



# NEW VET

NETWORK FOSTERING THE EUROPEAN WORK-BASED  
LEARNING SYSTEM FOR VET PROVIDERS

## 3<sup>rd</sup> EVALUATION REPORT

### WP2 QUALITY MONITORING

DELIVERABLE No: 11



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## Executive Summary

This report provides an interim evaluation of the NEW VET project activities implemented from month 13 to month 18 of project implementation, that is from November 2020 to April 2021. In accordance with the NEW VET project description, it aims to monitor their quality standards and provide feedback and suggestions to improve their management and coordination. It is based upon Evaluation Sessions, surveys and risk analyses performed by WP2 leader with the contribution of all NEW VET partners.

A key development in the period under review has been the project midterm Progress Report provided by the Education, Audiovisual and Culture Executive Agency of the European Commission (EACEA). The report included many positive comments as well as with recommendations for improvements that have been taken under consideration by project partners.

The NEW VET partnership was proud and excited that EACEA distinguished the project's capacity building training hotspots on topics such as ECVET and EQAVET as one of the top 4 good practices for VET providers in the coordinators' meeting of all the selected Networks and Partnerships of VET Providers organized by EACEA on 23 February 2021. This distinction has been stimulating and inspiring for the partnership at a challenging period of project implementation.

Following the serious impediments on project delivery caused by the COVID-19 pandemic and the relevant restrictions, the NEW VET partners managed to adapt the project activities and resume their work. In the period under review the NEW VET project has largely overcome the delays observed in the previous project implementation period (M6 to M12). Major deliverables have been successfully produced; most notably the WP3 Training Hotspots and the WP5 "Share Your Story" National Collateral Events held as part of the European Vocational Skills Week.

Two activities not foreseen in the project description have been undertaken by project partners:

- ✓ A Fourth Training Hotspot (WP3) have been organized by Šolski Center Nova Gorica to respond to the recommendations of EACEA on the NEW VET project providing capacity building in partner countries with weaker VET systems (Slovenia, Greece) and to address important aspects for VET innovation that enhance Green and Digital Europe Design through collaboration.
- ✓ The project Dissemination Action Plan and Key Audience List (WP6) has been updated to adapt to the predominantly digital/online character of project activities.

The NEW VET partners continued their close cooperation and exchange, despite the severe disruption caused by the COVID-19 pandemic. The main challenges have been identified to be the involvement of stakeholders and the project dissemination to the target groups. Indeed, the *D31 NEW*

VETworking cafés and D32 NEW VET Awareness Seminars have been again postponed due to the COVID-19 restrictions.

### Recommendations

The 3rd Evaluation Report concludes with the following set of recommendations for the next project period:

- All project partners, under the direction of WP6 Leader, should take up actions for increasing the involvement of stakeholders and relevant target groups.
- Partners should continue to share their complementary knowledge and expertise within the consortium; the advice and experience of experts should continue to be sought.
- More attention should be paid to the time management of project meetings and trainings, allowing for more time for inspiring discussions and interactions. Agendas should be communicated on time for all participants to prepare.
- Since face-to-face events and activities cannot be realised due to the COVID-19 pandemic, project partners should employ more efforts in digital/ social media project dissemination.
- Project partners should deploy EU portals to disseminate the project activities, such as the EPALE platform.

## 1. INTRODUCTION

**NEW VET: Network Fostering the European Work-based Learning System for VET Providers** is a project co-funded by the European Union Erasmus+ KA3 Support for Policy Reform programme. Since November 2019, its six full partners and seven associated partners cooperate with the aim to enhance work-based learning in Vocational Education and Training in five EU Member States, namely Italy, France, Germany, Slovenia and Greece (Image 1).

NEW VET full partners	
	IAL Marche, Italy NEW VET Project Coordinator
	Lycée C. et A. Dupuy- Greta du Velay, France
	Šolski Center Nova Gorica (ŠC NG), Slovenia
	IHK-Projektgesellschaft mbH, Germany
	ReadLab, Greece
	WELCOME Aps, Italy
NEW VET associated partners	
	

Image 1: The NEW VET partners

Upon the completion of the first year of its implementation the NEW VET project has undergone a **Progress Report** by the Education, Audiovisual and Culture Executive Agency of the European Commission (EACEA) [REF. Ares (2020) 7643839 - 16/12/2020]. The project scored 'Good' 77/100, with many positive comments as well as with recommendations for improvements. These

recommendations have been taken under consideration by project partners, under the guidance of Ms Norma Castro, the NEW VET Project Manager.

On 23 February 2021 EACEA organized a coordinators' meeting of all the selected Networks and Partnerships of VET Providers to share good practices and information about the programme. In the meeting **EACEA distinguished the NEW VET project's capacity building training hotspots on topics such as ECVET and EQAVET, as one of the top 4 good practices for VET providers** (Image 2).

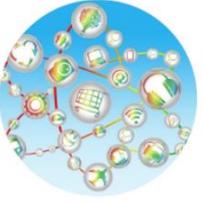
## Good Practices



**Enne:**  
Interviews with role models to promote mobility & MOOC to foster quality in mobility projects



**VETFest:**  
Innovative training on new technology & entrepreneurial skills



**IoTNET:** Survey involving over 700 SMEs on needs in the area of IoT



**New VET:**  
Capacity building hotspots, e.g. on ECVET, EQAVET


European Commission | Education, Audiovisual and Culture Executive Agency

*Image 2: NEW VET capacity building recognized as a good practice*

During the period under review a **new associated partner**, AKMI, has been involved in the project. The Education, Audiovisual and Culture Executive Agency of the European Commission (EACEA) has accepted its inclusion as new member of NEW VET partnership. AKMI is the largest private VET provider in Greece. Its vast experience in VET design and delivery, in EU-funded project implementation and its EU-wide outreach, makes it a perfect fit for the project objectives, results and dissemination activities.

### 1.1. Scope of this document

This document is the 3<sup>rd</sup> evaluation report of the NEW VET project, as described in the Amended project Grant Agreement<sup>1</sup>.

The objective of the 3<sup>rd</sup> Evaluation Report is:

- ✓ to monitor the project quality standards;
- ✓ to provide feedback and suggestions to improve management and coordination;

<sup>1</sup> Amendment to the project Grand Agreement granted by the Education, Audiovisual and Culture Executive Agency of the European Commission [REF. Ares (2020) 4321032 - 19/8/2020] taking effect from as of 4 August 2020.

- ✓ to identify specific problems, report potential risks and recommend mitigation and/ or conflict resolution measures.

The 3rd Evaluation Report builds upon the project Deliverable no 8 “NEW VET Quality Plan and Risk Management Toolkit” that defines the methodology and tools for monitoring the project’s processes and results. Following the 2nd project evaluation report (D10) that monitored project activities from month 7 to month 12 (May – October 2020) **this report focuses on project activities from month 13 to month 18 of project delivery, ie. from November 2020 to April 2021** and makes relevant recommendations for project delivery.

Table 1 illustrates the project deliverables and activities that, according to the NEW VET project description are scheduled to be produced in the period under review (M13 – M18). In addition, this report discusses deliverables which have not been completed during the previous project delivery periods, mainly due to the impediments posed by the COVID19-related restrictions.

Work Packages	Deliverables	Nov 20	Dec 20	Jan 21	Feb 21	Mar 21	Apr 21
<b>WP1 Management &amp; Coordination</b>	D4. 4th Steering Committee Meeting Dossier						
<b>WP2 Quality Monitoring</b>	D11. 3 <sup>rd</sup> Evaluation Report						
<b>WP3 Transnational Capacity Building for VET Providers</b>	D15. 2nd Training Hotspot Pack		rescheduled				
	D16. 3rd Training Hotspot Pack			rescheduled			
	D16a. 4th Training Hotspot Pack						added
<b>WP4 Empowering the Multilevel Cooperation</b>	D18. VET providers internationalisation strategies						
<b>WP5 Spreading the Attractiveness of the VET System</b>	D25. “EU Vocational Skills Week” 2020 national collateral events						
	D30. 3rd NEW(VET)letters						
	D32. NEW VET Awareness Seminar						

Table 1: NEW VET project timetable (M13 – M18)

This report is a public deliverable and will be communicated through the official channels of the NEW VET project dissemination. Its audience is primarily the members of the NEW VET consortium and their representatives at the project’s Steering Committee, as well as other ERASMUS+ project implementors. Moreover, the report audience is the NEW VET project reviewers, EACEA and other European Commission services.

## 1.2. Structure and methodology

The methodology used for this evaluation report aligns with the *D8 Quality plan and Risk Management Toolkit* evaluation criteria and tools. The data deployed for this report is both quantitative and qualitative. The analysis relied on project's documents analysis, observation and online questionnaires distributed through google forms.

More specifically, in order to assess the third project semester, the 3<sup>rd</sup> evaluation report has used the following evaluation tools:

- Risk Management Toolkit (D8 Quality Plan and Risk Management Toolkit, ANNEX I).
- Internal project evaluation form (D8 Quality Plan and Risk Management Toolkit, ANNEX VI).
- Training Questionnaire Template (D8 Quality Plan and Risk Management Toolkit, ANNEX VII).
- Meetings and Events Questionnaire Template (D8 Quality Plan and Risk Management Toolkit, ANNEX VIII), and
- A special COVID-19 edition evaluation form which assesses the pandemic's impact on both the partner organizations and project implementation.

The report is structured as follows: in chapter two it presents the project activities that have taken place in the period under review per work package; in chapter three it presents the findings of the evaluation surveys for the period under evaluation; chapter four presents the potential risks and risk mitigation measures identified by the project Risk Manager and WP leaders and concludes with a set of recommendations for a more effective project implementation in the next project phase.

## 2. OVERVIEW OF THE PROJECT ACTIVITIES

### Work Package 1: Management & Coordination

A **Board Meeting** was held virtually on 12 January 2021 to analyse and discuss the Progress Report Assessment and draw conclusions on improving project implementation. Representatives of all partners participated in the meeting. They focused on the implementation of the following:

#### **WP3: Transnational Capacity Building for VET Providers**

D15. 2nd Training Hotspot Pack

D16. 3rd Training Hotspot organization

D17. NEW VET Lessons Learnt Compilation

#### **WP4. Empowering the Multilevel Cooperation**

D18. Finalizing the VET providers Internationalization Strategies

D20. Agreeing on the foundations of Coaching programmes (objectives, contents, learning results, methodology and instruments).

#### **WP5. Spreading the Attractiveness of the VET System**

D23. "EU Vocational Skills Week" 2020 national winners packs finalization

#### **WP6. Project Communication and Dissemination**

Improving Dissemination activities, particularly through the Project website.

In addition, the partners discussed and accepted an updated Gantt Chart for project activities, presented by Ms Norma Castro, representative of IAL Marche, the Project Coordinator.

The **4<sup>th</sup> Steering Committee Meeting** was organised online on 25 February 2021. During the meeting, project partners:

- ✓ Presented and discussed developments, impediments and risks per WP
- ✓ Organized the project activities of the next 6 months, notably as regards:
  - WP1.3: Extension request
  - WP2.2: 3rd Evaluation report
  - WP3.4: Training Hotspot by SCN (Slovenia) online
  - WP3.5: Training Hotspot by ReadLab (Greece) online
  - WP4.1: Finalizing Internationalisation strategies for VET Providers
  - WP4.2: Joint coaching programmes for VET teachers, mentors/tutors and in-company trainers
  - WP4.3: cooperation activities with other VET providers (KA1 – KA2 proposals)
  - WP6.4: 2nd Networking Cafè for VET teachers and trainers (online event).
- ✓ Participated in and contributed to the project 3rd Evaluation Session.

The Steering Committee Meeting Dossier (D4) has been made available to all partners in the restricted area they share in Basecamp.

In line with the *NEW VET Quality Plan and Risk Management Toolkit (D8)*, the meeting has been evaluated by participants. The evaluation results are presented in the following chapter “Evaluation of Project Activities”.

### Work Package 2: Quality Monitoring

During the period under review the project 3<sup>rd</sup> Evaluation Session took place during the 4<sup>th</sup> Steering Committee meeting of 25 February 2021. During the Session:

- ✓ partners discussed project progress and delays of specific deliverables related to COVID-19 restrictions;
- ✓ provided data as to the perception of partners of the quality of partnership and cooperation, which scores particularly high in the NEW VET Consortium;
- ✓ reflected upon the possibilities and potential of online dissemination activities;
- ✓ all contributed to the update of the project risk registry;
- ✓ the WP2 leader presented recommendations for project delivery.

Following the Evaluation Session, the present 3<sup>rd</sup> Evaluation Report (D11) has been drafted.

### Work Package 3: Transnational Capacity Building for VET Providers

In the period under review three Training Hotspots have been organized; the second and third NEW VET Training Hotspots, described in the project proposal, have been postponed due to the COVID-19 travel restrictions, changed format and delivered online. The fourth Training Hotspot, delivered also online, was not included in the initial project description. It provided a response to the EACEA comment in the evaluation of both the project proposal and the Progress Report – namely the low involvement of Slovenia and Greece, the countries with the weakest VET systems, in the organisation of the NEW VET capacity building programme.

The **Second NEW VET Training Hotspot** was organised by Lycée C. et A. Dupuy – Greta du Velay on 3, 11 and 15 December 2020 and delivered online due to the COVID-19 travel restrictions. The training focused on transferring ECVET system and tools to the national WBL experiences. Speakers included ECVET experts from France and Germany, experts on European VET mobility as well as French and Slovene experts on EQF, Europass and mobility. The final day a practical workshop allowed participants to exchange, work and reflect upon the issues addressed in the previous two training days.



Image 3: The NEW VET 2nd Training Hotspot focused on ECVET and mobility

The **Third NEW VET Training Hotspot** was organised by IHK-Projektgesellschaft mbH online on 28 January, 4 and 9 February 2021. The training focused on implementing high quality and efficient WBL systems at national and regional levels. VET Experts from Germany, Austria and Spain exchanged knowledge and their experiences in long-term relationships with VET providers, private companies as well as other actors of WBL, and success stories.

The **Fourth NEW VET Training Hotspot** was organised by Šolski center Nova Gorica online on 22 April 2021. The training focused on Innovation in VET for Green and Digital Europe Design: A collaborative and engaging ecosystem where everyone can grow into a satisfied person and successful professional. Guest speakers from Slovenia, Croatia, the Netherlands, Finland and the European Commission participated in our 4th Training Hotspot. There were different topics addressed, from The Role of the VET Providers Associations in VET Innovation and the Osnabrück Declaration, Platforms of Vocational Excellence, Public-private partnerships, Pact for Skills Initiative and Best Practices presented from different projects: PoVE Water, DIHUB, Talentjourney.

All the material from the Training Hotspots (D15, D16) is available to download from the Results section of the NEW VET project website.

In line with the *NEW VET Quality Plan and Risk Management Toolkit* (D8), the meeting has been evaluated by participants. The evaluation results are presented in the following chapter "Evaluation of Project Activities".

#### Work Package 4: Empowering the Multilevel Cooperation

In the period under review project partners have delivered their internationalization strategies. According to the project description, VET provider partners are to elaborate "new and/or revised long-term internationalisation strategies to establish solid cooperation partnerships and to systemise mobility opportunities for their teachers/mentors/trainers and for their

learners". The strategies are based on the main lessons learnt through the WP3 capacity building on how to effectively approach and to further benefit from the EU funding instruments. To ensure the Strategies' coherence "*Guidelines on Drawing Internationalisation Strategies for VET Providers*" have been developed as a base document. The drawing of the Strategies has provided, once again, a great opportunity for NEW VET partners to exchange experience and support.

The *D18 VET providers internationalisation strategies* is a confidential project deliverable and has been uploaded to the project restricted Basecamp platform.

### Work Package 5: Spreading the Attractiveness of the VET System

In the period under review NEW VET partners organized the national collateral events and award ceremonies of the NEW VET contest "Share your Story" 2020 edition. The "Share your Story" contest for adult VET learners, teachers/tutors or in-company trainers/mentors from Italy, France, Germany, Slovenia and Greece was launched in July 2020 and widely disseminated. It sought for inspirational stories from VET learners, students, tutors and in-company mentors which will contribute to attracting young people to pursue vocational education and training and enhance their career perspectives.

After overcoming difficulties relating to COVID-19 restrictions<sup>2</sup>, the following events had been hosted:

- ✓ On 11 November 2020 the School Centre of Nova Gorica organized the Slovenian Awards Ceremony Hackathon and "Share Your Story" Contest 2020
- ✓ On 13 November 2020 ReadLab organized the Greek event on the Future of Work-Based Learning and Greek Contest Award Ceremony 2020
- ✓ On 18 November 2020 the German NEW VET award ceremony with the winners of "Share Your Story" 2020 was organized by IHK-Projektgesellschaft mbH Ostbrandenburg.
- ✓ On 4 December 2020 IAL Marche and WELCOME aps -co-organized the Italian award event for the winners of the NEW VET "Share Your Story" 2020 contest.

All events were held as part of the European Vocational Skills Week, the European Commission's initiative that helps to spread the potential of VET across the EU member states. Links to the events are available through the project website and facebook page.

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<sup>2</sup> The D23 Winners packs had to involve a tangible price rather than a trip to the European Vocational Skills Week in Berlin and the D25 national collateral events had to be organized online.

Winners' stories have been added to the official "Share your story" EU platform<sup>3</sup>, after they have been translated into English. In addition, in order to enhance both the reach of the D22 "Share your story" digital storytelling platform and project dissemination ReadLab developed a digital book, presenting the inspirational winners' stories and available to download from the project website (Image 4). Particular attention has been paid to the contest participants personal data management.



Image 4: The Share Your Story 2020 digital book is available online

<sup>3</sup> The stories have been added manually, since an automatic submission from the NEW VET Share your story platform to the EU platform was technically impossible.

## Work Package 6: Project Communication and Dissemination

Due to the COVID-19 restrictions all NEW VET project activities were rescheduled to be delivered online. Digital tools and communication are important in this regard. WELCOME Aps, the lead partner of WP6, proposed as a mitigation measure and carried out a mid-term revision of *D27 Dissemination Action Plan and Key Audience List* with the contribution of all project partners.

In the period under review two NEW(VET)sletters (D30) have been published covering:

**NEW(VET)sletter #2:** the NEW VET Share Your Story Contest 2020, presenting the winners and their inspirational stories | the 5-day Hackathon of Green Technologies and the Internet of Things organized by Šolski center Nova Gorica and the workshop on “How vocational training gives your soft skills a new boost” organized by HK-Projektgesellschaft mbH in Berlin | the 2<sup>nd</sup> and 3<sup>rd</sup> NEW VET Steering Committee meetings | the European Vocational Skills Week.

**NEW(VET)sletter #3:** the Second and Third NEW VET Training Hotspots | the digital book presenting the NEW VET Share Your Story Contest 2020, the winners and their inspirational stories | EACEA's distinction of the NEW VET capacity building training hotspots on topics such as ECVET and EQAVET, as one of the top 4 good practices for VET providers | the EACEA new website.

The Newsletters have been compiled with the contribution of all partners, translated in all project languages (French, German, Greek, Italian, Slovenian) and widely disseminated through mail chimp and the project website, and social media to a variety of stakeholders.

### 3. EVALUATION OF PROJECT ACTIVITIES

#### Evaluation of the 4<sup>th</sup> Steering Committee Meeting

Project partners were invited to submit their views, comments and feedback in respect to the 4<sup>th</sup> Steering Committee meeting which was hosted online on 25 February 2021. The purpose of this online survey was to collect project partners' perceptions and expectations, address challenges, identify problems and offer possible improvements. The survey, administered through google forms, was available online and all project partners were invited to reflect and provide their answers. The questions were built on a Linear scale ranging from 1=completely dissatisfied to 5=completely satisfied (ANNEX I). Six responses have been collected, one from each NEW VET partner.

Main findings:

- 83.3% of the respondents are satisfied or completely satisfied by the preparations made to organize the meeting. 16.7% are neutral.
- There has been a high degree of satisfaction with the online communication channels used during the meeting (50% of respondents completely satisfied and 50% satisfied).
- 83.3% of the respondents indicated that are completely satisfied with the participation of project partners in discussions and decision making. The remaining 16.7% is neutral to this regard.
- A more diversified picture occurred as regards the satisfaction from (a) the structure of the agenda and the subjects/ issues covered and (b) the time assigned to the discussion of important issues: 33.3% were completely satisfied, 33.2% were satisfied and 33.3% were neutral.
- 83.3% of the respondents are satisfied or completely satisfied with (a) the scope of information presented, (b) the meetings overall value in helping him/her achieve project goals and (c) the quality of the overall meeting. 16.7% responded 'neutral' to these issues.

8. How satisfied are you with the quality of the overall meeting?

6 responses

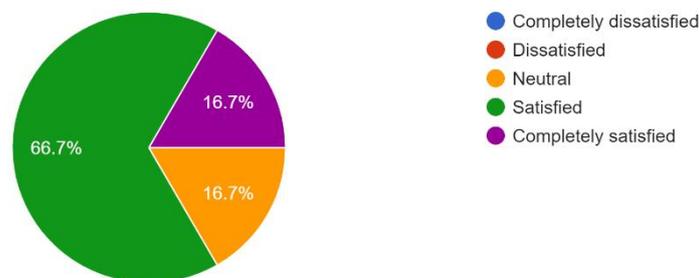


Figure 1: Partners overall satisfaction from the 4<sup>th</sup> Steering Committee Meeting

The strengths of the meeting were reported to be:

- ✓ the presentation of the new ERASMUS+ programme KA1 taken from the recent VET NETPAR midterm meeting in order to keep all PPs informed on the latest news from the EACEA.
- ✓ giving space to discuss the new topics that have emerged as a direct consequence of the covid19 pandemic impact on project progress and implementation.
- ✓ good preparation of future actions / timeline presented by the Project Coordinator.
- ✓ recap of open tasks and exchange of ideas, how to approach different challenges / fostering in-depth discussions and the identification of shared solutions to the issues at hand.
- ✓ active involvement of participants.

The weaknesses of the meeting were reported to be:

- ✓ Time management/ longer duration of the meeting than planned.
- ✓ Dense agenda /some topics were not discussed or discussed very quickly.
- ✓ Technical difficulties, conversation lost sometimes.

Responding partners have made suggestions on improving project meetings as regards efficiency.

- One respondent noted: “the agenda could include less items and thus allow the time for all partners to intervene. In this meeting, all partners shared their views and expectations and a very fruitful discussion was developed, however this required a longer duration. I suggest to simplify the agenda and add more realistic duration of the meeting”.
- Another respondent suggested to split the agenda into more sessions and days, as people can't ensure focus and mind-fresh attitudes in a long and full-of-topics online meeting.
- On the same line, another respondent argued that it's necessary to always keep in mind the timing and not overload the agenda. For this reason it is preferable to increase the number of meetings rather than make meetings too long.

A comment seems to suitably summarize the evaluation of the 4th Steering Committee meeting:

This is a project with an excellent cooperation and coordination. Although the postponement of on-site activities, the project has progressed very well and partners are very cooperative. We could work a bit more when it comes to time management and thus increase the effectiveness of the project meetings.

## Evaluation of the 2<sup>nd</sup> Training Hotspot

In line with the NEW VET D8 Quality Plan and Risk Management Toolkit, trainees have been asked to evaluate their experience following the 2nd Training Hotspot organized by Lycée C. et A. Dupuy – Greta du Velay on 3, 11 and 15 December 2020 and delivered online. The survey was sent through e-mail and administered through google forms. It included structured questions where partners were asked to rate their level of satisfaction (1=completely dissatisfied, 5=completely satisfied) and three open-ended questions to submit their comments, suggestions for improvement and feedback (ANNEX II). Twelve responses have been received from all NEW VET partners and from NEW VET associated partners (Figure 2).

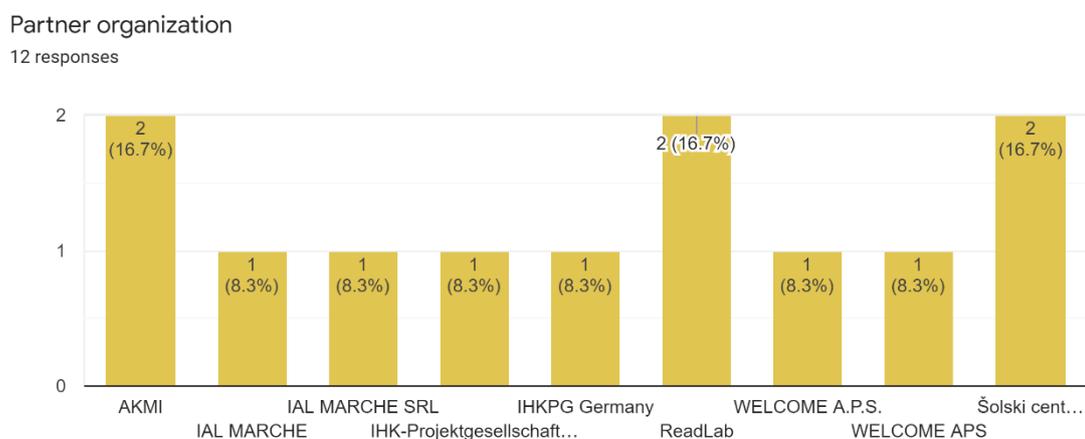


Figure 2: Respondents to the 2nd Training Hotspot evaluation survey

According to the evaluation findings:

- The objectives of the training were not clear to all participants. Although 41.7% of the respondents reported to be 'completely satisfied' and 33.3% of the respondents reported to be 'satisfied' from the definition of the training objectives (Q=The objectives of the training were clearly defined), 8.3% reported to be 'neutral' and 16.7% 'dissatisfied'.
- Yet when asked if the training objectives were met, satisfaction has risen: 58.3% of trainees answered that they are 'completely satisfied', 25% 'satisfied', 8.3% 'neutral' and 8.3% 'dissatisfied'.
- Similar diversification was observed regarding the training content (Q= The content was organized and easy to follow). Although most participants were 'completely satisfied' (33.3%) or 'satisfied' (33.3%) with the content, 8.3% reported 'neutral' and 25% 'dissatisfied'.
- Yet, the majority of respondents found the materials distributed online helpful (41.7%=Completely satisfied, 50%=Satisfied, 8.3%=Neutral).

- The majority of respondents were 'completely satisfied' (50%) or 'satisfied' (41.7%) from the trainers' knowledge on the training topics. Only 8.3% found trainers' knowledge 'neutral'.
- Similarly, the majority of respondents were 'completely satisfied' (41.7%) or 'satisfied' (50%) from participation and interaction during the training (Q=Participation and interaction were encouraged). Only 8.3% found participation and interaction 'neutral'.
- 33.3% of respondents reported to be 'completely satisfied' and 50% 'satisfied' from the relevance of topics to their work (Q=The topics covered were relevant to me). 16.7% of respondents reported that they found the topics 'neutral'.
- Most trainees found the time allocated for the training sufficient (25%= 'completely satisfied', 58.3%= 'satisfied' and 16.7%= 'neutral').
- Although the efficiency of the training platform rated very high (66.7%= 'completely satisfied', 25%= 'satisfied' and 8.3%= 'neutral'), trainees did not report to be as satisfied by the transition from the face-to-face to the online format of the training (16.7%= 'completely satisfied', 41.7%= 'satisfied', 16.7%= 'neutral' and 25%= 'dissatisfied').

The strengths of the training were reported to be:

- ✓ The insights provided by trainers / the trainers and the material provided.
- ✓ Learning about current situation of EQF, ECVET and WBL in different countries.
- ✓ Met experts in various fields, knowledge exchange, experiences shared, the active participation of all partners / Strong participation from all the organizations / Meet new people from different countries and organizations.
- ✓ Training was carried out in different online options (Zoom, Moodle, Breakout Rooms in Zoom).

The aspects of the training that could be improved were reported to be:

- ✓ Sharing the training agenda in advance of the training, so that people can have a clear overview of the training objectives (on the contrary, receiving each day's Agenda the evening before of the training don't allow people to get prepared for the work).
- ✓ Tasks allocation to participants: it is advisable to clearly assign tasks to participants (if they are decided during oral discussion the training moderator could recap them in written way after the end of the meeting) so that people are aware of how and when they are going to present their contributions.
- ✓ Time management during the training: the training moderator should always set a time frame for participants interventions and also ensure that they respect time allocated for their presentations/interventions.

### Evaluation of the 3<sup>rd</sup> Training Hotspot

In this section the responses to the post-training survey of the NEW VET 3<sup>rd</sup> Training Hotspot are presented. The Training was organized by IHK-Projektgesellschaft mbH on 28 January, 4 and 9 February 2021 and delivered online. In line with the NEW VET D8 Quality Plan and Risk Management Toolkit, trainees have been asked to evaluate their experience. The survey was sent through e-mail and administered through google forms. The online survey included structured questions where partners were asked to rate their level of satisfaction (1=completely dissatisfied, 5=completely satisfied) and three open-ended questions to submit their comments, suggestions for improvement and feedback (ANNEX III). Six responses have been collected from all NEW VET partners.

All respondents marked that they are satisfied or completely satisfied regarding:

- The objectives of the training were clearly defined
- Participation and interaction were encouraged
- The content was organised and easy to follow
- The materials distributed online were helpful
- The trainer was knowledgeable about the training topics
- The training objectives were met
- The time allocated for training was sufficient
- The efficiency of the online platform

A slight diversification only emerged in the responses to the questions:

- The topics covered were relevant to me, to which 33.3% of the respondents were completely satisfied, 50% of the respondents satisfied and 16.7% neutral.
- The transition from the face-to-face to the online format of the training, to which 33.3% of the respondents were completely satisfied, 50% of the respondents satisfied and 16.7% dissatisfied.

The training objectives were met  
6 responses

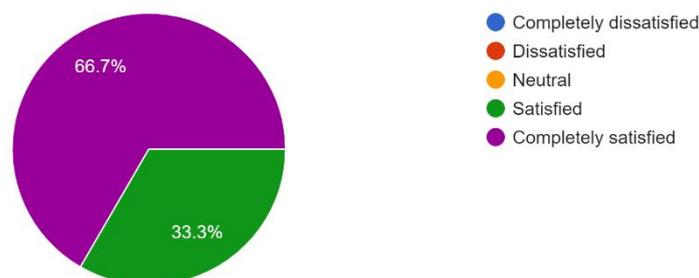


Figure 3: Partners overall satisfaction from the 2<sup>nd</sup> Training Hotspot

The strengths of the 3rd Training Hotspot were identified to be:

- ✓ The expertise of speakers and the topics covered.
- ✓ Sharing good practices / the examples given by the experts in term of good practice.
- ✓ The clear allocation of tasks to partners with a proper time-frame before the training.
- ✓ Light schedule with friendly and efficient moderation.

The aspects of the training that could be improved were reported to be:

- ✓ More interactive activities during such sessions / more input from and exchanges between participants / more time for group tasks.
- ✓ All the participants should read the material uploaded and it could be done a general evaluation test at the end.
- ✓ All the participants should have at least one task/intervention to make during the whole 3 days programme.

### Evaluation of the 4<sup>th</sup> Training Hotspot

In this section the responses to the post-training survey of the NEW VET 3rd Training Hotspot are presented. The Training was added to the NEW VET activities by the NEW VET partners as a response to EACEA's recommendations; it was not foreseen in the project description. It was organized Šolski center Nova Gorica online on 22 April 2021 on the topic 'Innovation in VET for Green and Digital Europe Design: A collaborative and engaging ecosystem where everyone can grow into a satisfied person and successful professional'.

In line with the NEW VET *D8 Quality Plan and Risk Management Toolkit*, trainees have been asked to evaluate their experience. The survey was sent through e-mail and administered through google forms. The online survey contained structured questions where partners were asked to rate their level of satisfaction (1=completely dissatisfied, 5=completely satisfied) and three open-ended questions to submit their comments, suggestions for improvement and feedback (ANNEX IV). Seven responses have been received from all NEW VET partners.

All trainees responded that they were 'completely satisfied' or 'satisfied'

- The objectives of the training were clearly defined
- Participation and interaction were encouraged
- The content was organised and easy to follow
- The materials distributed online were helpful
- The trainer was knowledgeable about the training topics
- The training objectives were met

A slight diversification only emerged in the responses to the questions:

- The topics covered were relevant to me, to which 71.4% of the respondents were 'completely satisfied', 14.3% 'satisfied' and 14.3% neutral.

- The time allocated for training was sufficient, to which 42.9% of respondents were 'completely satisfied', 14.3% 'satisfied', 28.6% 'neutral' and 14.3% 'dissatisfied'.
- 57.1% of the respondents were 'completely satisfied', 28.6% 'satisfied' and 14.3% 'neutral' from the efficiency of the online platform. Similarly, 57.1% of the respondents were 'completely satisfied' and 42.9% 'neutral' from the transition from the face-to-face to the online format of the training.

The trainer was knowledgeable about the training topics  
7 responses

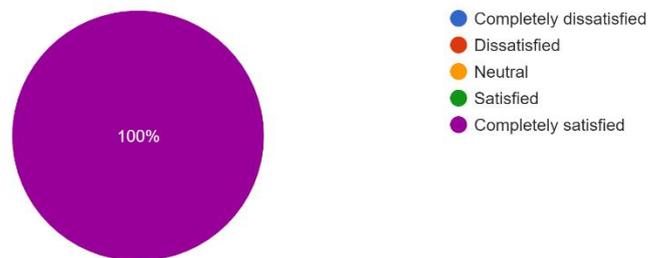


Figure 4: The 4th Hotspot Training rated particularly high on the trainers' expertise

The strengths of the 4th Training Hotspot were identified to be:

- ✓ The high level, knowledge and diversity of speakers
- ✓ The variety of insights / Different points of view from different countries about different issues but all focalized on cooperation between actors jointed to promote better VET provision according to the LM needs.
- ✓ Its practical nature
- ✓ Well organised

The aspects of the training that could be improved were reported to be:

- ✓ Time management: an additional time slot could be added in the afternoon, so that participants have more time to discuss and exchange.
- ✓ To have a face-to-face training instead of zoom

### Internal Evaluation Survey

In line with the NEW VET D8 Quality Plan and Risk Management Toolkit project partners have been asked to evaluate the project performance during the 3<sup>rd</sup> project evaluation period (M13 to M18). To this end, an online questionnaire has been developed and made available for all project partners through google forms. It contained structured questions where partners were asked to rate their level of satisfaction (1=completely dissatisfied, 5=completely satisfied) and two open-ended questions to submit their comments and ideas and

feedback for improving efficiency (ANNEX V). Five responses have been collected from NEW VET partners.

The main findings are the following:

- All respondents (100%) marked they are 'satisfied' with the work plan and the organisation of the activities.
- 20% of respondents are 'completely satisfied' and 80% 'satisfied' with the way the project proceeds to meet the planned objectives.
- Accordingly, 20% of respondents are 'completely satisfied' and 80% 'satisfied' with the way the activities and tasks are distributed among partners.
- 80% of respondents are 'satisfied' and 20% 'neutral' with the cooperation among partners.
- 20% of respondents are 'completely satisfied', 60% 'satisfied' and 20% 'neutral' with the communication and information flow within the consortium.
- Similarly, 20% of respondents are 'completely satisfied', 60% 'satisfied' and 20% 'neutral' with ideas for improving cooperation and communication between partners.
- 20% of respondents are 'completely satisfied' and 80% 'satisfied' with the procedures used for reaching decisions.
- 80% of respondents are 'satisfied' and 20% 'neutral' with the use of resources for achieving project objectives.
- An interesting finding regards the satisfaction of respondents from the number of stakeholders involved in the project (Figure 5): 40% of respondents are 'satisfied', 40% are 'neutral' and 20% are 'completely dissatisfied'.

How satisfied are you with the number of stakeholders involved in the project?

5 responses

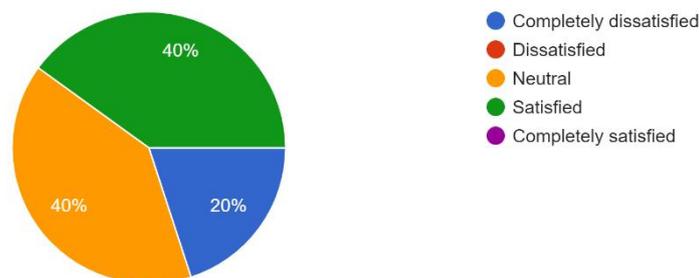


Figure 5: Partners' satisfaction from the number of stakeholders involved in the project

- The way project results are communicated to target groups reaches a better rate: 80% of respondents are satisfied and only 20% are 'neutral'.
- 80% of respondents are 'satisfied' and 20% 'neutral' with the degree to which the outcomes implement fully the requirements/functions envisaged in the project plan.

- 20% are 'completely satisfied' and 80% 'satisfied' with the results corresponding to the stated objectives of the activity.
- 40% of respondents are 'completely satisfied', 20% 'satisfied' and 40% 'neutral' with the effect of project results to wider sectorial objectives.

The open-ended question asking partners for ideas and feedback for improving efficiency only one answered was received, stating "increase monitoring by WP leaders".

To summarize the findings, it seems that although partners are highly satisfied by the cooperation objectives, arrangements and results, there are two aspects that could be improved: the cooperation among partners and the involvement of stakeholders.

### Evaluation of the COVID19 impact on project delivery

The COVID-19 pandemic has greatly affected the NEW VET project impact implementation. The *D10 2<sup>nd</sup> Evaluation Report*, was the first to investigate the relevant challenges and the way they are apprehended by the NEW VET project partners. As the COVID-19 pandemic persists, in preparation of this report the relevant survey was again sent to partners in order to assess the COVID-19 impact on NEW VET project delivery. The online questionnaire was administered through google forms and contained structured questions where partners were asked to rate their level of satisfaction (1=completely dissatisfied, 5=completely satisfied) and an open comments section (ANNEX VI). Five responses have been collected from all NEW VET partners but Šolski center Nova Gorica.

The main findings are the following:

COVID-19 has not severely affected most of the partner organizations (33.3%= Severely, 33.3%=Modestly, 16.7% Mildly and 16.7% Very Mildly), yet all (100%) have made adjustments to their day-to-day functioning, regarding remote work, reducing face-to-face activities, offering training to trainers on the online methods and tools, online tutoring, smart working, reorganization of working spaces in the cases of work in person, financial troubles, delays in activities, communication difficulties, Corona Virus Antigen Test for all clients/ staff. Most respondents are satisfied with the adjustments (66.7%= completely satisfied, 16.7%= satisfied, 16.7%= neutral).

Concerning the NEW VET project implementation,

- Most respondents are satisfied with the 'digitalization' of their work during the pandemic (16.7%= completely satisfied, 50% satisfied, 33.3% neutral) and with the communication flow and digital meetings among the NEW VET partners (33.3%= completely satisfied, 50% satisfied, 16.7% neutral).
- Satisfaction levels are low regarding the travel/ the postponement of transnational activities due to the COVID-19 restrictions (33.3%= satisfied, 33.3%= neutral, 33.3%= dissatisfied) yet respondents are not willing to travel right now: 16.7% strongly disagree, 50% disagree and 33.3% neither agree

nor disagree with the statement: "I am willing to travel right now and attend NEW VET activities and meetings as initially scheduled".

- Most of the respondents are satisfied with transferring the NEW VET educational and training activities online (16.7%= completely satisfied, 66.7%= satisfied, 16.7%= dissatisfied).
- In contrast, there seems to be a high degree of dissatisfaction with the online dissemination activities during the pandemic: 66.7%= dissatisfied, 16.7%= neutral, 16.7%= satisfied.

One respondent commented: "It is not possible to say that the pandemic did not have its repercussions in the project, but it is important to point out the ability of all partners to readjust and reprogram their activities".

#### 4. RISK IDENTIFICATION AND MITIGATION

Based on the *D8 Quality Plan and Risk Management Toolkit*, project partners were asked to identify risks and propose mitigation actions for the 3<sup>rd</sup> project period. The risks that have mainly been identified for this project period are related to the delays and postponement due to COVID19.

Identified Risks			
Activity	Possible risk	Analysis	Mitigation
Partners cooperation and coordination	Due to the rescheduling of project Steering Committee meetings and other activities cooperation and coordination should be intensified for effective project implementation.	High	Organize monthly cooperation and coordination meetings among partners.
Travelling activities and Training Hotspot budget	Inability to absorb the budget allocated for the activities (travelling and training hotspots) due to the COVID-19 pandemic.	High	Risk has been mitigated through an amendment requested to EACEA rescheduling project activities and budget.
Joint coaching programmes delivery	Possible inability to deliver face-to-face due to national COVID19 restrictions. Be prepared for online delivery.	Medium	All partners have experience in distance learning tools and practices.
Effective organization of the "EU Vocational Skills Week" 2021 national collateral events	Inability to organize physical events due to COVID19 restrictions. Winners can't attend the final conference of the EU Vocational Skills Week due to force majeure (i.e. COVID19).	Low	Use the lessons learnt from the 2020 "Share your Story" contest to prepare the 2021 version. Be prepared for an online version of the event, linked with the EU Vocational Skills Week and for tangible prizes (eg. Electronic tablets) instead of travel
Dissemination & impact of project outcomes	Several Dissemination activities (i.e. National Seminars, Networking café, ESW collateral events) have been postponed due to the pandemic emergency.	Medium	Risk has been mitigated through the update of D27 Dissemination Action Plan and Key Audience List, to fit the online delivery of project activities.
Organise Networking Café for VET	Some networking café not organised due to force majeure (i.e. COVID-19).	High	Reschedule for a later date and be prepared for online delivery.

teachers and trainers			
Organise Awareness Seminars for network members	Not organised due to force majeure (i.e. COVID-19).	High	Reschedule for a later date and be prepared for online delivery.

Table 2. Identification of risks and risk mitigation

## 5. CONCLUSIONS & RECOMMENDATIONS

During the first year of NEW VET implementation<sup>4</sup> 40% of project deliverables have been completed (Figure 6). The deviations to the original project planning have been due to the COVID-19 outburst and the relevant restrictions. The pandemic has put severe constraints to the project meetings and training and dissemination activities scheduled to take place in partner countries during the second semester of the project. The following deviations have occurred:

### WP3: Transnational Capacity Building for VET Providers

D15. 2<sup>nd</sup> Training Hotspot Pack / Postponed due to COVID-19

D16. 3<sup>rd</sup> Training Hotspot Pack / Postponed due to COVID-19

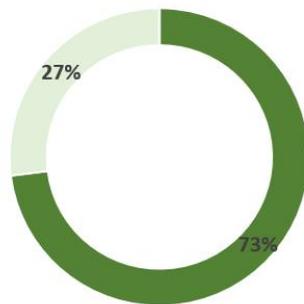
### WP4. Empowering the Multilevel Cooperation

D19. Training Module / Postponed due to COVID-19

### WP5. Spreading the Attractiveness of the VET System

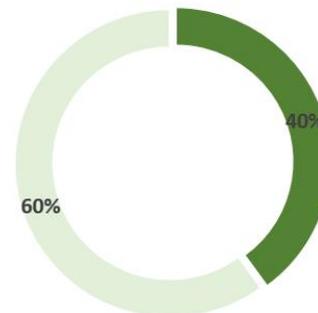
D23. "EU Vocational Skills Week" 2020 national winners packs / Due to COVID-19 trip to Berlin replaced with a tangible award.

Completed activities & Deliverables for M1 - M6



■ Completed ■ Not completed

Completed activities & Deliverables for M7 - M12



■ Completed ■ In progress



Figure 6: Completed project deliverables in the two first project evaluation periods (M1-M12)

In the period under review the NEW VET project managed to overcome the great challenges to its design and implementation posed by the COVID-19 pandemic and resume its work. At the end of M18 60% of all project deliverables have been completed, another 9% refers to the ongoing deliverables such as the Evaluation Reports, Newsletters, the NEWVETworking

<sup>4</sup> As presented by ReadLab, the WP2 Quality Monitoring leader, during the project Evaluation Session that took place in parallel to the 3<sup>rd</sup> Project Steering Committee Meeting on 21 September 2020.

cafés and the Awareness Seminars and 31% of project deliverables remain to be finalized (Figure 7 and Table 3).

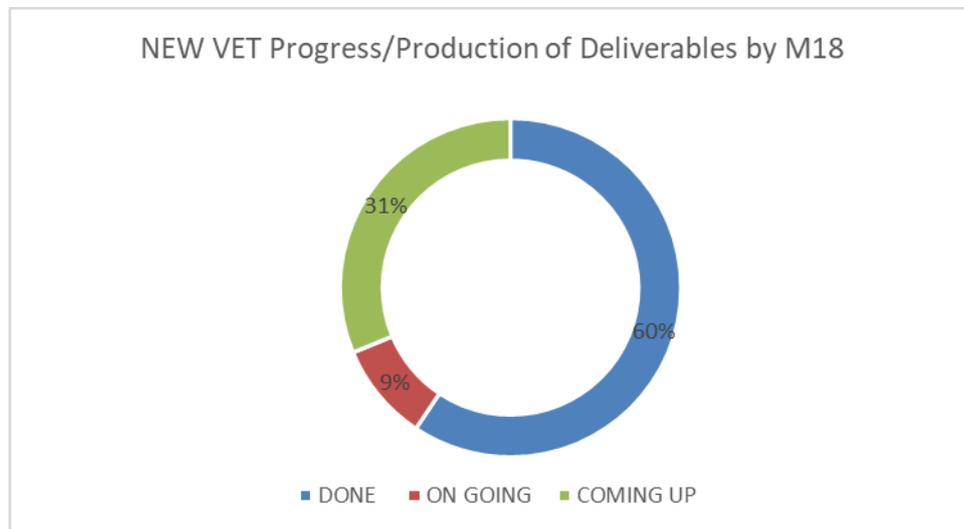


Figure 7: Completed project deliverables by M18

In addition, two activities not foreseen in the project description have been undertaken by project partners:

- ✓ A Fourth Training Hotspot (WP3) have been organized by Šolski Center Nova Gorica to respond to the recommendations of EACEA on the NEW VET project providing capacity building in partner countries with weaker VET systems (Slovenia, Greece) and to address important aspects for VET innovation that enhance Green and Digital Europe Design through collaboration.
- ✓ The project Dissemination Action Plan and Key Audience List (WP6) has been updated to adapt to the predominantly digital/online character of project activities.

The NEW VET partners continued their close cooperation and exchange, despite the severe disruption caused by the COVID-19 pandemic on project implementation. The main challenges have been identified to be the involvement of stakeholders and the project dissemination to the target groups. Indeed, the D31 NEW VETworking cafés and D32 NEW VET Awareness Seminars have been again postponed due to the COVID-19 restrictions. Yet in the period under review the NEW VET Consortium has proved resilient and eager to keep up its work in promoting work-based learning and VET excellence.

## Recommendations

The 3rd Evaluation Report concludes with a set of recommendations that could be deployed to improve the efficiency of project delivery in the next project period.

- All project partners, under the direction of WP6 Leader should take up actions for increasing the involvement of stakeholders and relevant target groups.
- Partners should continue to share their complementary knowledge and expertise within the consortium; the advice and experience of experts should continue to be sought.
- More attention should be paid to the time management of project meetings and trainings, allowing for more time for inspiring discussions and interactions. Agendas should be communicated on time for all participants to prepare.
- Since face-to-face events and activities cannot be realised due to the COVID-19 pandemic, project partners should employ more efforts in digital/ social media project dissemination.
- Project partners should deploy EU portals to disseminate the project activities, such as the EPAL platform.

WP	No.	Deliverable	Due date	Status
WP1	D1	1st Steering Committee Dossier	January 2020	Completed
	D2	2nd Steering Committee Meeting Dossier	May 2020	Completed
	D3	3d Steering Committee Meeting Dossier	October 2020	Completed earlier than planned
	D4	4th Steering Committee Meeting Dossier	March 2021	Rescheduled and completed
	D5	5th Steering Committee Meeting Dossier	August 2021	Coming Up
	D6	Progress Report and financial statement to EACEA	October 2020	Completed
	D7	Final Report and financial statement to EACEA	October 2021	Coming Up
	D8	Quality Plan & Risk Management Toolkit	December 2019	Completed
	D9	1 <sup>st</sup> Evaluation Report	May 2020	Completed
WP2	D10	2 <sup>nd</sup> Evaluation Report	October 2020	Completed
	D11	3 <sup>rd</sup> Evaluation Report	March 2021	Completed
	D12	4 <sup>th</sup> Evaluation Report	August 2021	Coming Up
	D13	Final Evaluation Report	October 2021	Coming Up
WP3	D14	1st Training Hotspot Pack	January 2020	Completed
	D15	2nd Training Hotspot Pack	May 2020	Rescheduled and completed
	D16	3rd Training Hotspot Pack	October 2020	Rescheduled and completed
	D16a	4th Training Hotspot Pack	April 2021	Added and completed
	D17	NEW VET Lessons Learnt Compilation	December 2020	Coming Up
WP4	D18	VET providers internationalisation strategies	February 2021	Completed
	D19	Training Module	October 2020	In progress
	D20	Coaching programme packs	July 2021	Coming Up
	D21	Mobility proposal for VET teachers and mentors/tutors	March 2021	In progress
WP5	D22	"Share your story" digital storytelling platform	April 2020	Completed
	D23	"EU Vocational Skills Week" 2020 national winners packs	September 2020	Completed
	D24	"EU Vocational Skills Week" 2021 national winners packs	September 2021	Coming Up

WP	No.	Deliverable	Due date	Status
WP6	D25	"EU Vocational Skills Week" 2020 national collateral events	November 2020	Completed
	D26	"EU Vocational Skills Week" 2021 national collateral events	October 2021	Coming Up
	D27	Dissemination Action Plan and key audience list	December 2019	Completed
	D27a	Dissemination Action Plan and key audience list (update)	March 2021	Added and completed
	D28	Brand identity pack for NEW VET	April 2020	Completed
	D29	NEW VET website and social media profiles	December 2019	Completed
	D30	NEW(VET)sletter no 1	February 2020	Completed
		NEW(VET)sletter no 2	July 2020	Completed
		NEW(VET)sletter no 3	January 2021	Completed
		NEW(VET)sletter no 4	June 2021	Coming Up
	D31	NEW VETworking cafés	December 2019	Completed
			April 2020	Postponed due to COVID19
			September 2020	Postponed due to COVID19
	D32	NEW VET Awareness Seminars	January 2020	Postponed due to COVID19
			May 2020	Postponed due to COVID19
October 2020			Postponed due to COVID19	
March 2021			Postponed due to COVID19	

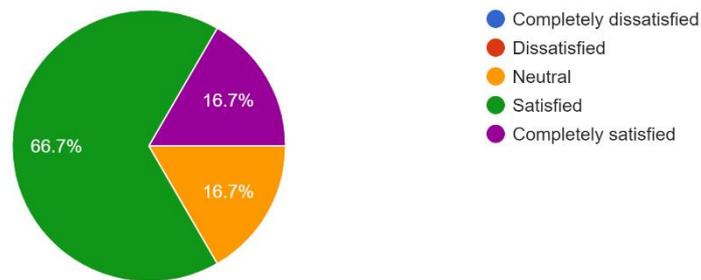
Table 3. Project progress (M1 - M18)

## ANNEX I. NEW VET IV Steering Committee meeting evaluation

The evaluation survey, based on the ANNEX VIII of the NEW VET Quality Plan and risk management toolkit, was drafted in google forms and sent through e-mail to all meeting participants. The figures below present the findings to the quantitative survey questions. Responses were based upon a five-point Likert scale ranging from 1=completely dissatisfied to 5=completely satisfied.

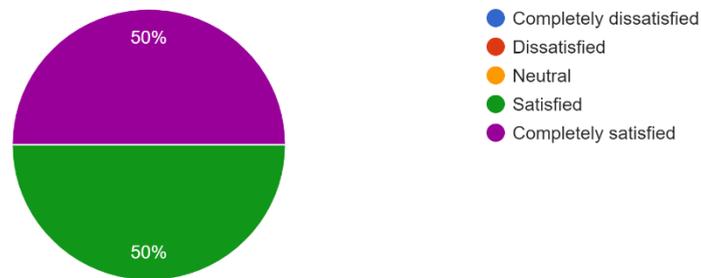
1. How satisfied are you with the preparations made to organize the meeting?

6 responses



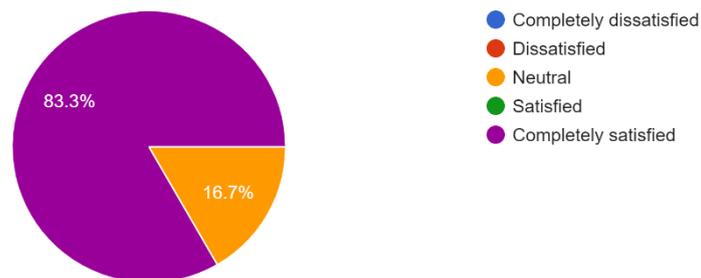
2. How satisfied are you with the online communication channels used during the meeting?

6 responses



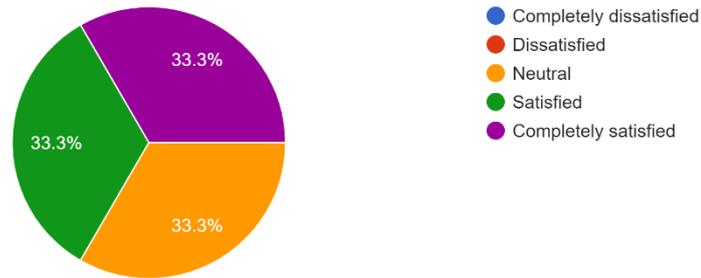
3. How satisfied are you with the participation of project partners in discussions and decision making?

6 responses



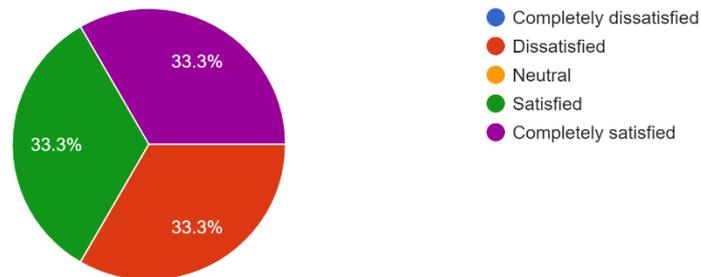
4. How satisfied are you with the structure of the agenda (subjects/issues covered)?

6 responses



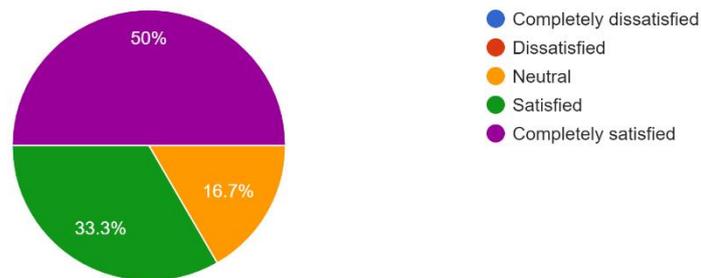
5. How satisfied are you with the time assigned to the discussion of important issues?

6 responses



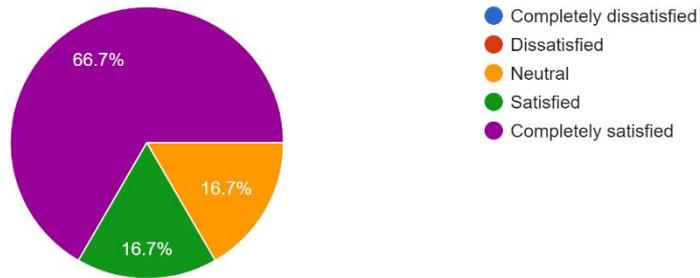
6. How satisfied are you with the scope of information presented?

6 responses



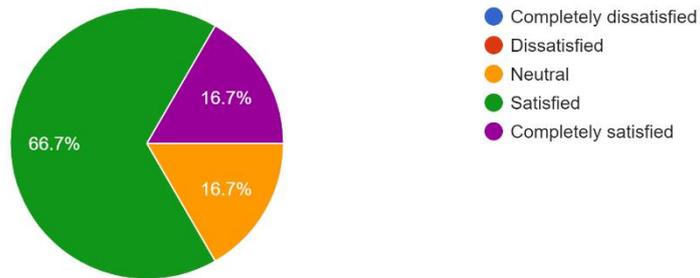
7. How satisfied are you with the meeting's overall value in helping you achieve project goals?

6 responses



8. How satisfied are you with the quality of the overall meeting?

6 responses

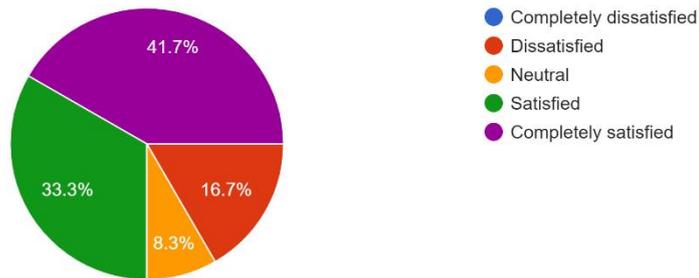


## ANNEX II. NEW VET 2nd Training Hotspot evaluation

The evaluation survey, based on the ANNEX VII of the NEW VET Quality Plan and risk management toolkit, was drafted in google forms and sent through e-mail to all trainees. The figures below present the findings to the quantitative survey questions. Responses were based upon a five-point Likert scale ranging from 1=completely dissatisfied to 5=completely satisfied.

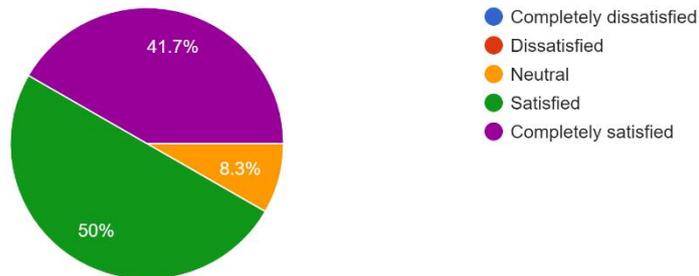
The objectives of the training were clearly defined

12 responses



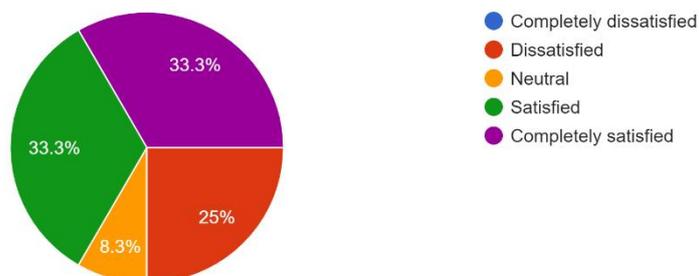
Participation and interaction were encouraged

12 responses

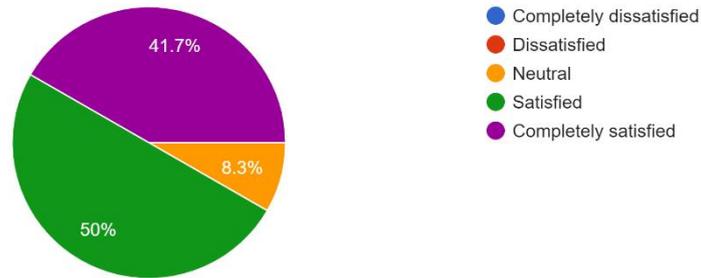


The content was organised and easy to follow

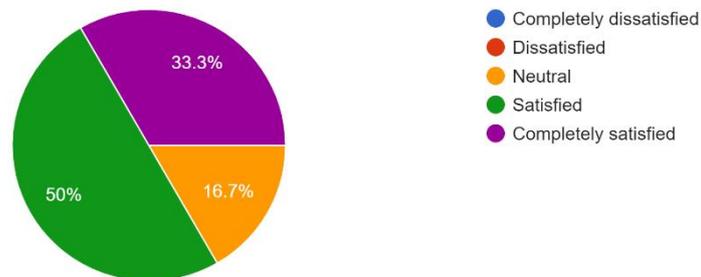
12 responses



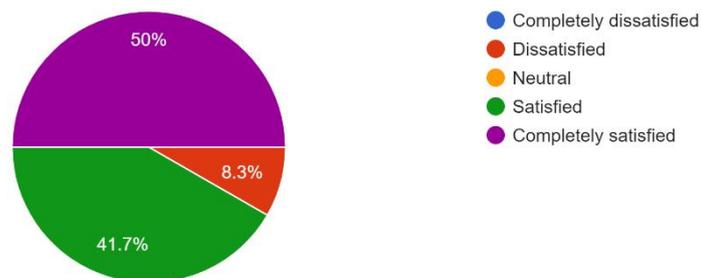
The materials distributed online were helpful  
12 responses



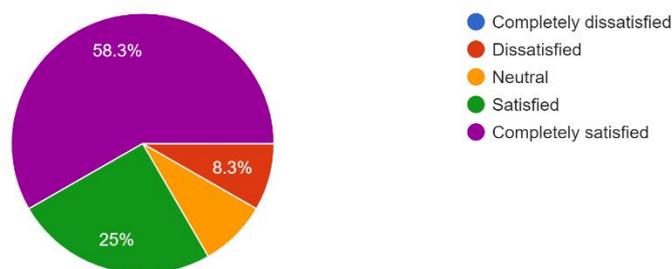
The topics covered were relevant to me  
12 responses



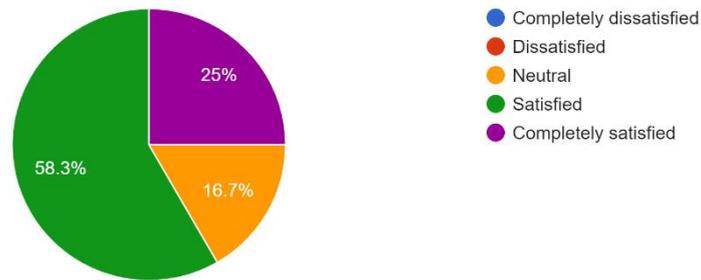
The trainer was knowledgeable about the training topics  
12 responses



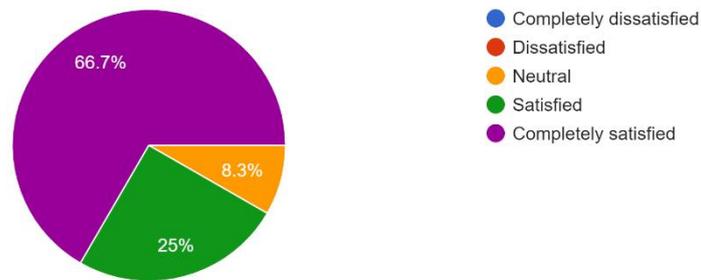
The training objectives were met  
12 responses



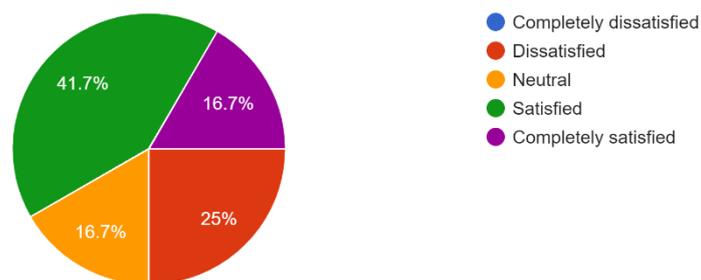
The time allocated for training was sufficient  
12 responses



The efficiency of the online platform  
12 responses



The transition from the face-to-face to the online format of the training  
12 responses

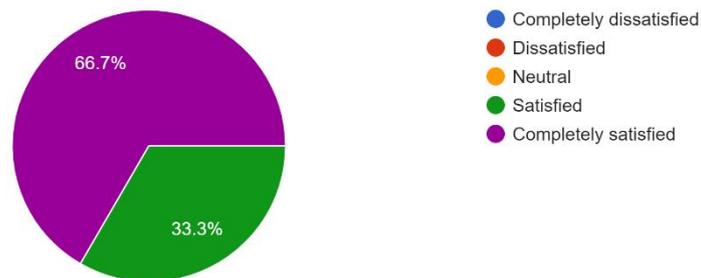


### ANNEX III. NEW VET 3rd Training Hotspot evaluation

The evaluation survey, based on the ANNEX VII of the NEW VET Quality Plan and risk management toolkit, was drafted in google forms and sent through e-mail to all trainees. The figures below present the findings to the quantitative survey questions. Responses were based upon a five-point Likert scale ranging from 1=completely dissatisfied to 5=completely satisfied.

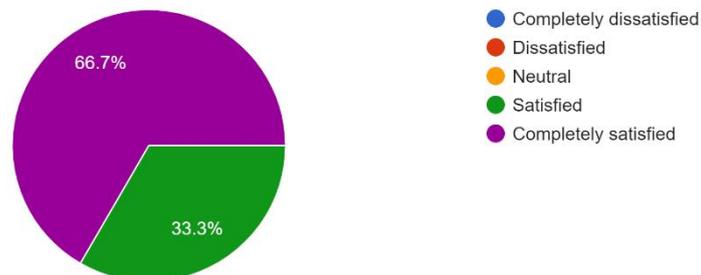
The objectives of the training were clearly defined

6 responses



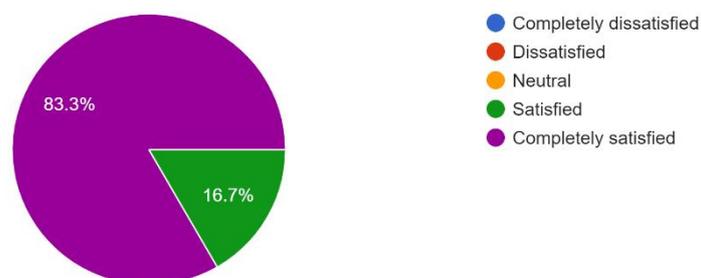
Participation and interaction were encouraged

6 responses

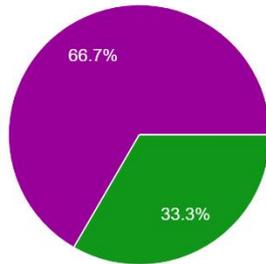


The content was organised and easy to follow

6 responses

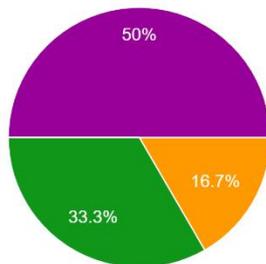


The materials distributed online were helpful  
6 responses



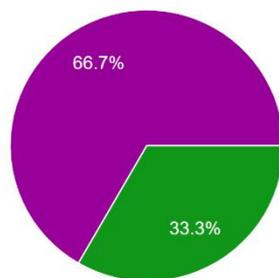
- Completely dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Completely satisfied

The topics covered were relevant to me  
6 responses



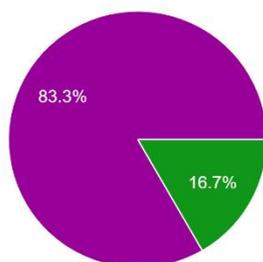
- Completely dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Completely satisfied

The training objectives were met  
6 responses



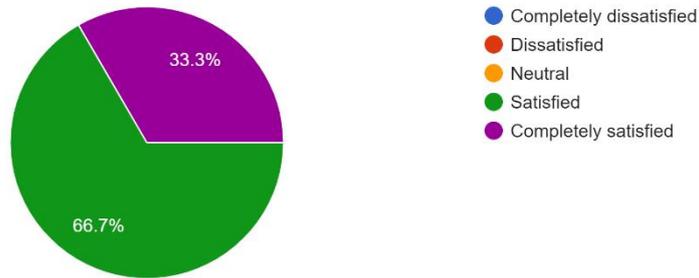
- Completely dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Completely satisfied

The trainer was knowledgeable about the training topics  
6 responses

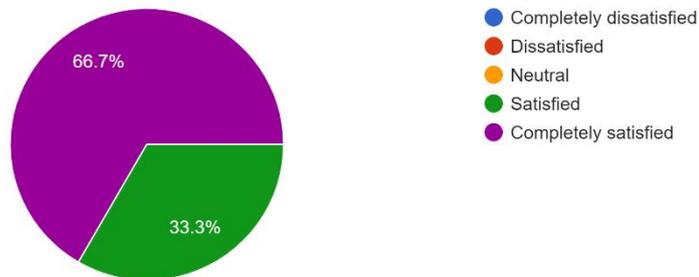


- Completely dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Completely satisfied

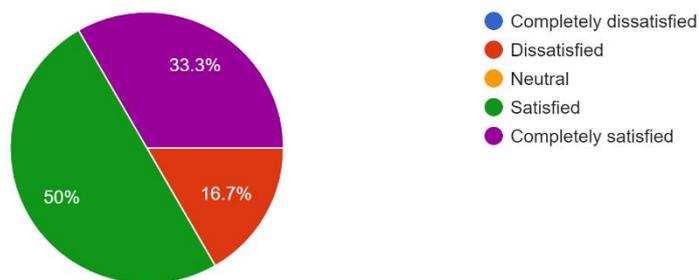
The time allocated for training was sufficient  
6 responses



The efficiency of the online platform  
6 responses



The transition from the face-to-face to the online format of the training  
6 responses

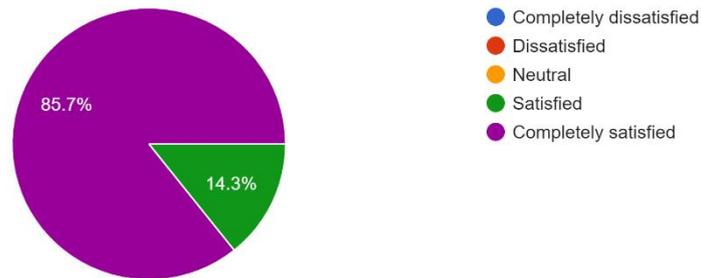


## ANNEX IV. NEW VET 4th Training Hotspot evaluation

The evaluation survey, based on the ANNEX VII of the NEW VET Quality Plan and risk management toolkit, was drafted in google forms and sent through e-mail to all trainees. The figures below present the findings to the quantitative survey questions. Responses were based upon a five-point Likert scale ranging from 1=completely dissatisfied to 5=completely satisfied.

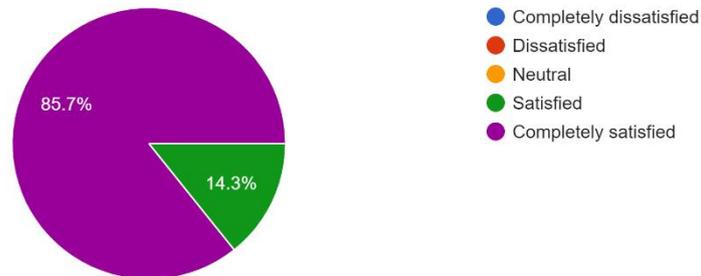
The objectives of the training were clearly defined

7 responses



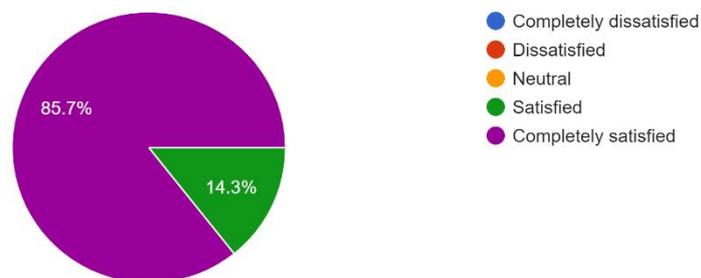
Participation and interaction were encouraged

7 responses



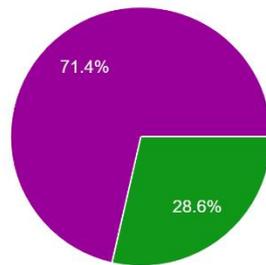
The content was organised and easy to follow

7 responses



The materials distributed online were helpful

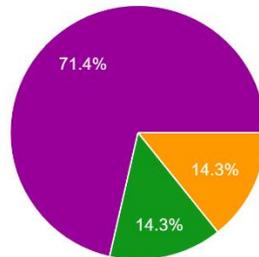
7 responses



- Completely dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Completely satisfied

The topics covered were relevant to me

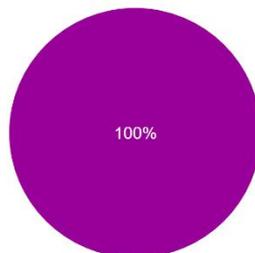
7 responses



- Completely dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Completely satisfied

The trainer was knowledgeable about the training topics

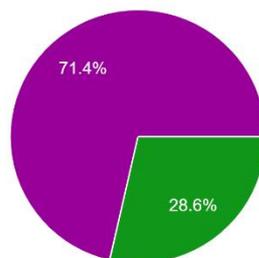
7 responses



- Completely dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Completely satisfied

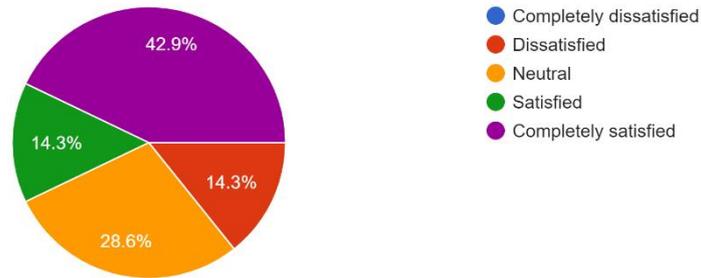
The training objectives were met

7 responses

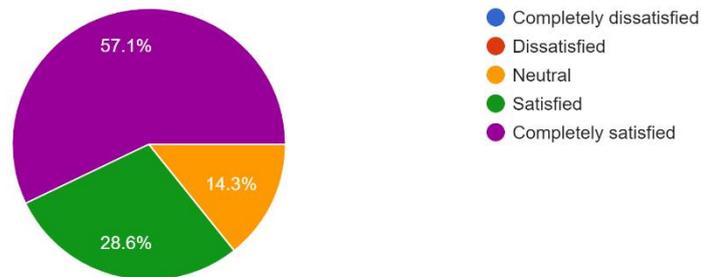


- Completely dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Completely satisfied

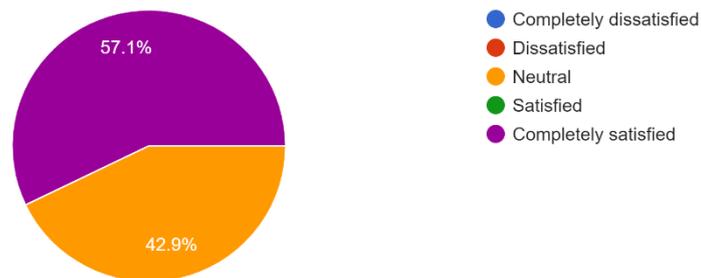
The time allocated for training was sufficient  
7 responses



The efficiency of the online platform  
7 responses



The transition from the face-to-face to the online format of the training  
7 responses

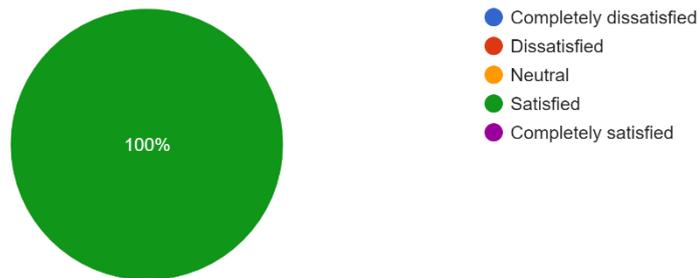


## ANNEX V. Internal Evaluation Survey

The evaluation survey, based on the ANNEX VII of the NEW VET Quality Plan and risk management toolkit, was drafted in google forms and sent through e-mail to all project partners. The figures below present the findings to the quantitative survey questions. Responses were based upon a five-point Likert scale ranging from 1=completely dissatisfied to 5=completely satisfied.

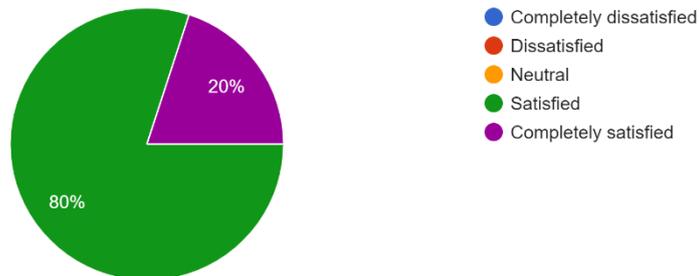
How satisfied are you with the work plan and the organisation of the activities?

5 responses



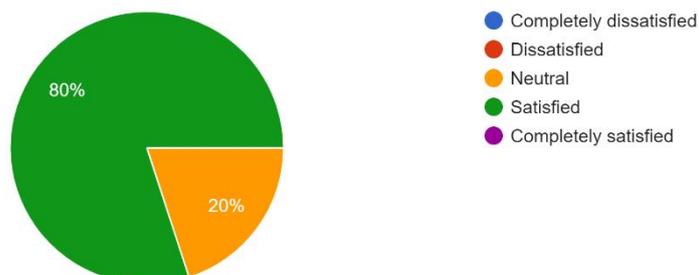
How satisfied are you with the way the project proceeds to meet the planned objectives?

5 responses



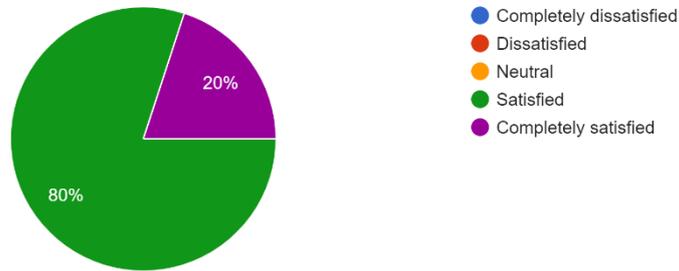
How satisfied are you with cooperation among partners?

5 responses



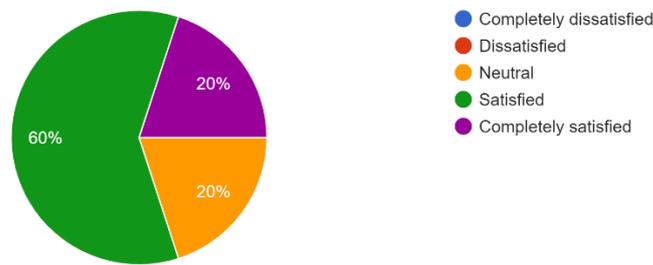
How satisfied are you with the way the activities and tasks are distributed among partners?

5 responses



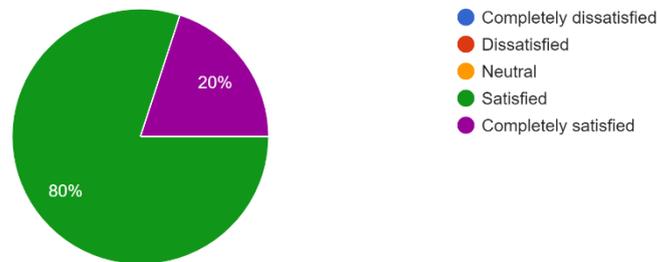
How satisfied are you the communication and information flow within the consortium?

5 responses



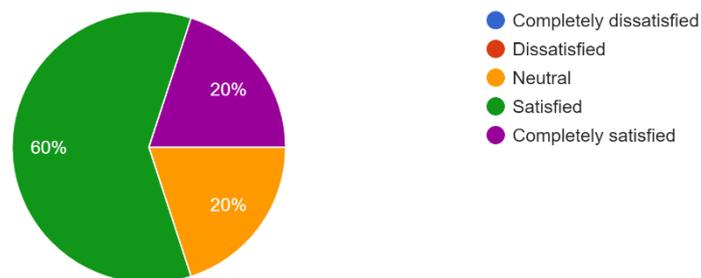
How satisfied are you with the procedures used for reaching decisions?

5 responses



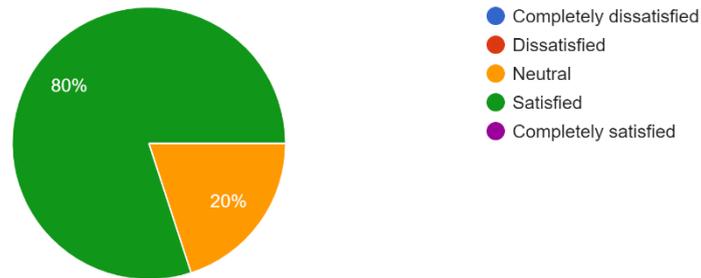
How satisfied are you with ideas for improving cooperation and communication between partners?

5 responses



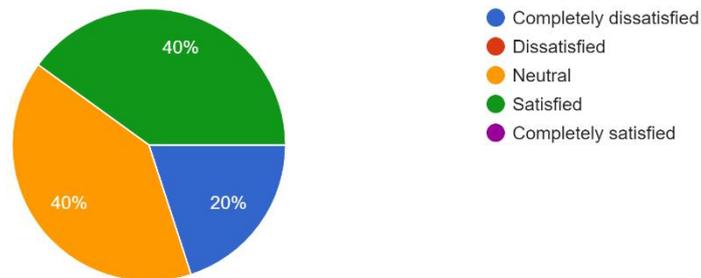
How satisfied are you with the use of resources for achieving project objectives?

5 responses



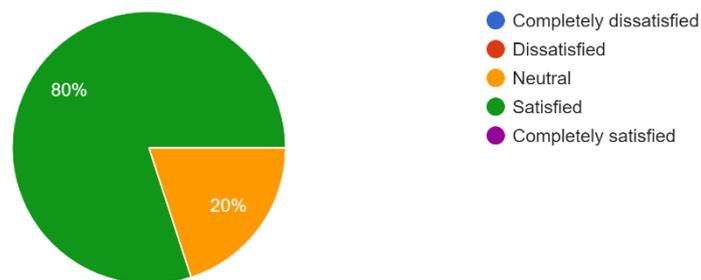
How satisfied are you with the number of stakeholders involved in the project?

5 responses



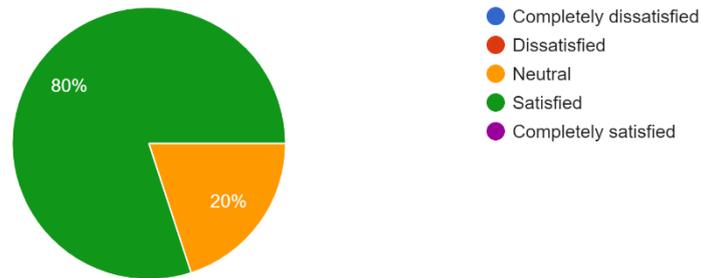
How satisfied are you with the way project results are communicated to target groups?

5 responses



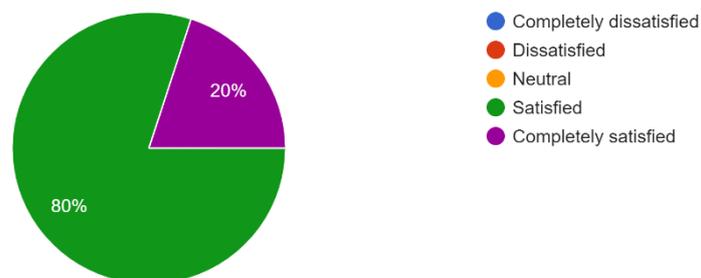
How satisfied are you with the degree to which the outcomes implement fully the requirements/functions envisaged in the project plan?

5 responses



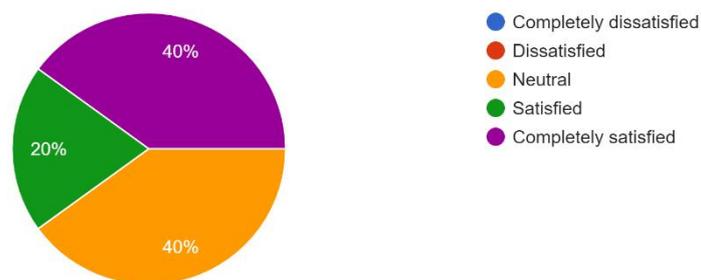
How satisfied are you with the results that correspond to the stated objectives of the activity?

5 responses



How satisfied are you with the effect of project results to wider sectorial objectives?

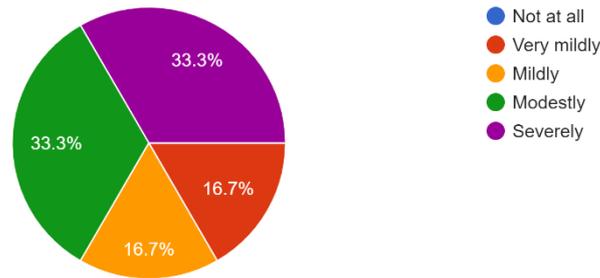
5 responses



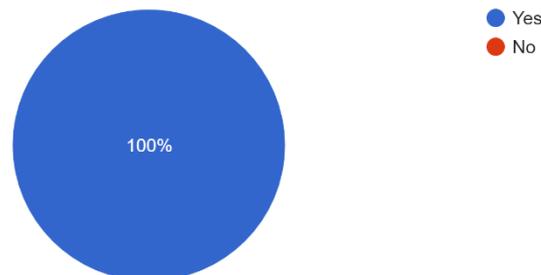
## ANNEX VI. COVID-19 Impact Survey

The impact survey was drafted in google forms and sent through e-mail to all project partners. The figures below present the findings to the quantitative survey questions. Responses were based upon a five-point Likert scale ranging from 1=completely dissatisfied to 5=completely satisfied.

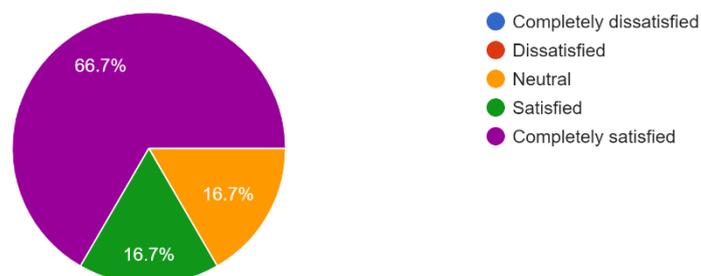
1. Has the COVID-19 pandemic affected your organization's activities?  
6 responses



2. Has your organization made adjustments to its day-to-day functioning?  
6 responses

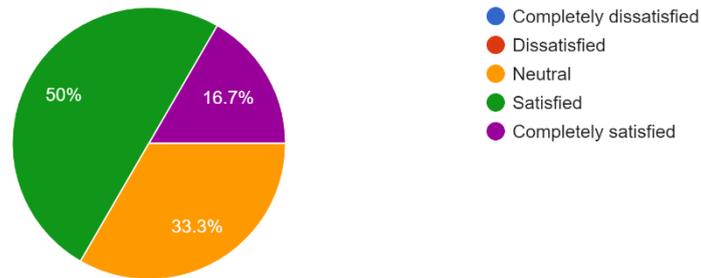


4. How satisfied are you with the adjustments your organization had to undergo during the COVID-19 outbreak?  
6 responses



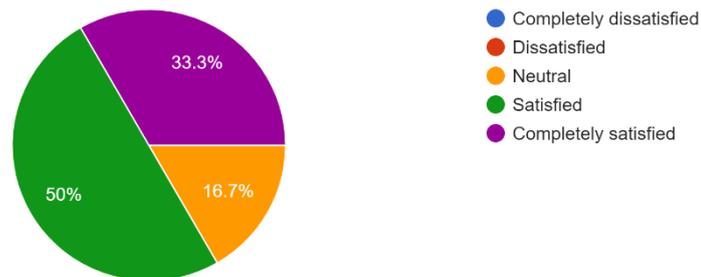
5. How satisfied are you with the 'digitalization' of your work on the NEW VET project during the pandemic?

6 responses



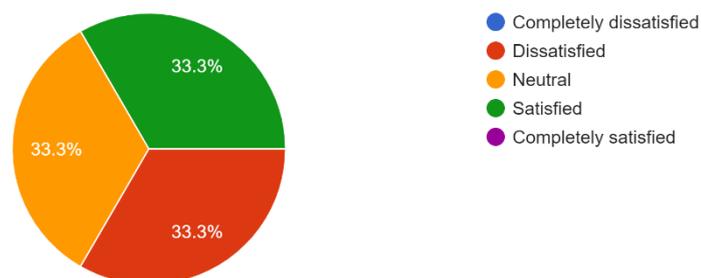
6. How satisfied are you with the communication flow and the digital meetings among the NEW VET partners?

6 responses



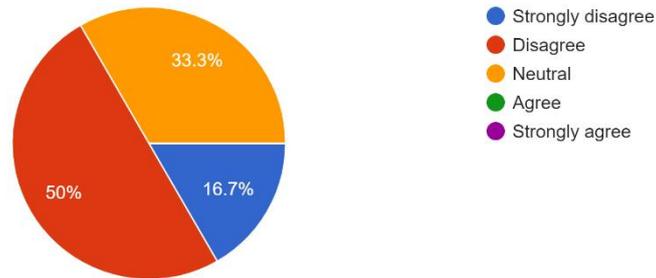
7. How satisfied are you with the postponement of NEW VET transnational activities due to the COVID-19 restrictions?

6 responses



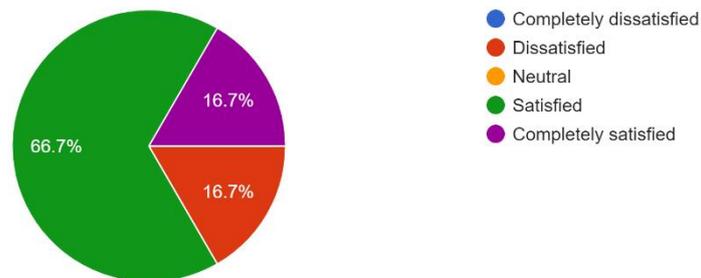
8. I am willing to travel right now and attend NEW VET activities and meetings as initially scheduled.

6 responses



9. How satisfied are you with transferring part of the NEW VET activities online?

6 responses



10. How satisfied are you with the impact of the online dissemination activities during the pandemic?

6 responses

