



NEW VET

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

4th EVALUATION REPORT

WP2 QUALITY MONITORING

DELIVERABLE No: 12



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Executive Summary

This report provides an interim evaluation of the NEW VET project activities implemented from month 19 to month 24 of project implementation, that is from May to October 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 the evaluation criteria and tools defined in the project Quality plan and Risk Management Toolkit and the results of the 4th Evaluation Session, online 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 amendment of the project Grant Agreement conferred by the Education, Audiovisual and Culture Executive Agency of the European Commission (EACEA). The amendment modifies the project work programme, budget and duration for six additional months to April 2022. It therefore greatly contributes to the consortium successfully overcoming the impediments caused by the COVID-19 outbreak.

Indeed, in the period under review all project activities have significantly progressed. The NEW VET consortium maintained the impetus observed in the previous evaluation period (M13-M18) and managed to overcome the delays generated by the COVID-19 pandemic and respective restrictions. More specifically, in the period under review:

- ✓ the project training activities culminated with the successful completion of five (5) Training Hotspots (WP3) and the launch of the Joint Coaching Programmes (WP4).
- ✓ key dissemination activities have effectively resumed, namely the Networking Cafés and national Awareness Seminars.
- ✓ partners had the chance to meet in person, cooperate and exchange views and ideas on the project progress during the 5th Steering Committee meeting; monthly online meetings provided effective coordination and timely management.

The 4th Evaluation Report concludes with a set of recommendations that could be deployed to improve the efficiency of project delivery in the next project period:

- Actions for increasing the involvement of stakeholders and relevant target groups should be intensified. The organization of the Networking Cafés and Awareness seminars in the next period are expected to substantially contribute to this end.
- Provided that the COVID-19 pandemic permits to do so, project meetings and events should be organized on a physical rather than digital format.
- Nevertheless, project partners should continue to employ digital/ social media forms for the dissemination of project outcomes and results.
- The NEW VET project dissemination should benefit from EU level initiatives, such as the EU Vocational Skills Week and the EPAL platform.

- The coaching programmes, seminars and training activities should capitalize and spread the important knowledge and experience transferred from experts during the five Training Hotspots.
- Partners should work on sustaining their successful collaboration after the end of the NEW VET project delivery, possibly through a new EU or nationally funded cooperation programme.

1. INTRODUCTION

NEW VET: Network Fostering the European Work-based Learning System for VET Providers establishes an EU cooperation scheme for VET providers and a multi-stakeholder partnership, comprising of 6 partners in 5 EU Member-States - Italy, France, Germany, Slovenia and Greece - for a more efficient development and effective implementation of Work Based Learning systems at their national levels.

NEW VET is co-funded by the European Union Erasmus+ KA3 Support for Policy Reform programme. Its capacity building activities have been distinguished by the Education, Audiovisual and Culture Executive Agency of the European Commission (EACEA) as one of the **top 4 good practices for VET providers**¹.



Image 1: NEW VET capacity building recognized as a good practice

In the midterm project evaluation by EACEA [Progress Report REF. Ares (2020) 7643839 - 16/12/2020] NEW VET scored 'Good' 77/100, with many positive comments as well as with recommendations for improvements. Taking these recommendations under consideration and having identified early the risks to project delivery posed by the COVID-19 pandemic a relevant **amendment to the project Grant Agreement** has been requested to and granted by the EACEA [REF. Ares (2021) 4313893 - 02/07/2021]. The amendments in each WP are discussed in the respective sections below. An updated list of project deliverables is annexed to this report.

¹ At a Midterm meeting for Networks and Partnerships of VET Providers organized by EACEA in February 2021.

1.1. Scope of this document

This document is the 4th evaluation report of the NEW VET project, as described in the Amendment of the project Grant Agreement.

The objective of the 4th Evaluation Report is:

- ✓ to monitor the project quality standards;
- ✓ to provide feedback and suggestions to improve management and coordination;
- ✓ to identify specific problems, report potential risks and recommend mitigation and/ or conflict resolution measures.

All project evaluation reports build 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 3rd project evaluation report (D11) that monitored project activities from month 13 to month 18 (November 2020 – April 2021) **this report focuses on project activities from month 19 to month 24 of project delivery, ie. from May to October 2021** and makes relevant recommendations for project delivery.

Table 1 illustrates all deliverables and activities that, according to the **amended** NEW VET project proposal are scheduled in the period under review. 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	May 21	Jun 21	Jul 21	Aug 21	Sep 21	Oct 21
WP1 Management & Coordination	D5. 5 th Steering Committee Meeting Dossier						
	WP2 Quality Monitoring	D12. 4 th Evaluation Report					
WP3 Transnational Capacity Building for VET Providers	D16b. 5 th Training Hotspot Pack						
	WP4 Empowering the Multilevel Cooperation	D20. Coaching programme packs					
WP5 Spreading the Attractiveness of the VET System	D23. “EU Vocational Skills Week” 2021 national winners packs						
	D26. “EU Vocational Skills Week” 2021 national collateral events						
WP6 Project Communication & Dissemination	D30. 4 th NEW(VET)sletter						
	D31. NEW VETworking café						
	D32. NEW VET Awareness Seminars						

Table 1: NEW VET project timetable (M19 – M24)

This report is a public deliverable and will be communicated through the official channels of 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 fourth project semester, the 4th 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), and
- Meetings and Events Questionnaire Template (D8 Quality Plan and Risk Management Toolkit, ANNEX VIII).

The report is structured as follows: in chapter two it presents the amendments to the work programme and 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

2.1. Amendments to the Work Programme

The Amendment to the project Grant Agreement² prolongs the project duration for six months, that is to April 2022, modifies the project budget and brings the following changes to the project work programme:

Work Package 1 - Management & Coordination: The amendments reschedule the initial project Steering Committee meetings, make provisions for their online organization and add two new meetings in December 2021 in Greece and in March 2022 in Germany. In addition, as a mitigation measure to COVID-19 emergency, virtual monthly meetings shall be organized by the Project Coordinator to better monitor and follow-up the impact of COVID-19 on the sound and timely implementation of project activities and to promptly carry out any corrective action to avoid other delays or ineffective implementation of project tasks.

No.	WP1 Deliverables	Due date
D1	1st Steering Committee Dossier	January 2020
D2	2nd Steering Committee Meeting Dossier	May 2020
D3	3d Steering Committee Meeting Dossier	October 2020
D4	4th Steering Committee Meeting Dossier	March 2021
D5	5th Steering Committee Meeting Dossier	September 2021
D5a	6th Steering Committee Meeting	December 2021
D5b	7th Steering Committee Meeting	March 2022
D5c	9 monthly ONLINE monitoring meetings	monthly
D6	Progress Report and financial statement to EACEA	October 2020
D7	Final Report and financial statement to EACEA	October 2021

Table 2: Updated list of WP1 deliverables

Work Package 2 - Quality Monitoring: The amendments reschedule the initial project Evaluation Sessions and add two new meetings to take place in parallel to the new Steering Committee meetings (see WP1 above). In addition, a new Evaluation report (Deliverable 12a) shall report on project activities of month 25 to month 30, ie. November 2021 to April 2022.

² REF. Ares (2021) 4313893 - 02/07/2021

No.	WP2 Deliverables	Due date
D8	Quality Plan & Risk Management Toolkit	December 2019
D9	1 st Evaluation Report	May 2020
D10	2 nd Evaluation Report	October 2020
D11	3 rd Evaluation Report	March 2021
D12	4 th Evaluation Report	October 2021
D12a	5 th Evaluation Report	April 2022
D13	Final Evaluation Report	April 2022

Table 3: Updated list of WP2 deliverables

Work Package 3 - Transnational Capacity Building for VET Providers: In order to overcome the delays posed by COVID-19 travel restrictions to the organization of project Task 3.2. *Transferring ECVET system and tools to the national WBL experiences* and Task 3.3. *Implementing high quality and efficiency WBL systems at national/regional level* and the respective delivery of D15. *2nd Training Hotspot Pack* and D16. *3rd Training Hotspot Pack* the NEW VET partners had organized the Training Hotspots online during the previous evaluation period³:

- ✓ The Second NEW VET Training Hotspot was organised by Lycée C. et A. Dupuy – Greta du Velay on 3, 11 and 15 December 2020.
- ✓ The Third NEW VET Training Hotspot was organised by IHK-Projektgesellschaft mbH on 28 January, 4 and 9 February 2021.
- ✓ A new, Fourth NEW VET Training Hotspot was organised by Šolski center Nova Gorica on 22 April 2021.

The Amended Grant Agreement provides for the Online organization of the Training Hotspots comprising of live lesson in videoconference with Mentors and/or Experts, exchanges of success stories among partners and practical workshops to translate into practical proposals the knowledge aspects addressed during the whole Training Hotspot, to share ideas and think about possible cooperation hypotheses for pilot activities to be implemented in WP4.

In addition, two new project tasks and respective deliverables have been added to WP3 implementation. New Task 3.4. *Innovation in VET for Green and Digital Europe* provided for the organisation in April 2021 of the Fourth Training Hotspot that addressed the challenges of introducing innovation in VET so as to contribute to the building of a Green and Digital Europe. New Task 3.5. *Digital transformation of VET and the impact of the pandemic on traditional teaching* provides for the organization in May/June 2021 of a Training Hotspot to discuss the role that digital tools can play in teaching and learning, both for

³ See the NEW VET project D11. 3rd Evaluation Report.

VET teachers & VET learners. This is expected to particularly help to reflect on the challenges and the opportunities as well as the potential of digitalization of their VET organizations.

No.	WP3 Deliverables	Due date
D14	1st Training Hotspot Pack	January 2020
D15	2nd Training Hotspot Pack	December 2020
D16	3rd Training Hotspot Pack	January/ February 2021
D16a	4th Training Hotspot Pack (Slovenes)	April 2021
D16b	5th Training Hotspot Pack (Greeks)	May/ June 2021
D17	NEW VET Lessons Learnt Compilation	December 2020

Table 4: Updated list of WP3 deliverables

Work Package 4 - Empowering the Multilevel Cooperation: The activities related to *Task 4.2 Joint coaching programmes for VET teachers, mentors/tutors and in-company trainers* are to be held Online. In addition, the *D19. Training Module* shall include the knowledge and material developed under the two new Training Hotspots added in WP3.

No new deliverables have been added in WP4.

Work Package 5 - Spreading the Attractiveness of the VET System: Based upon the EACEA recommendations and partners' experience from the 2020 organization of the National "Share your story" Contests, the Amendment provides for the following:

- ✓ the 2021 National "Share your story" Contests edition project partners will award national winners with tangible prizes (i.e. electronic tablets) to be delivered during national events.
- ✓ the National Vocational Skills Week collateral events can be organized online; two new possible formats of the events are described: "A café with a VET role model" ie. an Online interview with a role-model such as one of the contest winners or a VET ambassador, focusing on how the VET choice changed his/her life and "A 'Share your Story' awarding conference".

No new deliverables have been added in WP5.

Work Package 6 - Project Communication and Dissemination: The Amended Grant Agreement provides for the following:

- ✓ The project Dissemination Action Plan and Key Audience list has been updated and revised with the aim to promote the impact of all the dissemination and communication activities carried out online due to the COVID-19 restrictions.
- ✓ The Networking Cafè aiming at fostering and strengthening networking activities between the VET providers and their peers coming from different countries of NEW VET partnership have been rescheduled in parallel to the organization of the Steering Committee meetings in Slovenia (September 2021) and Grece (December 2021).
- ✓ Two national awareness seminars will be organised, aiming to transfer and mainstream the general lessons learnt by partners from their participation in the NEW VET WP3 Capacity building programme / Training Hotspots. The first seminar will take place before the enrolment of the teachers and trainers in the coaching programmes of Task 4.2, with the aim to disseminate the lessons learnt and to motivate Teachers/Trainers/in-company trainers to attend the courses. The second seminar will be organised by the end of the pilot coaching programmes by involving beneficiaries having attended the pilot training courses. The events may be organised in presence or online.
- ✓ One European-level Seminar will be organized at the end of the project with the aim to transfer and mainstream not only the capacity building experience but also the multilevel cooperation activities piloted by project partners with their WBL local actors.

No.	WP6 Deliverables	Due date
D27	Dissemination Action Plan and key audience list	December 2019
D27a	Dissemination Action Plan and key audience list (update)	March 2021
D28	Brand identity pack for NEW VET	April 2020
D29	NEW VET website and social media profiles	December 2019
D30	NEW(VET)sletter no 1	February 2020
	NEW(VET)sletter no 2	July 2020
	NEW(VET)sletter no 3	January 2021
	NEW(VET)sletter no 4	June 2021
		December 2019
D31	NEW VETworking cafés	September 2021
		December 2021
D32	NEW VET Awareness Seminars	Not specified
D32a	NEW VET European seminar	April 2022

Table 5: Updated list of WP6 deliverables

2.2. Project activities during the 4th evaluation period

In the period under review the following activities have been undertaken:

Work Package 1: Management & Coordination

The **5th Steering Committee Meeting** was hosted by ReadLab in Athens on 23 and 24 September 2021. It was the first meeting after the COVID-19 outbreak to take place with the physical presence of all NEW VET partners and therefore a great opportunity for them to reunite, revisit project progress and exchange views on future implementation. Partners discussed the deviations that have occurred and planned their work for the quality finalization all pending activities and deliverables.



Image 2: Photo from the 5th NEW VET Steering Committee meeting

More specifically, partners focused on:

- ✓ the NEW VET Lessons Learnt Compilation (D17),
- ✓ the joint coaching programmes for VET teachers, mentors/tutors and in-company trainers (WP4.2) and pilot cooperation activities with other VET providers and companies (WP4.3),
- ✓ the NEW VET Awareness Seminars (D32),
- ✓ the “Share Your Story” contest 2021 (D24 & D26) and
- ✓ the project Dissemination strategy (D27a) for the extended period of project delivery (30 April 2022).

The Steering Committee Meeting Dossier (D5) 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 4th Evaluation Session took place during the second day of the 5th Steering Committee meeting on 24 September 2021. During the Session partners:

- ✓ assessed the quality standards of project activities, based on data presented by ReadLab, the WP2 leader, and
- ✓ proposed mitigation of main risks affecting the project.

Following the Evaluation Session, the present 4th Evaluation Report (D12) was drafted.

Work Package 3: Transnational Capacity Building for VET Providers

In accordance with the amended project Grant Agreement (see section 10), the **5th NEW VET Training Hotspot** was organized by ReadLab (Greece) on 6 July 2021. Due to the ongoing COVID-19 restrictions the event was held online. The Training dealt with the topic: “A new Micro-credential era in VET? Skills, Qualifications Framework and EU Approaches”.

It brought together a pool of EU professionals, professors and experts in the sector of Vocation Education and Training and micro-credentials:

- ✓ Mr William O’Keeffe, Policy Officer in the Vocational Education & Training DG Employment, Social Affairs and Inclusion European Commission presented the EU approach to micro-credentials.
- ✓ Prof. Achilles Kameas of the Hellenic Open University discussed the opportunities in the digital competencies landscape.
- ✓ Ms Anastasia Pouliou an expert in qualifications and learning outcomes at the Department for VET Systems and Institutions of Cedefop elaborated on the micro-credentials for labour market education and training.
- ✓ Mr Anatolii Garmash, Senior Human Capital Development Expert in Qualification Systems European Training Foundation, provided a deeper and thorough understanding of micro-credentials.
- ✓ Mr Andre Schlipp, Managing Director at The Accreditation, Certification and Quality Assurance Institute (ACQUIN), focused on micro-credentials and quality assurance.
- ✓ The event concluded with the intervention of Ms Giuseppina Tucci, Secretary-General of the Lifelong Learning Platform, who offered a lifelong learning perspective on both micro-credentials context and to the VET sector in general.



Image 3: Screenshot from the 5th NEW VET Training Hotspot

The D16b. 5th Training Hotspot Pack is a public NEW VET project deliverable available to download from the Results section of the project website.

In line with the NEW VET Quality Plan and Risk Management Toolkit (D8), the Training Hotspot 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

During the period under review the D19. *Training Module* for the NEW VET Joint Coaching Programme for VET Teachers, Mentors/ Tutors and In-company Trainers has been constantly updated by the WP4 leader, Lycée C. et A. Dupuy – Greta du Velay. All partners have contributed to ensure that the Training fits the target group needs in each project country. The aim of the Training Module is to raise the quality of the Work Based Learning (WBL) paths. It has been available through the Lycée C. et A. Dupuy – Greta du Velay Moodle Platform (Image 4).

The NEW VET Training Module and Coaching Programme is based on the conclusions of the ET 2020 Working Group on Vocational Education and Training 2016-2018, which identified 20 guiding principles for high-performance apprenticeships and work-based learning and examined them from the perspective of teachers and trainers to propose 12 policy pointers in a report titled “Teachers and trainers matter”. The Course has been organized around the same four challenges: (1) Specifying the roles and responsibilities of teachers and trainers, (2) Equipping teachers and trainers for key challenges, (3) Strengthening the professional development of teachers and trainers and (4) Fostering collaboration to support their work.

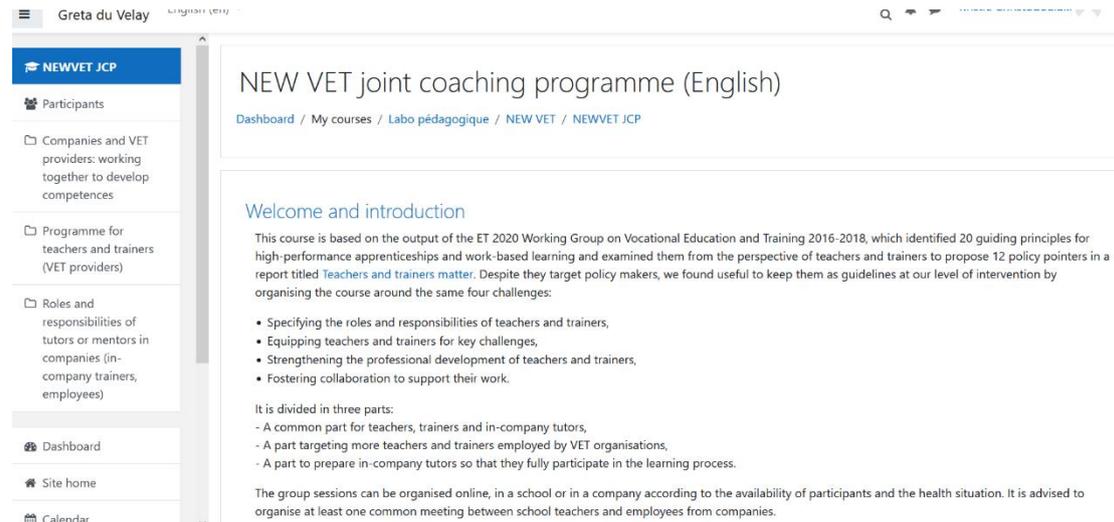


Image 4: The Greta du Velay Moodle platform

The German version of the NEW VET Coaching Programme takes under consideration more EU-level developments, notably the 2020 Pact for Skills principles and the 2020 Council Recommendation on vocational education and training (VET) for sustainable competitiveness, social fairness and resilience to develop the following three modules:

MODULE 1: Companies and VET providers: working together to develop competences,

MODULE 2: Programme for teachers and trainers (VET providers),

MODULE 3: Challenges and responsibilities of tutors or mentors in companies (enterprise staff / in-company trainers).

The delivery of the Coaching Programme started on 19 August 2021 in Frankfurt (Oder) with 10 participants under a blended learning scheme [moodle platform (content) and online sessions in MS teams]. The Programme is expected to end on 6.12.2021.

The Italian version of the NEW VET Coaching Programme aims to increase the skills of FP operators and company tutors involved in the processes of Learning at work, promoting collaboration between them, in order to equip learners with the necessary skills they need in life and on the constantly evolving labour market. To this end it develops (1) a Common module aimed at FP trainers and company tutors; (2) a Specific module for FP operators; and (3) a Specific form for company tutors.

In October 2021 all the Coaching Programme target groups have been invited to follow the Italian Programme. The Programme is expected to start in November 2021 and end at the second week of February 2022.

The Slovenian version is also divided in three parts: a common part for teachers, trainers and in-company tutors, a part targeting more teachers and trainers

employed by VET organisations and a part to prepare in-company tutors so that they fully participate in the learning process.

The invitation for participants to the NEW VET Coaching Programme in Slovenia was sent in October 2021. The training is going to take place online, starting from 1 November 2021. After successful completion, a badge and certificates are provided to all participants. The program is expected to end in the first half of January 2022.

Experiences from the Coaching Programmes delivery shall inform the final delivery of *D19. Training Module*, a public project deliverable to be uploaded in the Results section of the project website.

Work Package 5: Spreading the Attractiveness of the VET System

In the period under review the NEW VET partners discussed the organization of the "Share your Story" 2021 contest, employing their valuable experience from the 2020 edition. Since, according to the project description, the "Share your Story" awards are to take place in parallel to the EU Vocational Skills Week events, the NEW VET partners have agreed to launch the contest yet postpone the awards until the dates of the EU Week are announced.

Work Package 6: Project Communication and Dissemination

In the period under review the **4th NEW(VET)sletter** (D30) was published covering:

- ✓ The 4th Training Hotspot organized on 22 April 2021 by Šolski center Nova Gorica 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".
- ✓ The 5th Training Hotspot organized on 6 July 2021 by ReadLab on the topic "A new Micro-credential era in VET? Skills, Qualifications Framework and EU Approaches".
- ✓ The 5th NEW VET Steering Committee Meeting held on 23 and 24 September 2021 in Athens, Greece.

The Newsletter was 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.

The 2nd **Networking Café** was organized in the framework of the 5th Steering Committee Meeting hosted by ReadLab in Athens, Greece. The Café aimed at fostering and strengthen networking activities between VET providers and their peers coming from different countries of NEW VET partnership. Due to the pandemic restrictions and regulations, the event was conducted in a hybrid format, combining face-to-face and online interaction. Project partners exchanged VET and WBL experiences and knowledge with Greek Vocational

Education and Training (VET), work-based learning (WBL) and labour market stakeholders.

Two **Awareness Seminars** have taken place:

IAL Marche and WELCOME Aps. held the 1st National Awareness Seminar on 7 October 2021 with more than 140 participants (operators, stakeholders, and policy makers).

IHK-Projektgesellschaft mbH organized the 1st National Awareness Seminar on 19 August 2021 with 10 participants with the aim to update their VET staff about the new EU funding period / EU policy.

3. EVALUATION OF PROJECT ACTIVITIES

3.1. Evaluation of the 5th Steering Committee Meeting

Project partners were invited to submit their views, comments and feedback in respect to the 5th Steering Committee meeting which was hosted by ReadLab in Athens, Greece on 23 and 24 September 2021. The survey, administered through google forms, was available online. All project partners were invited to reflect and provide their answers. The questions were built on a Likert scale ranging from 1=completely dissatisfied to 5=completely satisfied (ANNEX II). Six responses have been collected, one from each NEW VET partner.

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

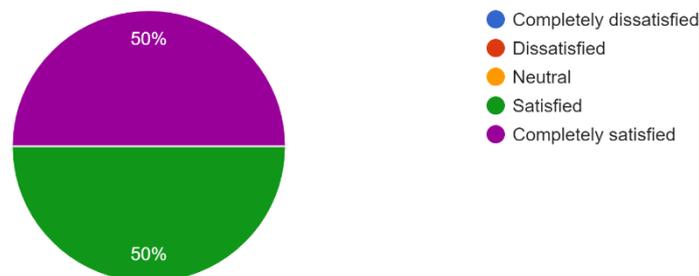


Figure 1: Partners responses on the 5th SC Meeting's value in achieving project goals

Main findings:

- All respondents are satisfied (33.3%) or completely satisfied (66.7%) with the preparations made to organize the meeting.
- Half of the respondents are satisfied (16.7%) or completely satisfied (33.3%) by the online communication channels used during the meeting. The other half (50%) is neutral.
- 66.7% of the respondents indicated that are satisfied (16.7%) or completely satisfied (50%) with the participation of project partners in discussions and decision making. The remaining 33.3% is neutral to this regard.
- A similar picture occurred from the responses received regarding the degree of satisfaction with the time assigned to the discussion of important issues.
- The majority of respondents (66.7%) are completely satisfied with the structure of the agenda and the subjects/ issues covered, 16.7% is satisfied and another 16.7% is neutral.
- 83.3% of respondents are satisfied (33.3%) or completely satisfied (50%) by the scope of the information presented. The remaining 16.7% is neutral.

- All respondents are satisfied (50%) or completely satisfied (50%) with the meeting's overall value in helping achieving project goals.
- 50% of respondents are completely satisfied, 33.3% are satisfied and 16.7% are neutral with the quality of the overall meeting.

The strengths of the meeting were reported to be:

- ✓ the partners' face to face interactions.
- ✓ the partner's professional attitudes as usual
- ✓ the organization

As put by one of the respondents:

"This was the first meeting in presence after the COVID outbreak, it was a pleasure to meet the partners after many online meetings. The discussions were fruitful and rich in exchanges of ideas. It allowed us to recover motivation and coordinate in all the operational activities to be put in place to give sustainability to the project".

The weaknesses of the meeting were reported to be:

- ✓ The absence of the French partner, who participated in the meeting in virtual mode and only partially.
- ✓ The COVID-19 restrictions and that only recovered or vaccinated participants were allowed.
- ✓ It is difficult to mix presence and distance in the same meeting without giving preference to one of the states.

Responding partners have made suggestions on improving online project meetings.

- One respondent noted: "maybe providing a mobile microphone to the speaker would improve the quality of the online communication"
- Another respondent noted that "'offline" meetings are better than "online" and another "to meet again in presence".

3.2. Evaluation of the 5th 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 5th Training Hotspot organized online by ReadLab on 6 July 2021. 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 feedback, suggestions for improvement and comments (ANNEX III). Six responses have been received from all NEW VET partners but the organizer.

The training objectives were met
6 responses



Figure 2: Satisfaction with reaching the 5th Training Hotspot objectives

All respondents were completely satisfied (100%) regarding the key aspects of the Training, namely:

- 'the objectives of the training were clearly defined';
- 'the content was organized and easy to follow'; and
- 'the training objectives were met'.

All respondents were completely satisfied or satisfied regarding:

- the 'participation and interaction were encouraged' ('completely satisfied'= 83.3%, 'satisfied'=16.7%);
- 'the topics covered were relevant to me' ('completely satisfied'= 66.7%, 'satisfied'= 33.3%);
- 'the trainer was knowledgeable about the training topics' ('completely satisfied'= 83.3%, 'satisfied'=16.7%).

A more diversified picture emerged in response to the questions:

- 'the materials distributed online were helpful' ('completely satisfied'= 66.7%, 'satisfied'= 16.7%, 'neutral'= 16.7%);
- 'the time allocated for training was sufficient' ('completely satisfied'= 50%, 'satisfied'= 33.3%, 'dissatisfied'= 16.7%);
- 'the efficiency of the online platform' ('completely satisfied'= 66.7%, 'satisfied'= 16.7%, 'neutral'= 16.7%);
- 'the transition from the face-to-face to the online format of the training' ('completely satisfied'= 33.3%, 'satisfied'= 50%, 'neutral'= 16.7%).

The strengths of the training were reported to be:

- ✓ Very "hot" training topic
- ✓ The expertise level of the panel speakers was really noteworthy
- ✓ Speakers and the topics were in line with the theme of the training.
- ✓ Concentrated

As put by a respondent:

"The 5th THS, *A new Micro-credential era in VET? Skills, Qualifications Framework and EU Approaches*, has deepened a nowadays hot issue. VET organisations have to be ready to deliver new training paths, often short, to upskill employed and unemployed people or to complete and adapt to the companies needs those curricula surpassed by continuous evolution.

It was very useful to know the EU approach through the words of Mr. William O'Keeffe as well as how Micro-credentials are linked to the labour market and how VET organisation can approach these changes with a European approach, illustrated by Mrs Anastasia Pouliou. All the speakers were knowledgeable and skilful and have contributed to increase our knowledge".

The aspects of the training that could be improved were reported to be the time management. A respondent remarked that there could be more breaks during the training and another that *"there were too many topics to be addressed in a solely morning session. It would be better to have another timeslot in the afternoon to properly address all the scheduled topics"*.

The following comments have also been submitted:

"The variety of speakers and how well-prepared they were on each subject shows that the training was very well organised".

"I loved this Training Hotspot! thank you so much for the opportunity".

3.3. Internal Evaluation Survey Findings (M19 to M24)

In line with the NEW VET *D8 Quality Plan and Risk Management Toolkit*, an internal evaluation survey is to be filled-in biannually by all partners. At the ending of the 4th project evaluation period, the survey was developed digitally through google forms and sent to all project partners through e-mail/ the internal partners' communication platform in Basecamp. The survey contains structured questions asking partners to rate their level of satisfaction (1=completely dissatisfied, 5=completely satisfied) and two open-ended for ideas and feedback for improving efficiency and general commentary (ANNEX IV). Six responses have been collected from five NEW VET partners.

The main findings are the following:

- All respondents (100%) are 'satisfied' with the work plan and the organisation of the activities.
- 16.7% are 'completely satisfied' and 83.3% 'satisfied' with the way the project proceeds to meet the planned objectives; the procedures used for reaching decisions; and the use of resources for achieving project objectives.
- 16.7% are 'completely satisfied', 66.7% 'satisfied' and 16.7% 'neutral' with cooperation among partners; the way the activities and tasks are distributed among partners; and with ideas for improving cooperation and communication between partners.

- 50% are 'completely satisfied', 16.7% 'satisfied' and 33.3% 'neutral' with the communication and information flow within the consortium.

Similarly to the results of the previous internal evaluation surveys, project partners seem to be more concerned about the involvement of stakeholders: 16.7% of respondents are 'completely satisfied', 50% are 'satisfied', 16.7% are 'neutral' and 16.7% are 'completely dissatisfied' with the number of stakeholders involved in the project.

Nevertheless, there is a high rate of satisfaction concerning the way project results are communicated to target groups (50%= 'completely satisfied', 16.7%= 'satisfied', 33.3%= 'neutral').

There is also a high rate of satisfaction regarding project deliverables:

- 33.3% of respondents are 'completely satisfied' and 66.7% 'satisfied' with the degree to which the outcomes implement fully the requirements/ functions envisaged in the project plan.
- 16.7% are 'completely satisfied' and 83.3% 'satisfied' with the results corresponding to the stated objectives of the activity.
- 83.3% are 'satisfied' and 16.7% 'neutral' with the effect of project results to wider sectorial objectives.

There have been no comments or ideas/ feedback for improving efficiency.

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 4th project implementation period. Most risks identified in the previous project implementation period were due to the COVID-19 restrictions and their impact on project events. These risks have been mitigated through the 10.

Identified Risks			
Activity	Possible risk	Risk	Mitigation
Joint coaching programmes delivery	Trainees satisfaction	Low	The NEW VET Training Module was adapted by each partner to fit the target groups needs.
"Share your story contest for VET learners and teachers/trainers	Few personal stories submitted	Medium	<ul style="list-style-type: none"> - NEW VET partners have scheduled the early launch of the competition. - Social media advertising will be employed for disseminating the competition. - Attractive tangible prizes will be offered.
EU Vocational Skills Week national collateral events	Successful organization	Low	<ul style="list-style-type: none"> - All partners are experienced in events organization. - The experience from the previous collateral events organization will be employed.
Dissemination & impact of project outcomes	Low reach of stakeholders	Medium	<ul style="list-style-type: none"> - Risk has been mitigated through the update of D27 Dissemination Action Plan and Key Audience List, to fit the online delivery of project activities. - Proceed to another update if necessary.
Networking Cafès	<ul style="list-style-type: none"> - Limited number of attendants 	Low	All NEW VET partners are well networked and have great experience in events organization.
Awareness Seminars	<ul style="list-style-type: none"> - Attendants satisfaction 	Low	

Table 6. Identification of risks and risk mitigation

5. CONCLUSIONS & RECOMMENDATIONS

From month 19 to month 24 of project delivery, ie. from May to October 2021, all project activities have significantly progressed. The NEW VET consortium maintained the impetus observed in the previous evaluation period (M13-M18) and managed to overcome the delays generated by the COVID-19 pandemic and respective restrictions. The Amendment to the project Grant Agreement granted by EACEA has greatly contributed to this development.

More specifically, in the period under review:

- ✓ the project training activities culminated with the successful completion of five (5) Training Hotspots (WP3) and the launch of the Joint Coaching Programmes (WP4).
- ✓ key dissemination activities have effectively resumed, namely the Networking Cafés and national Awareness Seminars.
- ✓ partners had the chance to meet in person, cooperate and exchange views and ideas on the project progress during the 5th Steering Committee meeting; monthly online meetings provided effective coordination and timely management.

ANNEX I provides a list of the **amended** project deliverables with their status: Completed/ In Progress/ Coming Up. As illustrated in Figure 3 below, 67% of the amended project deliverables are completed, 11% are in progress and 22% are coming up.

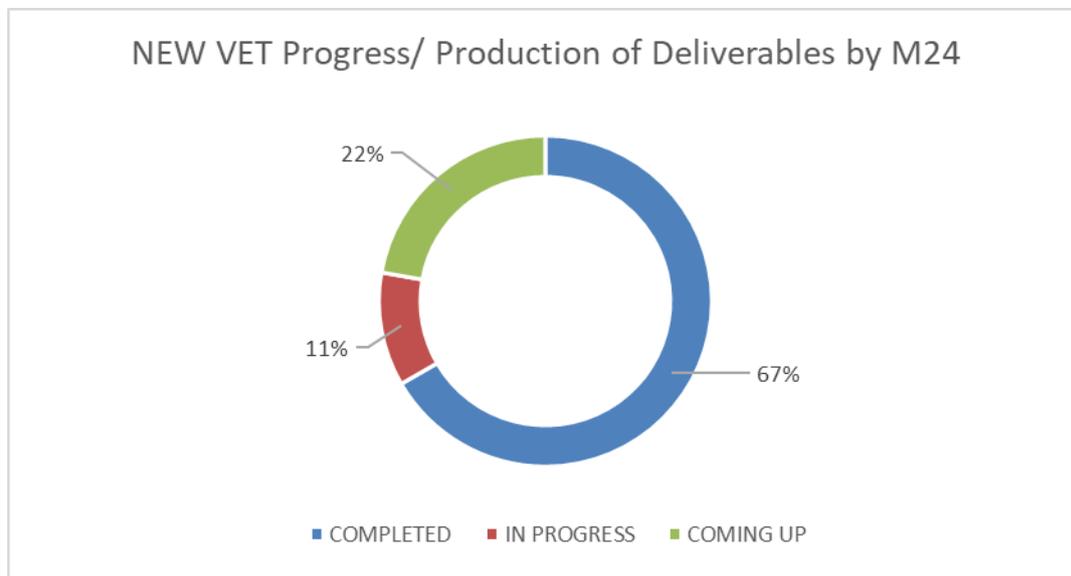


Figure 3: NEW VET progress by M24

In addition, as indicated in the internal project evaluation survey discussed in chapter 3, partners are satisfied with project organization and coordination arrangements and with the quality and efficiency of project deliverables. Improvements can be made regarding the cooperation and communication among partners and the involvement of stakeholders; the relevant project

provisions have been severely disrupted by the COVID-19 pandemic restrictions.

Recommendations

The 4th Evaluation Report concludes with a set of recommendations that could be deployed to improve the efficiency of project delivery in the next project period.

- Actions for increasing the involvement of stakeholders and relevant target groups should be intensified. The organization of the Networking Cafés and Awareness seminars in the next period are expected to substantially contribute to this end.
- Provided that the COVID-19 pandemic permits to do so, project meetings and events should be organized on a physical rather than digital format.
- Nevertheless, project partners should continue to employ digital/ social media forms for the dissemination of project outcomes and results.
- The NEW VET project dissemination should benefit from EU level initiatives, such as the EU Vocational Skills Week and the EPALE platform.
- The coaching programmes, seminars and training activities should capitalize and spread the important knowledge and experience transferred from experts during the five Training Hotspots.
- Partners should work on sustaining their successful collaboration after the end of the NEW VET project delivery, possibly through a new EU or nationally funded cooperation programme.

ANNEX I. Amended list of project deliverables and their status

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
	D4	4th Steering Committee Meeting Dossier	March 2021	Completed
	D5	5th Steering Committee Meeting Dossier	September 2021	Completed
	D5a	6th Steering Committee Meeting Dossier	December 2021	Coming Up
	D5b	7th Steering Committee Meeting Dossier	March 2022	Coming Up
	D5c	9 monthly ONLINE monitoring meetings	monthly	In Progress
	D6	Progress Report and financial statement to EACEA	October 2020	Completed
	D7	Final Report and financial statement to EACEA	October 2021	Coming Up
WP2	D8	Quality Plan & Risk Management Toolkit	December 2019	Completed
	D9	1st Evaluation Report	May 2020	Completed
	D10	2nd Evaluation Report	October 2020	Completed
	D11	3rd Evaluation Report	March 2021	Completed
	D12	4th Evaluation Report	October 2021	Completed
	D12a	5th Evaluation Report	April 2022	Coming Up
	D13	Final Evaluation Report	April 2022	Coming Up
	D14	1st Training Hotspot Pack	January 2020	Completed
WP3	D15	2nd Training Hotspot Pack	December 2020	Completed
	D16	3rd Training Hotspot Pack	January/ February 2021	Completed
	D16a	4th Training Hotspot Pack (Slovenes)	April 2021	Completed
	D16b	5th Training Hotspot Pack (Greeks)	May/ June 2021	Completed
	D17	NEW VET Lessons Learnt Compilation	December 2020	Coming Up
	D18	VET providers internationalisation strategies	February 2021	Completed
WP4	D19	Training Module	October 2020	In Progress
	D20	Coaching programme packs	July 2021	In Progress
	D21	Mobility proposal for VET teachers and mentors/tutors	March 2021	Coming Up

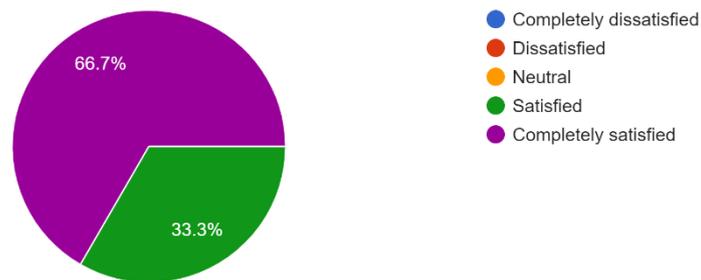
WP5	D22	"Share your story" digital storytelling platform	April 2020	Completed
	D23	"EU Vocational Skills Week" 2020 national winners packs	September 2020	Completed
	D24	"EU Vocational Skills Week" 2021 national winners packs	September 2021	In Progress
	D25	"EU Vocational Skills Week" 2020 national collateral 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	Completed
	D28	Brand identity pack for NEW VET	April 2020	Completed
	D29	NEW VET website and social media profiles	December 2019	Completed
WP6	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	Completed
	D31	NEW VETworking cafés	December 2019	Completed
			September 2021	Completed
	D32	NEW VET Awareness Seminars	December 2021	Coming Up
Not specified			In Progress	
D32a	NEW VET European seminar	April 2022	Coming Up	

ANNEX II. NEW VET 5th 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.

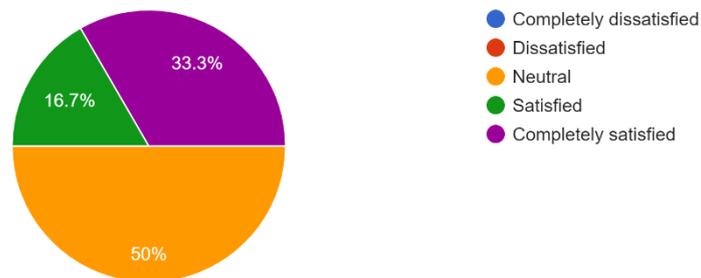
1. How satisfied are you with the preparations made to organize the meeting?

6 responses



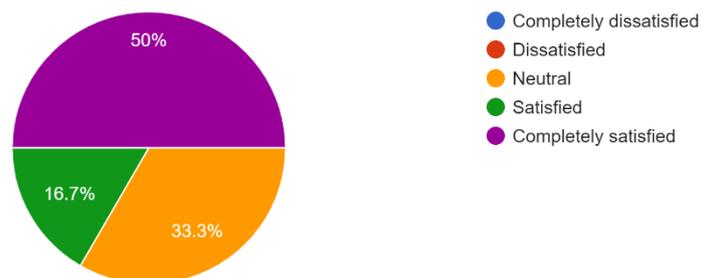
2. How satisfied are you with the online communication channels used during the meeting?

6 responses



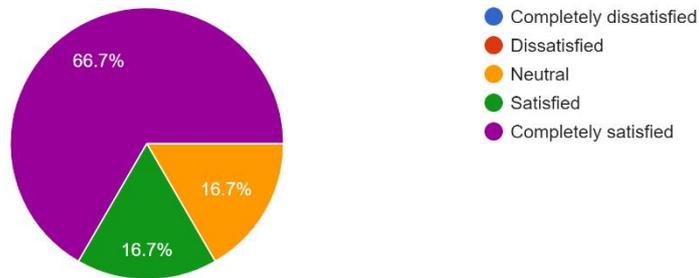
3. How satisfied are you with the participation of project partners in discussions and decision making?

6 responses



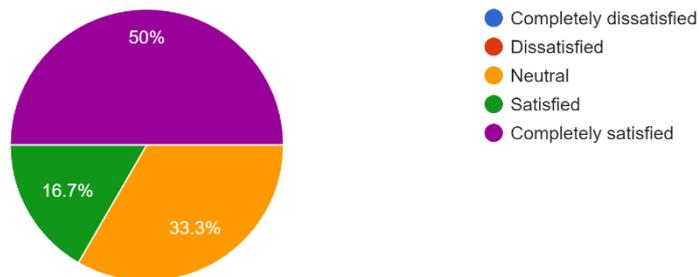
4. How satisfied are you with the structure of the agenda (subjects/issues covered)?

6 responses



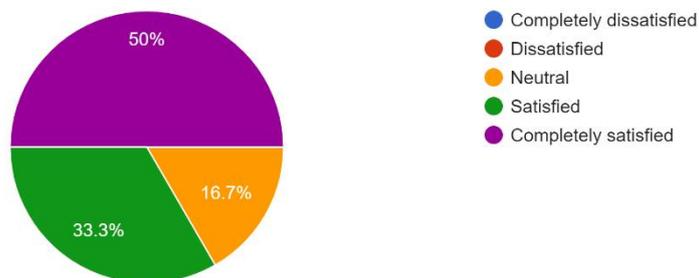
5. How satisfied are you with the time assigned to the discussion of important issues?

6 responses



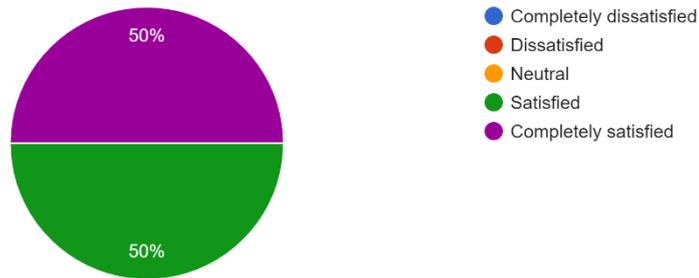
6. How satisfied are you with the scope of information presented?

6 responses



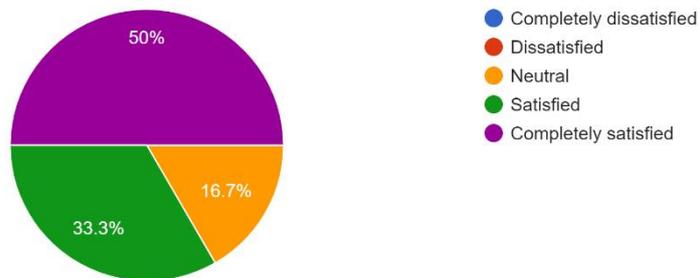
7. How satisfied are you with the meeting's overall value in helping you achieve project goals?

6 responses



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

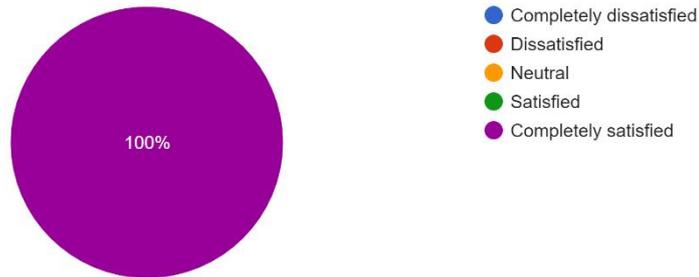
6 responses



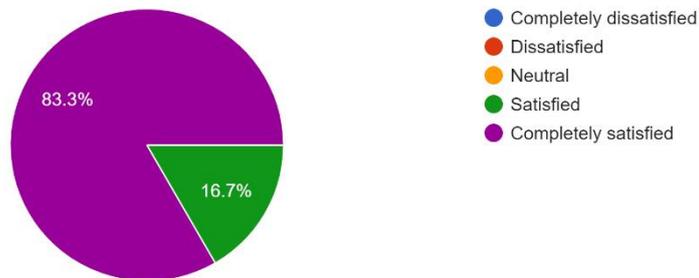
ANNEX III. NEW VET 5th Training Hotspot evaluation

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.

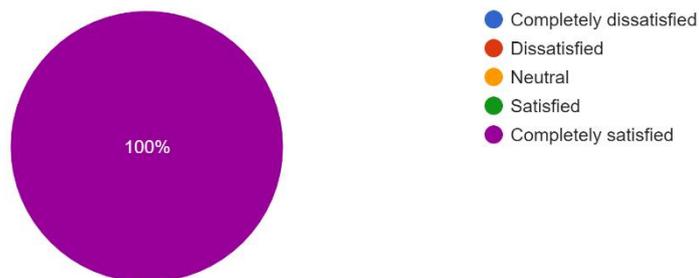
The objectives of the training were clearly defined
6 responses



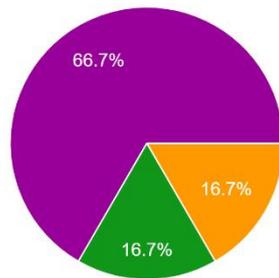
Participation and interaction were encouraged
6 responses



The content was organised and easy to follow
6 responses

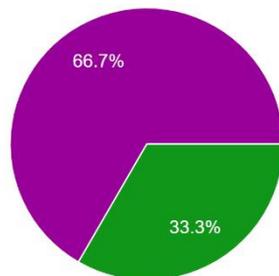


The materials distributed online were helpful
6 responses



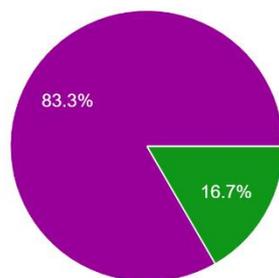
- Completely dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Completely satisfied

The topics covered were relevant to me
6 responses



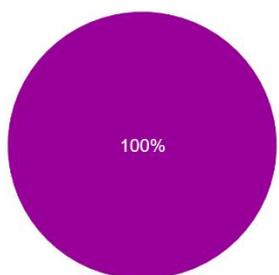
- Completely dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Completely satisfied

The trainer was knowledgeable about the training topics
6 responses



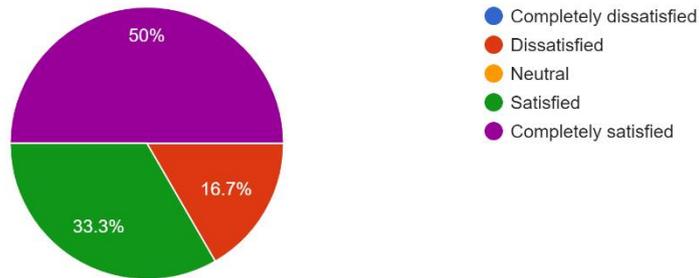
- Completely dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Completely satisfied

The training objectives were met
6 responses

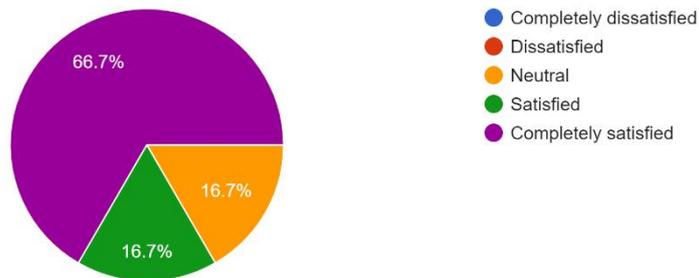


- Completely dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Completely satisfied

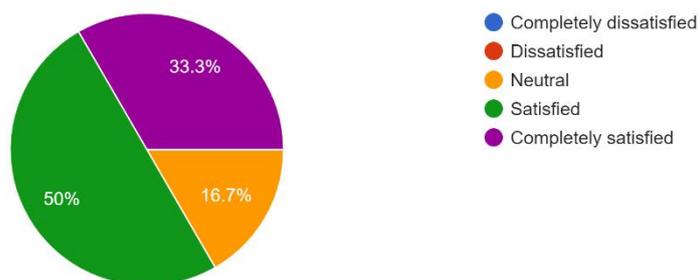
The time allocated for training was sufficient
6 responses



The efficiency of the online platform
6 responses



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

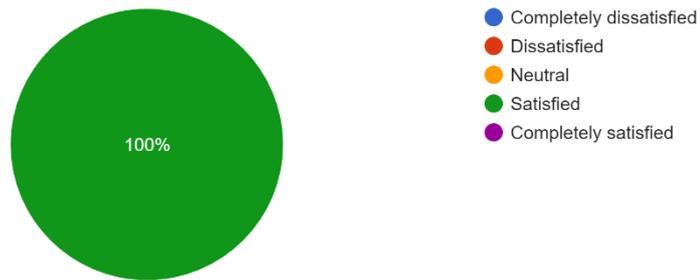


ANNEX IV. Internal Evaluation Survey results

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.

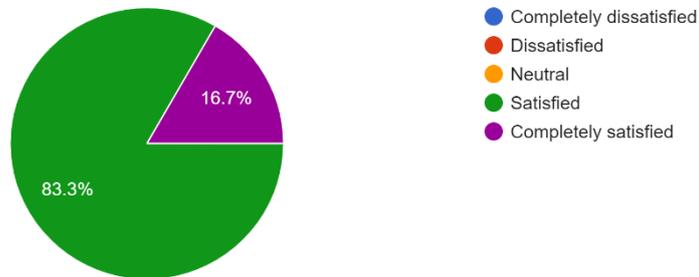
How satisfied are you with the work plan and the organisation of the activities?

6 responses



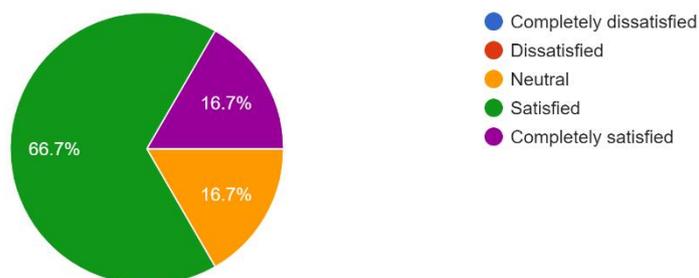
How satisfied are you with the way the project proceeds to meet the planned objectives?

6 responses



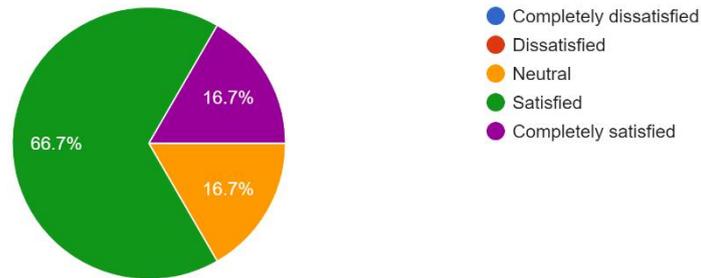
How satisfied are you with cooperation among partners?

6 responses



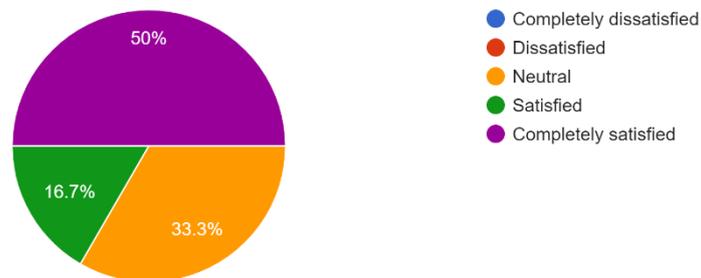
How satisfied are you with the way the activities and tasks are distributed among partners?

6 responses



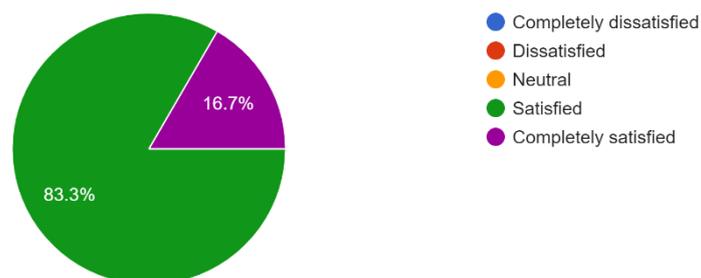
How satisfied are you the communication and information flow within the consortium?

6 responses



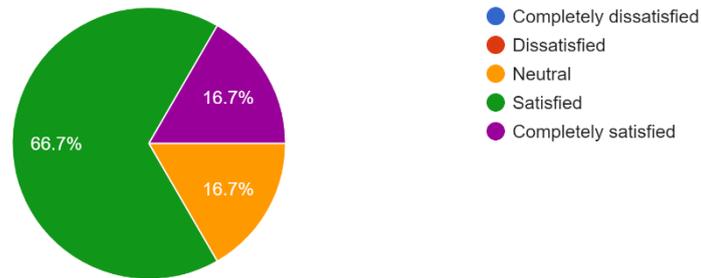
How satisfied are you with the procedures used for reaching decisions?

6 responses



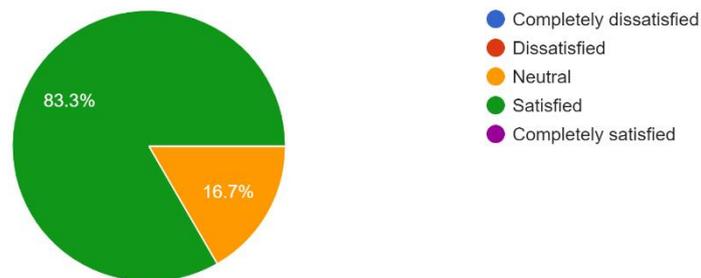
How satisfied are you with ideas for improving cooperation and communication between partners?

6 responses



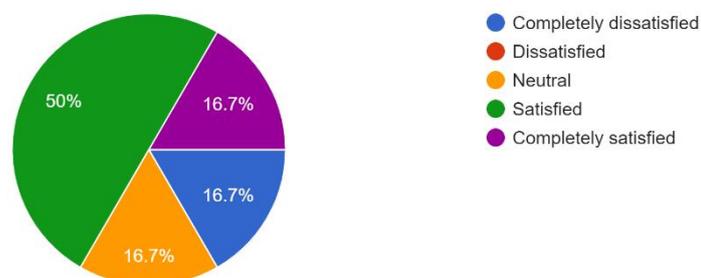
How satisfied are you with the use of resources for achieving project objectives?

6 responses



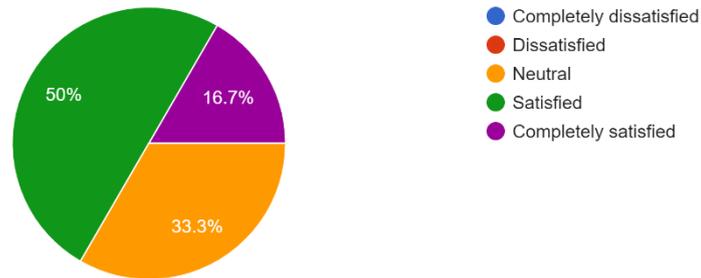
How satisfied are you with the number of stakeholders involved in the project?

6 responses



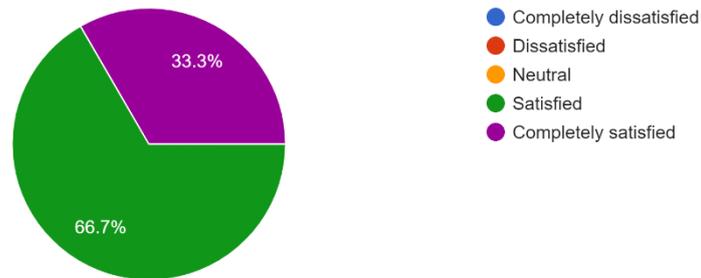
How satisfied are you with the way project results are communicated to target groups?

6 responses



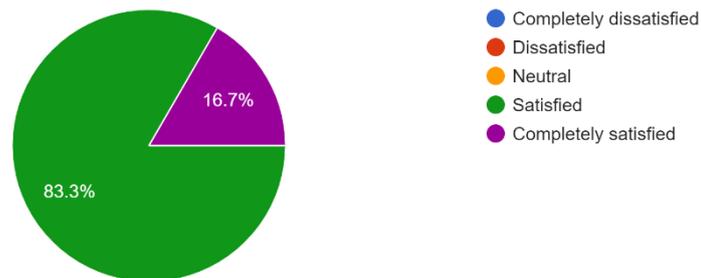
How satisfied are you with the degree to which the outcomes implement fully the requirements/functions envisaged in the project plan?

6 responses



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

6 responses



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

6 responses

