the Work-Package responsible and the other Partners

6 responses



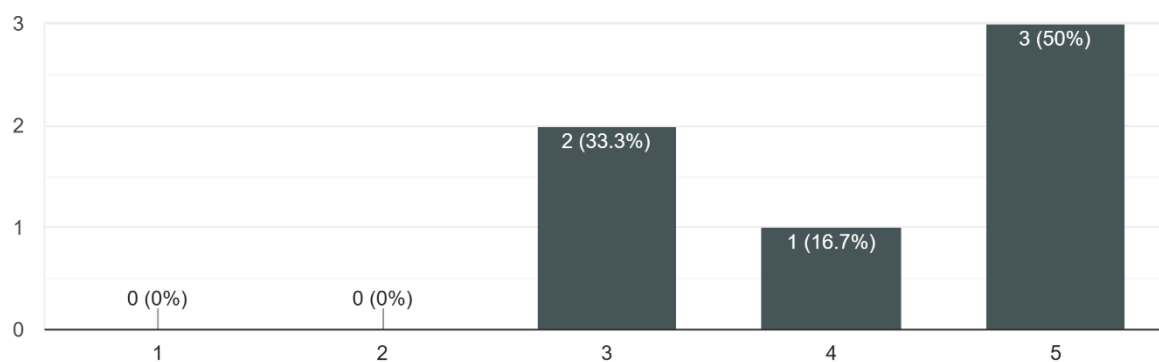
7. Quality of the documents

6 responses



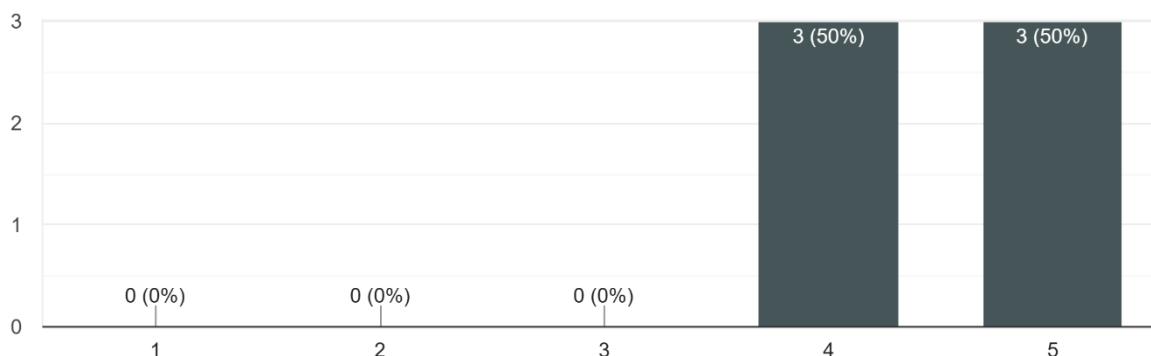
8. Adherence to the procedures and deadlines

6 responses



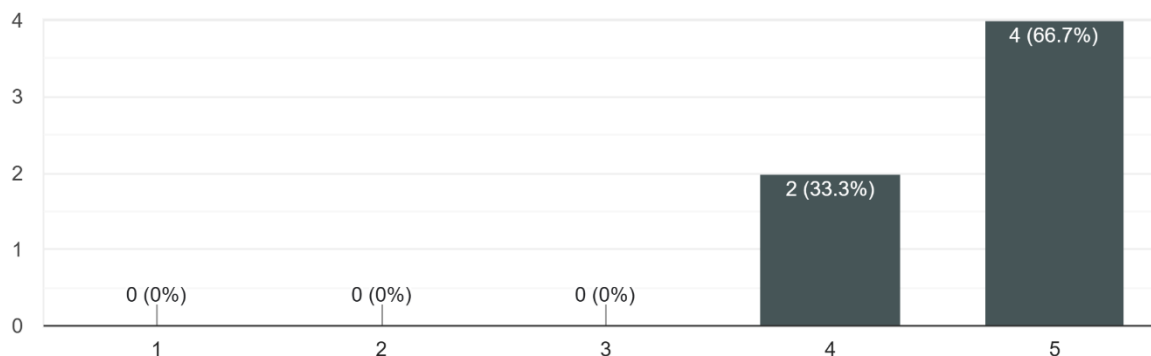
9. Efficiency (allocated resources) for the completion of activities

6 responses



10. Communication and cooperation among partners

6 responses



11. Write the strong points and the aspects to be improved 6 responses

Partners maintain open communication, ensuring smooth collaboration and sharing of updates. All partners remain focused on meeting project goals, with strong participation in discussions and activities. There is insufficient follow-up on deadlines, which risks delaying certain deliverables.

Strong points are the motivation and expertise of project teams, while aspects to be improved refer some small lack of internal communication

Every partner contributes to the project with its expertise. Communication may be improved.

excellent motivation and strong partnership- for improvement good time management

Leadership

A strong partnership that facilitates the project's progress

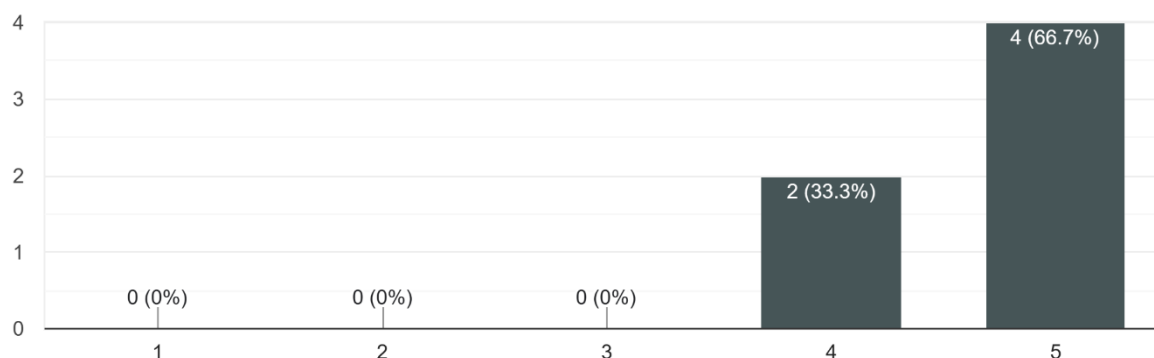
12. Comments/suggestions/recommendations on the Project management (WP1) and general progress

6 responses

Create intermediate milestones for each deliverable to track progress more granularly.
We suggest periodical online meeting to be updated on the project activities and monitor deadlines.
None
follow the project application with more attention
management of partners' responsibilities in WP1
No further comments

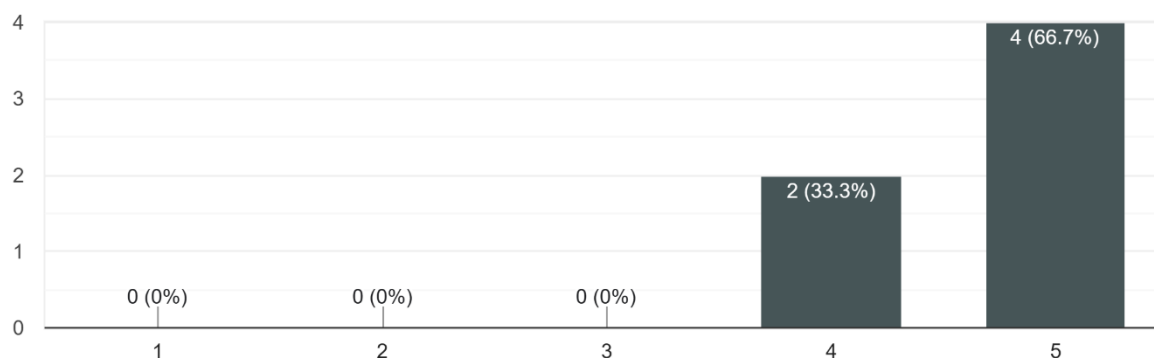
WORK PACKAGES & MAIN ACTIVITIES Please evaluate the project progress in its work plan of WP's and main activities. For each aspect, please ...uate psychometric skill assessment questionnaires

6 responses



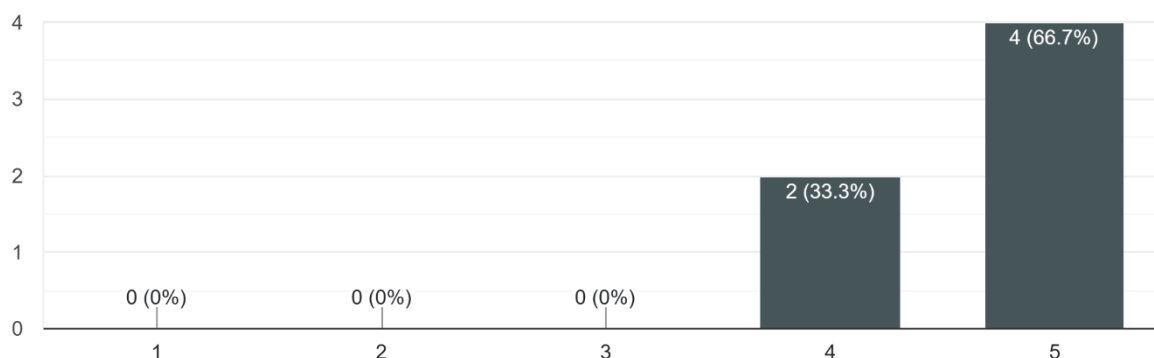
14. WP3- Careers and Competence 4.0 Information & Assessment System

6 responses



15. WP4- Career Guidance 4.0 training program and new adapted career guidance 4.0 methodologies and practices for career practitioners

6 responses



16. Write the strong points and the aspects to be improved 6 responses

Partners actively contribute to their assigned WPs, fostering collaboration and shared ownership of activities.
Project results are very innovative and stricktely linked to the actual labour market needs and trends
The system functions well and the material inside is of the highest quality.
we are in progress
that the members take responsibility for their tasks
Strong and supportive collaborative arrangement that helps resolve any issues and achieve results

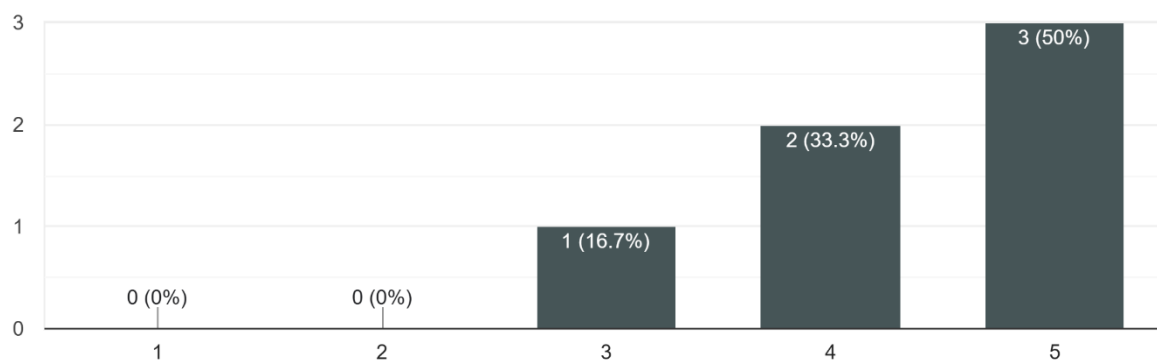
17. Comments/suggestions/recommendations on the WP's and main activities 3 responses

Organize monthly updates on WP progress to identify and address potential bottlenecks early.
None
the results of this WP is essential for the success of the project

COMMUNICATION, DISSEMINATION AND EXPLOITATION Please evaluate the project communication, dissemination and exploitation activities (completely Satisfied).

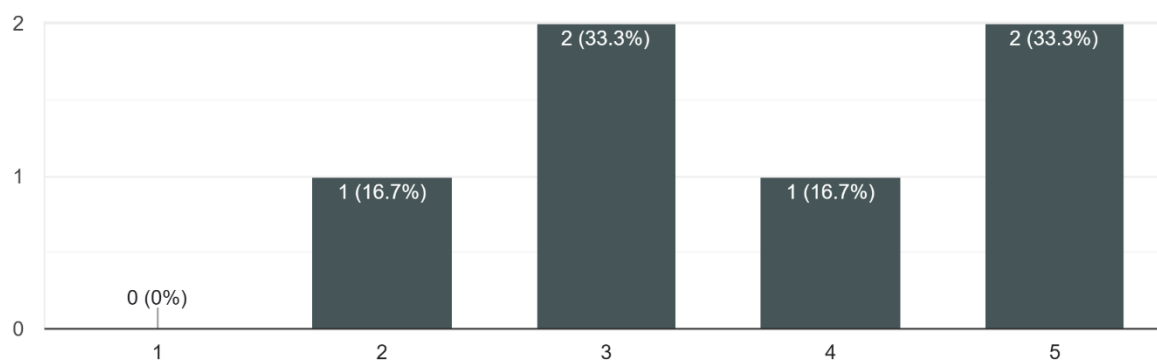
18. Meetings with professionals

6 responses



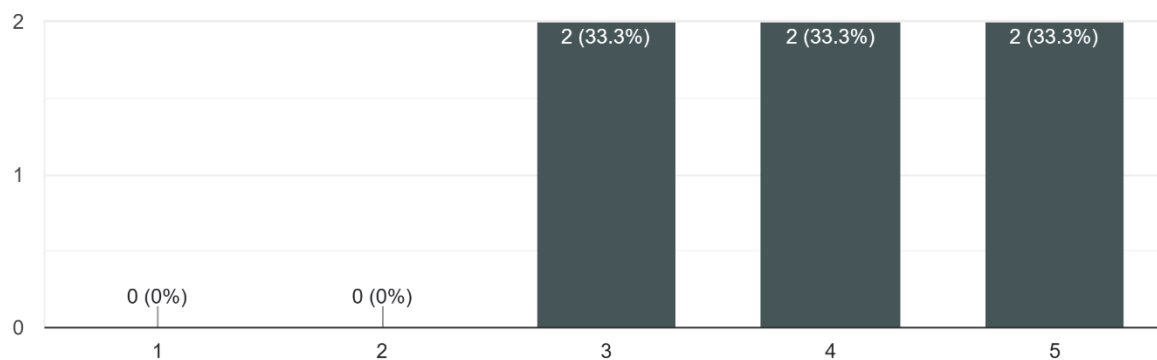
19. National events

6 responses



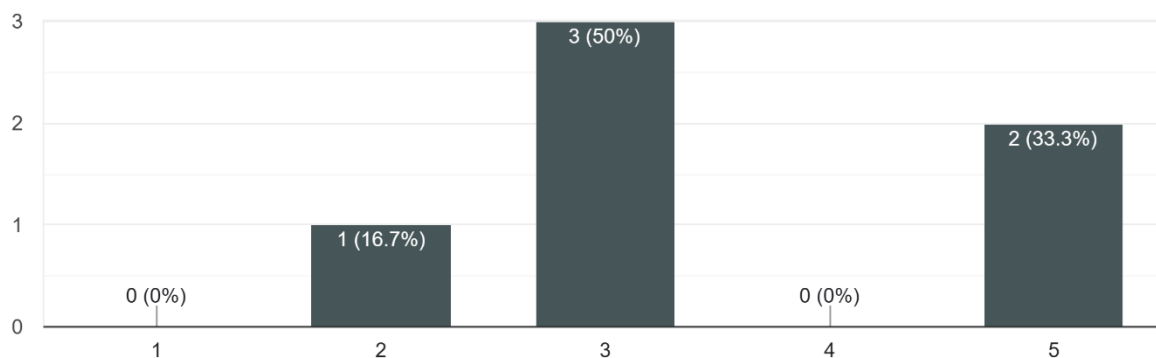
20. Local/National/ International events (congresses, seminars, workshops etc.)

6 responses



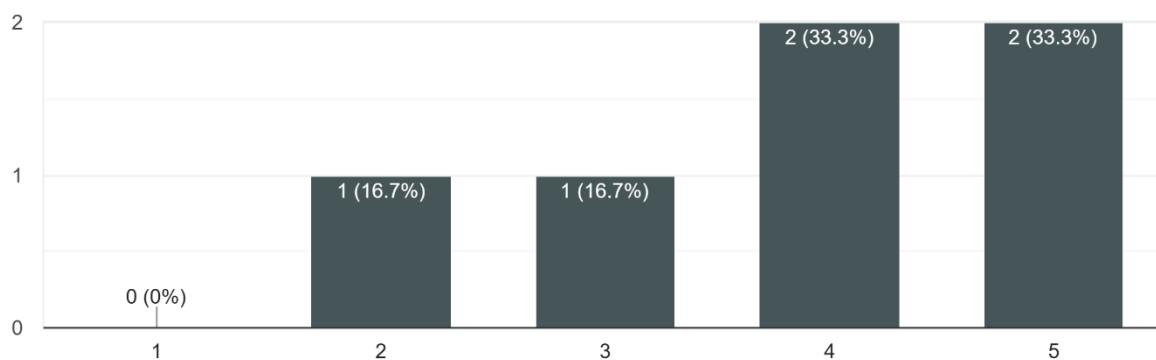
21. Local/ National/ International journal articles

6 responses



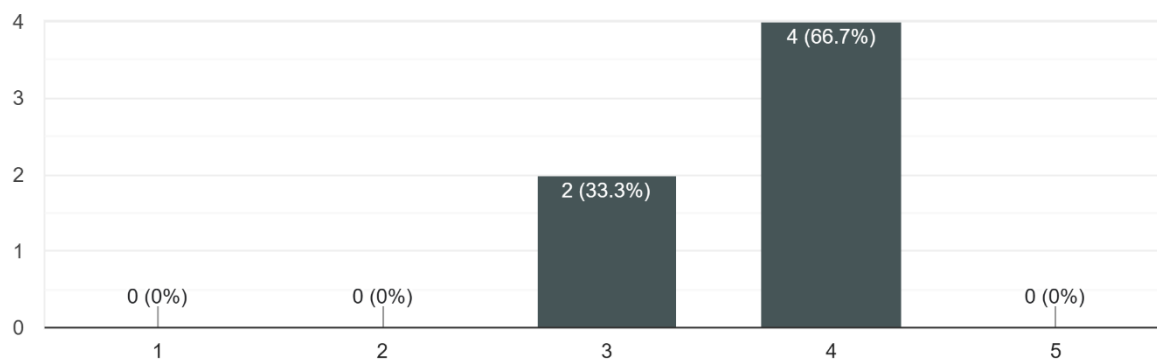
22. Newsletters, posters etc.

6 responses



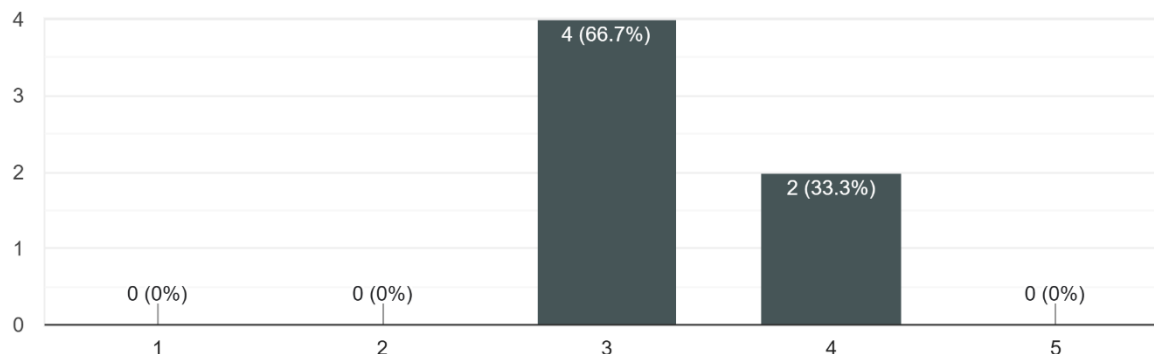
23. Social network dissemination (Facebook, Instagram, LinkedIn)

6 responses



24. Project website

6 responses



25. Write the strong points and the aspects to be improved 6 responses

need to increase dissemination efforts

It needs to implement project website and social networks accounts

Strengths: the material and system are of high quality, but should be communicated more effectively.

better monitoring and involvement for the social media and website of the project

Nothing

Dissemination has began in various partner countries and will be intensified during the final stages of the project.

26. Comments/suggestions/recommendations on the Communication, Dissemination and Exploitation

6 responses

Include a timeline, clear objectives, and metrics for evaluating dissemination success.

We recommend to intensify communication system, introducing new channels to inform people about the project.

More posts on the social networks and more material on the website.

we are in graphic with these activities

Clarification of the responsibilities

The work is progressing according to plan and any matters arising are successfully resolved by the partnership.

FINAL COMMENTS/ SUGGESTIONS/ RECOMMENDATIONS

27. Do you have any final comments, suggestions and recommendations that could help improve the procedures, activities and results of the CAREERS 4.0 project?

6 responses

No

Involve key external stakeholders earlier and more actively in project dissemination and exploitation.

No more suggestions

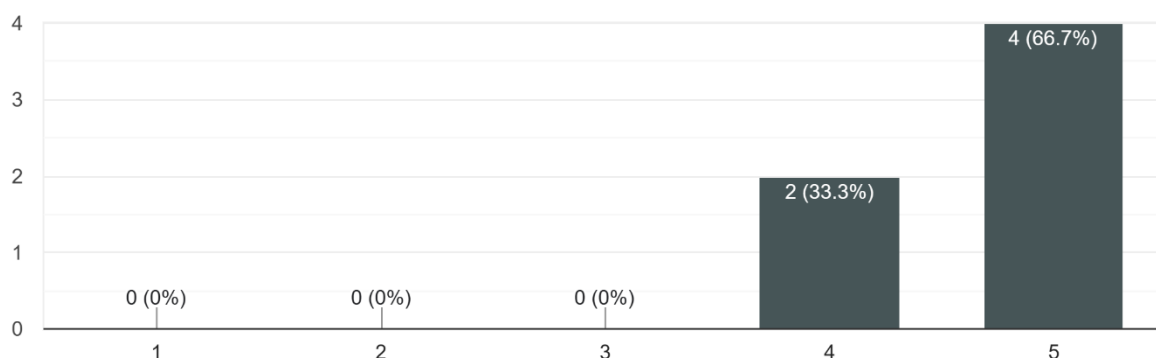
we appreciate the team of the project and the competencies regarding the accomplishment of tasks planned in WP's

Keep working together as a team.

3.Careers 4.o Monitoring Evaluation Form_QUALITY CHECK POINT_June 2024 - Aug 2024

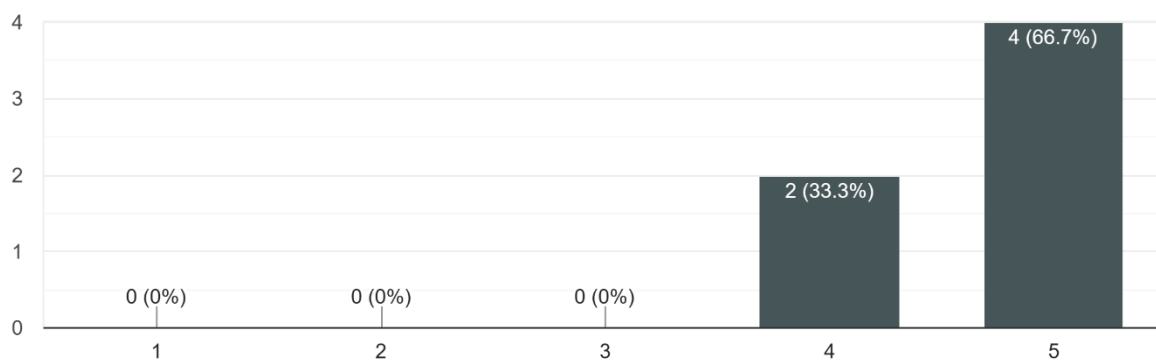
PROJECT OBJECTIVES 1.Please evaluate the achievement of the project objectives to date on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied).

6 responses



2.Please evaluate the overall project progress and the quality of the products to date on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied).

6 responses



3. Please indicate the strong points that contribute to the achievement of the project objectives. 6 responses

Expert focus groups provided valuable feedback.

Continued strong communication and willingness to support each other among partners sustain momentum.

Strongest point is the high value of project results and high quality of activities carried on

Cooperation

excellent collaboration

Group work, time management and adherence to deadlines by all partners

4. Please indicate the aspects that need improvements 6 responses

Progress is achieved according to the plan

A more systematic approach to tracking task progress is needed to ensure accountability and timely completion.

Aspect that need improvements refer internal and external communication system

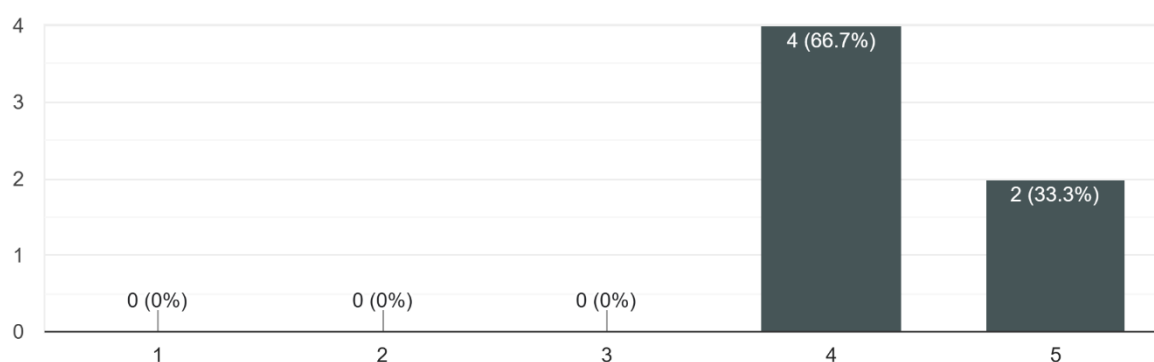
management of the project

respect the deadlines

No particular improvements are needed

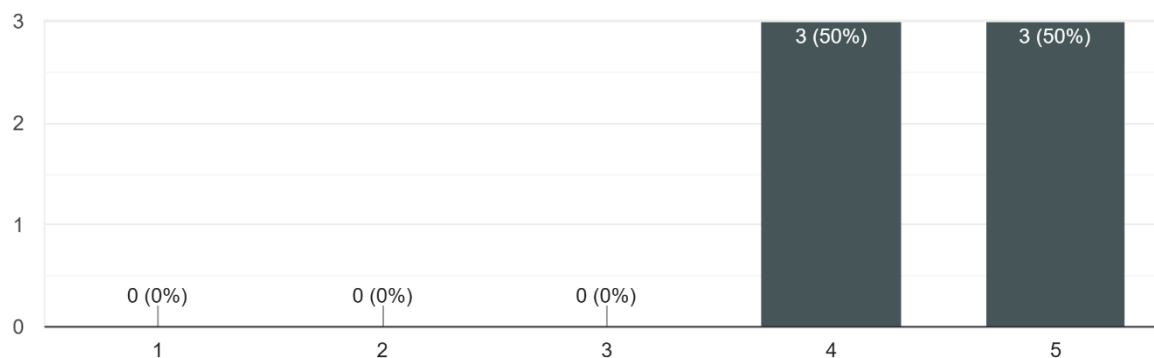
PROJECT MANAGEMENT AND PROGRESS Please evaluate the following aspects of the project progress. It is a part of the quality assurance process. (Very Satisfied) 5. Overall project management (WP 1)

6 responses



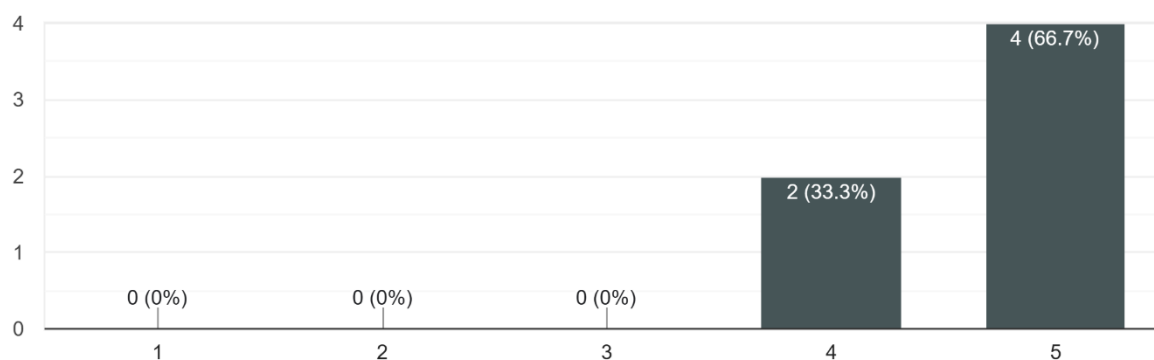
6. Communication between the Work-Package responsible and the other Partners

6 responses



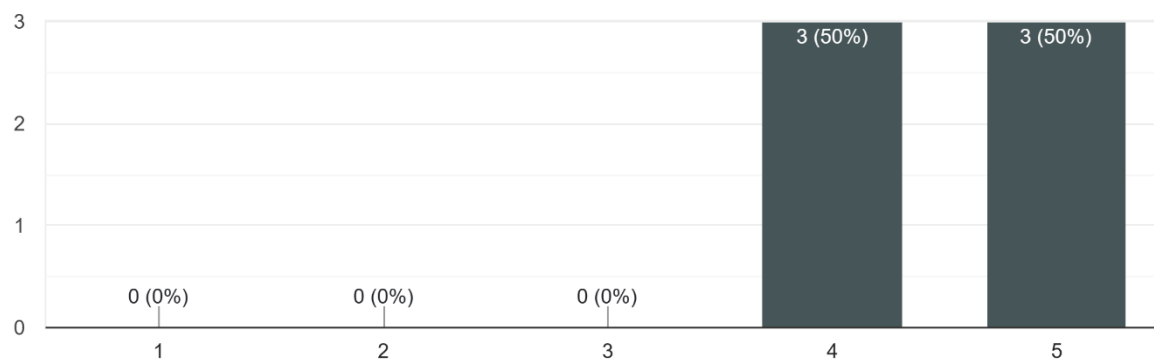
7. Quality of the documents

6 responses



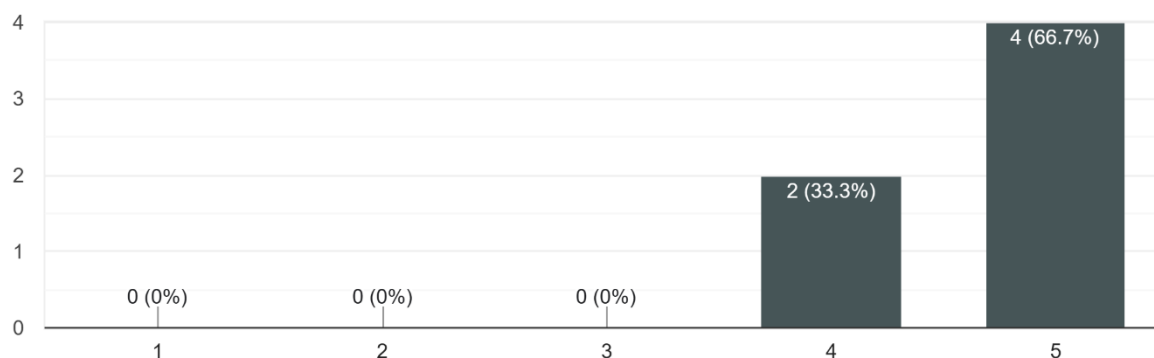
8. Adherence to the procedures and deadlines

6 responses



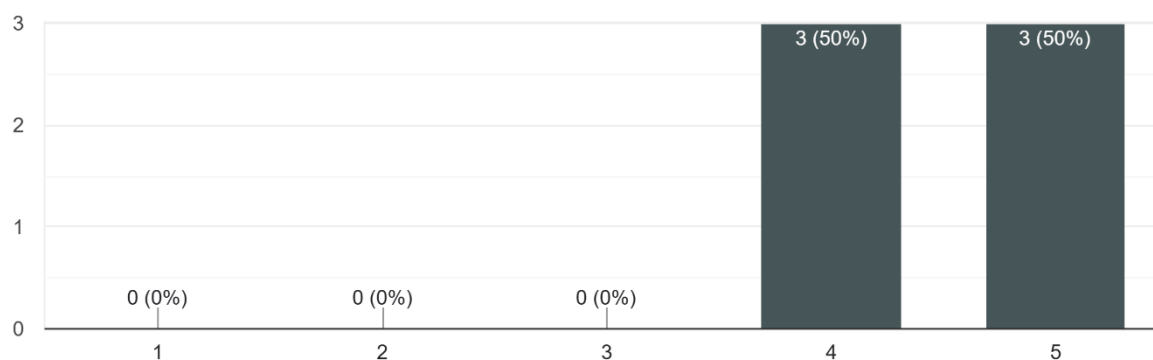
9. Efficiency (allocated resources) for the completion of activities

6 responses



10. Communication and cooperation among partners

6 responses



11. Write the strong points and the aspects to be improved 6 responses

A positive outlook prevails that allows individual strengths to be multiplied and utilized within the partnership. Key milestones are being met, showing consistent advancement in work packages. There is a need for more frequent reminders and follow-ups on outstanding tasks.

Strong points are the expertise of partners, that allow to produce very good results.

management

capacity to work and motivation to participate in the project aspects to be improved: deadlines and time management

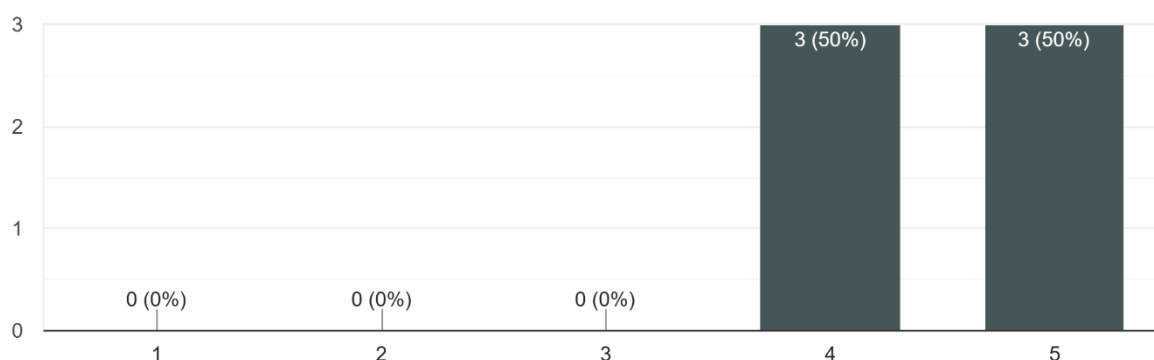
A united team and excellent collaboration between partners made the work easy.

12. Comments/suggestions/recommendations on the Project management (WP1) and general progress

6 responses

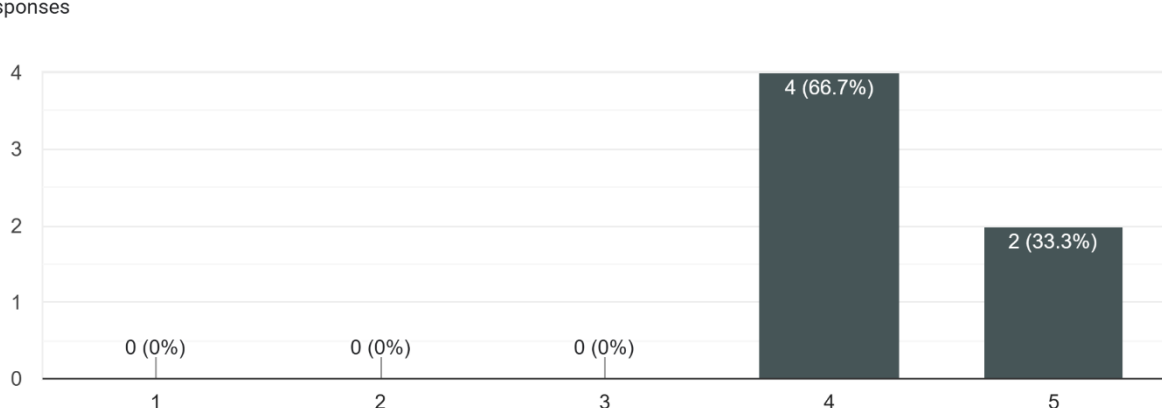
Good progress, meeting project milestones
Conduct bi-weekly check-ins to track progress and address potential delays.
No
management
all is very good and we are in time with the results of the WP1
None

WORK PACKAGES & MAIN ACTIVITIES Please evaluate the project progress in its work plan of WP's and main activities. For each aspect, please ...uate psychometric skill assessment questionnaires
6 responses



15. WP4- Career Guidance 4.0 training program and new adapted career guidance 4.0 methodologies and practices for career practitioners

6 responses



16. Write the strong points and the aspects to be improved 6 responses

Work in progress, improving via the strengths of the partnership and the useful feedback provided by expert's focus groups

Most WPs show good progress toward intermediate milestones, with outputs aligning with project objectives. Strong points refer the innovativeness and usefulness of project results. Aspects to be improved refer the possibility to disseminate the ongoing activities on web.

deadlines

recently information regarding the results of the WP's aspects to be improved - NO

The system is functioning e easy to use, and has been improved thanks to the collaboration of all partners.

17. Comments/suggestions/recommendations on the WP's and main activities₄ responses

Reevaluate the progress of each WP and shift focus to those lagging behind to ensure timely completion.

no

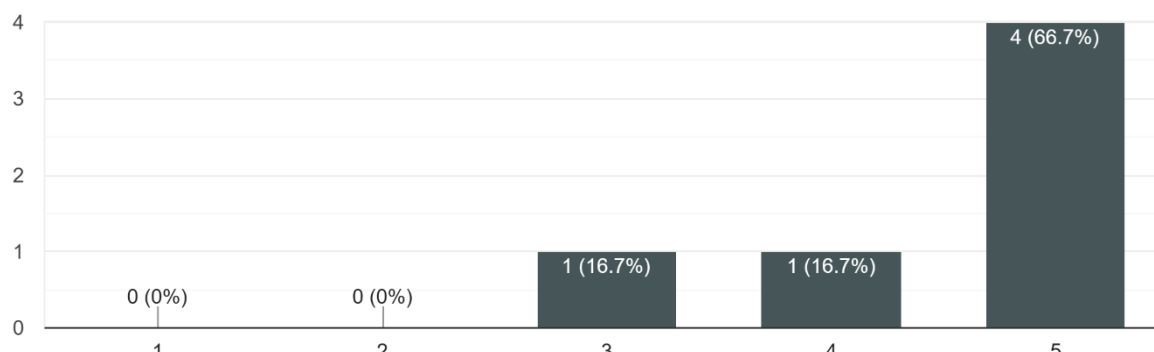
we follow with professionalism the steps of the project CAREERS 4.0

None

COMMUNICATION, DISSEMINATION AND EXPLOITATION Please evaluate the project communication, dissemination and exploitation activities (1 = Not at all Satisfied, 5 = Completely Satisfied).

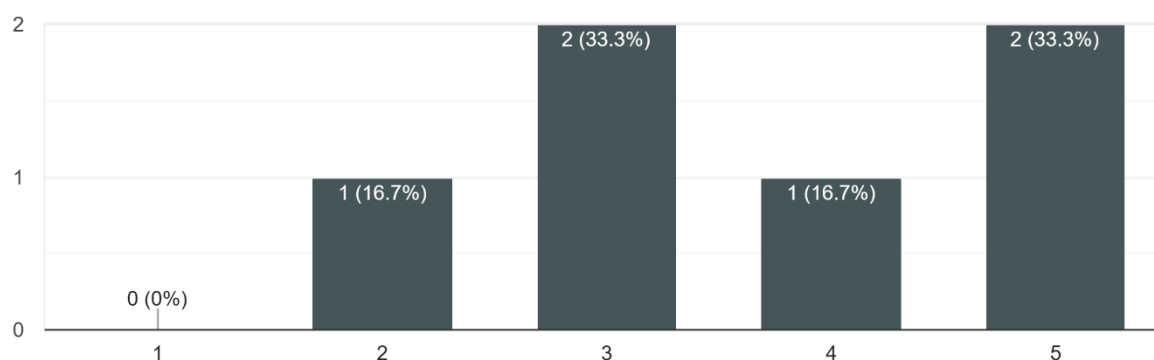
18. Meetings with professionals

6 responses



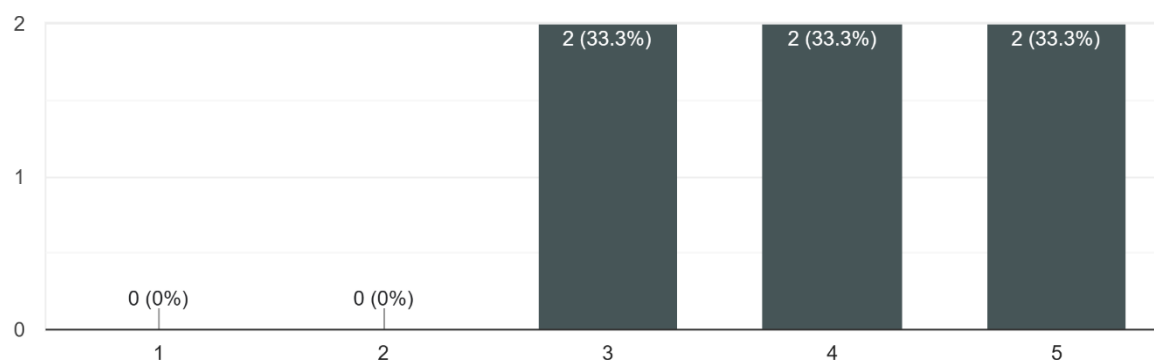
19. National events

6 responses



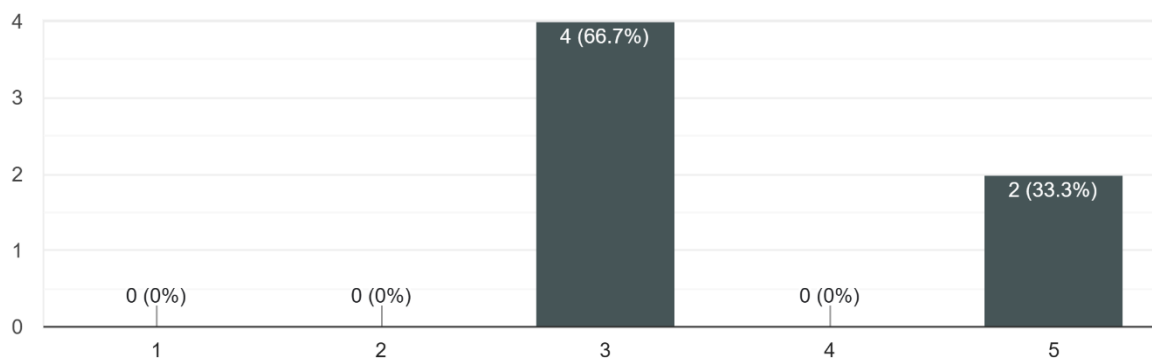
20. Local/National/ International events (congresses, seminars, workshops etc.)

6 responses



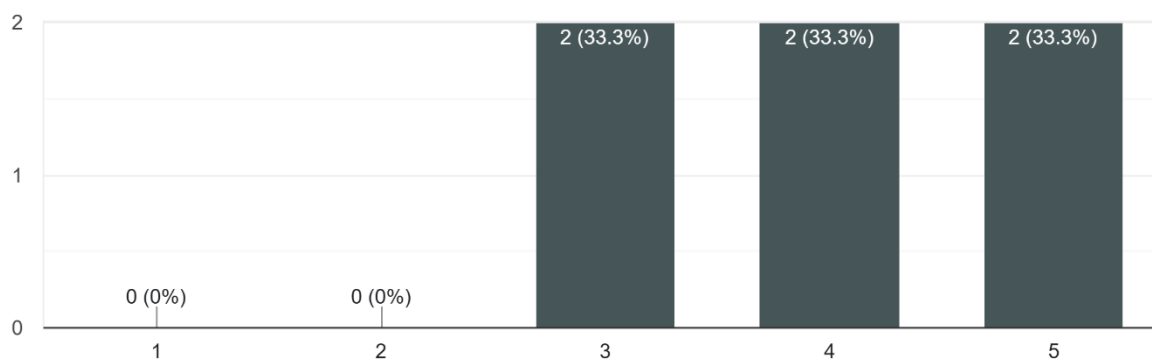
21. Local/ National/ International journal articles

6 responses



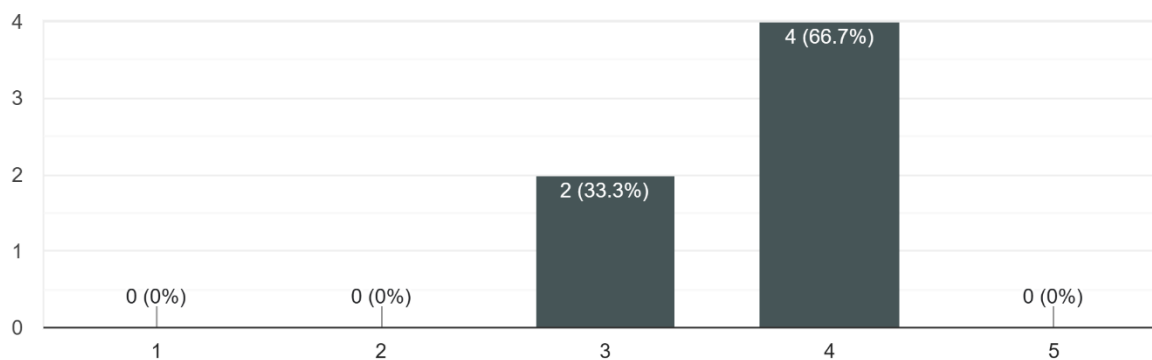
22. Newsletters, posters etc.

6 responses



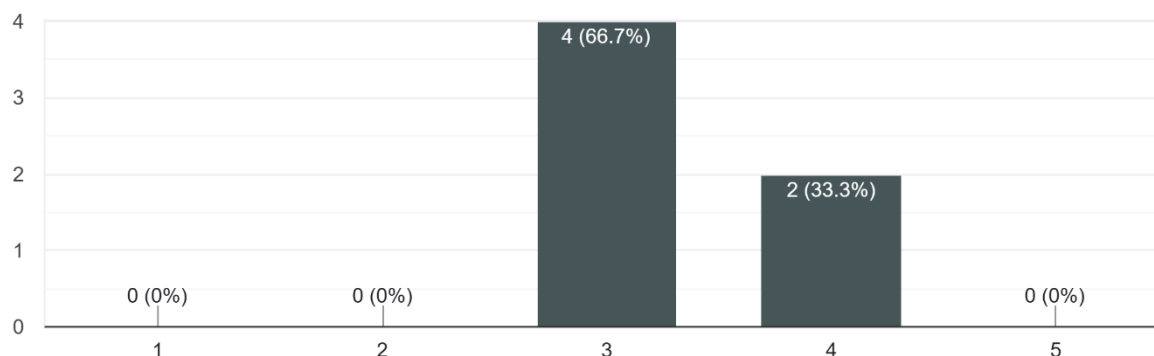
23. Social network dissemination (Facebook, Instagram, LinkedIn)

6 responses



24. Project website

6 responses



25. Write the strong points and the aspects to be improved 6 responses

Dissemination strengthens as the project progresses

Dissemination activities are reaching a wider audience through workshops, webinars, and partnerships with relevant organizations.

Main strong point is the possibility to involve people online and ask them to test project results online. Aspect to be improved refer the lack of official project dissemination channels

it is necessary to improve the dissemination of the project

more actions to have dissemination activities at the high qualitative level

As for the previous parts of the projects, the team should make a better use of website and social medias to share the project progress

26. Comments/suggestions/recommendations on the Communication, Dissemination and Exploitation

6 responses

No further comments

Develop templates and guidelines to ensure consistency in all communication outputs.

It needs to be implemented as soon as possible project website and social network accounts.

The same

keep it up with more Communication, Dissemination and Exploitation at the partnership level!!!

devote more time to social media planning

FINAL COMMENTS/ SUGGESTIONS/ RECOMMENDATIONS

27. Do you have any final comments, suggestions and recommendations that could help improve the procedures, activities and results of the CAREERS 4.0 project?

6 responses

No further comments

A more proactive approach to managing deadlines, responsibilities, and outputs would improve coordination across all activities.

no

The same

very good communication and relationship among partners regarding the procedures, activities and results of the CAREERS 4.0 project

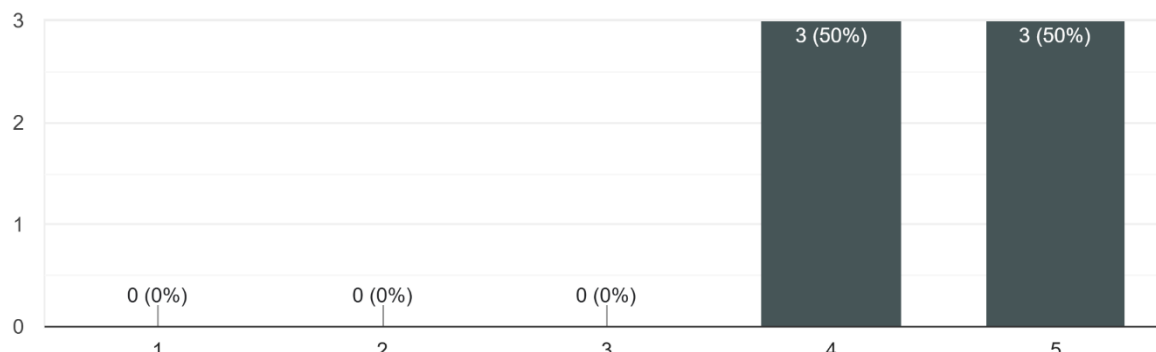
No particular suggestions

4. Careers 4.0 Monitoring Evaluation Form_QUALITY CHECK

POINT_Sept 2024 - Nov 2024

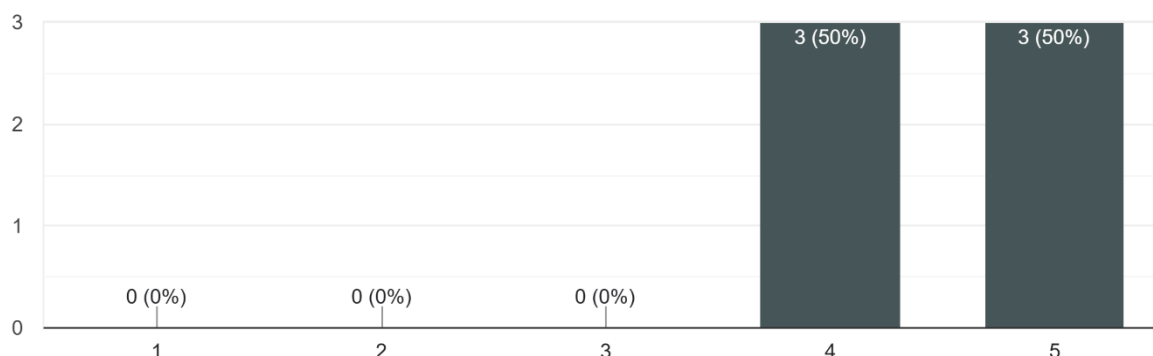
PROJECT OBJECTIVES 1. Please evaluate the achievement of the project objectives to date on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied).

6 responses



2. Please evaluate the overall project progress and the quality of the products to date on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied).

6 responses



3. Please indicate the strong points that contribute to the achievement of the project objectives. 6 responses

management

Good communication and cooperation among partners. Strong motivation

Teamwork, punctuality and professionalism of all partners

Effective communication and mutual understanding among partners enable the team to address challenges collaboratively.

The first in person meeting in Trapani was a great opportunity to strengthen the partnership and handle any matters arising

Strongest points are the involvement of a wide number of people

4. Please indicate the aspects that need improvements 6 responses

management

Time management

No improvements needed

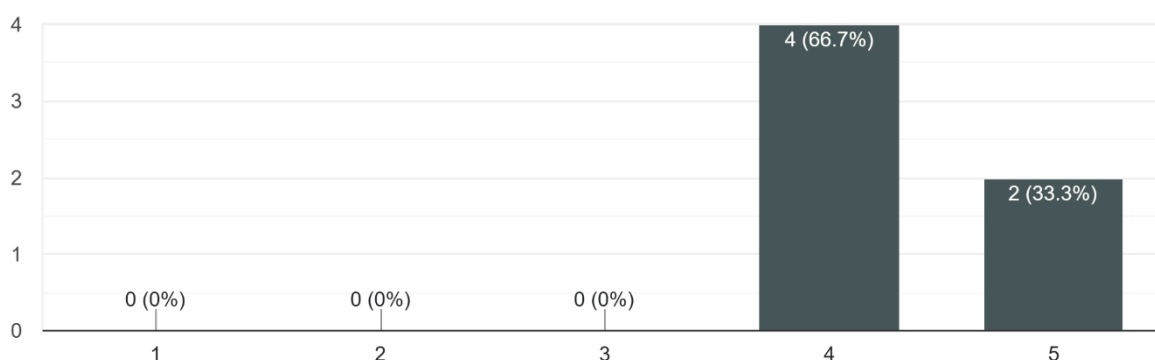
Stronger management oversight is needed to ensure that all deliverables align with the overarching goals and meet quality standards.

No identified need for further improvements

Aspects that need improvements refer to the high number of activities to do at the same moment

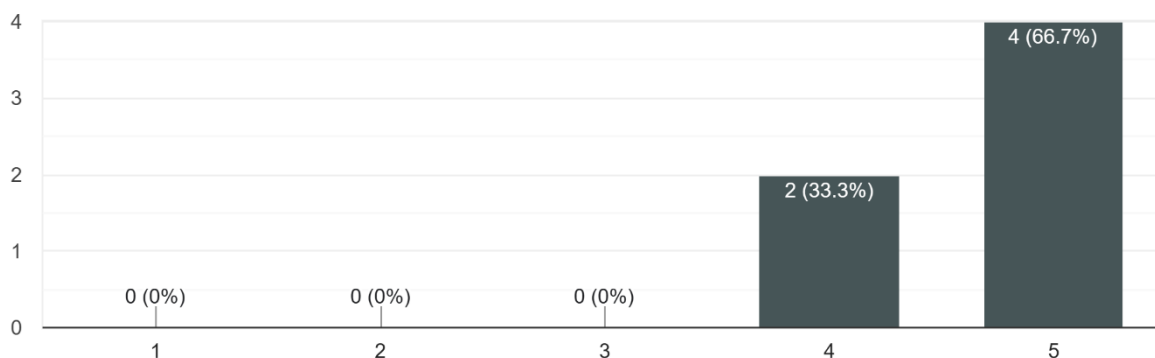
PROJECT MANAGEMENT AND PROGRESS Please evaluate the following aspects of the project progress. It is a part of the quality assurance process. (Very Satisfied) 5. Overall project management (WP 1)

6 responses



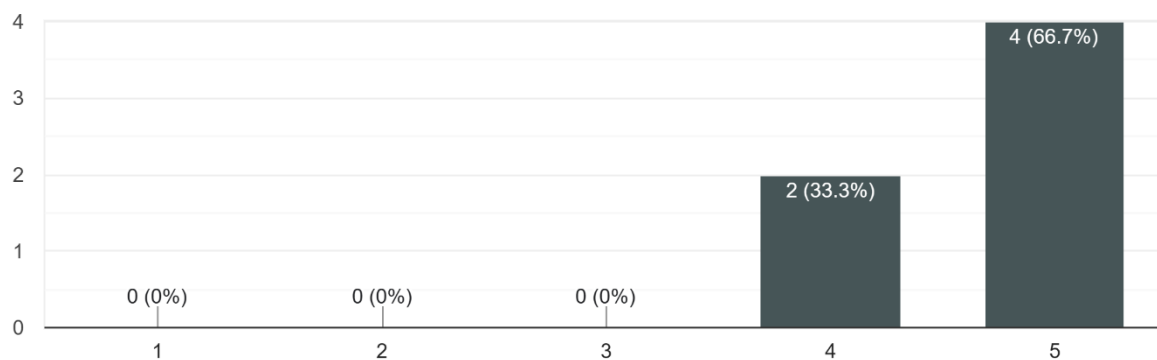
6. Communication between the Work-Package responsible and the other Partners

6 responses



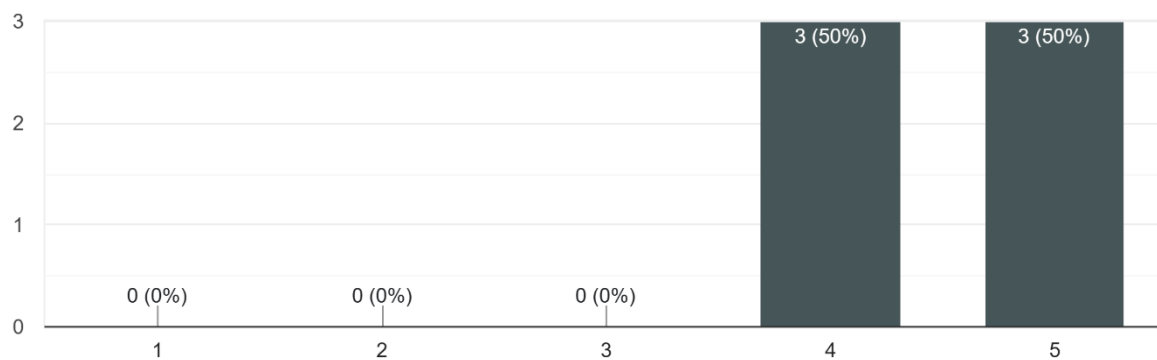
7. Quality of the documents

6 responses



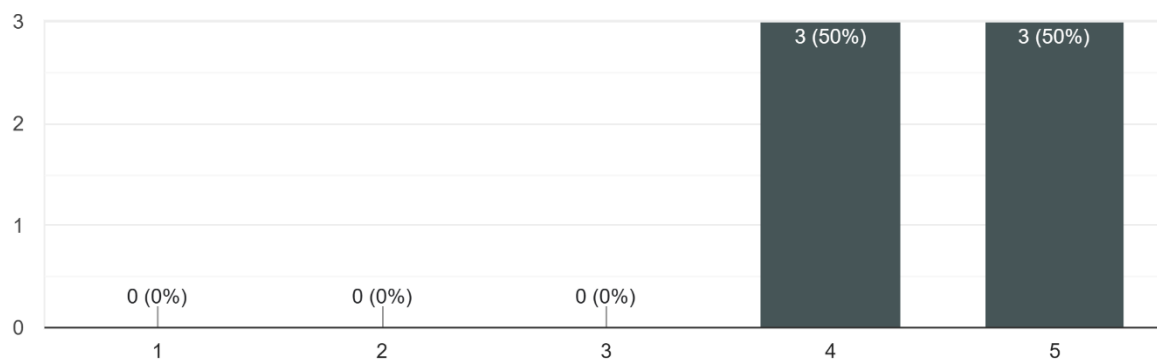
8. Adherence to the procedures and deadlines

6 responses



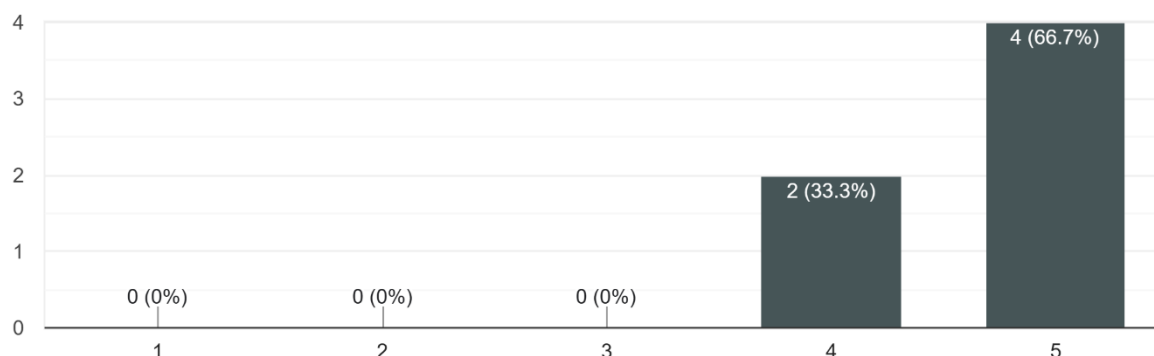
9. Efficiency (allocated resources) for the completion of activities

6 responses



10. Communication and cooperation among partners

6 responses



11. Write the strong points and the aspects to be improved 6 responses

the same of the rest of the questionnaires

Communication; aspect to be improved - more focus on dissemination activities

Project leaders manage timelines and task allocation effectively. No improvements needed.

Partners are highly motivated to complete final tasks and achieve project objectives. Stronger management oversight is needed to ensure final deliverables meet expected standards.

The international meeting in Trapani strengthened the partnership and was an opportunity to discuss any issues and plan the following steps

Strong points are the very high quality of project results, aspects to be improved refer the high number of tasks to do at the same time

12. Comments/suggestions/recommendations on the Project management (WP1) and general progress 6 responses

the same of the rest of the questionnaires

Increased focus on monitoring activities

No particular improvements needed.

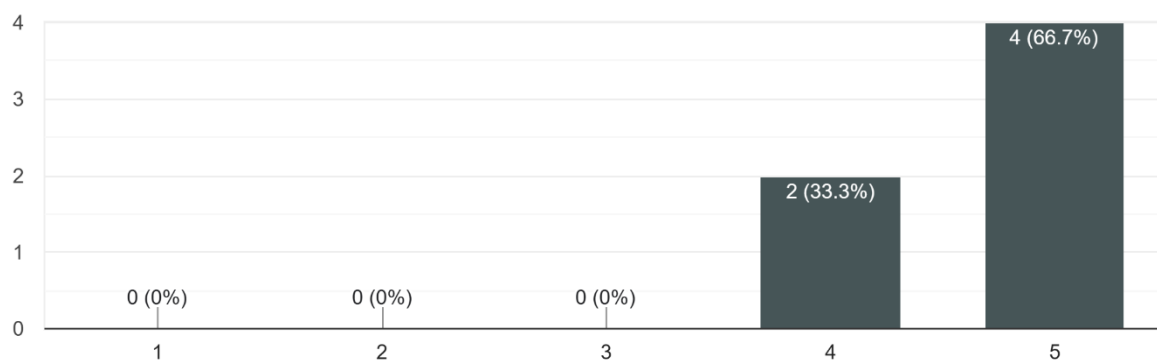
schedule review sessions for each deliverable to ensure quality and alignment with objectives.

Our general progress is deemed positive as important project milestones have been achieved.

It should be useful to separate project activities, with short deadline in order to avoid so much tasks at the same time

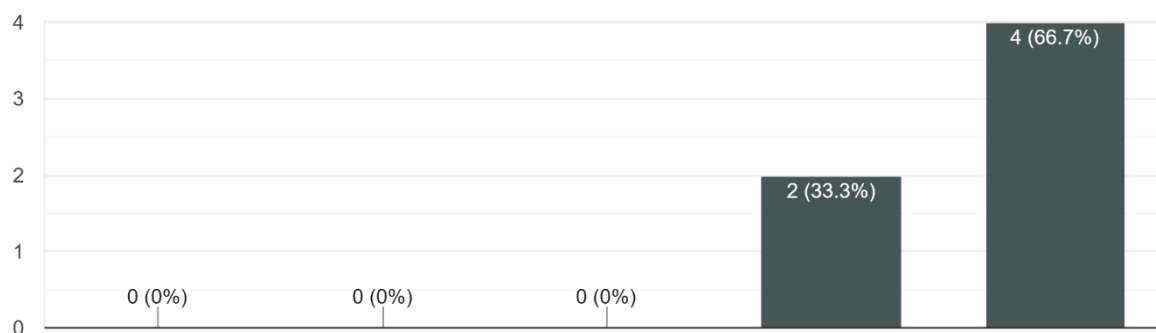
WORK PACKAGES & MAIN ACTIVITIES Please evaluate the project progress in its work plan of WP's and main activities. For each aspect, please ...uate psychometric skill assessment questionnaires

6 responses



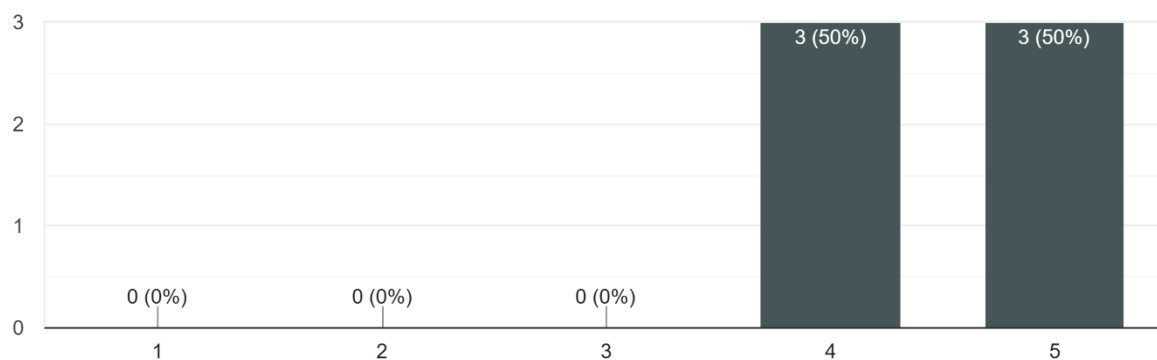
14. WP3- Careers and Competence 4.0 Information & Assessment System

6 responses



15. WP4- Career Guidance 4.0 training program and new adapted career guidance 4.0 methodologies and practices for career practitioners

6 responses



16. Write the strong points and the aspects to be improved 6 responses

the same of the rest of the questionnaires

Good expertise of the people involved in these WP s. Aspects to be improved - more promotion of the project on social media

The work carried out is of great quality and very easy to use.

WPs increasingly align their outputs, showcasing strong collaboration and coherence.

Stronger partnership, opportunities to clarify issues and collaborate in real time.

Strong point refers the very good cooperation among partners, but maybe it needs more online meeting to share problems and find common solutions.

17. Comments/suggestions/recommendations on the WP's and main activities 5 responses

the same of the rest of the questionnaires

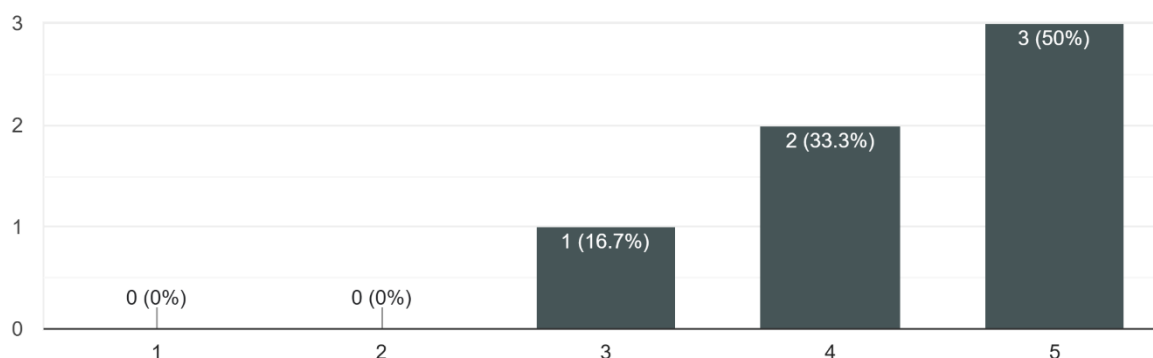
Ok

No suggestions

Greater focus is needed on how WP outputs are integrated into the overall dissemination strategy.

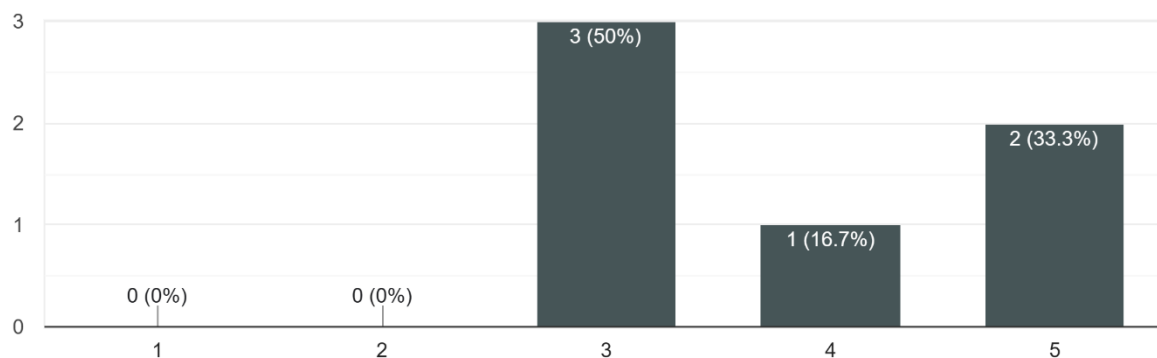
no

COMMUNICATION, DISSEMINATION AND EXPLOITATION Please evaluate the project communication, dissemination and exploitation activities (1=Not Satisfied, 5=Fully Satisfied). 18. Meetings with professionals 6 responses



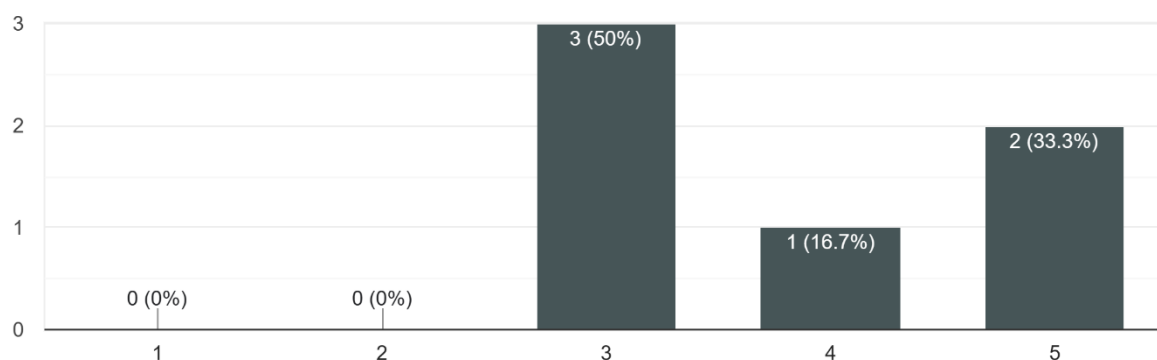
19. National events

6 responses



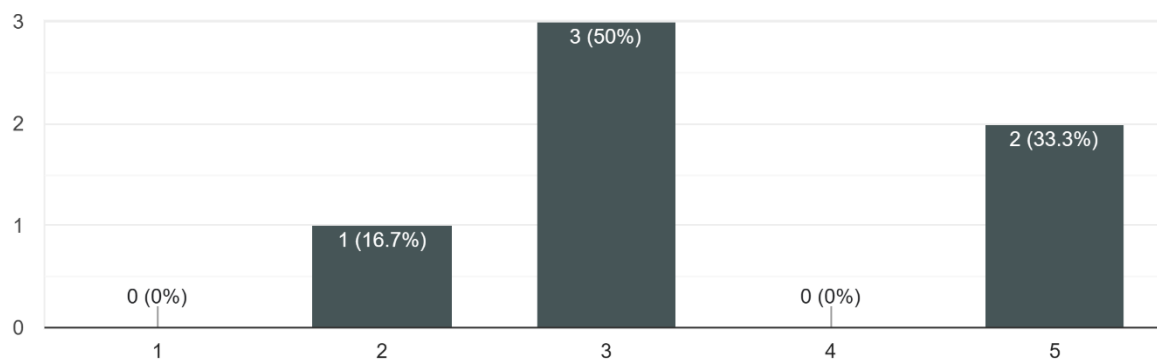
20. Local/National/ International events (congresses, seminars, workshops etc.)

6 responses



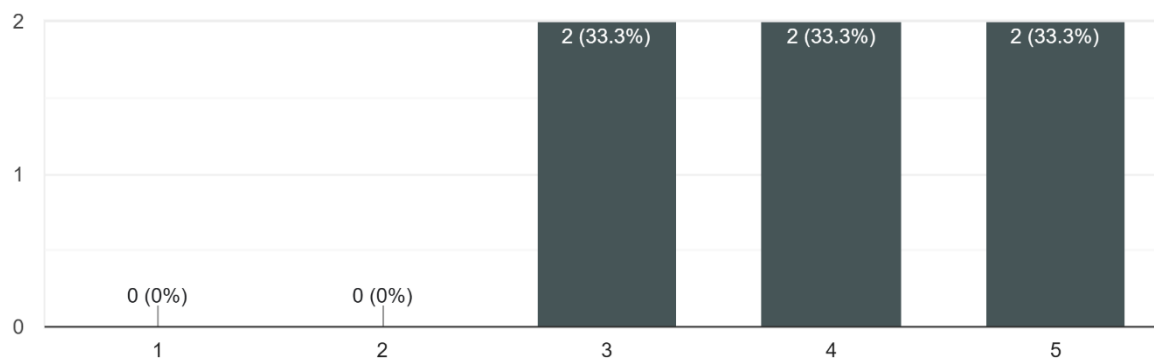
21. Local/ National/ International journal articles

6 responses



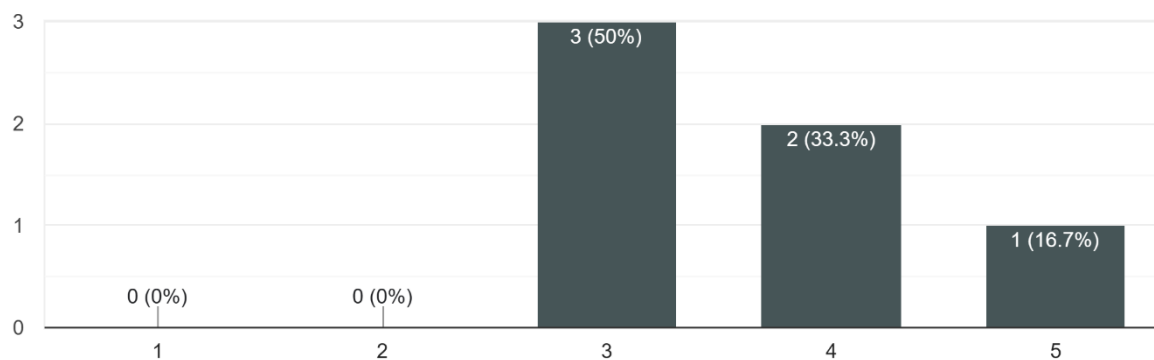
22. Newsletters, posters etc.

6 responses



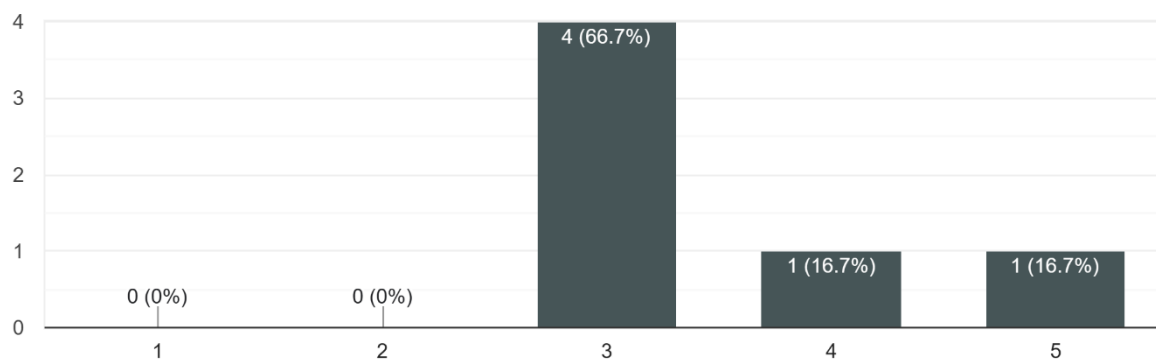
23. Social network dissemination (Facebook, Instagram, LinkedIn)

6 responses



24. Project website

6 responses



25. Write the strong points and the aspects to be improved 6 responses

the same of the rest of the questionnaires

Good project results, very useful. Aspect to be improved - more visibility

The project is

Dissemination efforts are intensifying, ensuring the project reaches a broad audience before completion.

The project is becoming more visible to the local communities as time progresses

Strong points are the possibility to send the first project newsletters, but it needs to implement project website and social network accounts.

26. Comments/suggestions/recommendations on the Communication, Dissemination and Exploitation

6 responses

the same of the rest of the questionnaires

More dissemination and exploitation activities

The project is well received and is receiving considerable media coverage.

Develop and follow a specific plan referring to actions that need to be done in the next months per partner.

In person meetings and quality time are great ways to solidify the partnership, foster creativity, clarify issues, and make concrete plans for the following stages.

It needs to implement as soon as possible project website and social network accounts.

FINAL COMMENTS/ SUGGESTIONS/ RECOMMENDATIONS

27. Do you have any final comments, suggestions and recommendations that could help improve the procedures, activities and results of the CAREERS 4.0 project?

6 responses

the same of the rest of the questionnaires

On the whole, we are ok with the activities of the project

No particular recommendations

no

Enhance dissemination efforts and keep up with deadlines in all WPs

No further comments at this stage