



PROJECT EVALUATION

Partners' Feedback

This report provides a summary of the partners' feedback on the work in the 2.5 year of project BABBAT.

Gintarė Černikienė

2022 July

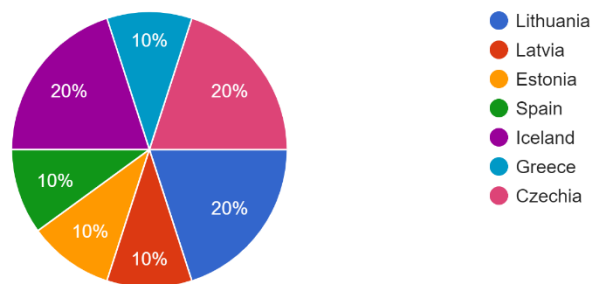
At the end of the project, the mission of the external evaluator has been to make the overall overview of the work of the whole consortium throughout 2,5 years.

For this purpose, a questionnaire has been prepared which was composed of different aspects:

1. Project Management and Implementation;
2. Partnership;
3. Project Outcomes;
4. IO1, IO2 and IO3;
5. Impact and Target groups;
6. Other aspects – strengths, weaknesses, opportunities and threats of the project;
7. Recommendations for the future projects.

All in all, 10 responses have been received:

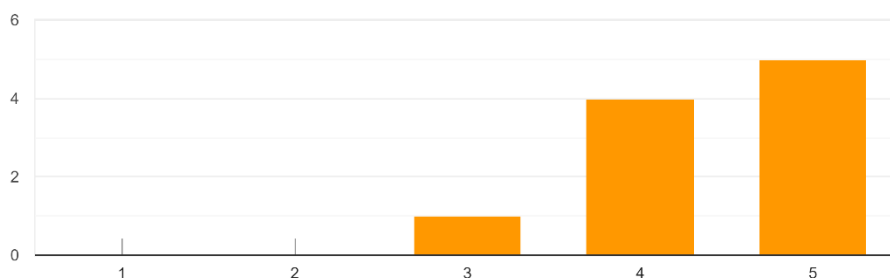
Country
10 atsakymų



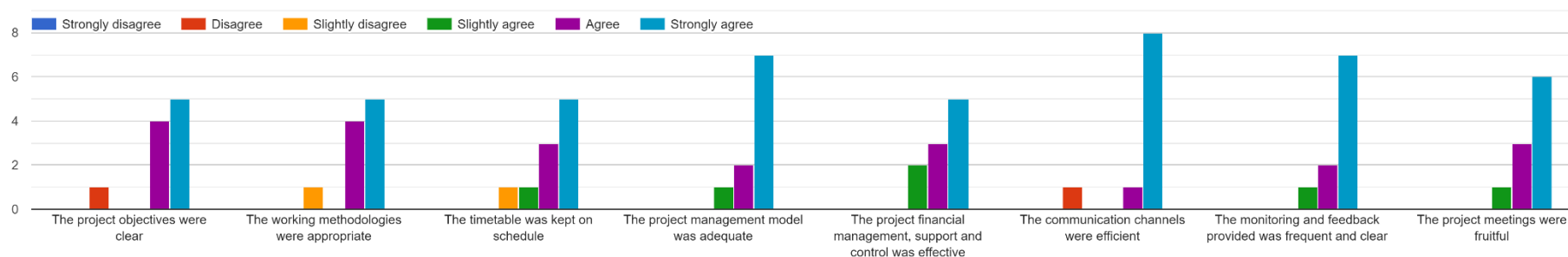
Project Management & Implementation

The first part of evaluation has been related to evaluating how the project developed and was managed.

Overall satisfaction concerning project development and coordination *
10 atsakymų



On a scale of 1 to 6 please grade your agreement with the following statements. *



The overall evaluation of the project management and implementation has been really positive. Only some partners in the partnership felt that sometimes the project objectives or tasks have not been totally clear to them. This might be related to another issue – communication channels – which have also been marked as not always efficient, despite the fact that the partnership had regular meetings online and all partners had a chance to always try to clarify things in the partnership which have been left unanswered from their point of view. Why some partners have not done this – is left unanswered.

In the comments below it may also be observed that some partners have been totally satisfied with the management of the project whereas some partners think that other partners could have put more effort.

Another point to mention, the extension of the project also posed additional financial burden to some of the partners. The management of Google Drive has not also been a comfortable tool for everybody's use.

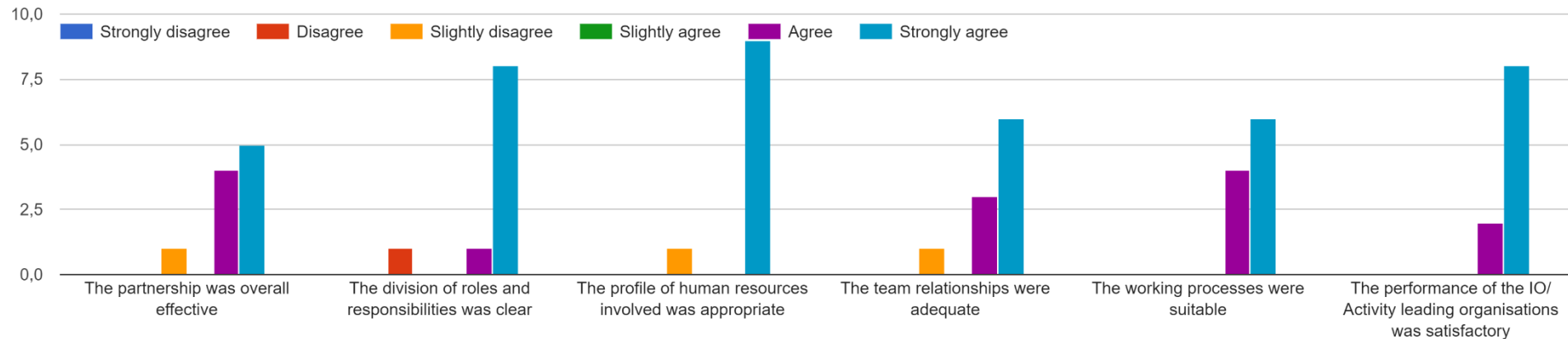
Comments:

- Not everybody fulfilled the tasks (eg. Posting on FB) or submitting tasks "last minute"

- I really didn't like the way how some partners worked and the way that other had to do others' work, because of deadline. Maybe they just didn't understand what they are supposed to do, but they could ask.
- It was great to meet face to face
- A really human treatment and high professional skills and mind set from the coordinator. A real joy to work with.
- Some feedback: In IOs we have to have a picture of the end product so to have a view of the percentage of the completion. Drie could have been better organised and monitored.
- On the whole good management
- The project was extended for 6 months- due to Covid-19's and overall this resolved in more work but also a better output
- Everything was clear and on time. If had any questions, everything was answered.

Partnership

On a scale of 1 to 6 please grade your agreement with the following statements. *

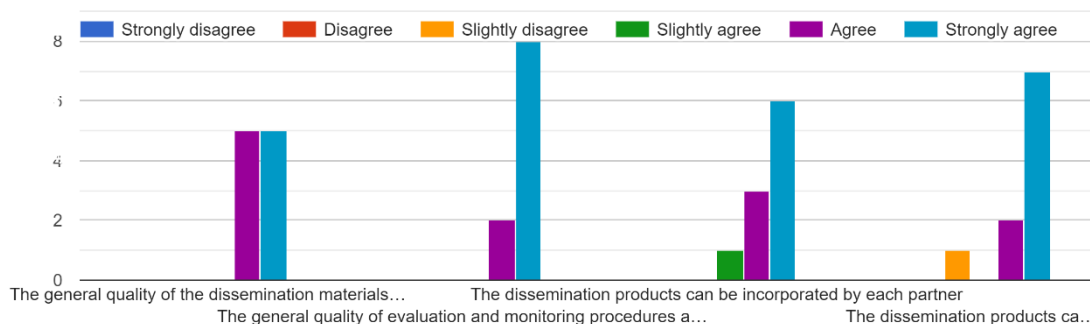


Further statements were created to evaluate the effectiveness of the partnership. The majority of the statements were rated with highest evaluations. There were only some remarks regarding online work which, of course, made the work not that easy and, therefore, most probably, where was an uncertainty with some tasks in the project (as may be seen in the partners' comments below):

- The role of each partner was not clear at times
- Dynamic working schedule, i loved it
- A really strong consortium with quality staff. Sometimes the status quo for the tasks of other partners were not clear and could not define where they were standing with their managerial tasks
- Good partnership
- Due to online work the partners involvement was a bit too difficult
- Teamwork was the best. So why everything was very nice to work together

Project outcomes

On a scale of 1 to 6 please grade your agreement with the following statements. *



Statements have been mainly related to the dissemination activities of the project:

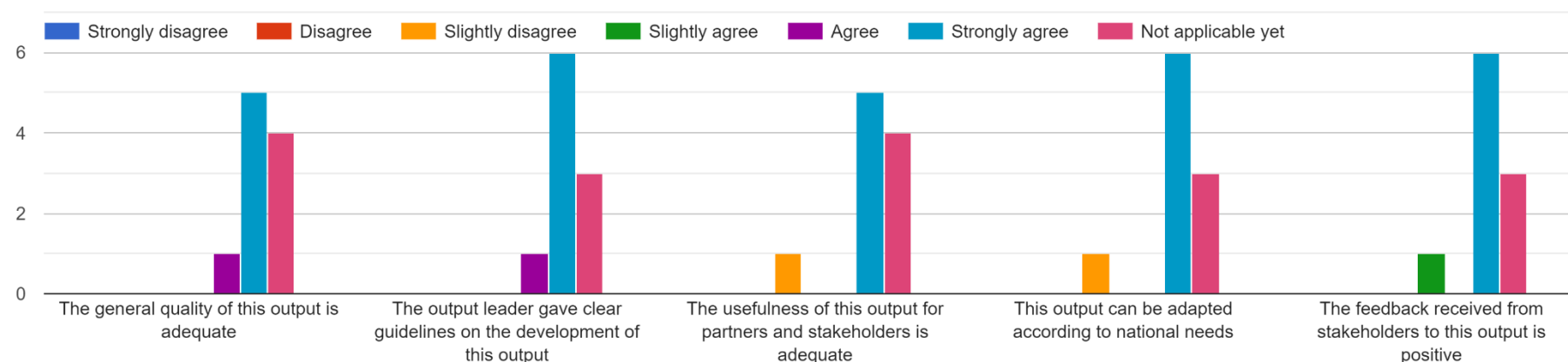
- The general quality of the dissemination materials (project newsletters, website) is adequate
- The general quality of evaluation and monitoring procedures and tools is adequate

- The dissemination products can be incorporated by each partner
- The dissemination products can be adapted according to national needs

Majority thought the dissemination has been good, properly recorded. The small remarks here are mainly related to the chosen dissemination tools – somebody felt that additional tools could have been used to disseminate the project, the project website could have been used more effectively.

IO1 Motivation, hindrances in adult training

On a scale of 1 to 6 please grade your agreement with the following statements. *



All partners strongly agreed that the quality of IO1 is adequate as well as how it has been developed, its usefulness for partners and the final beneficiaries.

P.S. It is assumed that the option “Not applicable yet” has been mistaken because the evaluation has been done at the end of the project when clearly the IO1 has been finished.

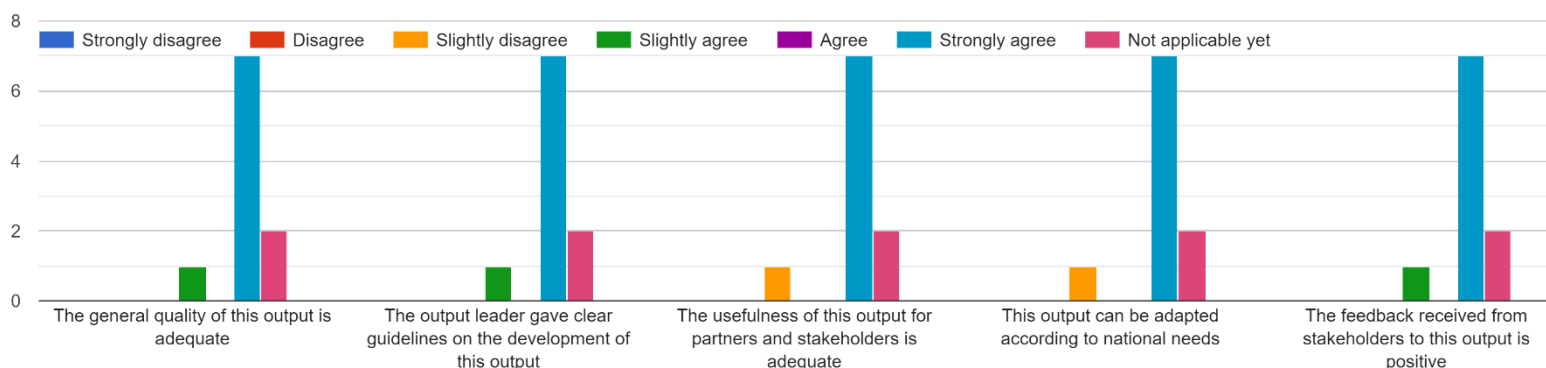
It would have been interesting to know why there has been slight disagreement about the usefulness of the output and adapting it to the local needs, but it may be assumed that this depends on each partner and how much effort they want to put in using the created project outputs. On the other hand, some partners expect to receive feedback from the users of the outputs when they download the outputs from the project website.

- I do not have anything to add or criticize
- Once the textbook is visible at the web page we can have more feedback about usefulness
- In the beginning, leader could have numbered the tasks from the beginning to the end with a time map to always evaluate how close or far from the set deadlines the consortium is.
- Output O1 was very good
- This output has already been used and tested
- This output I will use in my training as well

IO2

BoB as a Bait 1

On a scale of 1 to 6 please grade your agreement with the following statements. *

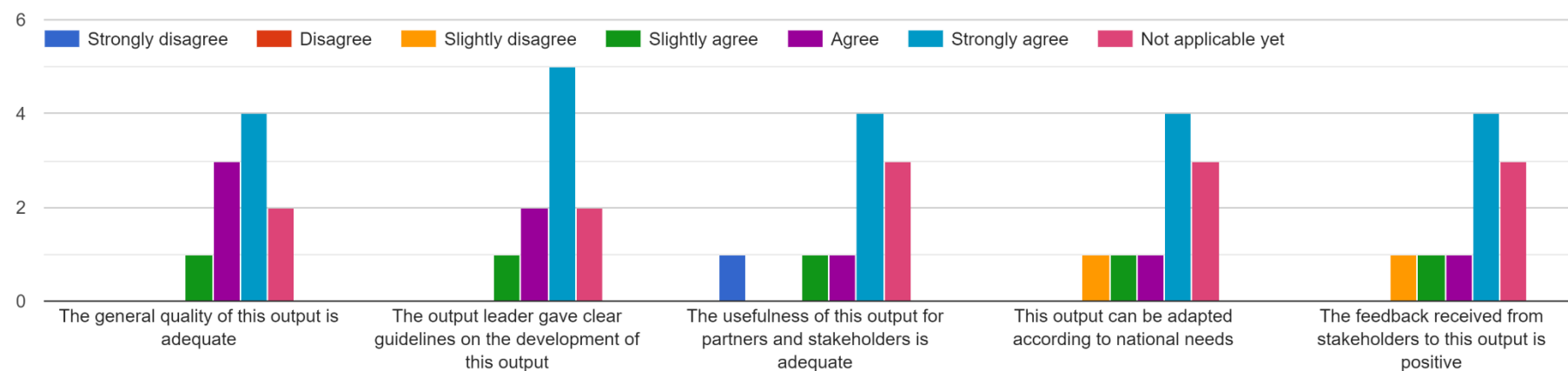


Again, there have been small doubts about the usefulness and adaption of IO2 in local contexts by someone in the consortium, but the overall rating of this output is also great.

- I do not have anything to add or criticize
- Agree with everything
- In the beginning, leader could have numbered the tasks from the beginning to the end with a time map to always evaluate how close or far from the set deadlines the consortium is.
- Output O2 very good
- The feedback is good and the material seems to be getting good ratings
- When you get clear guidelines all work goes very good

IO3 BoB as a Bait 2: Interactive brochure

On a scale of 1 to 6 please grade your agreement with the following statements. *



The rating of the points above a little bit contradicts to the comments below – there have been someone who strongly doubts about the usefulness of the tool, its adaptation and what feedback it would receive from the end users. However, the majority of the consortium believes in their work and the output created.

- Excellent = well done job of Greek team!!
- I do not have anything to add or criticize
- I agree with everything
- Our organisation is leading the result and the performance of the partners has been excellent so far.
- Output O3 was adequate
- Looking forward to seeing the feedback from users
- Very good tool to disseminate

Recommendation: to include into the project website a short questionnaire to receive the feedback of the project outputs from adult trainers and final beneficiaries as well!

Impact and Target Groups

What is the crucial impact of the project at a national and regional level? Please list at least 3 things.

- I found many new contacts just fulfilling the project tasks (FG, conference presenters) I hadn't known before. Realised that there are tools to help the most vulnerable in the labour market. I am proud that we could help to invent and produce these tools.
- Similar problems in each country and the same possible solutions.
- 1) Work with those who could motivate others in the same situation as they were, 2) outcomes that can help in different places, 3) people can see, they are not alone and the situation could be similar to situations even in different countries.
- Labour insertion courses nowadays are not always of good quality, it is crucial to offer a tool like Babbat directly related with real stories and examples for adults.
- Human stories always motivate. The project's results are engaging individuals by seeing good stories and examples from everyday people. At the same time the methodology was at a professional level. Also the engagement of the target group on the products is an asset. Finally the IO3 will help market the methodology and results and create an impact after the finalisation of the physical object of the project.
- Involvement of target groups. Discussions about motivation. Good practices from our own and partners' countries.
- Visual great role models, motivating stories and inspiring entrepreneurs.
- Great role models and good motivation for adults - simple and clear text in the outputs - good stories for start up.
- Modern, interesting, new.
- I can use different tools in the training. I can show how you can learn new things. I can involve all kinds of my clients from youngsters to adults.

Please provide a general description of the target groups and stakeholders -individuals and/or organisations - involved in your country during the project implementation (if possible, please indicate the numbers, profile, sector).

- Though not in enormous numbers we got in contact with those who can help to share the outputs and keep them vivid and actual (Headquarters of Labour Offices in the Czech Republic, regional labour offices etc.) But through these contacts many from target groups may be addressed and find the project outputs useful and helpful. Hopefully career saving and upgrading.
- Lifelong learning sector, 3 general companies, associations or teaching centers with many participants.
- People who are somehow lost in their professional careers, if they have any. So they can search the way to the job they would like to do and they could see that even impossible is possible with the help of others.

- Unemployed people from the south Tenerife area in need of trainers and experiences more related to real life than to standard courses that do not lead to a successful reorientation of their labour experiences. The target group are adults without skills adapted to the needs of a touristic destination.
- For BABBAT IN 4.6.2020 EILD had forwarded all information and material of the project at that time to 641 stakeholders, including VET organisations and Municipalities. Moreover BABBAT is presented in every monthly network meeting of EILD with more than 89 members and pictures of them can be found on EILD's webpage. EILD has performed 137 unique dissemination actions in all social media during the project's life span and the proving documents are on the common shared drive.
- Academy of Childhood. Rodeverk, Aristotel Finance.
- Adult trainers, low skilled adults.
- Coworker- adults training center- mentors.
- Low skilled people.
- Youngsters, adults, after prisoners, women, unmotivated youth.

Other aspects

The questionnaire also aimed at finding out the **strengths, weaknesses, opportunities and threats** of the project. At first, you can see the summary completed by the evaluator and then all comments provided by partners are also listed to get one's impression. **A short summary of the feedback is provided in the picture below:**



The SWOT analysis has been done using the data, listed below.

What were the strengths of the project?

- Strong and well experienced management
- Common idea
- Target groups - people who lost their faith in their careers and other people help them to find the will to start it over again
- The good examples based on real stories that the project offers
- Good leader, good managers, nice people, good attitude and vibes in the meetings, individuals know the object of the project.
- Partnership and mobilities.
- Clear object, good partnership and positivity.
- Simple and good usable output - great partnership- good training period about how to deal with changes and overcome obstacles- new projects ideas
- Idea
- Strong management and international teamwork

What are the opportunities of the project (thinking about the after funding period)?

- Sharing the tool which may inspire for long time after the project will be closed
- There must be a real continuation, direct work with the target audience
- Motivation for those who will find the project after the end of it and after covid it is important to change a lot for some of us
- A new tool to be added to other courses for adults, to be an added value to enrich adult education.
- A follow up project or a project with similar results to different target group can be issued.
- Useful materials. Partnership.
- Many opportunities and different ways to train low skilled people
- Building upon the material that has been produced
- Products will help later
- To continue finding new and innovative things in enterprise life, to find more ways to involve more international persons

What were the project weaknesses?

- Missed the instructions how to operate the budget

- Misunderstandings of the activities to be implemented
- Dissemination work in different countries doesn't have to be cooperated well, so people won't find the project
- It is difficult to reach target groups when the market has already so many courses going on
- Common shared material on outputs to work with online, not a common understanding in tasks related to IOs for some partners.
- Some misunderstandings.
- To be done in covid time as this training works better face to face
- The covid-19's had some impact and the extended time was a bit difficult for the company - there was 6 months with no extra money but the same work as requested for the normal working months
- No weaknesses in the project

What were the threats to the project?

- Though a lot of materials were translated into national languages there is still a big part when users will depend on their English skills
- Ban on face-to-face meetings due to a pandemic
- No threats
- To be left unused after the finishing of the project
- COVID and the big involvement of people outside of the project to provide material and dedicate hours (experts, beneficiaries).
- COVID-19.
- Covid time
- Covid-19's - changes - and lack of motivation
- Nothing

In addition to this, after the project end the partners of the project have been asked to reflect on the **learning elements** from participating in the project:

1. It was a big learning experience for me to participate in such a big project. I think the biggest learning aspect for me was preparation and communication. Especially how important it is when working so much online to have clear written instructions on what is expected, how and when. In F2F meetings misunderstanding is easier to resolve, making the online communication having to be very tightly structured.
2. Learning from others and sharing experience.
3. Learning from the target group.
4. Learning to deal with obstacles and changes like in a Covid situation.
5. Learning about the culture in participant countries - especially about adult educational systems, and about different offers and opportunities for adult education.
6. The textbooks and the motivating videos are really good and really inspire people. It is a very good positive way to train low skilled people to start learning or to update their skills.
7. The most interesting was the fact that all motivating tools and inspiration are two things that are very important for people in older age so as to keep learning!
8. The motivation that one person can give to another. Inspiration is a very motivating tool. I couldn't believe how so many people in that age started their own business.
9. We, as a consortium, found different methods to approach the project final beneficiaries – through finding and recording stories of people who changed their lives by risking, coming back to schools or participating in various training, learning by doing. These are the stories that could motivate people currently experiencing difficulties, having doubts in themselves.