

CAREERS 4.0

Quality Check Point
Monitoring/Evaluation

Interim Report

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1 December 2024 - 30 November 2025

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1. INTRODUCTION

This section focuses on the evaluation of the feedback provided by the partners of the CAREERS 4.0 project during the second year of project implementation (1 December 2024- 30 November 2025), based on the quarterly monitoring and quality assurance questionnaires administered throughout Year 2 of the project.

The purpose of this evaluation is to analyze **the progress of the project during its second year**, the extent to which the planned objectives were achieved, the effectiveness of project management and consortium collaboration, as well as the quality of the results and of the communication, dissemination and exploitation activities.

In addition, the evaluation aims to highlight how the recommendations and lessons learned during the first year of implementation were considered and integrated into the activities carried out in the second year.

The evaluation process was based on **quantitative and qualitative feedback provided by the project partners**, collected through Google Forms administered quarterly by the project coordinator (CMBRAE), within the framework of the “Quality Check Point” elaborated in the WP1 management. The partners’ responses enabled continuous monitoring of progress, identification of challenges encountered during the second year, and formulation of recommendations to support the efficient implementation of activities.

The structure of this evaluation follows the same methodological approach used in Year 1 and includes:

- evaluation of project objectives and overall progress;
- analysis of project management and implementation of WP1;
- assessment of the progress of work packages and main activities (WP2–WP4);
- analysis of communication, dissemination and exploitation activities;
- synthesis of final comments, suggestions and recommendations provided by the partners.

Through this approach, the report provides a **comprehensive overview of the project’s performance during the second year of implementation**, highlighting both the key

achievements and the factors that contributed to the effective continuation and consolidation of the CAREERS 4.0 project.

2. QUESTIONNAIRE

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 of the questionnaire is available here:

- 5.Careers 4.0 Monitoring Evaluation Form_QUALITY CHECK POINT_Dec. 2024 - Feb. 2025
<https://forms.gle/5qygrjEW4CZLhZ5W9>
- 6.Careers 4.0 Monitoring Evaluation Form_QUALITY CHECK POINT_Mar. 2025 - May 2025
<https://forms.gle/pdmZ6R4LAaGMtH4P8>
- 7.Careers 4.0 Monitoring Evaluation Form_QUALITY CHECK POINT_June 2025 - Aug. 2025
<https://forms.gle/tiXdcoRAhR5jFTfS9>
- 8.Careers 4.0 Monitoring Evaluation Form_QUALITY CHECK POINT_Sept. 2025 - Nov. 2025
<https://forms.gle/tgmm7pgnv9oBjF7h6>

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 needs improvements, 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 the 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 4.0 Framework and adequate psychometric skill assessment questionnaires					
• WP3- Careers and Competence 4.0 Information & Assessment System					
• WP4- Career Guidance 4.0 training program and new adapted career guidance 4.0 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	4	Teamwork and good communication	Better time management
	5	5	Hard work for accomplished the tasks of the project	
	4	4	Good planning, collaborative work among partners, communication and respect.	Monitoring and evaluation
	5	5	Transparent communication, good teamwork, flexibility and adaptability, shared vision, creativity, positive attitude.	
PROGRESSUS RESEARCH & COUNSELLING – Greece	4	4	teamwork, expertise of partners, high interest of partners in the creation of the tools that are highly demanded by their clients	more efforts on timely delivery of outputs, stronger dissemination
	5	5	good management team, team members with high professionalism, deadlines were set and all tried to follow them. experienced partners	more efforts from some partners to be on time with their deliverables.

	5	5	Good collaboration between partners and a clear common vision; The tools were ready and the first users were very positive; the platform, assessments and immersive tools generated strong interest.	More testing with a wider range of users could have helped fine-tune usability and practical application.
	5	5	well organisation, strong commitment, high expertise, professionalism	some small delays but without minor consequences to the quality of results
STUDO RISORSE S.R.L. – Italy	4	4	The project is very innovative and the partnership is strong and made of very qualified and expert people	It needs to intensify dissemination activities, implementing both the project website and social pages as soon as possible
	5	5	Strongest points that contribute to the achievement of the project objectives are the expertise of project partners and the good quality of results produced	The aspects that need improvements are the respect of timelines
	5	5	Main strong point refer the innovative digital tools produced thanks to the involved partners.	The aspects that need improvements refer the dissemination activities.
	5	5	Strongest points of this project is the very high quality and innovativeness of tools produced	Aspects that need improvements refer the communication and dissemination system
IIFORMATICA S.R.L. – Italy	5	5	project managed with correct timing and methods and with few hitche	No particular improvements needed.
	5	5	The strengths of the project management lie in the excellent management of time and resources by CMBRAE and the strong collaboration between the partners.	No particular improvements needed

	5	5	The team has now reached a very high level of organisation, works smoothly and collaborates effectively.	
	5	5	The success of the project is due to a skilled and collaborative team, which worked hard and with enthusiasm.	No particular improvements needed
EUROPEAN UNIVERSITY CYPRUS – Cyprus	5	5	The partnership, a positive outlook, flexibility, and a supportive environment	Work is ongoing to improve the presentation, responsiveness and user friendliness of the tool under construction
	5	5	all partners are working well individually and together	n/a
	5	5	Individual expertise and a positive collaboration amongst partners	No improvements I can think of
	5	5	The international team of partners worked well together and individual expertise were well suited and in combination delivered high quality outcomes!	No improvements necessary
QUALIFICALIA ANALYTICS S.L. – Spain	4	4	Community	Clear rules
	4	4	Try to access to younger people to participate in the pilot testing of the questionnaire	More control and guidelines more clear, following the proposal.
	4	5	Cooperation	Engagement
	5	5	Cooperation and colaboration	Follow the deadlines of the project
AVERAGE	4,71/5	4,75/5		

Conclusions – Evaluation of project objectives and progress (Year 2)

The analysis of the quarterly feedback collected from the CAREERS 4.0 project partners during the second year of implementation indicates a very high level of satisfaction regarding the achievement of project objectives and the overall project progress.

The annual average scores show excellent results:

- Achievement of project objectives (Q1): 4.71/5
- Overall project progress and quality of products (Q2): 4.75/5

These scores reflect a clear consolidation of project performance in Year 2, confirming that the project advanced in a structured manner and that the objectives defined in the application were largely achieved, with tangible, high-quality outcomes.

Identified strengths

The qualitative feedback provided by partners (Q3) highlights several recurring strengths that contributed significantly to the successful achievement of the project objectives:

- Strong teamwork and effective collaboration, with partners demonstrating a high level of commitment and mutual support;
- High expertise and professionalism of the consortium, particularly in the development of innovative digital tools, assessment instruments and platform-based solutions;
- Transparent and efficient communication, fostering a shared vision, adaptability and flexibility throughout the implementation process;
- Well-structured project management, coordinated by CMBRAE, ensuring appropriate use of time and resources and a smooth workflow;
- Innovativeness and high quality of the project results, with tools and platforms generating strong interest and positive feedback from initial users and stakeholders;
- Increased organisational maturity of the partnership, with improved coordination and efficiency compared to the first year.

The partners consistently emphasized that the project reached a high level of operational coherence and quality during its second year.

Aspects requiring improvement

Despite the very positive overall assessment, partners also identified a limited number of areas for further improvement (Q4), mainly focused on fine-tuning rather than structural issues:

- Time management and adherence to deadlines, particularly for some deliverables and partners, although delays were generally minor and did not affect the quality of results;
- Strengthening dissemination and communication activities, especially through the project website and social media channels, to increase visibility and outreach;

- Further testing and validation of tools, involving a wider and more diverse group of users to improve usability and practical applicability;
- Enhanced monitoring and evaluation mechanisms, to support continuous quality improvement in the final stages of implementation;
- Greater engagement of specific target groups, particularly younger beneficiaries, in pilot testing activities.

In conclusion, the second year of implementation of the CAREERS 4.0 project is characterized by excellent progress, a very high level of achievement of project objectives, and the delivery of innovative and high-quality results.

The feedback received confirms that the partnership functioned effectively, with strong collaboration, shared ownership and a clear common vision.

The aspects identified for improvement represent targeted optimization measures, aimed at enhancing dissemination, fine-tuning tools and ensuring timely delivery, rather than addressing major shortcomings. These findings demonstrate that the project successfully built upon the foundations laid in Year 1 and reached a mature and stable stage of implementation in Year 2.

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	5	5	4	5	5	Good collaboration; aspect to be improved-procedures	continuous monitoring of the project activities
	4	5	4	4	4	5	Communication	More attention for the time management
	4	5	5	4	5	5	Transparent communication, cooperation, efficient workflow, flexibility; aspect to be improved - continuous feedbacks	A stronger coordination and consistent monitoring
	4	5	5	5	5	5	Excelent expertize within partnership, strong teamwork, coordinated actions, good execution of the tasks, measurable results achieved, creativity, optimistic attitude	
PROGRESSUS RESEARCH & COUNSELLING – Greece	4	5	5	3	3	4	Effective coordination in developing key project frameworks	Better adherence to timelines
	5	5	4	4	5	5	well organised, ensuring a smooth project	some more reminders to partners to

							start-up and a clear understanding of roles and responsibilities among partners. regular coordination meetings supported alignment across WPs. The consortium demonstrated strong commitment and collaboration	stick to deadlines and KPIs
	5	5	5	4	5	5	Good coordination and clear communication helped the partners move smoothly from development to implementation.	the management was effective. we could only have some more reminders on the KPIs so as every partner to be sure what is waited by them.
	5	5	5	5	5	5	Project management supported the increased dissemination activities well and kept everyone aligned and on track.	Maybe some guidance on next steps and sustainability would help partners plan follow-up actions
STUDO RISORSE S.R.L. – Italy	4	4	5	4	4	5	The cooperation among partners is very good	It needs to respect the deadlines, in

								order to carry on all the foreseen activities
	5	5	5	5	5	5	Strongest point is the Quality of the documents produces, aspects to be improved refers the communication among partners.	Project management and general progress of the project are very good, we only recommend a better communication among partners.
	5	5	5	5	5	5	Strong points: Adherence to the procedures and deadlines and quality of the documents Aspects to be improved: communication among partners	Improve the communication among partners about the activities updating
	5	5	5	5	5	5	Strongest point is the quality of the tools and results, communication among partners needs to be improved	We think that this project is very innovative and the results produces can be very usefull for careers practitionners.
IINFORMATICA S.R.L. – Italy	5	5	5	5	5	5	The project is progressing smoothly thanks to the excellent cooperation and availability of all partners.	No particular suggestions
	5	5	5	5	5	5	The partners collaborate	No particular suggestions

							harmoniously and keep each other constantly updated through monthly meetings and email exchanges.	
	5	5	5	5	5	5	Strong point is the collaboration and excellent working relationships between project partners. No particular aspect to improve	None
	5	5	5	5	5	5	The project is excellently managed by the project leaders, who have coordinated time and resources in the best possible way. No improvements needed.	No particular suggestions.
EUROPEAN UNIVERSITY CYPRUS – Cyprus	5	5	5	5	5	5	Openness and utilizing each partner's strengths to achieve the best result possible	All is progressing well for the time being
	5	5	5	5	5	5	Fruitful collaboration	Positive arrangements progressing smoothly
	5	5	5	5	5	5	Project management is smooth and the	No relevant comments

							lead partner is clear and helpful	
	5	5	5	5	5	5	Strong leadership that was open to suggestions and able to work well with all involved	Excellent progress
QUALIFICALIA ANALYTICS S.L. – Spain	3	4	4	4	5	4	Clear communication	Slow development
	4	4	4	4	4	4	Cooperation	More coordination
	4	4	4	4	4	4	Clear communication be improve	Clear rules
	4	5	4	4	4	4	WhatsApp group	More clear tasks
AVERAGE	4,54/5	4,83/5	4,75/5	4,50/5	4,71/5	4,79/5		

Conclusions – Project management and progress (WP1) – Year 2

The results obtained in the second section of the questionnaire highlight a very high level of partner satisfaction regarding project management and the overall progress of activities, as reflected by average scores ranging between 4.50 and 4.83 out of 5 across all evaluated indicators.

Overall project management (WP1) was positively assessed by the majority of partners (average score: 4.54/5) and was described as effective, well-structured, and supported by clear coordination from the lead partner. Transparent communication, clear definition of roles and responsibilities, and the organization of regular meetings contributed to the smooth implementation of activities and ensured alignment across work packages.

The quality of the documents produced achieved one of the highest average scores (4.83/5), with partners emphasizing the professionalism, coherence, and relevance of the materials developed. This confirms the high level of expertise within the consortium and compliance with the quality standards established at the beginning of the project.

Regarding adherence to procedures and deadlines (average score: 4.50/5), evaluations indicate a good level of compliance overall. However, some partners pointed out the need for improved time management and stricter adherence to timelines, particularly during certain phases of project implementation. These observations represent a recurring theme and highlight an area for improvement also identified in previous evaluations.

Efficiency in the use of allocated resources (average score: 4.71/5) was assessed very positively, with partners agreeing that time, expertise, and resources were appropriately utilized to achieve the project objectives.

A consistently highlighted strength across all partner organizations was communication and cooperation within the consortium, which received an average score of 4.79/5. Harmonious collaboration, openness to suggestions, mutual support, and continuous information exchange significantly contributed to project progress and to the delivery of high-quality outcomes.

Concerning areas requiring improvement, partners mainly referred to:

- the need for stricter coordination in meeting deadlines;
- clearer and more uniform procedures;
- enhanced operational communication and continuous feedback mechanisms;
- additional guidance regarding key performance indicators (KPIs) and the sustainability of project results beyond the project lifetime.

Overall, the feedback confirms that project management was effective and well adapted to the complexity of the activities, while strong collaboration among partners played a key role in achieving the project objectives and delivering relevant and innovative results.

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	Q816	Q17
CMBRAE – Romania	5	5	5	A strong partnership; aspect to be improved- ongoing evaluation	A stronger coordination, continuous improvement of activities
	5	5	5	the novelty of the results of WP'S	elaboration of the WP's at the high standards
	5	5	5	Shared responsibility, collaborative team work	Aligned goals, continuous improvement
	5	5	5	Excelent results!	
PROGRESSUS RESEARCH & COUNSELLING – Greece	4	4	4	trong: well-defined frameworks and tools aligned with labour market needs- to be improved:Finalizing the activities quiclier so as not to cause problems in the next phases of the project	
	5	5	5	During this period, all WPs showed strong conceptual alignment and coherence, with clear links between the digital platform, the skills assessment tool, the immersive interest exploration component, the career information module and the training course. The theoretical framework and methodological foundations were well defined, ensuring that the tools were consistent with labour	As the tools were still at draft stage, their practical functionality and user experience could not yet be fully tested. Further refinement was needed in terms of usability, navigation and visual presentation, as well as clearer guidance on how practitioners would use the tools in real counselling contexts. More early-stage user feedback could have helped accelerate adjustments before full deployment.

				market needs and career guidance practice. The collaborative work among partners supported a common understanding of objectives and laid a solid basis for the development of integrated digital solutions. As the tools were still at draft stage, their practical functionality and user experience could not yet be fully tested. Further refinement was needed in terms of usability, navigation and visual presentation, as well as clearer guidance on how practitioners would use the tools in real counselling contexts. More early-stage user feedback could have helped accelerate adjustments before full deployment.	
	5	5	5	The WPs delivered concrete results, with the platform and tools becoming fully functional and generating very positive feedback from first users. Some small technical refinements and more practical guidance for using the	the produced results were very welcome to whoever come in touch with them

				tools would make them even easier to apply.	
	5	5	5	WP results were well consolidated and strongly supported dissemination, with many practitioners showing interest in using the tools.	Try to keep the results on platform and running as the interest expressed from practitioners was very high
STUDIO RISORSE S.R.L. – Italy	5	5	5	The tool are very innovative, it needs to improve the web platform for the submission of questionnaires	
	5	5	5	Strong points are the quality and innovativeness of tools produces. Aspects to be improved refer some minor bags on the platform.	We recommend to better test the platform in order to avoid new bugs that can make difficult the use of the digital tools.
	5	5	5	Strong points: Digital tools produced, very well done Aspects to be improved: graphic aspects of some tools	We recommend to fix some minor mistakes we found in the digital tools.
	5	5	5	Training program is very innovative and usefull for career guidance experts.	We recommend to disseminate as much as possible the results produces because thay can innovate very much the guidance system.
IIFORMATICA S.R.L. – Italy	5	5	5	The platform has been improved and is functioning well.	No particular suggestion
	5	5	5	ilnformatica collaborated with the partners to test the platform and solve alle the minor prpblems that	No suggestions

				had been found. The content of the website is of high quality thanks to the expertise of Progressus' partners and the University of Cyprus	
	5	5	5	Strong point is all the partner collaborate for the success of the platform	No suggestions or recommendations
	5	5	5	The platform also works well under stress (with many users connected simultaneously). Some improvement can be made in terms of design.	Discuss the improvements with the partner.
EUROPEAN UNIVERSITY CYPRUS – Cyprus	5	5	4	The tool is constantly improved by sharing users' feedback from each partner country	No room for improvement as far as I can see
	5	5	5	the training program and methodologies are being developed smoothly	keep up the good work everyone!
	5	5	5	Spending time all together in June and delivering first trainings	Positive interaction and positive reactions to the training
	5	5	5	All WPs were developed in a professional and collaborative manner	
QUALIFICALIA ANALYTICS S.L. – Spain	3	4	4	Long questionnaire for youth people	
	4	4	4	The project have interesting results, but need to be improve.	
	4	4	4	We need to improve the impact of the project	
	4	4	4	Work	A lot of questions
AVERAGE	4,75/5	4,79/5	4,75/5		

Conclusions – Work packages & Main activities – Year 2

The evaluation of the work packages and main activities confirms a very high level of satisfaction among partners, with average scores of 4.75/5 for WP2, 4.79/5 for WP3, and 4.75/5 for WP4.

These results demonstrate that the project work plan was successfully implemented and that the expected outputs were delivered with high quality and relevance.

- WP2 – Career Competencies 4.0 Framework and Psychometric Assessment Tools

Partners widely acknowledged the solid theoretical foundation, relevance to labour market needs, and innovative nature of the Career Competencies 4.0 Framework and associated assessment questionnaires. The framework was considered well-structured, coherent, and aligned with contemporary career guidance practices. Strong collaboration and shared responsibility among partners played a key role in achieving these outcomes.

Areas for improvement mentioned by some partners relate mainly to ongoing evaluation, the length of questionnaires for younger users, and the need for continuous refinement to enhance usability and applicability.

- WP3 – Careers and Competence 4.0 Information & Assessment System

WP3 received the highest overall evaluation, reflecting the strong appreciation of the digital platform and integrated tools developed within the project. Partners highlighted the functionality, robustness, and innovative character of the system, as well as the strong interest expressed by practitioners and first users.

While early feedback noted that draft versions required further testing and refinement—particularly regarding usability, navigation, visual design, and minor technical issues—subsequent evaluations confirmed that these aspects were largely addressed. The platform was reported to function well even under high user demand, with only minor design and technical adjustments still recommended.

WP4 – Career Guidance 4.0 Training Programme and Methodologies

The training programme and adapted methodologies were consistently described as innovative, useful, and highly relevant for career guidance practitioners. Partners emphasized the positive reception of the training sessions, the practical value of the materials, and the strong engagement of participants.

Recommendations focused mainly on intensifying dissemination activities, ensuring wide uptake of the training programme, and maintaining the availability and sustainability of the developed resources beyond the project's duration.

Cross-cutting Strengths and Lessons Learned

Across all work packages, several key strengths emerged:

- strong and effective collaboration among partners;
- high level of expertise and professionalism within the consortium;
- coherent integration of theoretical frameworks, digital tools, and training activities;
- flexibility and responsiveness to user feedback, enabling continuous improvement.

At the same time, partners identified lessons learned that can inform future initiatives:

- the importance of earlier and more extensive user testing, especially during draft development stages;
- the need for continuous technical fine-tuning and usability improvements;
- the value of clear guidance for practitioners on the practical application of tools;
- the critical role of dissemination and sustainability planning in maximizing project impact.

The feedback demonstrates that all work packages were implemented successfully and delivered high-quality, innovative, and relevant results.

The strong alignment between objectives, activities, and outputs significantly contributed to the achievement of the project's goals. Minor recommendations focus on refinement, usability, and impact enhancement rather than fundamental issues, confirming the robustness and effectiveness of the project's design and implementation during the second year.

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	5	5	5	5	4	4	Collaborative work, aspect to be improved- better data-driven monitoring	Continuous improvement of activities and results of the project
	5	5	5	5	5	4	4	connection with these topics related the new careers 4.0 at the future	more time for updating the information about the CAREERS 4.0 project regarding social media
	5	5	5	5	5	5	5	Clarity of the common goals, shared vision; aspect to be improved - increased efficiency	More activities promoting the useful activities and results ovative project
	5	5	5	5	5	5	5	Good communication and dissemination of the project results, good feedbacks from useri and career practitioners who used the platform	A good job done!
PROGRESSUS RESEARCH & COUNSELLING – Greece	4	3	4	3	4	4	3	Presentation of project to stakeholders that are highly interested and could further use our tools, But:Low dissemination efforts. We	A clear dissemination strategy with defined responsibilities and scheduled activities is crucial to improve outreach and project impact

								need more engagement from all partners	
	5	3	3	2	4	3	4	Dissemination activities were extensive and well distributed across partner countries, ensuring strong visibility of the project among career practitioners, educators and stakeholders. More messages on social media could improve our visibility	We could increase the events to present the project, but this will be easier when all WPs are finalised.
	5	4	4	2	4	4	4	Many professionals were actively engaged through meetings, training activities and national events, helping to clearly present and explain the project results. More effort could be put into social media visibility and participation in conferences in the next period to further widen outreach.	Communication and dissemination worked well, with strong engagement from professionals and good visibility through events; increasing social media activity could further expand the project's reach.

	5	5	5	2	4	4	4	A large number of professionals were engaged, with several national events organised and many presentations delivered at national and international conferences beyond project activities.	Dissemination and exploitation activities were very successful, with high participation in national events and conferences; continued coordination and consistent online communication can help sustain this strong momentum.
STUDIO RISORSE S.R.L. – Italy	4	4	4	4	4	2	2	Newsletter and meeting with professionals are very well managed. It needs to improve as soon as possible dissemination activities, with the implementation of project website and social network accounts.	All partners should improve the dissemination activities.
	4	4	4	4	5	4	4	Strong points refer the layout and graphic aspects of dissemination documents. Aspects to be improved refer the communication on project website and social media.	It needs to improve the communication system, with a Committee/Group of people who will manage the communication and dissemination activities.
	4	4	4	4	4	4	4	Strong points are the innovativeness of the tools produces.	It needs to improve and enhance the dissemination activities

	5	5	5	5	5	5	5	Strong points refer national and international dissemination events that partners organized in their country and abroad.	It needs to continue with the dissemination activities referring the project, even after the end of the project.
IINFORMATICA S.R.L. – Italy	5	5	5	5	5	5	5	The dissemination achieved good results in the various partner countries, especially in the local press.	No particular suggestions
	5	5	5	5	5	5	5	Dissemination has achieved good results through articles in local newspapers and newsletters that are shared on social media platforms.	No particular suggestions
	5	5	5	5	5	5	5	Strong points: all the partners has done a good dissemination for the project	No particular comments
	5	5	5	5	5	5	5	The dissemination achieved good results and the project received much appreciation during presentations at national events.	No particular suggestion
EUROPEAN UNIVERSITY CYPRUS – Cyprus	5	4	4	3	4	4	4	Dissemination is gaining momentum as the project unfolds	No further suggestions at this time

	5	5	5	3	5	4	4	the website is taking its final form Some issues are being shared and ironed out	more opportunities for dissemination are being scheduled for the summer and beyond
	5	5	5	4	3	4	4	The event in Cyprus was very successful and we received positive verbal and written feedback Stronger bonds were cultivated with the international partners	This is now the time to disseminate the training, website and methods even more
	5	5	5	4	4	5	5	National events went well and practitioners provided positive feedback and appeared interested in the project	Dissemination was able to reach a much larger audience through conferences and local multiplier events
QUALIFICALIA ANALYTICS S.L. – Spain	2	2	2	2	4	2	1	Social media of the project	We need activate our social media
	3	3	3	3	3	2	3	The dissemination need to improve	More cooperation and proposal for the consortium
	2	3	3	3	3	3	3	Need to improve	Need to improve
	2	3	4	3	3	5	5	More dissemination rules	More ideas to disseminate the project
AVERAGE	4.38/5	4.25/5	4.33/5	3.79/5	4.29/5	4.04/5	4.04/5		

Conclusions – Communication, dissemination and exploitation – Year 2

The evaluation of communication, dissemination and exploitation activities shows a generally positive level of partner satisfaction, with average scores ranging from 3.79/5 to 4.38/5 across the assessed dimensions.

The results indicate that significant efforts were made to promote the project and its outcomes, while also highlighting areas where further consolidation and strategic coordination could enhance overall impact.

Communication and engagement with professionals

Activities involving meetings with professionals and national events received high average scores (4.38/5 and 4.33/5 respectively), reflecting strong engagement with career practitioners, educators and stakeholders across partner countries. Partners reported high interest in the project themes, positive feedback from participants, and effective knowledge transfer during workshops, trainings and multiplier events. These activities played a crucial role in validating project outputs and increasing their relevance for real-world practice.

Events and scientific dissemination

Participation in local, national and international events was also positively evaluated (4.25/5), demonstrating the consortium's active presence in conferences, seminars and workshops. However, journal articles received the lowest average score (3.79/5), indicating that scientific dissemination could have been strengthened further. Some partners noted that publication efforts were limited by the timing of finalized results, suggesting that academic dissemination is more likely to increase once all outputs are fully consolidated.

Communication materials and online presence

Traditional dissemination materials such as newsletters, posters and printed materials were well received (4.29/5), particularly for their visual quality and clarity. In contrast, social media dissemination (4.04/5) and the project website (4.04/5) were identified as areas requiring improvement. Several partners highlighted the need for more frequent updates, clearer content planning, and stronger engagement strategies on social media platforms, as well as continuous improvement of the website's content and functionality.

Identified Strengths

Across partner feedback, the following strengths were consistently highlighted:

- strong collaboration among partners in organising dissemination activities;
- high interest and positive feedback from professionals and end users;
- effective organisation of national and international events;
- high visibility achieved through local press, newsletters and professional networks;
- innovative and relevant project results that attracted stakeholder attention.

Areas for improvement and lessons learned

Partners also identified several lessons learned and recommendations:

- the need for a clearer and more coordinated dissemination strategy, with defined roles and responsibilities;
- stronger and more systematic use of social media channels to increase visibility and reach;
- improved data-driven monitoring of dissemination activities and their impact;
- increased focus on scientific publications and long-term exploitation of results;
- ensuring continuity of dissemination efforts beyond the project's formal end.

Thus, communication, dissemination and exploitation activities contributed meaningfully to the visibility and uptake of CAREERS 4.0 results, particularly through professional engagement and events. While the overall performance is positive, the feedback highlights the importance of strategic planning, digital presence, and sustainability-oriented dissemination to fully capitalize on the project's innovative outputs.

The recommendations provided are forward-looking and offer valuable guidance for strengthening long-term impact and exploitation of results at both national and European levels.

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	We function as a good team. An aspect to be improved - better risk management
	the partnership working very good, excellent positive learning environment and confidence for development of competencies for professionals in guidance and career counselling
	The project accomplished its proposed goals.
	Maybe a new project about future-related careers
PROGRESSUS RESEARCH & COUNSELLING – Greece	Teamwork and expertise will eventually lead the project to the best results
	CAREERS 4.0 has made significant progress in developing innovative digital career guidance tools. Continued focus on user feedback, sustainability planning and cross-partner

	coordination will further strengthen the project's long-term impact.
	The project is progressing very well and the tools are already showing strong potential; continued user feedback and small improvements will help make the results even more effective.
	CAREERS 4.0 has achieved strong visibility and engagement; keeping this work and efforts and supporting long-term use of the tools will further strengthen the project's impact.
STUDIO RISORSE S.R.L. – Italy	I think that the project, the activity and the results are very good. I just recommend to check the respect of deadlines and the dissemination activities.
	No
	Very good project, with a high quality partnership and very good results produced.
	Thank you to all partners for the wonderful work done in these years!!
IINFORMATICA S.R.L. – Italy	None
	None
	None
	None
EUROPEAN UNIVERSITY CYPRUS – Cyprus	Keep up the good work
	good progress
	Well done
	Overall, a very positive experience
QUALIFICALIA ANALYTICS S.L. – Spain	No
	No
	No
	No

Conclusions – Final comments, suggestions and recommendations – Year 2

The final comments provided by the CAREERS 4.0 project partners unanimously reflect a very high level of satisfaction with the project implementation, the collaboration within the consortium, and the results achieved throughout the project. Most responses convey an extremely positive overall assessment, with only a few targeted recommendations focused mainly on optimization and sustainability.

Regarding the overview project assessment, the partners consider that the project:

- has successfully achieved its proposed objectives and progressed consistently;

- benefited from effective and harmonious collaboration among the participating organisations;
- created a positive learning environment characterised by professionalism and trust, supporting the development of competences in career guidance and counselling;
- delivered high-quality results, appreciated both by partners and by direct beneficiaries.

Several partners emphasised that the overall experience was very positive, constructive and motivating, highlighting the added value of teamwork and the complementary expertise within the consortium.

Identified strengths

The analysis of the final comments highlights several key elements considered essential to the project's success:

- teamwork and partner expertise, which played a decisive role in the development of innovative tools;
- significant progress in the development and validation of digital career guidance instruments;
- increased project visibility and strong interest from professionals;
- high potential for long-term use and uptake of the developed results.

Recommendations and areas for improvement

Although no major issues were reported, some partners formulated relevant recommendations, including:

- improving risk management, as a lesson learned for future projects;
- increased attention to meeting deadlines, particularly during final project phases;
- strengthening and continuing dissemination activities to maximise the impact of results;
- maintaining a strong focus on user feedback to support fine-tuning of the tools;
- developing a clear sustainability and long-term exploitation strategy for the project outcomes.

In addition, openness was expressed towards initiating future projects, including on the topic of future-oriented careers, as a natural continuation of the CAREERS 4.0 initiative.

As a result of analysis, the partners' final feedback confirms that the CAREERS 4.0 project represents a **successful experience**, characterized by strong cooperation, relevant results, and a significant impact on the field of career guidance.

The recommendations provided are limited in number and focus exclusively on targeted improvements and future development perspectives, without indicating any structural shortcomings.

These conclusions underline the project's maturity, the value of the partnership, and the strong potential for sustainability and replicability of the results achieved.

4. CONCLUSIONS

YEAR 2 – CAREERS 4.0 PROJECT – 1 December 2024- 30 November 2025

The second year of implementation of the CAREERS 4.0 project marked the successful consolidation and completion of all planned objectives, confirming the maturity of the consortium, the relevance of the results, and the positive impact on the target groups.

The evaluation of partner feedback indicates a very high level of satisfaction across all assessed areas: achievement of objectives, project management, development of work packages, quality of outputs, as well as communication, dissemination, and exploitation activities.

Progress and achieved results

During Year 2, the focus was placed on:

- the finalisation and validation of intellectual outputs, including the competence framework, the digital platform, assessment tools, and the training programme
- the practical testing of tools with real beneficiaries and the integration of user feedback
- the increased visibility of the project through national and international events, training activities, and dissemination actions targeting career guidance and counselling professionals

The results were assessed as innovative, useful, and applicable in real counselling contexts, demonstrating strong alignment with labour market needs and contemporary career guidance systems.

Collaboration and project management

The Partner's feedback confirms that:

- project management was effective, coherent, and well coordinated
- communication and cooperation within the consortium strengthened significantly compared to the first year
- partners demonstrated flexibility, responsibility, and adaptability, particularly during the final and most complex implementation phases

At the same time, Year 2 highlighted the importance of continuous monitoring, strict adherence to deadlines, and proactive coordination, especially during the finalisation and integration of deliverables.

Lessons learned

Key lessons learned during the second year include:

- the need for early and continuous involvement of end users in the testing of digital tools;
- the critical role of clear and regular communication among partners, especially in the integration and final delivery phases;
- the importance of a coherent and sustained online dissemination strategy throughout the project lifecycle;
- the value of a partnership built on trust, complementary expertise, and shared objectives.

Sustainability and future perspectives

Year 2 confirmed the strong sustainability potential of the CAREERS 4.0 results. The high level of interest expressed by professionals and institutions in the continued use of the platform and tools provides a solid basis for:

- maintaining and updating the project results after the end of the project;
- extending their use to other educational and professional contexts;
- developing future initiatives or follow-up projects focused on future-oriented careers and digital career guidance.

The second year of implementation confirms CAREERS 4.0 as a highly successful project, delivering tangible impact, high-quality results, and a well-functioning consortium.

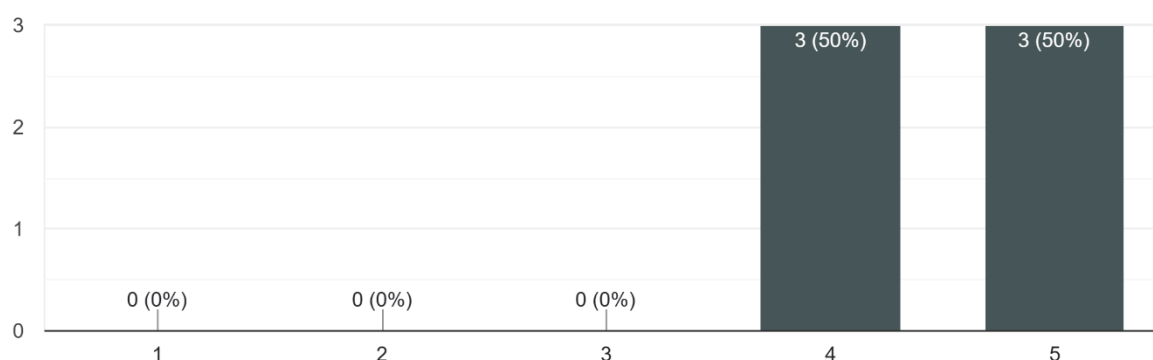
The experience gained and the lessons learned provide a strong foundation for the long-term exploitation of the results and for the development of new, relevant initiatives in the field of career guidance and counselling.

5. ANNEXES

5.Careers 4.0 Monitoring Evaluation Form_QUALITY CHECK POINT_Dec. 2024 - Feb. 2025

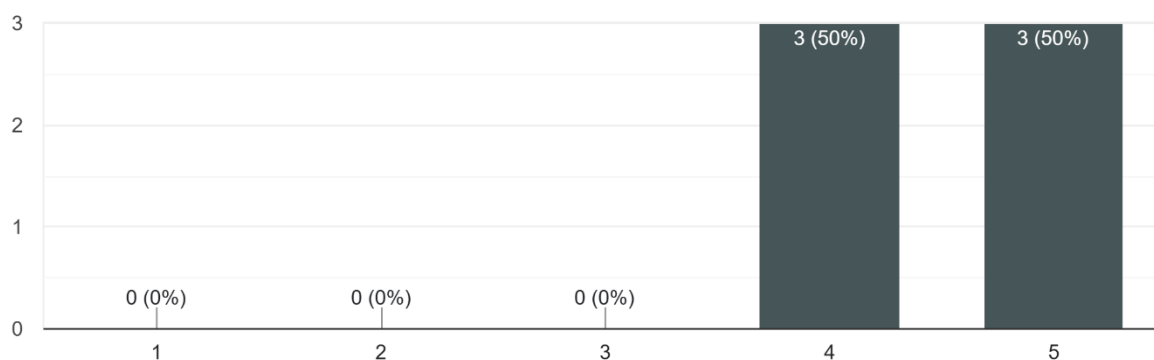
PROJECT OBJECTIVES 1.Please evaluate the achievement of the project objectives to date on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied).

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

project managed with correct timing and methods and with few hitches

The partnership, a positive outlook, flexibility, and a supportive environment

Collaboration between partners

Teamwork and good communication

The project is very innovative and the partnership is strong and made of very qualified and expert people
teamwork, expertise of partners, high interest of partners in the creation of the tools that are highly
demanded by their clients

4. Please indicate the aspects that need improvements 6 responses

No particular improvements needed.

Work is ongoing to improve the presentation, responsiveness and user friendliness of the tool under construction

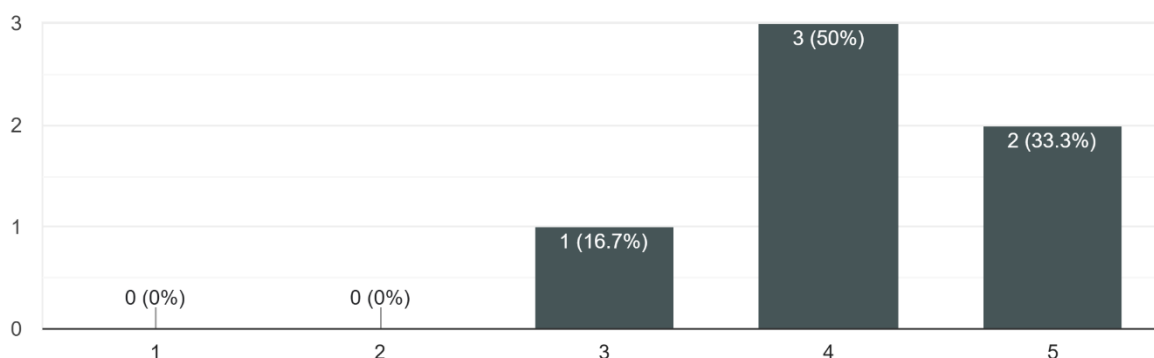
Communication

Better time management

It needs to intensify dissemination activities, implementing both the project website and social pages as soon as possible

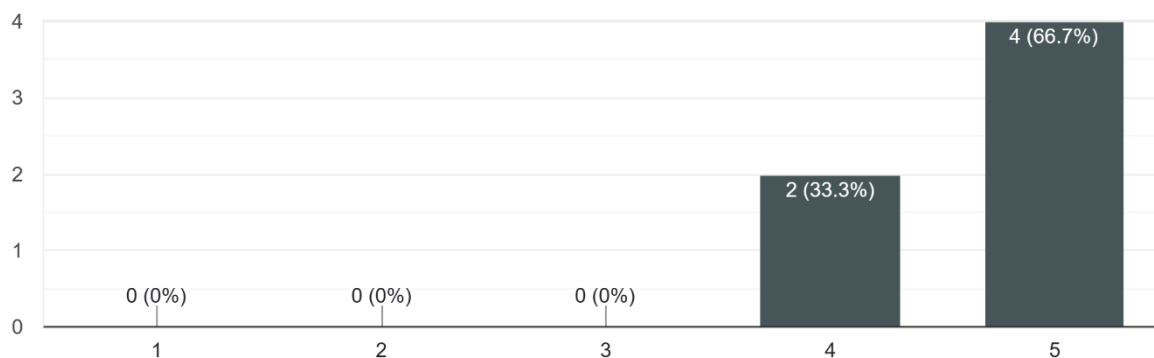
more efforts on timely delivery of outputs, stronger dissemination

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



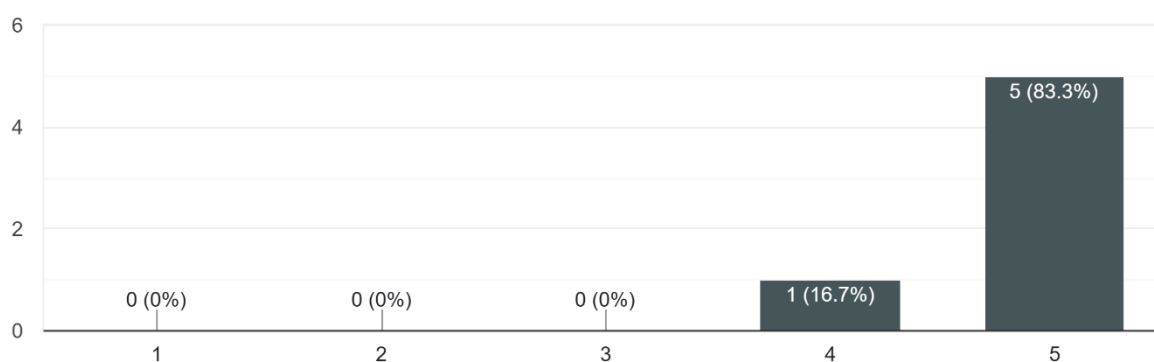
6. Communication between the Work-Package responsible and the other Partners

6 responses



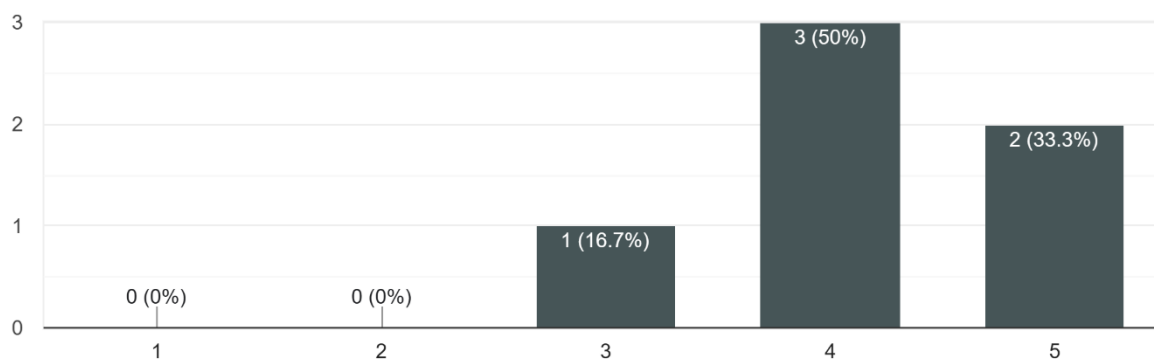
7. Quality of the documents

6 responses



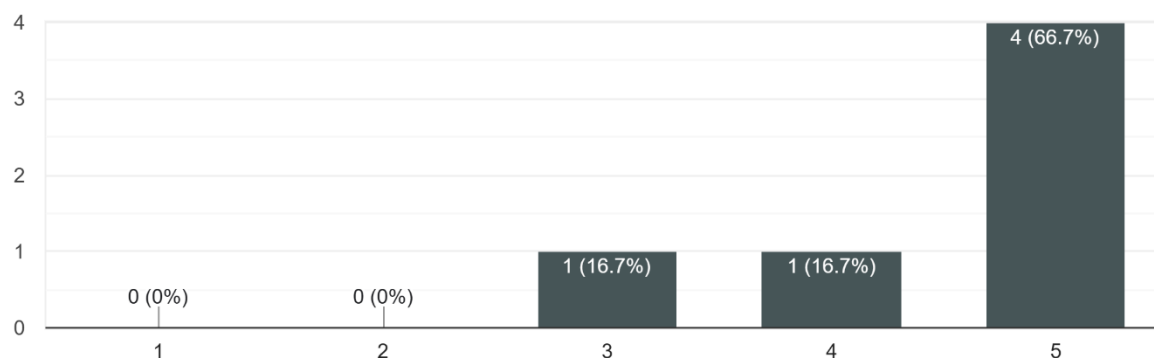
8. Adherence to the procedures and deadlines

6 responses



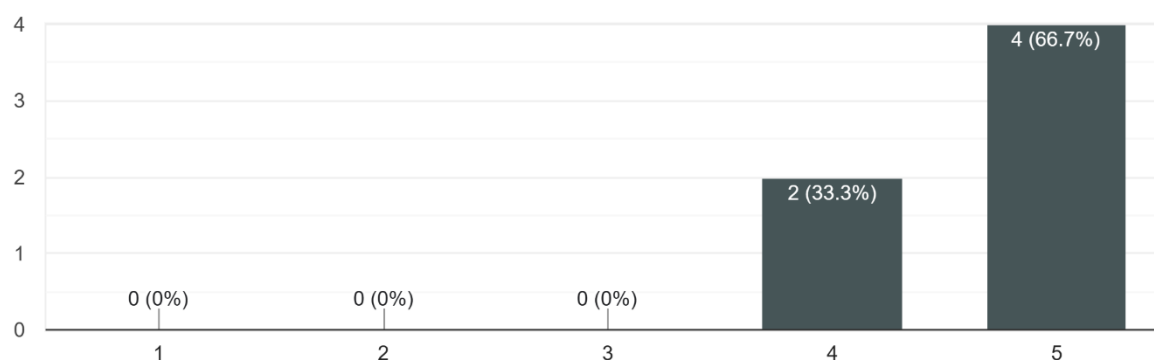
9. Efficiency (allocated resources) for the completion of activities

6 responses



10. Communication and cooperation among partners

6 responses



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

The project is progressing smoothly thanks to the excellent cooperation and availability of all partners.
 Openness and utilizing each partner's strengths to achieve the best result possible
 Clear communication
 Good collaboration; aspect to be improved-procedures
 The cooperation among partners is very good
 Effective coordination in developing key project frameworks

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

No particular suggestions

All is progressing well for the time being

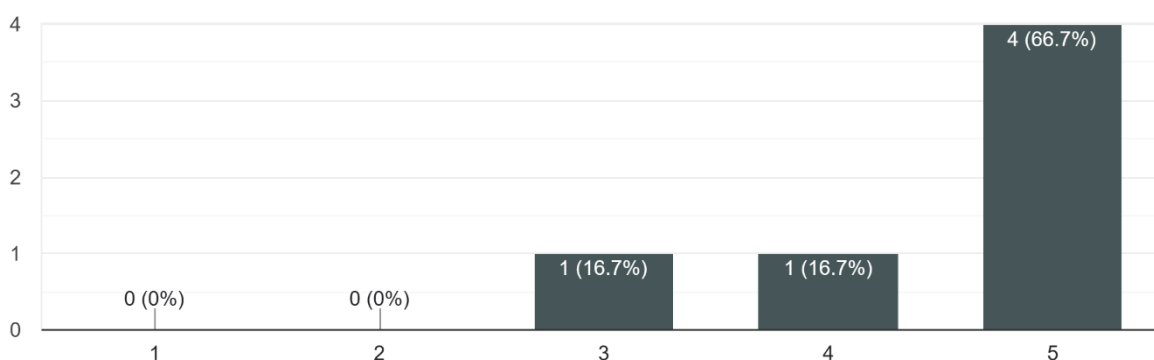
Slow development

continuous monitoring of the project activities

It needs to respect the deadlines, in order to carry on all the foreseen activities

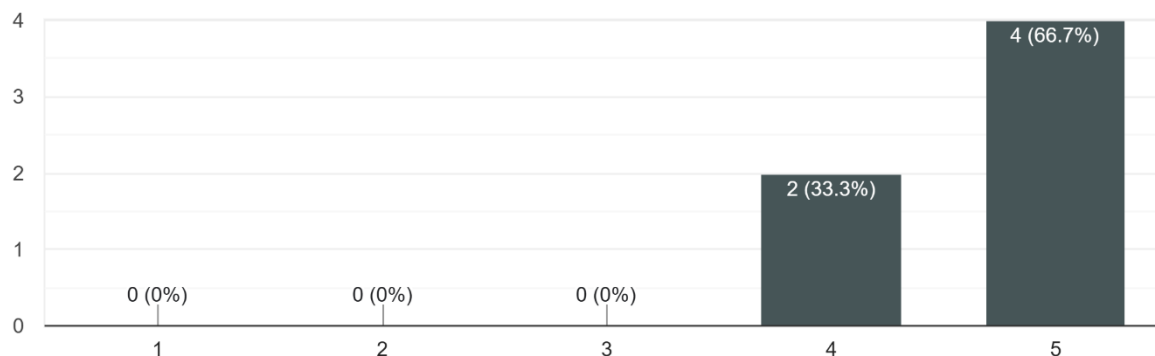
Better adherence to timelines

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



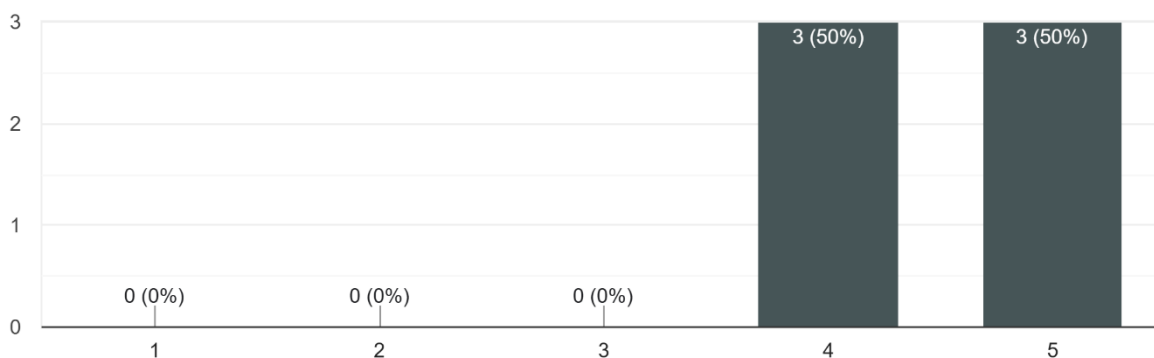
14. WP3- Careers and Competence 4.0 Information & Assessment System

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 platform has been improved and is functioning well.

The tool is constantly improved by sharing users' feedback from each partner country

Long questionnaire for youth people

A strong partnership; aspect to be improved- ongoing evaluation

The tool are very innovative, it needs to improve the web platform for the submission of questionnaires

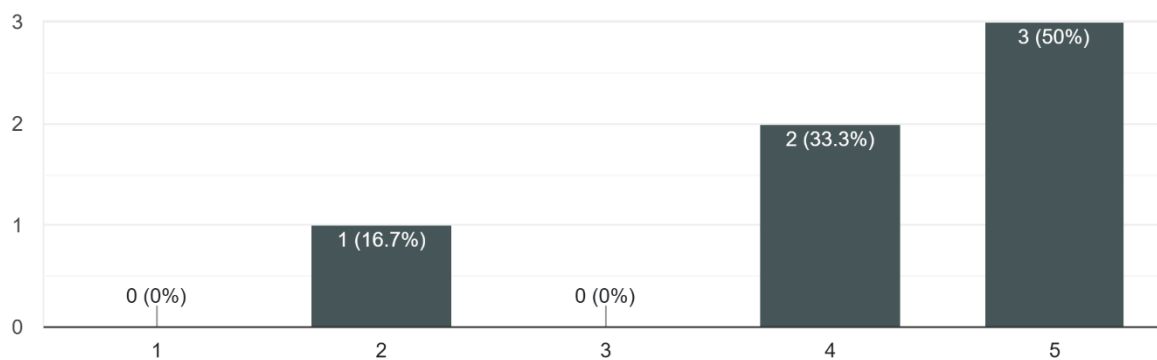
strong: well-defined frameworks and tools aligned with labour market needs- to be improved: Finalizing the activities quicker so as not to cause problems in the next phases of the project

17. Comments/suggestions/recommendations on the WP's and main activities 2 responses

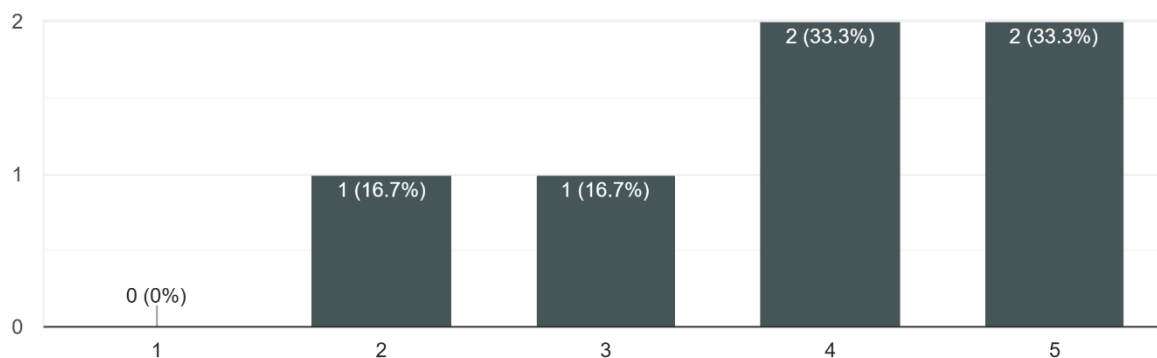
No particular suggestion

A stronger coordination, continuous improvement of activities

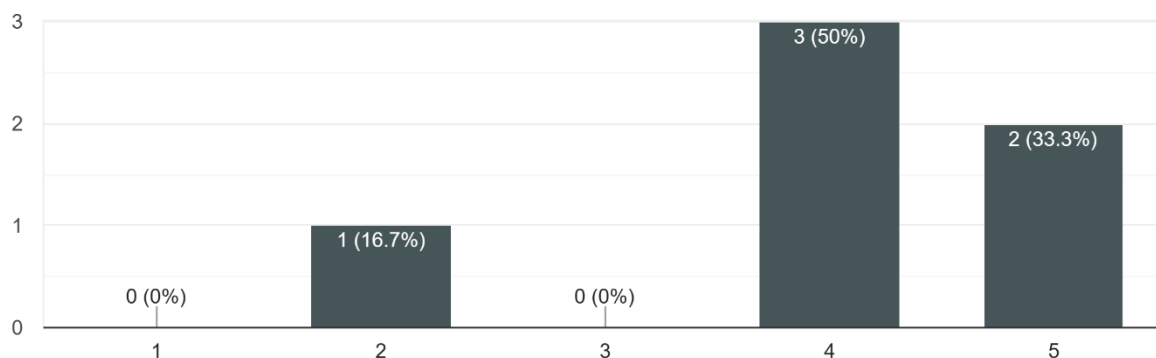
COMMUNICATION, DISSEMINATION AND EXPLOITATION Please evaluate the project communication, dissemination and exploitation activities (1 = Not at all Satisfied, 5 = Completely Satisfied). 18. Meetings with professionals
6 responses



19. National events
6 responses

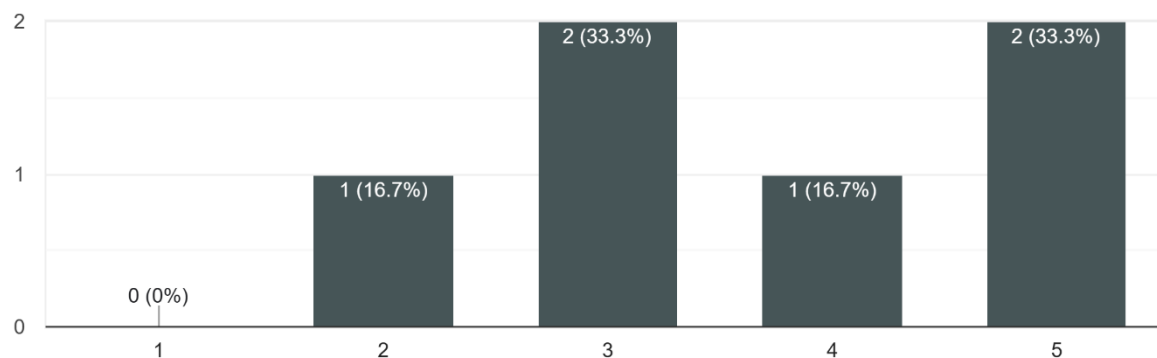


20. Local/National/ International events (congresses, seminars, workshops etc.)
6 responses



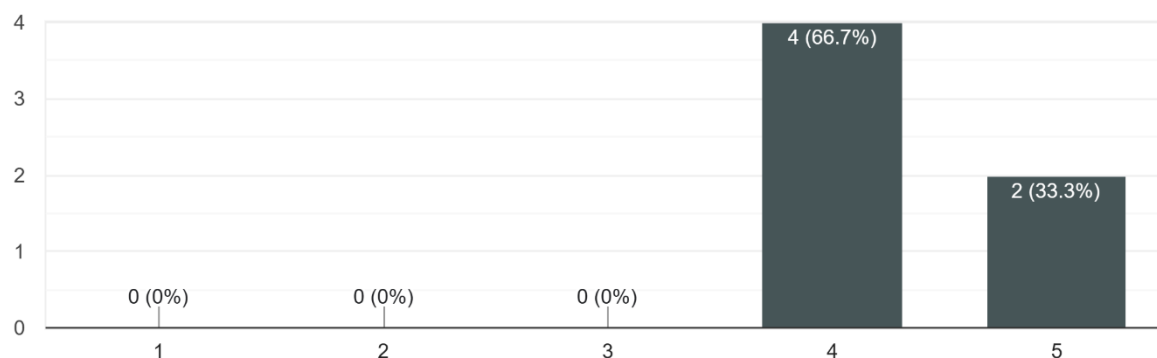
21. Local/ National/ International journal articles

6 responses



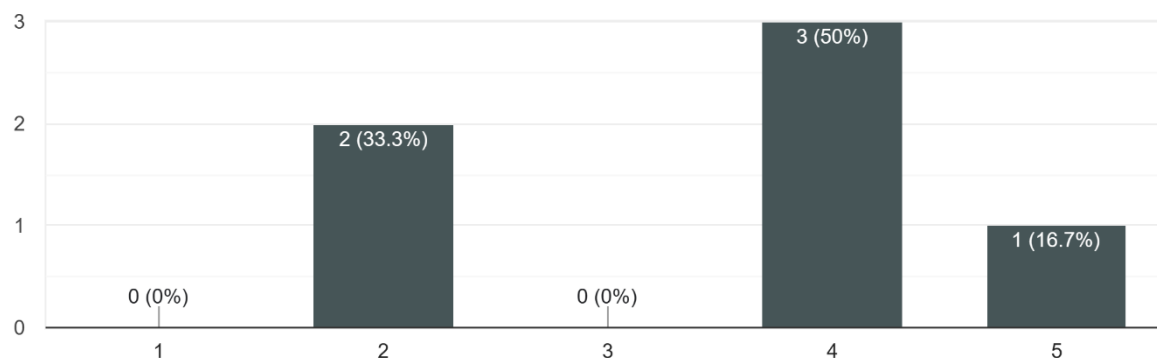
22. Newsletters, posters etc.

6 responses



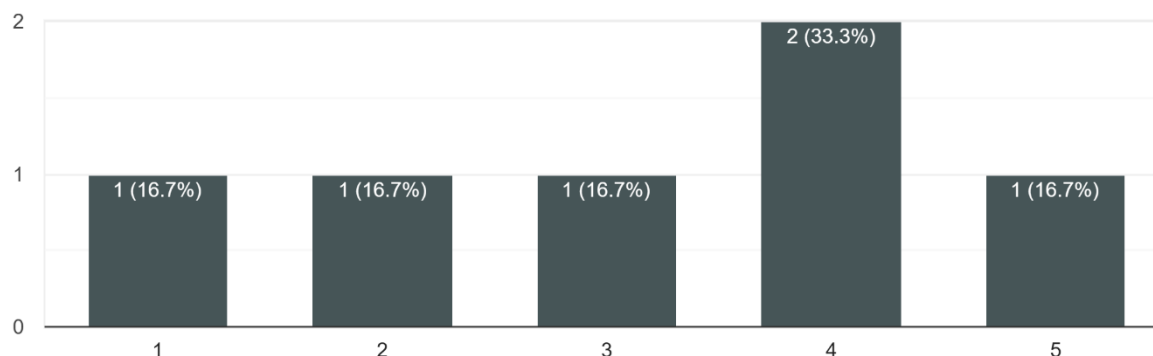
23. Social network dissemination (Facebook, Instagram, LinkedIn)

6 responses



24. Project website

6 responses



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

The dissemination achieved good results in the various partner countries, especially in the local press.
Dissemination is gaining momentum as the project unfolds
Social media of the project
Collaborative work, aspect to be improved- better data-driven monitoring
Newsletter and meeting with professionals are very well managed. It needs to improve as soon as possible dissemination activities, with the implementation of project website and social network accounts.
Presentation of project to stakeholders that are highly interested and could further use our tools, But: Low dissemination efforts. We need more engagement from all partners

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

6 responses

No particular suggestions
No further suggestions at this time
We need activate our social media
Continuous improvement of activities and results of the project
All partners should improve the dissemination activities.
A clear dissemination strategy with defined responsibilities and scheduled activities is crucial to improve outreach and project impact

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

None

Keep up the good work

No

We function as a good team. An aspect to be improved - better risk management

I think that the project, the activity and the results are very good. I just recommend to check the respect of deadlines and the dissemination activities.

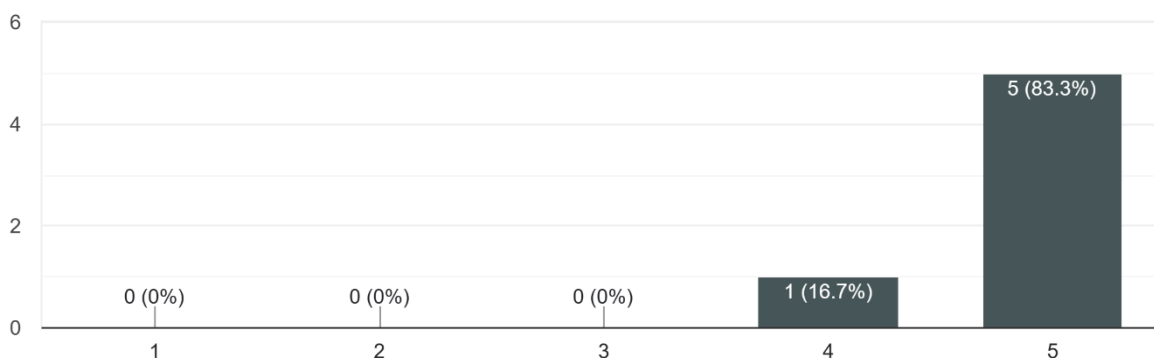
Teamwork and expertise will eventually lead the project to the best results

6.Careers 4.o Monitoring Evaluation Form_QUALITY CHECK

POINT_Mar. 2025 - May 2025

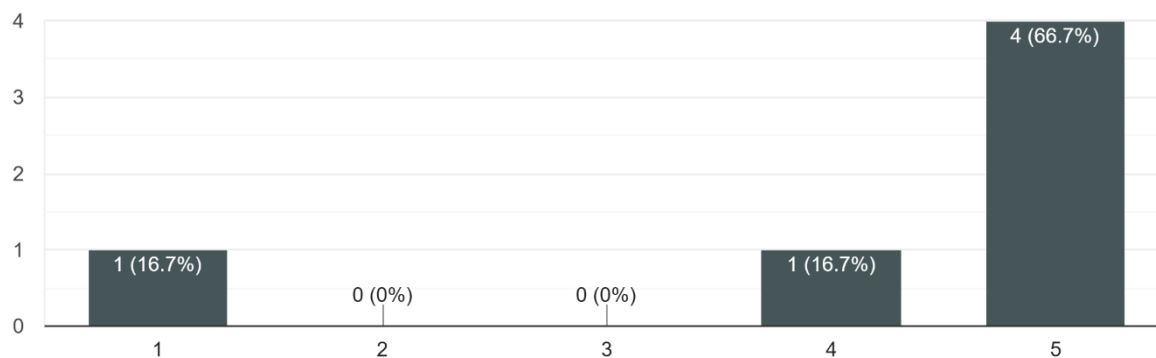
PROJECT OBJECTIVES 1.Please evaluate the achievement of the project objectives to date on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied).

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

all partners are working well individually and together

HARD WORK FOR ACCOMPLISHED THE TASKS OF THE PROJECT

good management team, team members with high professionalism, deadlines were set and all tried to follow them. experienced partners

The strengths of the project management lie in the excellent management of time and resources by CMBRAE and the strong collaboration between the partners.

Try to access to younger people to participate in the pilot testing of the questionnaire

Strongest points that contribute to the achievement of the project objectives are the expertise of project partners and the good quality of results produced

4. Please indicate the aspects that need improvements

6 responses

n/a

-

more efforts from some partners to be on time with their deliverables.

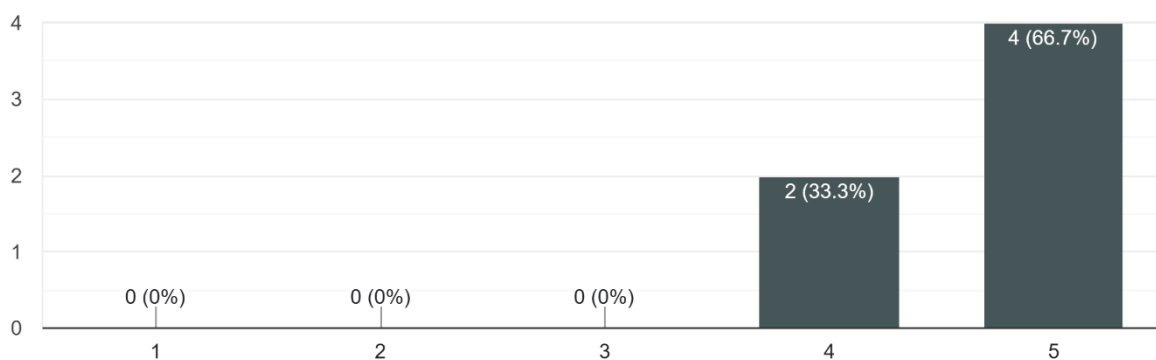
No particular improvements needed

More control and guidelines more clear, following the proposal.

The aspects that need improvements are the respect of timelines

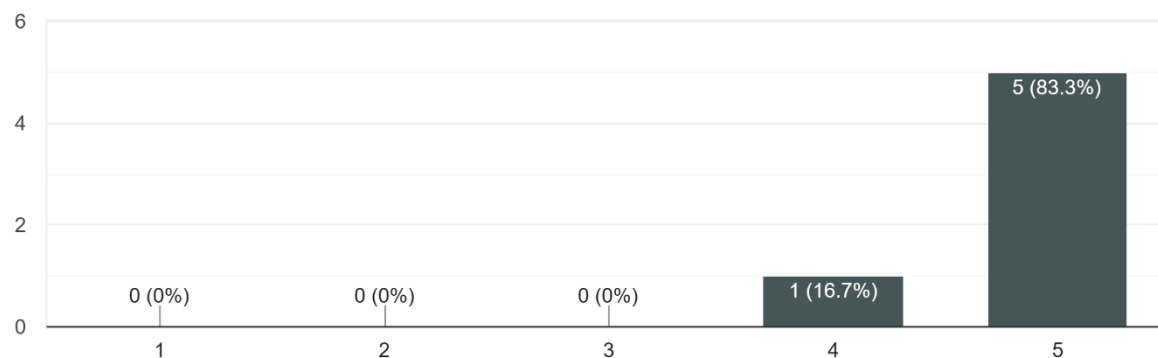
PROJECT MANAGEMENT AND PROGRESS Please evaluate the following aspects of the project progress. It is a part of the quality assurance procedure. (Very Satisfied) 5. Overall project management (WP 1)

6 responses



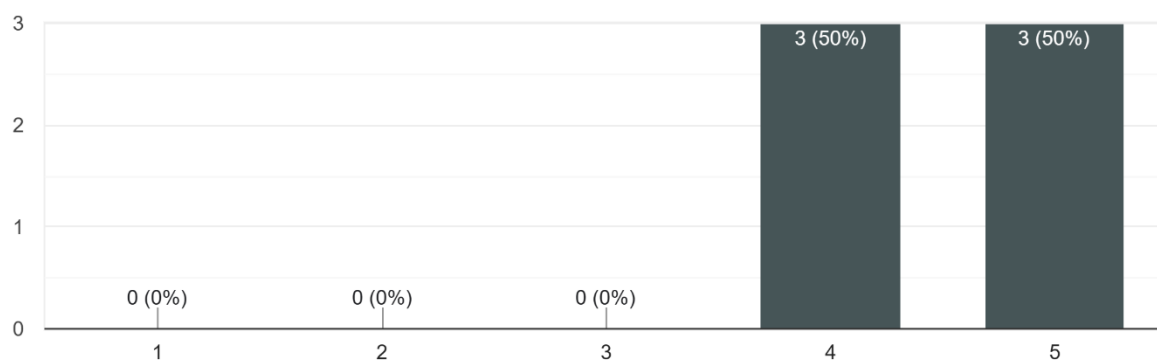
6. Communication between the Work-Package responsible and the other Partners

6 responses



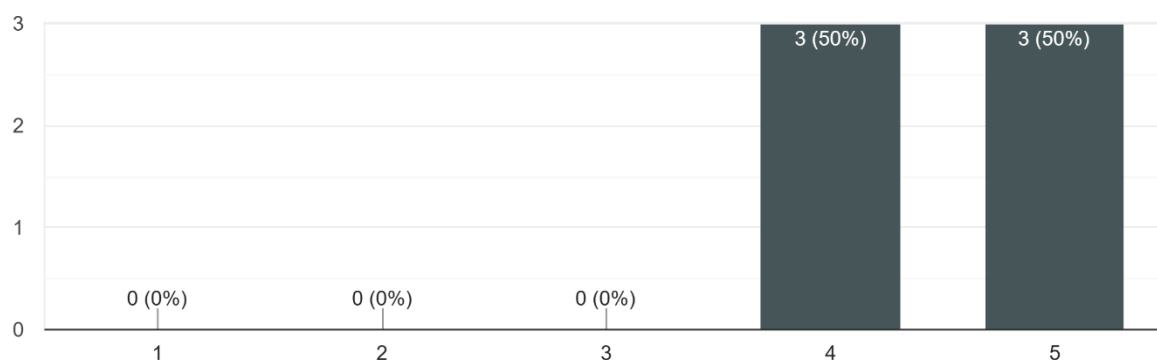
7. Quality of the documents

6 responses



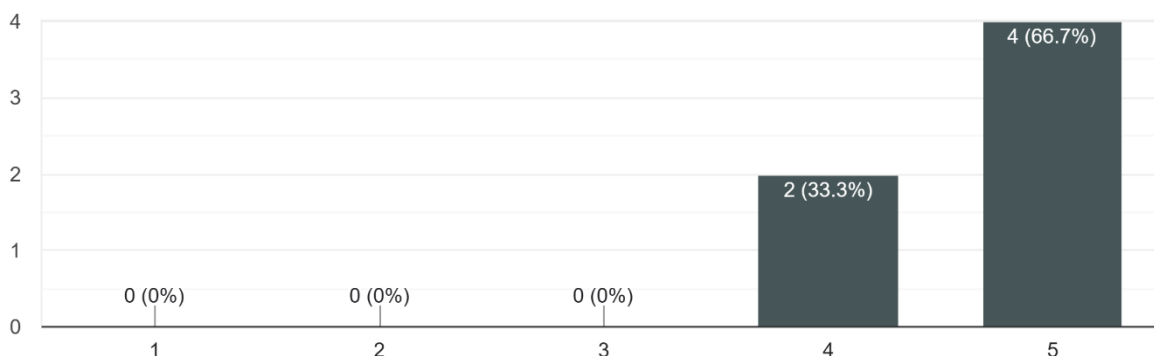
8. Adherence to the procedures and deadlines

6 responses



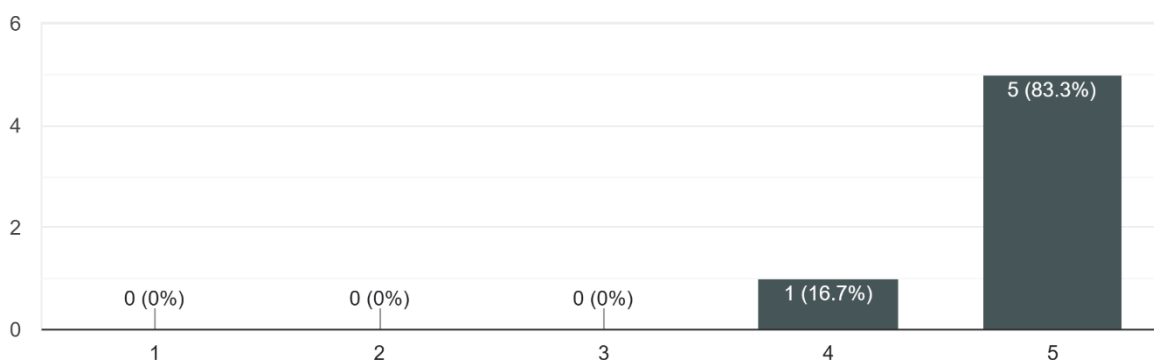
9. Efficiency (allocated resources) for the completion of activities

6 responses



10. Communication and cooperation among partners

6 responses



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

Fruitful collaboration

COMMUNICATION

well organised, ensuring a smooth project start-up and a clear understanding of roles and responsibilities among partners. regular coordination meetings supported alignment across WPs. The consortium demonstrated strong commitment and collaboration

The partners collaborate harmoniously and keep each other constantly updated through monthly meetings and email exchanges.

Cooperation

Strongest point is the Quality of the documents produces, aspects to be improved refers the communication among partners.

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

Positive arrangements progressing smoothly

MORE ATTENTION FOR THE TIME MANAGEMENT

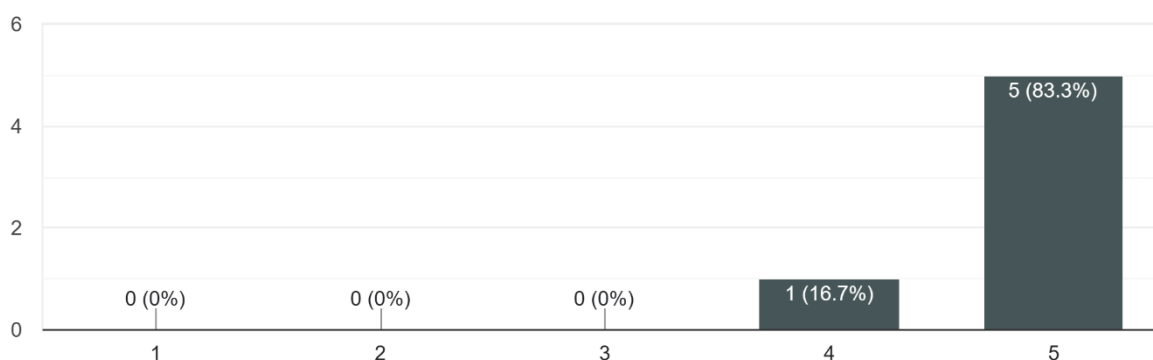
some more reminders to partners to stick to deadlines and KPIs

No particular suggestions

More coordination

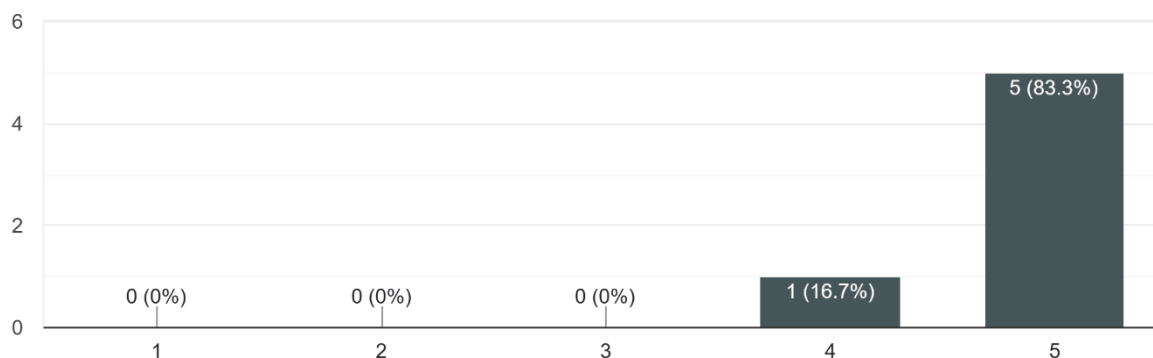
Project management and general progress of the project are very good, we only recommend a better communication among partners.

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



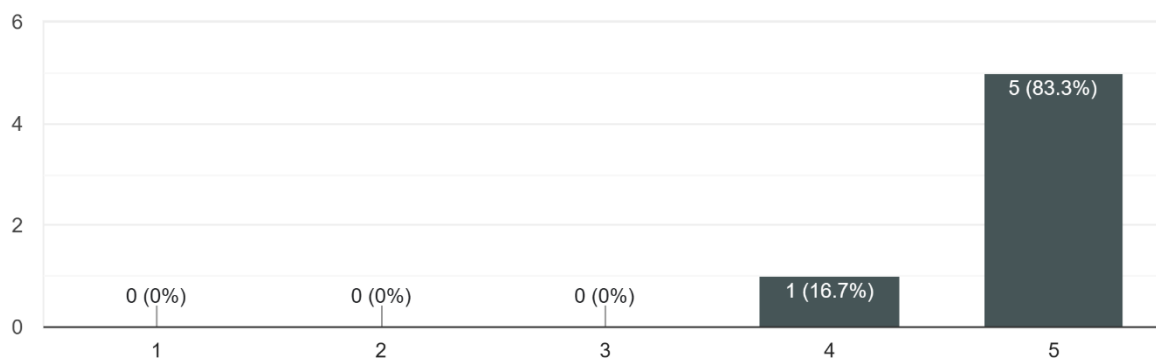
14. WP3- Careers and Competence 4.0 Information & Assessment System

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 training program and methodologies are being developed smoothly

the novelty of the results of WP'S

During this period, all WPs showed strong conceptual alignment and coherence, with clear links between the digital platform, the skills assessment tool, the immersive interest exploration component, the career information module and the training course. The theoretical framework and methodological foundations were well defined, ensuring that the tools were consistent with labour market needs and career guidance practice. The collaborative work among partners supported a common understanding of objectives and laid a solid basis for the development of integrated digital solutions. As the tools were still at draft stage, their practical functionality and user experience could not yet be fully tested. Further refinement was needed in terms of usability, navigation and visual presentation, as well as clearer guidance on how practitioners would use the tools in real counselling contexts. More early-stage user feedback could have helped accelerate adjustments before full deployment.

Informatica collaborated with the partners to test the platform and solve all the minor problems that had been found. The content of the website is of high quality thanks to the expertise of Progressus' partners and the University of Cyprus

The project has interesting results, but needs to be improved.

Strong points are the quality and innovativeness of the tools produced. Aspects to be improved refer to some minor bugs on the platform.

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

keep up the good work everyone!

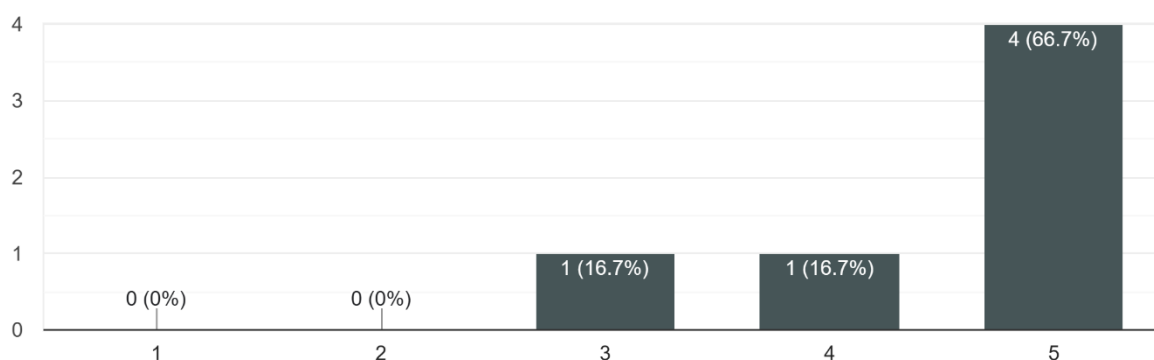
elaboration of the WP's at the high standards

As the tools were still at draft stage, their practical functionality and user experience could not yet be fully tested. Further refinement was needed in terms of usability, navigation and visual presentation, as well as clearer guidance on how practitioners would use the tools in real counselling contexts. More early-stage user feedback could have helped accelerate adjustments before full deployment.

No suggestions

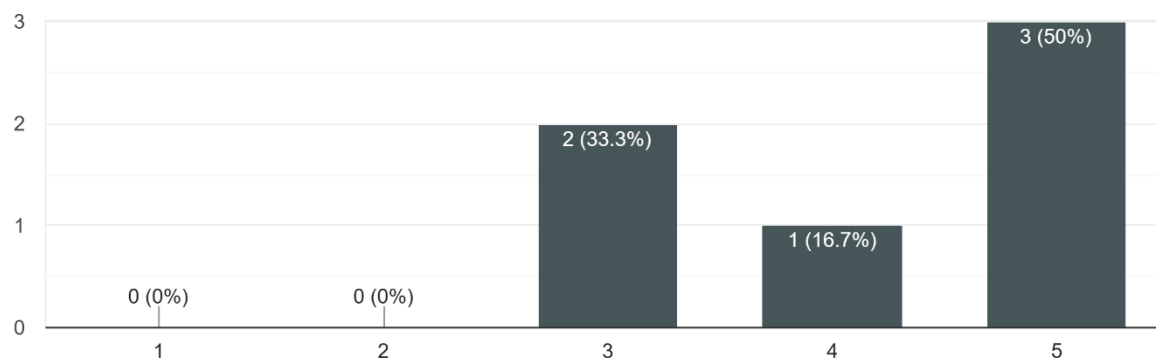
We recommend to better test the platform in order to avoid new bugs that can make difficult the use of the digital tools.

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



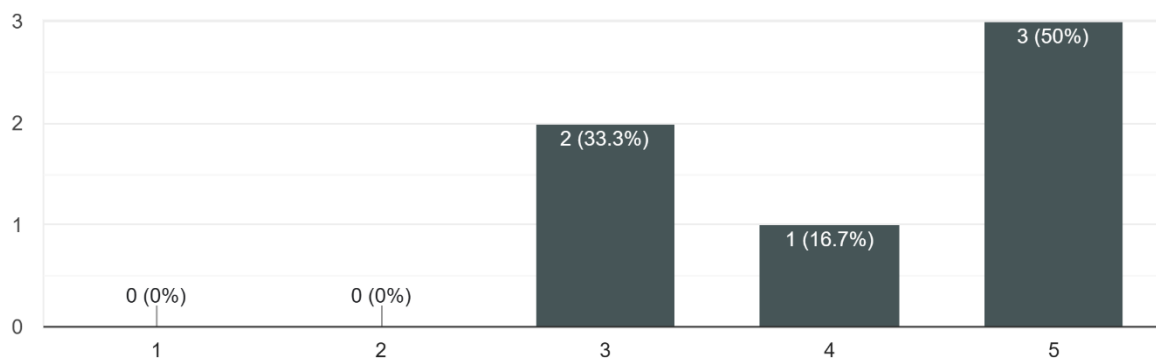
19. National events

6 responses



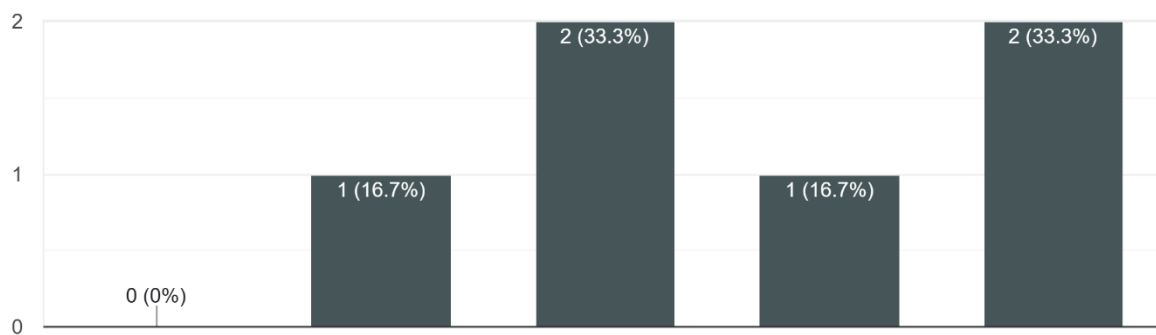
20. Local/National/ International events (congresses, seminars, workshops etc.)

6 responses



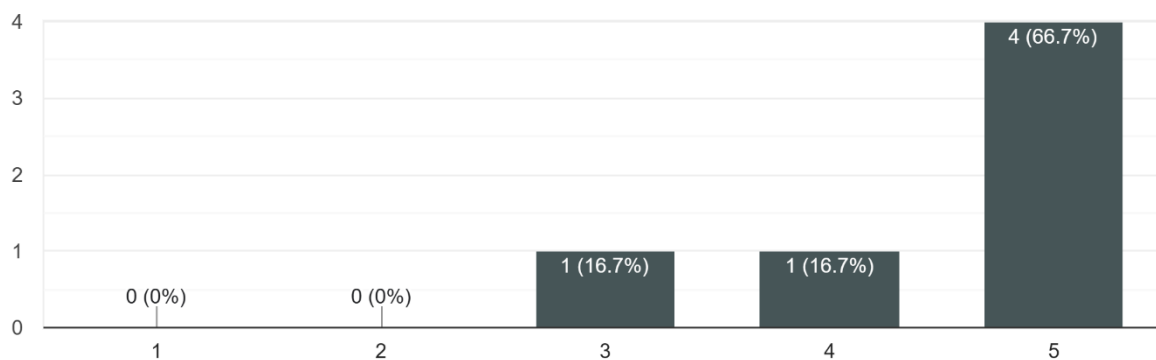
21. Local/ National/ International journal articles

6 responses



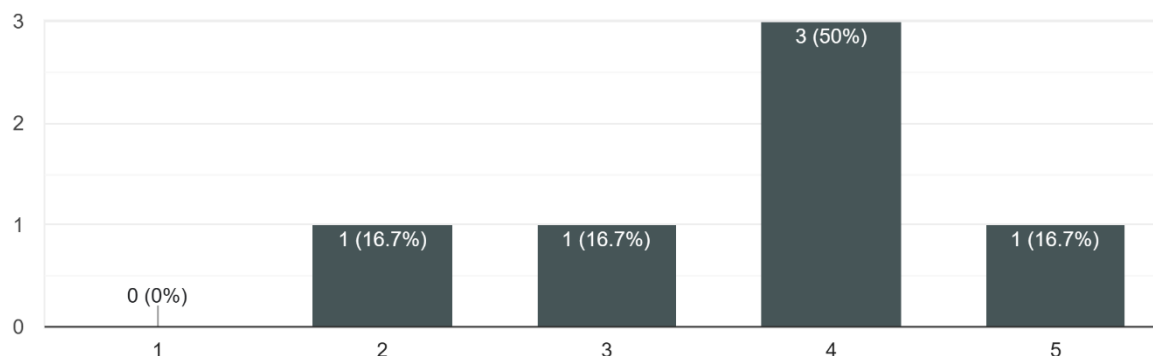
22. Newsletters, posters etc.

6 responses



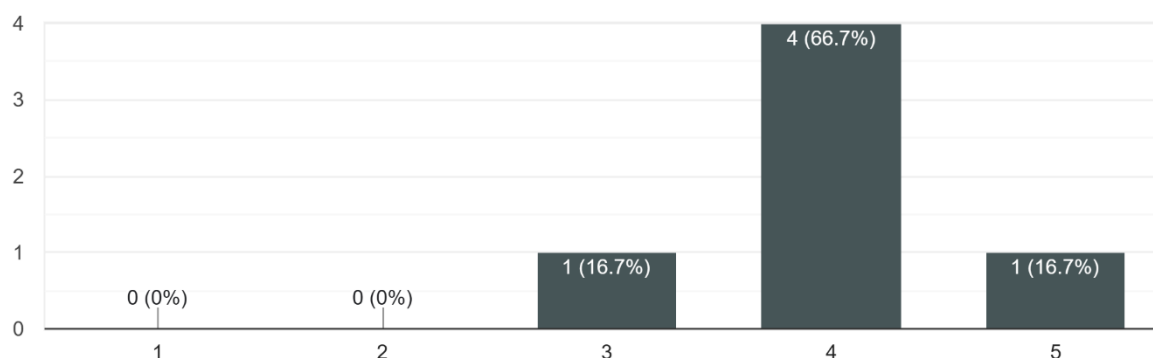
23. Social network dissemination (Facebook, Instagram, LinkedIn)

6 responses



24. Project website

6 responses



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

the website is taking its final form Some issues are being shared and ironed out
connection with these topics related the new careers 4.0 at the future

Dissemination activities were extensive and well distributed across partner countries, ensuring strong visibility of the project among career practitioners, educators and stakeholders. More messages on social media could improve our visibility

Dissemination has achieved good results through articles in local newspapers and newsletters that are shared on social media platforms.

The dissemination need to improve

Strong points refer the layout and graphic aspects of dissemination documents. Aspects to be improved refer the communication on project website and social media.

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

6 responses

more opportunities for dissemination are being scheduled for the summer and beyond
more time for updating the information about the CAREERS 4.o project regarding social media
We could increase the events to present the project, but this will be easier when all WPs are finalised.
No particular suggestions
More cooperation and proposal for the consortium
It needs to improve the communication system, with a Committee/Group of people who will manage the communication and dissemination activities.

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

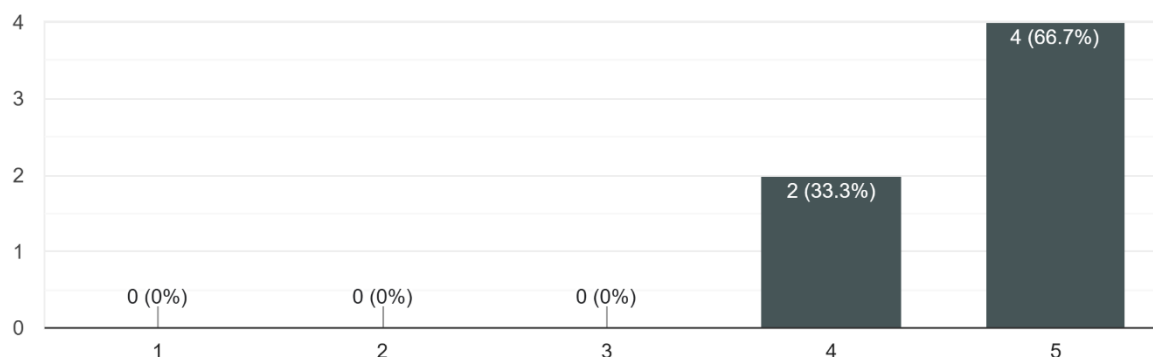
No
good progress
the partnership working very good, excellent positive learning environment and confidence for development of competencies for professionals in guidance and career counselling
CAREERS 4.o has made significant progress in developing innovative digital career guidance tools. Continued focus on user feedback, sustainability planning and cross-partner coordination will further strengthen the project's long-term impact.
None

7.Careers 4.o Monitoring Evaluation Form_QUALITY CHECK

POINT_June 2025 - Aug. 2025

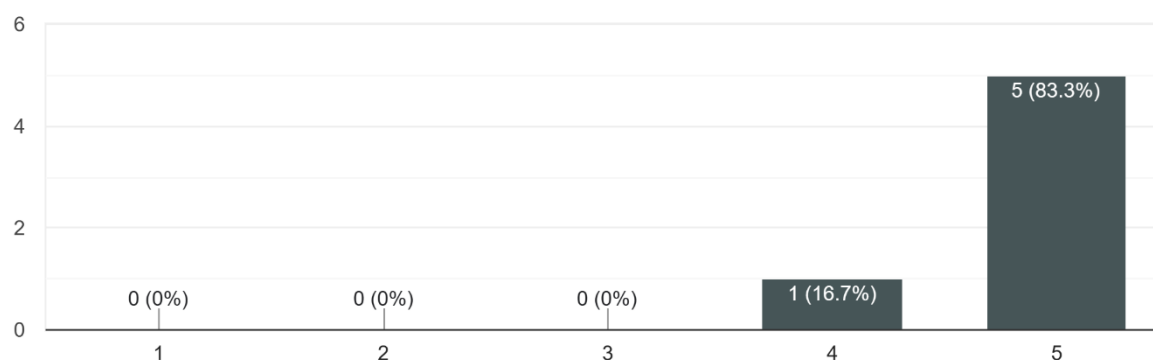
PROJECT OBJECTIVES 1.Please evaluate the achievement of the project objectives to date on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied).

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

Main strong point refer the innovative digital tools produced thanks to the involved partners.
Good collaboration between partners and a clear common vision; The tools were ready and the first users were very positive; the platform, assessments and immersive tools generated strong interest.
The team has now reached a very high level of organisation, works smoothly and collaborates effectively.
Good planning, collaborative work among partners, communication and respect.

Individual expertise and a positive collaboration amongst partners
Cooperation

4. Please indicate the aspects that need improvements 6 responses

The aspects that need improvements refer the dissemination activities.

More testing with a wider range of users could have helped fine-tune usability and practical application.

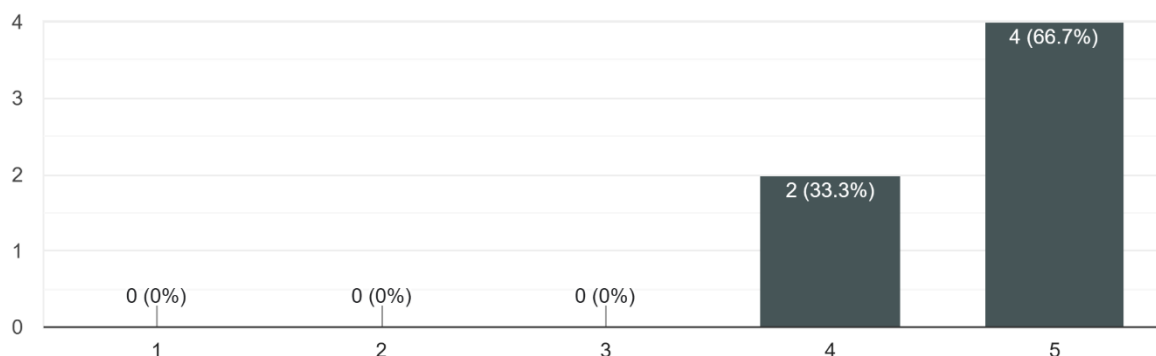
No improvements needed

Monitoring and evaluation

No improvements I can think of

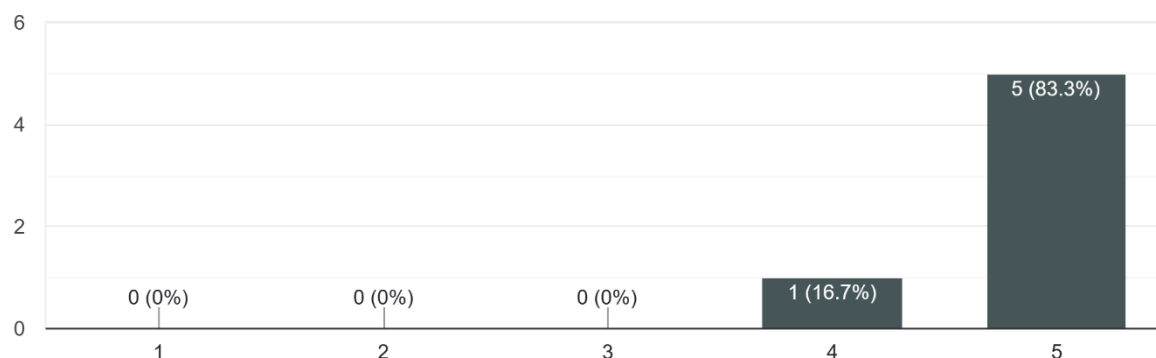
Engagement

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



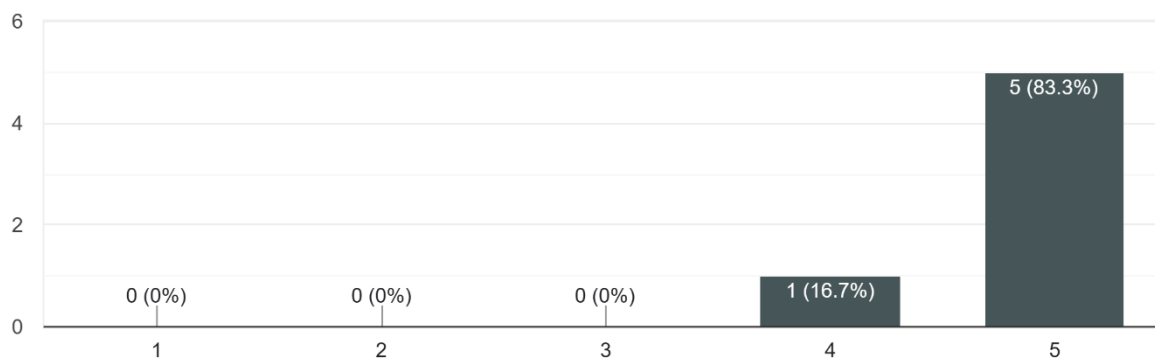
6. Communication between the Work-Package responsible and the other Partners

6 responses



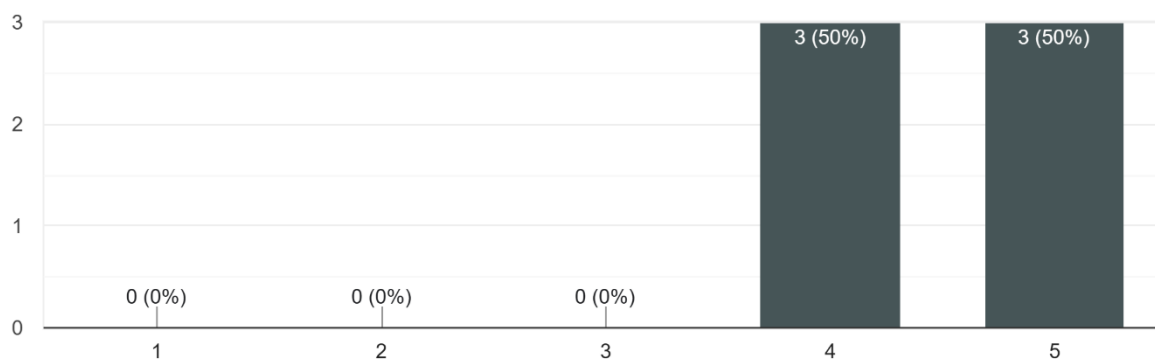
7. Quality of the documents

6 responses



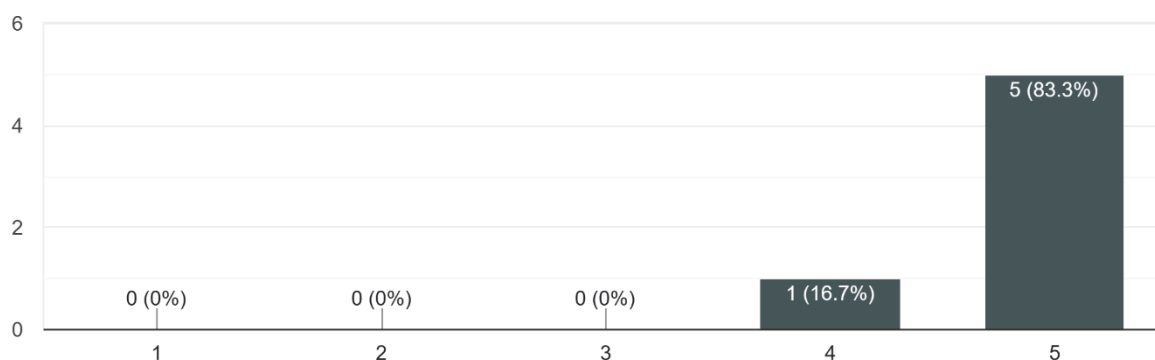
8. Adherence to the procedures and deadlines

6 responses



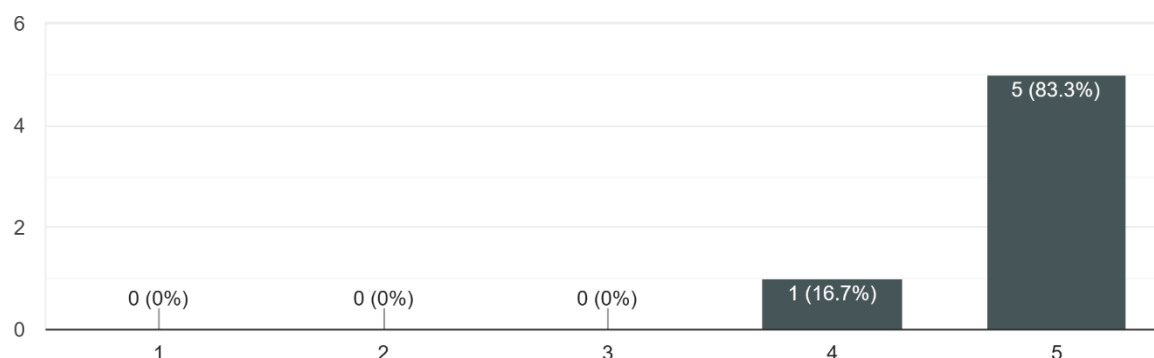
9. Efficiency (allocated resources) for the completion of activities

6 responses



10. Communication and cooperation among partners

6 responses



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

Strong points: Adherence to the procedures and deadlines and quality of the documents Aspects to be improved: communication among partners

Good coordination and clear communication helped the partners move smoothly from development to implementation.

Strong point is the collaboration and excellent working relationships between project partners. No particular aspect to improve

Transparent communication, cooperation, efficient workflow, flexibility; aspect to be improved - continuous feedbacks

Project management is smooth and the lead partner is clear and helpful

Clear communication be improve

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

responses

Improve the communication among partners about the activities updating
the management was effective.. we could only have some more reminders on the KPIs so as every partner to be sure what is waited by them.

None

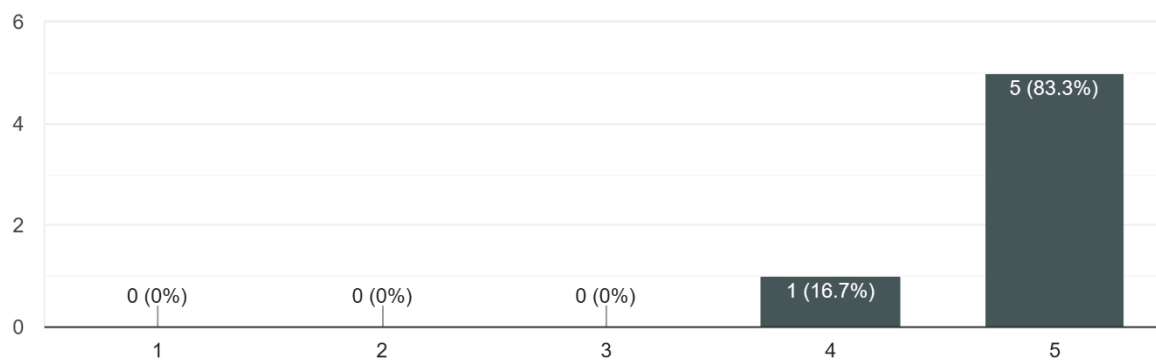
A stronger coordination and consistent monitoring

No relevant comments

Clear rules

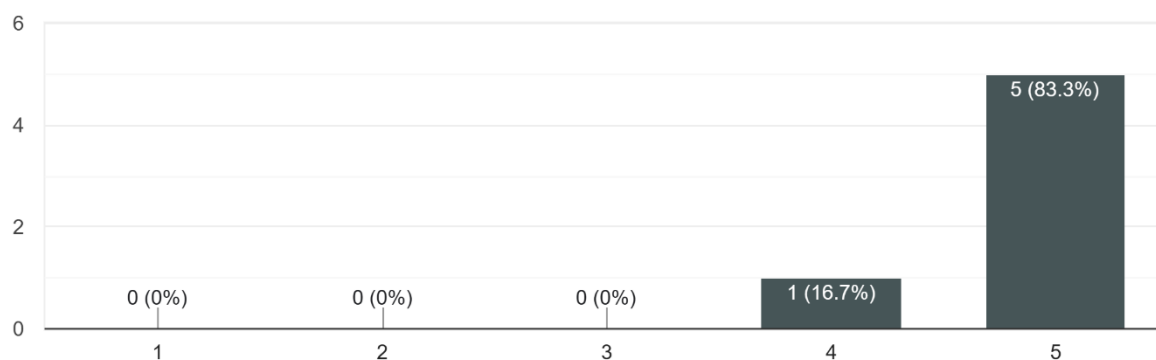
WORK PACKAGES & MAIN ACTIVITIES Please evaluate the project progress in its work plan of WP's and main activities. For each aspect, please ...uate psychometric skill assessment questionnaires

6 responses



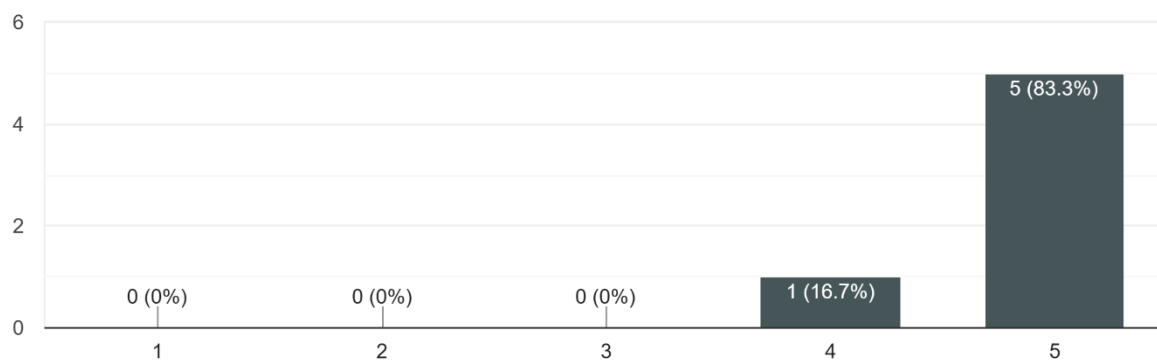
14. WP3- Careers and Competence 4.0 Information & Assessment System

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

Strong points: Digital tools produced, very well done Aspects to be improved: graphic aspects of some tools
The WPs delivered concrete results, with the platform and tools becoming fully functional and generating very positive feedback from first users. Some small technical refinements and more practical guidance for using the tools would make them even easier to apply.

Strong point is all the partner collaborate for the success of the platform

Shared responsibility, collaborative team work

Spending time all together in June and delivering first trainings

We need to improve th impact of the project

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

We recommend to fix some minor mistakes we found in the digital tools.

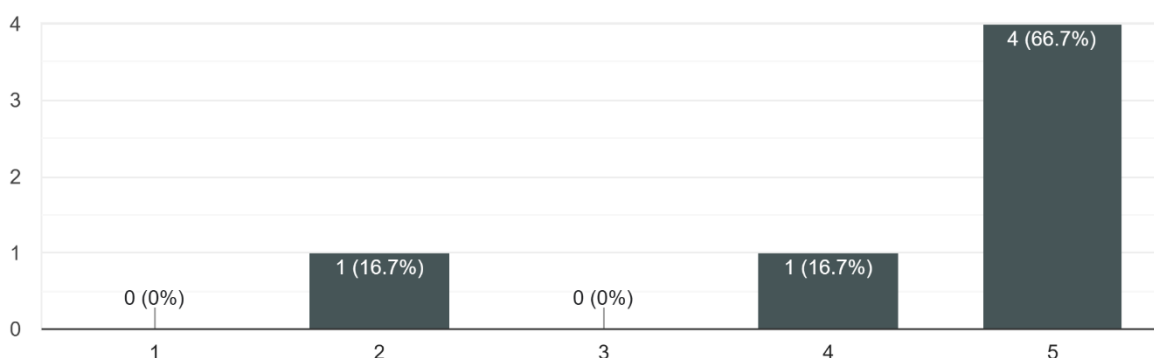
the produced results were very welcome to whoever come in touch with them

No suggestions or reccomendations

Aligned goals, continuous improvement

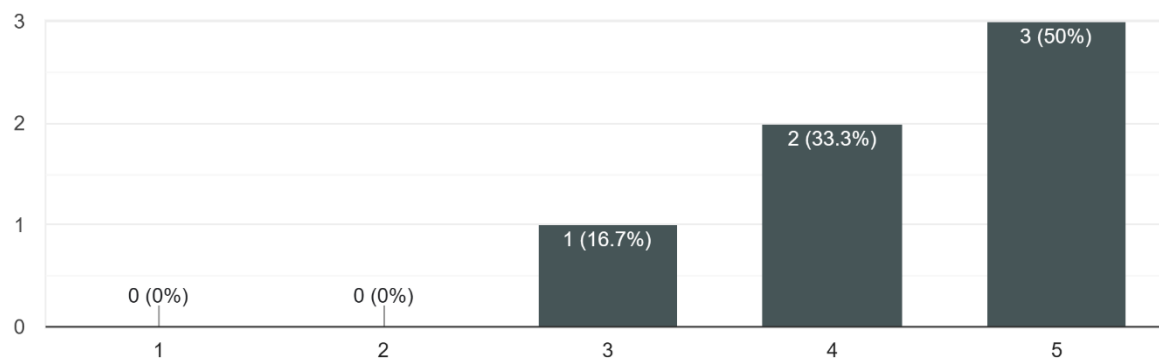
Positive interaction and positive reactions to the training

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



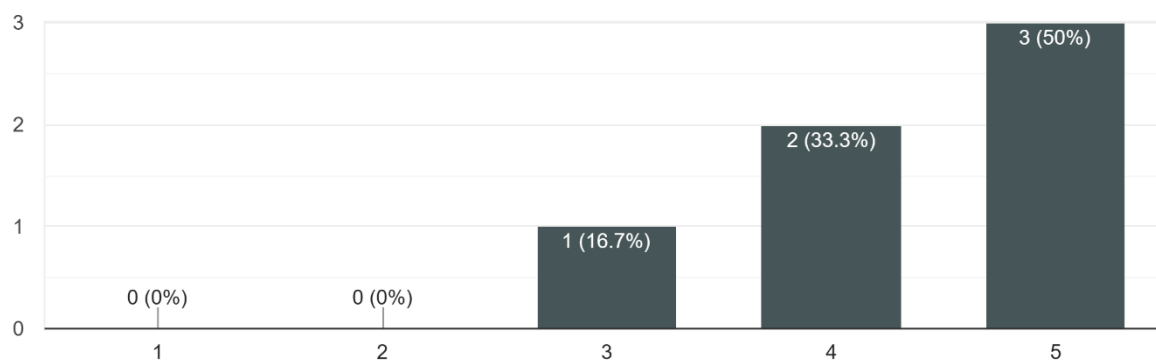
19. National events

6 responses



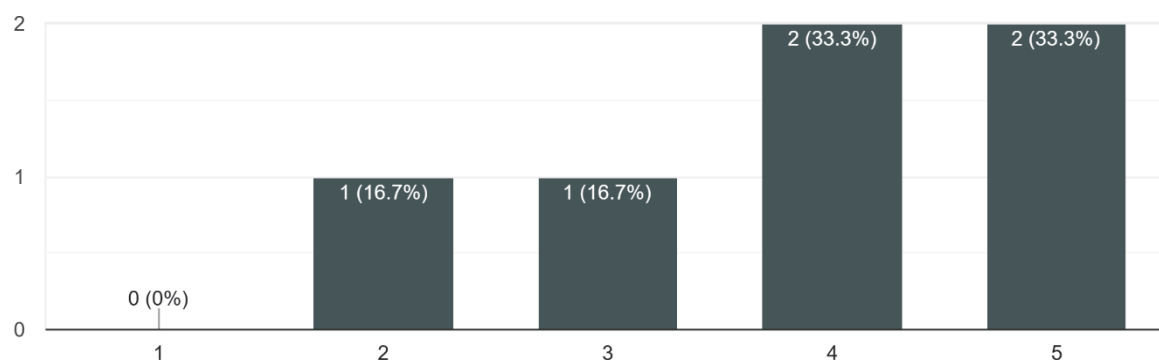
20. Local/National/ International events (congresses, seminars, workshops etc.)

6 responses



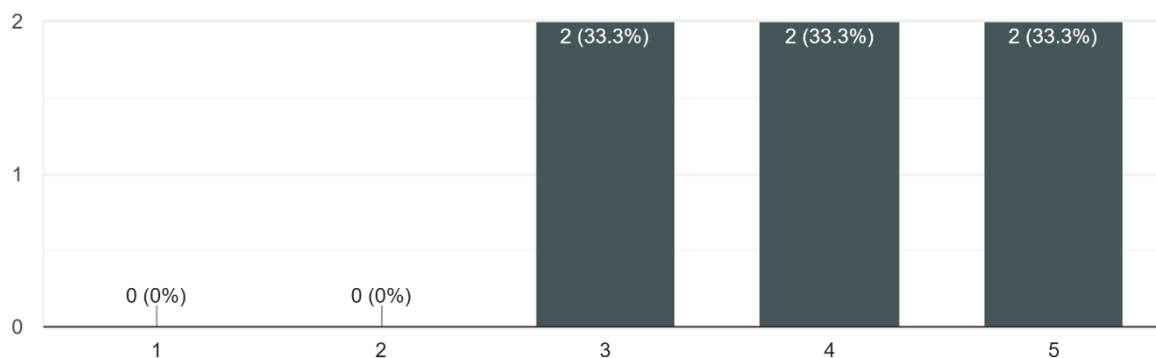
21. Local/ National/ International journal articles

6 responses



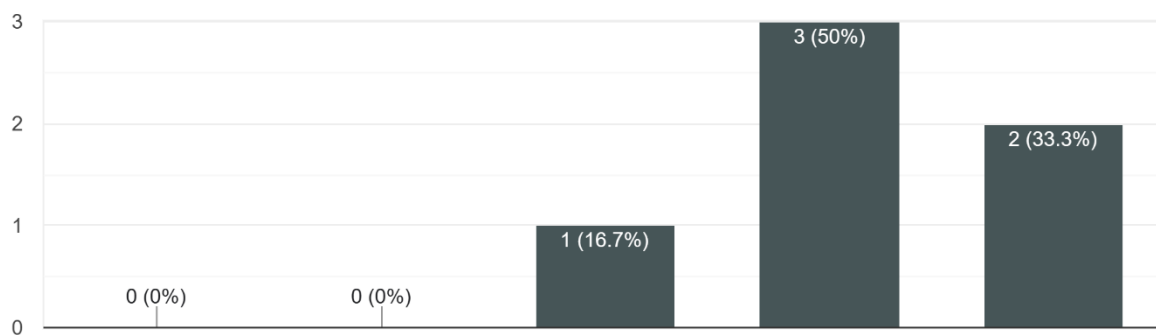
22. Newsletters, posters etc.

6 responses



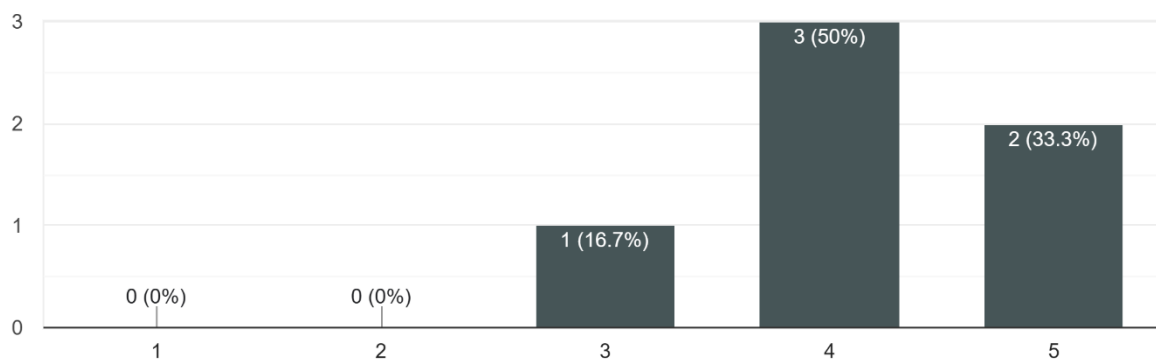
23. Social network dissemination (Facebook, Instagram, LinkedIn)

6 responses



24. Project website

6 responses



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

Strong points are the innovativeness of the tools produces.

Many professionals were actively engaged through meetings, training activities and national events, helping to clearly present and explain the project results. More effort could be put into social media visibility and participation in conferences in the next period to further widen outreach.

Strong points: all the partners has done a good dissemination for the project

Clarity of the common goals, shared vision; aspect to be improved - increased efficiency

The event in Cyprus was very successful and we received positive verbal and written feedback Stronger bonds were cultivated with the international partners

Need to improve

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

6 responses

It needs to improve and enhance the dissemination activities

Communication and dissemination worked well, with strong engagement from professionals and good visibility through events; increasing social media activity could further expand the project's reach.

No particular comments

More activities promoting the useful activities and results ovative project

This is now the time to disseminate the training, website and methods even more

Need to improve

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

Very good project, with a high quality partnership and very good results produced.

The project is progressing very well and the tools are already showing strong potential; continued user feedback and small improvements will help make the results even more effective.

None

The project accomplished its proposed goals.

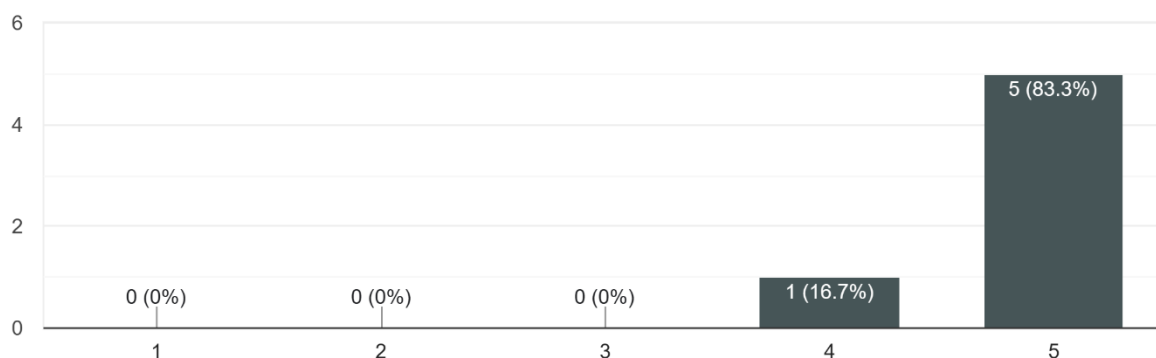
Well done

No

8.Careers 4.o Monitoring Evaluation Form_QUALITY CHECK POINT_Sept. 2025 - Nov. 2025

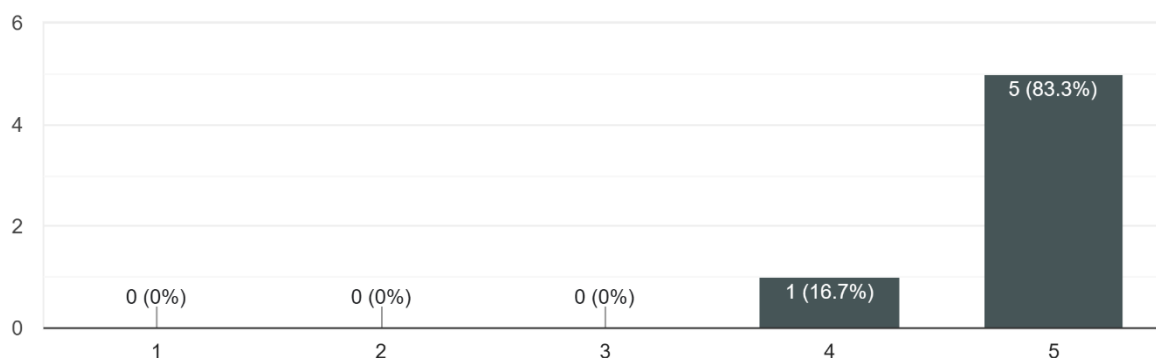
PROJECT OBJECTIVES 1.Please evaluate the achievement of the project objectives to date on a scale from 1 to 5, where (1= Completely Unsatisfied and 5 = Completely Satisfied).

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

The international team of partners worked well together and individual expertise were well suited and in combination delivered high quality outcomes!

well organisation, strong commitment, high expertise, professionalism

Strongest points of this project is the very high quality and innovativeness of tools produced Community

The success of the project is due to a skilled and collaborative team, which worked hard and with enthusiasm.

Transparent communication, good teamwork, flexibilitate and adaptability, shared vision, creativity, positive altitudine.

4. Please indicate the aspects that need improvements

6 responses

No improvements necessary

some small delays but without minor consequences to the quality of results

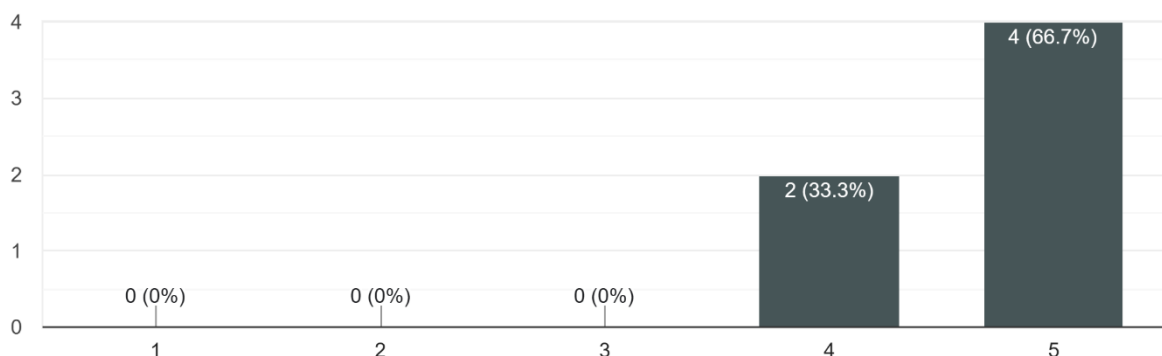
Aspects that need improvements refer the communication and dissemination system

Clear rules

No particular improvements needed

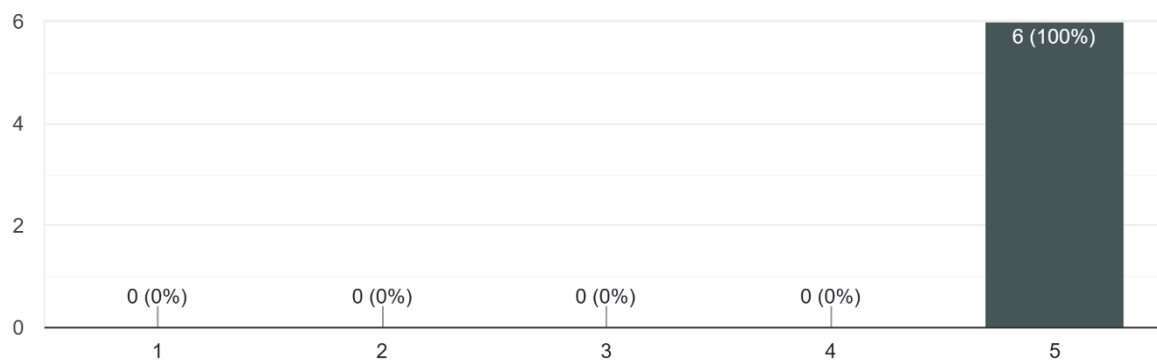
PROJECT MANAGEMENT AND PROGRESS Please evaluate the following aspects of the project progress. It is a part of the quality assurance process. 5. Overall project management (WP 1)

6 responses



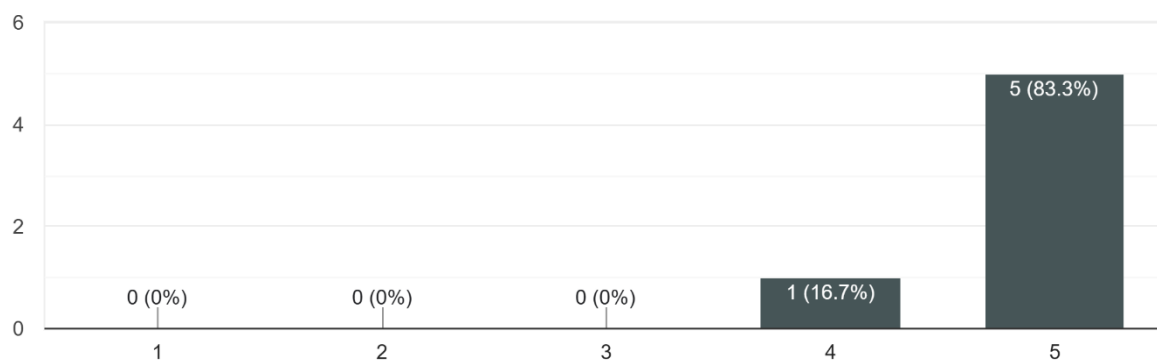
6. Communication between the Work-Package responsible and the other Partners

6 responses



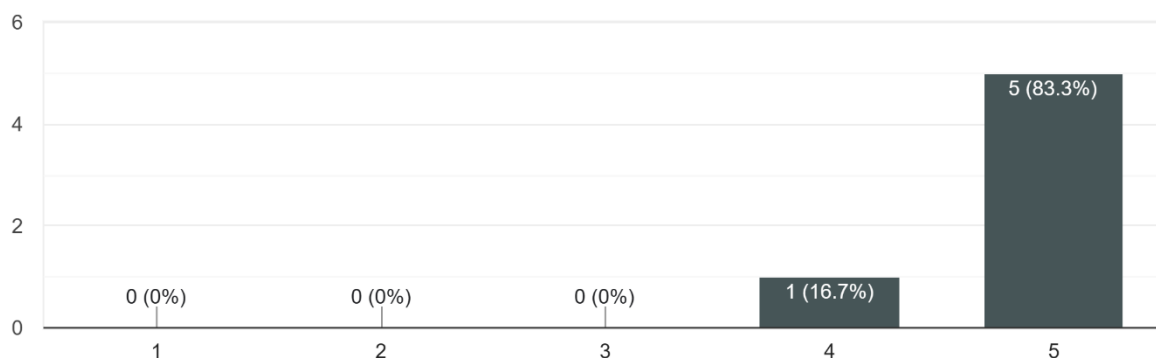
7. Quality of the documents

6 responses



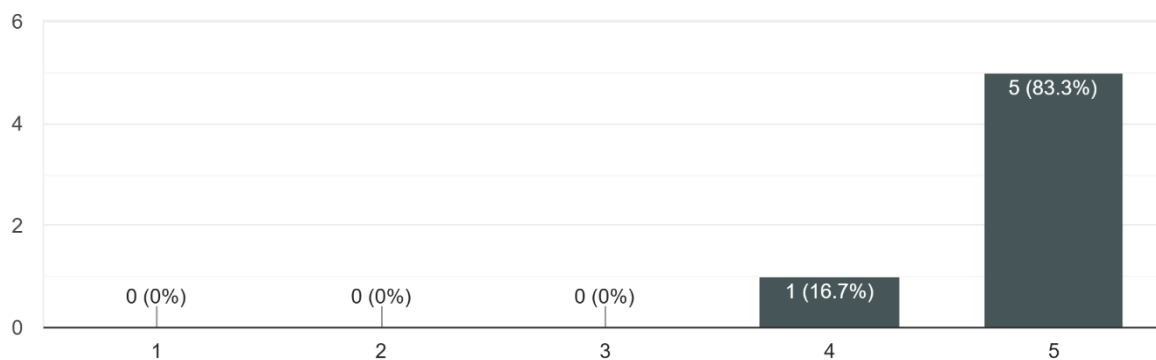
8. Adherence to the procedures and deadlines

6 responses



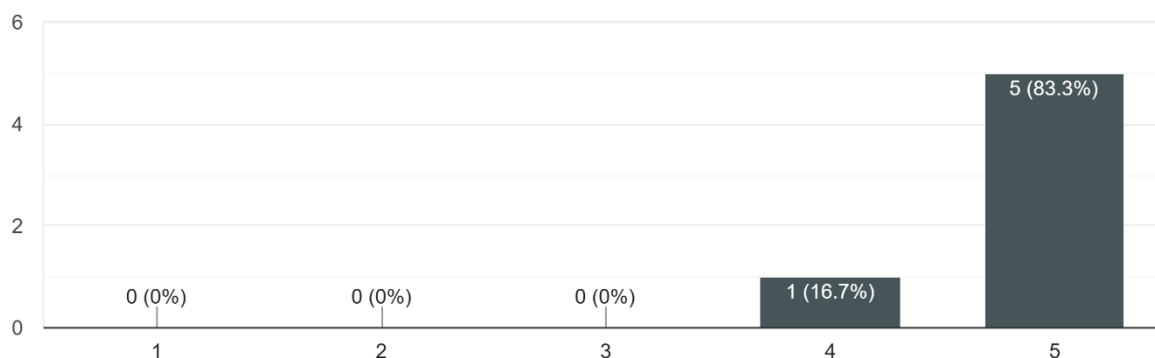
9. Efficiency (allocated resources) for the completion of activities

6 responses



10. Communication and cooperation among partners

6 responses



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

6 responses

Strong leadership that was open to suggestions and able to work well with all involved
Project management supported the increased dissemination activities well and kept everyone aligned and on track.

Strongest point is the quality of the tools and results, communication among partners needs to be improved

WhatsApp group

The project is excellently managed by the project leaders, who have coordinated time and resources in the best possible way. No improvements needed.

Excellent expertise within partnership, strong teamwork, coordinated actions, good execution of the tasks, measurable results achieved, creativity, optimistic attitude

12. Comments/suggestions/recommendations on the Project management (WP₁) and general progress⁶ responses

Excellent progress

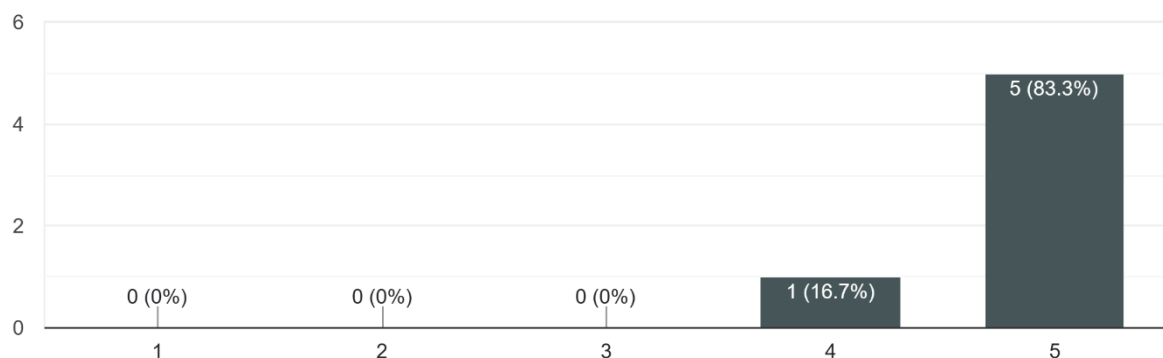
Maybe some guidance on next steps and sustainability would help partners plan follow-up actions

We think that this project is very innovative and the results produces can be very usefull for careers practitionners.

More clear tasks

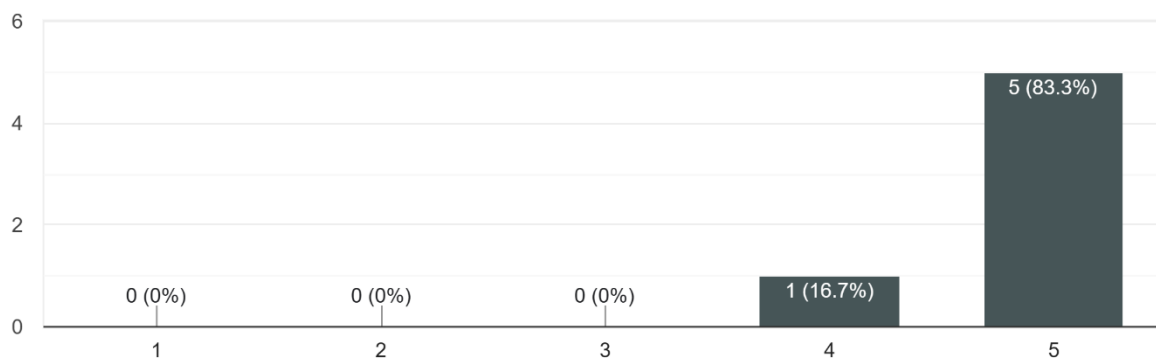
No particular suggestions.

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



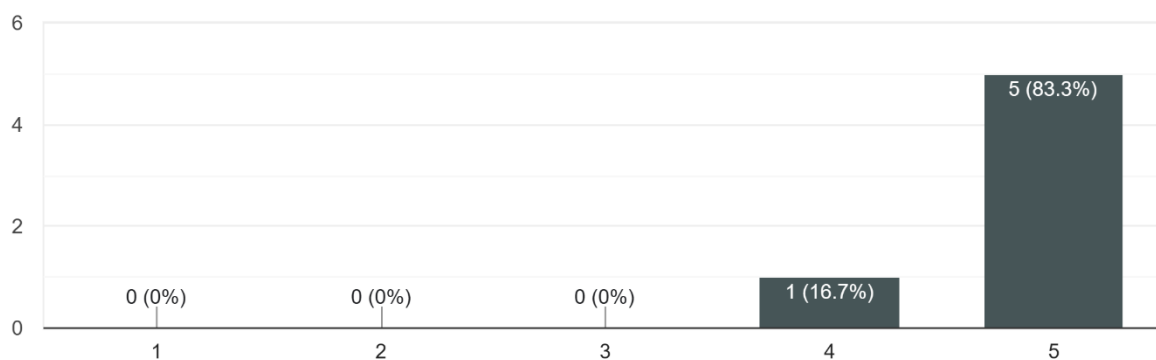
14. WP3- Careers and Competence 4.0 Information & Assessment System

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



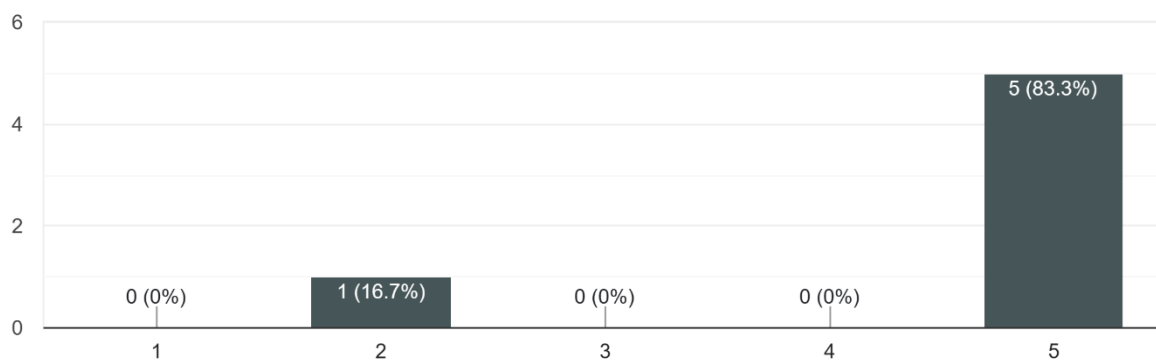
16. Write the strong points and the aspects to be improved 6 responses

All WPs were developed in a professional and collaborative manner
WP results were well consolidated and strongly supported dissemination, with many practitioners showing interest in using the tools.
Training program is very innovative and usefull for career guidance experts.
Work
The platform also works well under stress (with many users connected simultaneously). Some improvement can be made in terms of design.
Excelent results!

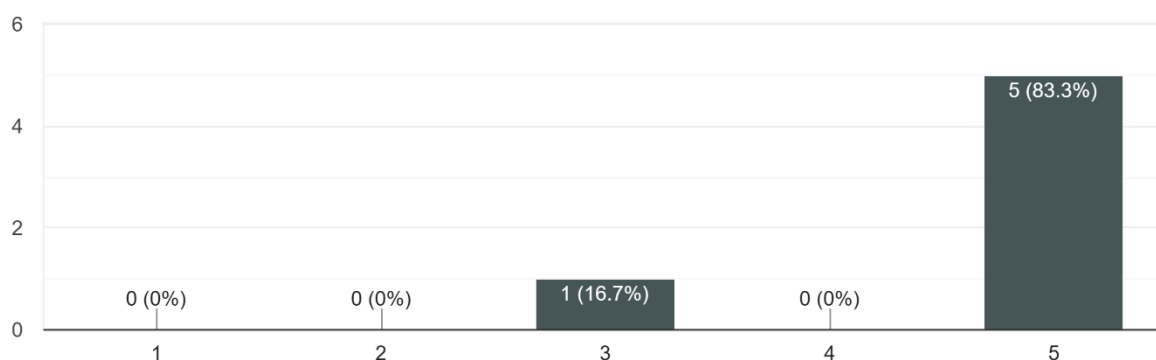
17. Comments/suggestions/recommendations on the WP's and main activities 6 responses

No room for improvement as far as I can see
Try to keep the results on platform and running as the interest expressed from practitioners was very high
We recommend to disseminate as much as possible the results produces because thay can innovate very much the guidance system.
A lot of questions
Discuss the improvements with the partner.

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

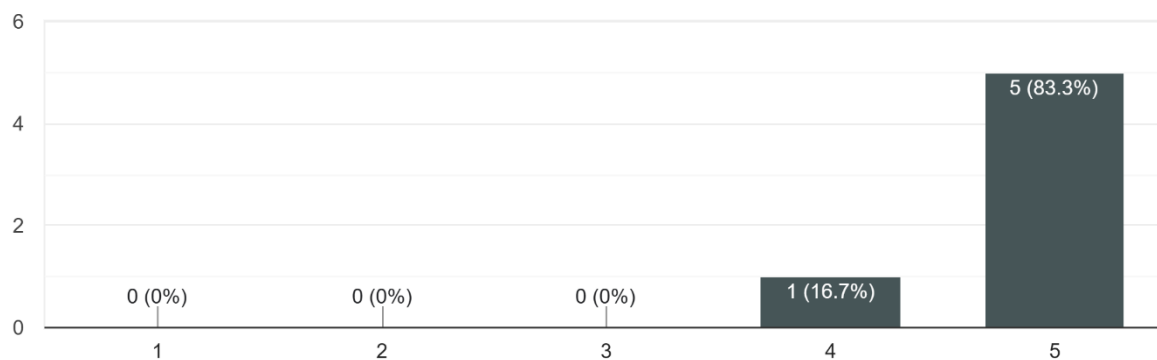


19. National events
6 responses



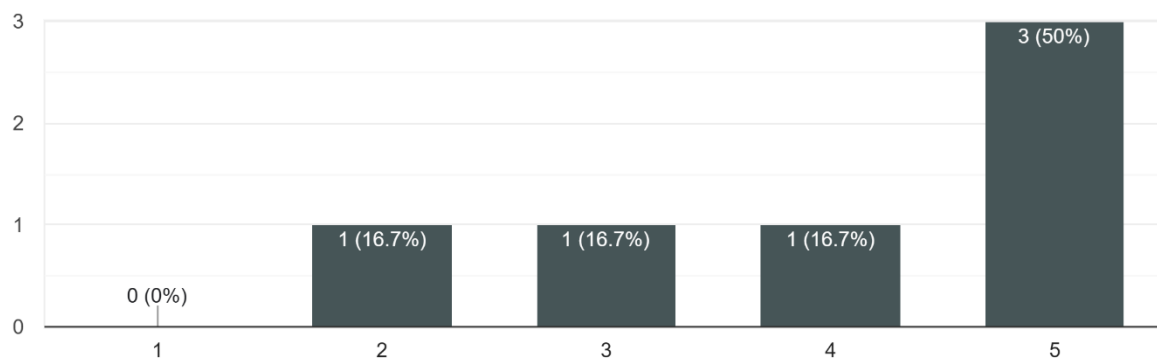
20. Local/National/ International events (congresses, seminars, workshops etc.)

6 responses



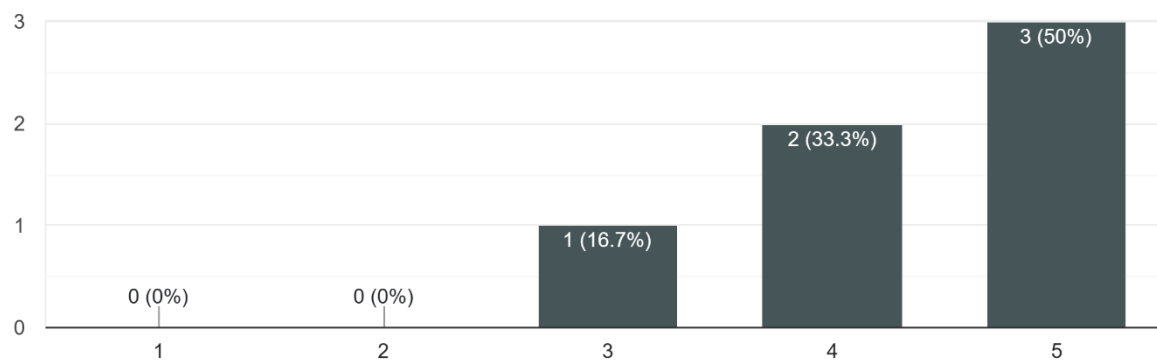
21. Local/ National/ International journal articles

6 responses



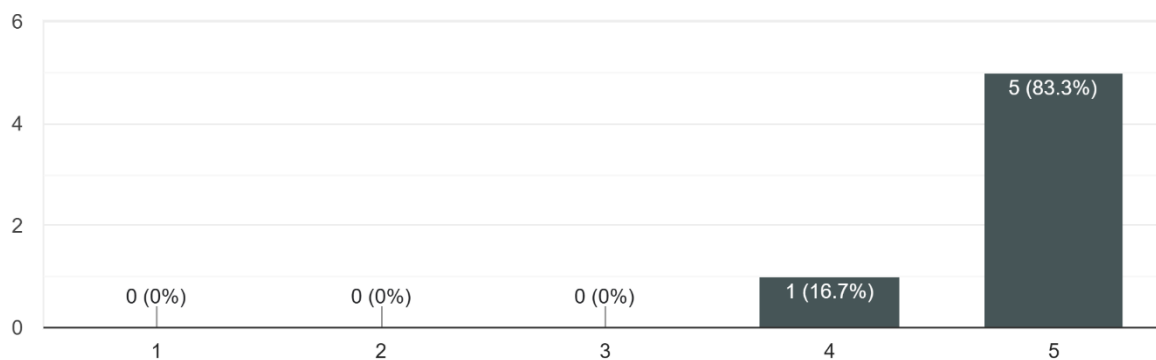
22. Newsletters, posters etc.

6 responses



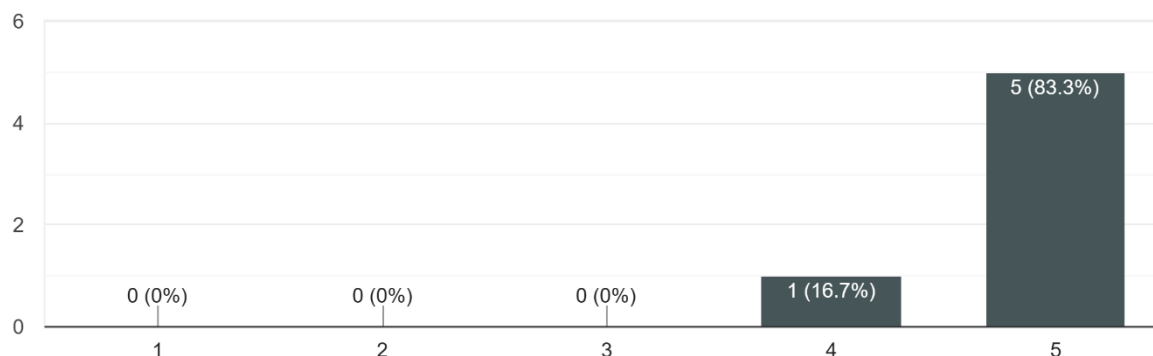
23. Social network dissemination (Facebook, Instagram, LinkedIn)

6 responses



24. Project website

6 responses



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

National events went well and practitioners provided positive feedback and appeared interested in the project

A large number of professionals were engaged, with several national events organised and many presentations delivered at national and international conferences beyond project activities.

Strong points refer national and international dissemination events that partners organized in their country and abroad.

More dissemination rules

The dissemination achieved good results and the project received much appreciation during presentations at national events.

Good communication and dissemination of the project results, good feedbacks from users and career practitioners who used the platform

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

6 responses

Dissemination was able to reach a much larger audience through conferences and local multiplier events

Dissemination and exploitation activities were very successful, with high participation in national events and conferences; continued coordination and consistent online communication can help sustain this strong momentum.

It needs to continue with the dissemination activities referring the project, even after the end of the project.

More ideas to disseminate the project

No particular suggestion

A good job done!

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

Overall, a very positive experience

CAREERS 4.0 has achieved strong visibility and engagement; keeping this work and efforts and supporting long-term use of the tools will further strengthen the project's impact.

Thank you to all partners for the wonderful work done in these years!!

No

None

Maybe a new project about future-related careers