

V2V PROJECT STATUS REPORT – MAIN ACTIVITIES UNDERTAKEN IN REPORTING PERIOD (ANALYTICAL REPORT)

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1. Overview

This report shows the result of the analysis conducted to determine if activities are progressing in a timely manner, as per the original V2V project¹ plan. As outlined in the V2V project description, several quality actions are taking place in order to ensure the continuity and quality of the project. The results of these are reported to the project leader.

The questionnaire analysed will be used to enumerate the activities carried out by each partner in the reporting period (November 2020 – May 2022). The reports will be used by Association HVC² and the project leader to monitor the progress of the project activities and help identify any potential issues (challenges, deviations from work plan, arising needs, etc.) and take necessary actions.

All project partners were requested to complete the survey by 15th June 2022. All partners responded the survey.

In the following chapter, we present frequency distributions of respondents' answers.

¹ VET to VET Capacity Building in Western Balkans (V2V).

² Association of Slovene Higher Vocational Colleges – Association HVC (Skupnost višjih strokovnih šol Republike Slovenije).

2. Partner organisation

Table 1 presents how frequencies are distributed over values. Because the analysis was done only on respondents who completed the survey we have 10 respondents who filled out a questionnaire.

Table 1: Frequency distribution of partner organisations (sorted by descending order)

Item	Frequency	Percent
Apro Formazione	1	10%
Danilo Kiš Budva	1	10%
SIC Ljubljana	1	10%
Ivan Uskoković Podgorica	1	10%
Gospodarska škola Čakovec	1	10%
Diakonie Training Center	1	10%
ROC Noorderpoort	1	10%
High School for Traffic and communications - Sarajevo	1	10%
SEDU	1	10%
Qendra e Kompetences	1	10%
Total	10	100%

3. Main activities undertaken in the reporting period

In the following chapter the analysis for each activity phase is presented. Moreover, besides frequency distribution for each activity phase, also percentage of achievement for each activity phase is presented.

2.1 A.1.1.2. Preparatory analysis of each VET system

We start with the activity phase “A.1.1.2. Preparatory analysis of each VET system”. What can be observed from Table 2 is that the majority of organisations undertook web meetings (80%) which were followed by “CEDEFOP and national policy documents /reports” (60%). Moreover, we can observe that half (50%) of organization also used Graphs, Forms and Modules. On the other hand the “own np info” and “professional visit” (20%) were the least common activities which were undertaken by organisations in the reporting period.

Table 2: Frequency distribution regarding A.1.1.2. Preparatory analysis of each VET system (multiple answers possible) (sorted by descending order)

Item	Frequency	Percent
Web meetings	8	80%
CEDEFOP and national policy documents /reports	6	60%
Graphs	5	50%
Forms	5	50%
Modules	5	50%
Template	4	40%
Eurydice	3	30%
ETF	3	30%
Other:	2	20%

Regarding the level of achievement of the activity “A.1.1.2. (Preparatory analysis of each VET system)”, we can observe (Table 3) that the majority (60%) of organisations consider the activity almost completely done (81%-100%) and that almost one-third (30%) of the organizations considered the activity partially done (61%-80%). Furthermore, expecting the

answers of respondents more closely, we found out that the organisation who considered the activity 41%-60% done was SIC Ljubljana.

Table 3: Frequency distribution of % of achievement of A.1.1.2. Preparatory analysis of each VET system

Item	Frequency	Percent
0-20	0	0%
21-40	0	0%
41-60	1	10%
61-80	3	30%
81-100	6	60%
Total	10	100%

2.2 A.1.1.3. Glossary of terms about internationalization, mobility, strategies, VET systems

Moving to “A.1.1.3. Glossary of terms about internationalization, mobility, strategies, VET systems activity” (Table 4), we can observe the majority (60%) of organisations used Forms and web meetings (53%). Furthermore, two respondents also stated that the “translated glossary in teams” and “Erasmus+ programme guide, Cedefop” was used.

Table 4: Frequency distribution regarding A.1.1.3. Glossary of terms about internationalization, mobility, strategies, VET systems (multiple answers possible) (sorted by descending order)

Item	Frequency	Percent
Forms	6	60%
Web meetings	6	60%
Modules	5	50%
Other:	2	20%

Regarding the level of achievement of the activity, we can observe (Table 5) that the majority (80%) of organisations considered the activity almost completely done (81%-100%). Furthermore only participant from Diakonie Training Center considered the activity 41%-60% done.

Table 5: Frequency distribution of % of achievement of A.1.1.3. Glossary of terms about internationalization, mobility, strategies, VET systems

Item	Frequency	Percent
0-20	0	0%
21-40	0	0%
41-60	1	10%
61-80	1	10%
81-100	8	80%
Total	10	100%

2.3 A.1.4. Preparation of checklist

Regarding activity "A.1.4. Preparation of checklist" (Table 6), we can observe that all organizations used Forms (100%) which were followed by web meetings (80%) and Modules (30%). One participant explained that they used "own material combined with material from EU partners".

Table 6: Frequency distribution regarding A.1.4. Preparation of checklist (multiple answers possible) (sorted by descending order)

Item	Frequency	Percent
Forms	10	100%
Web meetings	8	80%
Modules	3	30%
Other:	1	10%

Inspecting the level of achievement of the activity we can observe (Table 7), that the majority (70%) of organisations considered the activity almost completely done (81%-100%). On the other hand, respondent from Qendra e Kompetences organisation, answered that the organisation considered the activity only 41%-60% done.

Table 7: Frequency distribution of % of achievement of A.1.4. Preparation of checklist

Item	Frequency	Percent
0-20	0	0%
21-40	0	0%
41-60	1	10%
61-80	2	20%
81-100	7	70%
Total	15	100%

2.4 A.1.6. Collection and elaboration of observation missions outputs

Looking at activity “A.1.6. Collection and elaboration of observation missions outputs” (Table 8), we can observe that the majority (90%) of organisations used forms, web meetings and transnational meetings. On the other hand only two respondents stated, that organisation used “visits and meetings” or “focus groups, in presence meetings”.

Table 8: Frequency distribution regarding A.1.6. Collection and elaboration of observation missions outputs (sorted by descending order)

Item	Frequency	Percent
Forms	9	90%
Web meetings	9	90%
Transnational meetings	9	90%
Modules	5	50%
Other:	2	20%

Regarding the level of achievement of the activity we can observe (Table 9), that the majority (70%) of organisations considered the activity almost completely done (81%-100%) and the Diakonie Training Center, ROC Noorderpoort and High School for Traffic and communications – Sarajevo considered the activity partially done (61% – 80%).

Table 9: Frequency distribution of % of achievement of A.1.6. Collection and elaboration of observation missions outputs

Item	Frequency	Percent
0-20	0	0%
21-40	0	0%
41-60	0	0%
61-80	3	30%
81-100	7	70%
Total	10	100%

2.5 A.1.8. Set up of capacity building action plan

Regarding the setup of capacity building action plan we can observe (Table 10) that all organisations undertook web meetings which were followed by forms and transnational meetings (80% respectively).

Table 10: Frequency distribution regarding A.1.8. Set up of capacity building action plan (sorted by descending order)

Item	Frequency	Percent
Web meetings	10	100%
Forms	8	80%
Transnational meetings	8	80%
Modules	4	40%
Other:	1	10%

Looking at the level of achievement of the activity we can observe (Table 11) that the majority (70%) of organisations considered the activity almost completely done (81%-100%) and ROC Noorderpoort, High School for Traffic and communications – Sarajevo and Qendra e Kompetences considered the activity partially done (61% – 80%).

Table 11: Frequency distribution of % of achievement of A.1.8. Set up of capacity building action plan

Item	Frequency	Percent
0-20	0	0%
21-40	0	0%
41-60	0	0%
61-80	3	30%
81-100	7	70%
Total	0	0%

2.6 A.1.10. Capacity building preparatory activities

Regarding the activity “A.1.10. Capacity building preparatory activities” all organisations used action plans followed by letters of staff involvement (90%), roles and responsibilities charter (80%), staff charts (70%) and mailing lists (60%).

Table 12: Frequency distribution regarding A.1.10. Capacity building preparatory activities (sorted by descending order)

Item	Frequency	Percent
Action plan	10	100%
Letters of staff involvement	9	90%
Roles and responsibilities charter	8	80%
Staff charts	7	70%
Mailing lists	6	60%
Other:	0	0%

Again we can observe (Table 13) that the majority (70%) of organisations considered the activity almost completely done (81%-100%) and ROC Noorderpoort, High School for Traffic and communications – Sarajevo and Qendra e Kompetences considered the activity partially done (61% – 80%).

Table 13: Frequency distribution of % of achievement of A.1.10. Capacity building preparatory activities

Item	Frequency	Percent
0-20	0	0%
21-40	0	0%
41-60	0	0%
61-80	3	30%
81-100	7	70%
Total	10	100%

2.7 A.2.1.1. On-line course catalogue research about analysed staff needs

Regarding the activity “A.2.1.1. On-line course catalogue research about analysed staff needs” the majority of organisations used online platforms and courses (90%) followed by research web meetings, and web (80% respectively).

Table 14: Frequency distribution regarding A.2.1.1. On-line course catalogue research about analysed staff needs (sorted by descending order)

Item	Frequency	Percent
Online platforms and courses	9	90%
Web	8	80%
Web meetings	8	80%
Research	8	80%
Other:	0	0%

Looking at Table 15 we can observe that half (50%) of organisations considered the activity almost completely done (81%-100%) and that almost one third (30%) of the organisations considered the activity partly done (61%-80%). Moreover we can also observe that one organization considered activity only 21%-40% done (i.e., Qendra e Kompetences) and other organization considered the activity 41%-60% done (i.e., ROC Noorderpoort).

Table 15: Frequency distribution of % of achievement of A.2.1.1. On-line course catalogue research about analysed staff needs

Item	Frequency	Percent
0-20	0	0%
21-40	1	10%
41-60	1	10%
61-80	3	30%
81-100	5	50%
Total	10	100%

2.8 A.2.1.2. Set up staff visits catalogue

In the activity “A.2.1.2. Set up staff visits catalogue” (Table 16) the majority of organisations used web meetings (80%) and forms (60%).

Table 16: Frequency distribution regarding A.2.1.2. Set up staff visits catalogue staff needs (sorted by descending order)

Item	Frequency	Percent
Web meetings	8	80%
Forms	6	60%
Modules	4	40%
Other:	1	10%

Regarding the level of achievement of the activity we can observe (Table 17) that the majority (60%) of organisations consider the activity almost completely done (81%-100%) whereas one organization (i.e., Qendra e Kompetences) considered “Set up staff visits catalogue “activity only 21%-40% done.

Table 17: Frequency distribution of % of achievement of A.2.1.2. Set up staff visits catalogue

Item	Frequency	Percent
0-20	0	0%
21-40	1	10%

Item	Frequency	Percent
41-60	0	0%
61-80	3	30%
81-100	6	60%
Total	10	100%

2.9 A.2.1.3. Training course

For “A.2.1.3. Training course” activity (Table 18) all organisations used presentations, preparatory and follow up material and training programme. On the other hand, the modules (30%) were the least frequently used tools.

Table 18: Frequency distribution regarding A.2.1.3. Training course (sorted by descending order)

Item	Frequency	Percent
Presentations	10	100%
Preparatory and follow up material	10	100%
Training programme	10	100%
Exercises	8	80%
Learning agreement	8	80%
Forms	7	70%
Web meetings	7	70%
Training rooms	7	70%
Simulations	6	60%
Modules	3	30%
Other:	0	0%

Regarding the level of achievement of the activity we can observe (Table 19) that the majority (60%) of organisations considered the activity almost completely done (81%-100 %). This organizations were followed by Apro Formazione, High School for Traffic and communications – Sarajevo and Qendra e Kompetences which considered the activity partially done (61%-80%). Moreover, only one organization considered the activity 41%-60% done. This organization was “ROC Noorderpoort”.

Table 19: Frequency distribution of % of achievement of A.2.1.3. Training course

Item	Frequency	Percent
0-20	0	0%
21-40	0	0%
41-60	1	10%
61-80	3	30%
81-100	6	60%
Total	0	0%

2.10 A.2.1.4. Job shadowing

For “A.2.1.4. Job shadowing” activity, the most frequently used tools were tailored training plan (100%) and activity programme (80%).

Table 20: Frequency distribution regarding A.2.1.4. Job shadowing (sorted by descending order)

Item	Frequency	Percent
Tailored training plan	10	100%
Activity programme	8	80%
Learning agreement	4	40%
Other:	2	20%

Looking at Table 21 we can observe that the most (40%) organisations considered the activity almost completely done (81%-100%) and that one-fifth (20%) of the organisations considered the activity partly done (61%-80%) and one-fifth (20%) 41%-60% done. Furthermore Apro Formazione was the organisation that considered the activity only 0%-20% done, and Gospodarska škola Čakovec was the organisation that considered the activity 21%-40% done.

Table 21: Frequency distribution of % of achievement of A.2.1.4. Job shadowing

Item	Frequency	Percent
0-20	1	10%

Item	Frequency	Percent
21-40	1	10%
41-60	2	20%
61-80	2	20%
81-100	4	40%
Total	10	100%

2.11 A.2.1.5. Follow up activities inside each Institution

For the activity “A.2.1.5. Follow up activities inside each Institution” (Table 22) the majority of organisations undertook meetings (90%), communication material (80%) and presentations (70%). On the other hand only 20% of organisations undertook seminars.

Table 22: Frequency distribution regarding A.2.1.5. Follow up activities inside each Institution (sorted by descending order)

Item	Frequency	Percent
Meetings	9	90%
Communication material	8	80%
Presentations	7	70%
Workshops	3	30%
Seminars	2	20%
Other:	1	10%

Looking at Table 23 we can observe that most (30%) organisations considered the activity partially (61%-80%) or completely done (81%-100%). On the other hand, two organizations (i.e., SIC Ljubljana and Apro Formazione) were the organisations that considered the activity almost undone (0%-20%). Furthermore the SEDU was the organisation that considered the activity only 21%-40% done and ROC Noorderpoort the organisation that considered the activity 41%-60% done.

Table 23: Frequency distribution of % of achievement of A.2.1.5. Follow up activities inside each Institution

Item	Frequency	Percent
0-20	2	20%
21-40	1	10%
41-60	1	10%
61-80	3	30%
81-100	3	30%
Total	10	100%

2.12 A.2.1.6. Coaching and customized training

For the activity “A.2.1.6. Coaching and customized training” (Table 24) the most common activities among organizations are web meetings (100%), mailing (70%) and phone (60%).

Table 24: Frequency distribution regarding A.2.1.6. Coaching and customized training (sorted by descending order)

Item	Frequency	Percent
Web meetings	10	100%
Mailing	7	70%
Phone	6	60%
Forms	3	30%
Modules	3	30%
Other:	0	0%

Interestingly, regarding level of achievement of the project activity (Table 25) we can observe that most (30%) organisations considered the activity almost completely done (81%-100%) and also 30% only 0%-20% done. Furthermore, among the organisations that considered the activity almost undone (0%-20%) we can found SIC Ljubljana, Gospodarska škola Čakovec and High School for Traffic and communications – Sarajevo. Moreover, the organizations who considered the activity 41%-60% done are “Apro Formazione” and “Qendra e Kompetences”.

Table 25: Frequency distribution of % of achievement of A.2.1.6. Coaching and customized training

Item	Frequency	Percent
0-20	3	30%
21-40	0	0%
41-60	2	20%
61-80	2	20%
81-100	3	30%
Total	10	100%

2.13 A.2.1.7. Thematic teams web meetings

For the activity “A.2.1.7. Thematic teams web meetings” (Table 26) the majority (70%) of organisations used web conference tools or mailing.

Table 26: Frequency distribution regarding A.2.1.7. Thematic teams web meetings (sorted by descending order)

Item	Frequency	Percent
Web conference tools	7	70%
Mailing	7	70%
Forms	4	40%
Phone	3	30%
Modules	3	30%
Other:	2	20%

Interestingly the level of achievement of the project activity (Table 27) shows that this is the **activity with the lowest level of achievement**. That said, we can observe **that most** (30%) of organisations considered the activity almost undone (0%-20%) and this organizations were Apro Formazione, Gospodarska škola Čakovec and SEDU. Furthermore, the two organisations who considered the activity only 21%-40% done were SIC Ljubljana and ROC Noorderpoort and one organization that considered the activity partially done was Diakonie Training Center. Moreover, only Danilo Kiš Budva and Ivan Uskoković Podgorica considered this activity almost completely done (81%-100%).

Table 27: Frequency distribution of % of achievement of A.2.1.7. Thematic teams web meetings

Item	Frequency	Percent
0-20	3	30%
21-40	2	20%
41-60	2	20%
61-80	1	10%
81-100	2	20%
Total	10	100%

2.14 A.2.1.8. Internal monthly newsletter about internationalization

For the activity “A.2.1.8. Internal monthly newsletter about internationalization”, we can observe (Table 28) the communication material (100%), photos (90%), websites (70%) or presentations (70%) are activities which are most commonly used forms of communication by organisations.

Table 28: Frequency distribution regarding A.2.1.8. Internal monthly newsletter about internationalization (sorted by descending order)

Item	Frequency	Percent
Communication material	10	100%
Photos	9	90%
Websites	8	80%
Presentations	7	70%
Testimonials	5	50%
Videos	4	40%
Other:	0	0%

Regarding level of achievement of the project activity (Table 29) we can observe that most (30%) organisations considered the activity 21%-40% done. This organizations are Apro Formazione, SIC Ljubljana and Gospodarska škola Čakovec.

Furthermore we can also observe that one-fifth (20%) of organisations considered the activity almost completely done (81%-100%) (i.e., Danilo Kiš Budva and Qendra e Kompetences), one-fifth (20%) partially done (61%-80%) (i.e., Diakonie Training Center and ROC Noorderpoort) and one one-fifth (20%) almost undone (0%-20%). The organizations that considered the activity almost undone are Ivan Uskoković Podgorica and SEDU.

Table 29: Frequency distribution of % of achievement of A.2.1.8. Internal monthly newsletter about internationalization

Item	Frequency	Percent
0-20	2	20%
21-40	3	30%
41-60	1	10%
61-80	2	20%
81-100	2	20%
Total	10	100%

2.15 A.2.3.1. Share mobility processes among partners

For the activity “A.2.3.1. Share mobility processes among partners”, we can observe (Table 30) the web meetings (92%), best practices (83%) or guidelines (58%) are activities which are most commonly used forms of communication by organisations. On the other hand the modules (30%) were less preferred.

Table 30: Frequency distribution regarding A.2.3.1. Share mobility processes among partners (sorted by descending order)

Item	Frequency	Percent
Web meetings	10	100%
Best practices	9	90%
Guidelines	7	70%
Forms	5	50%
Modules	3	30%
Other:	0	0%

Regarding the level of achievement of the activity we can observe (Table 31) that the majority (70%) of organisations considered the activity almost completely done (81%-100 %) while two organisations considered the activity only 41%-60% done (i.e., Gospodarska škola Čakovec and High School for Traffic and communications – Sarajevo).

Table 31: Frequency distribution of % of achievement of A.2.3.1. Share mobility processes among partners

Item	Frequency	Percent
0-20	0	0%
21-40	0	0%
41-60	2	20%
61-80	1	10%
81-100	7	70%
Total	10	100%

2.16 A.2.3.2. Structure a modular customizable mobility process

For the activity “A.2.3.2. Structure a modular customizable mobility process” (Table 32) the majority of organisations used web meetings (90%), guidelines and best practices (80% respectively).

Table 32: Frequency distribution regarding A.2.3.2. Structure a modular customizable mobility process (sorted by descending order)

Item	Frequency	Percent
Web meetings	9	90%
Guidelines	8	80%
Best practices	8	80%
Forms	4	40%
Modules	4	40%
Other:	0	0%

Regarding the level of achievement of the activity we can observe (Table 33) that half (50%) of organisations considered the activity almost completely done (81%-100%) while one-fifth (20%) considered the activity partially done (61%-80%) and almost one third (30%) considered the activity 41%-60% done (i.e., Gospodarska škola Čakovec, ROC Noorderpoort and High School for Traffic and communications – Sarajevo).

Table 33: Frequency distribution of % of achievement of A.2.3.2. Structure a modular customizable mobility process

Item	Frequency	Percent
0-20	0	0%
21-40	0	0%
41-60	3	30%
61-80	2	20%
81-100	5	50%
Total	10	100%

2.17 A.2.3.4. Translate the process, documents, and tools

The majority of organizations are likely to use translations and folders for “A.2.3.4. Translate the process, documents, and tools” activity (Table 34).

Table 34: Frequency distribution regarding A.2.3.4. Translate the process, documents, and tools (sorted by descending order)

Item	Frequency	Percent
Translations	10	100%
Folders	6	60%
Other:	1	10%

Regarding the level of achievement of the activity we can observe (Table 35), that half (50%) of organisations considered the activity almost completely done (81%-100%) while almost one-third (30%) of organizations considered the activity almost undone (0%-20%). These

organisations are Apro Formazione, Gospodarska škola Čakovec and Diakonie Training Center.

Table 35: Frequency distribution of % of achievement of A.2.3.4. Translate the process, documents, and tools

Item	Frequency	Percent
0-20	3	30%
21-40	0	0%
41-60	0	0%
61-80	2	20%
81-100	5	50%
Total	10	100%

2.18 A.2.3.5. Pilot short term mobility of students

For the activity “A.2.3.5. Pilot short term mobility of students” (Table 36) we can observe that all organisations used guidelines and meetings (100%) followed by questionnaires and reports (90%) and testing protocols (70%).

Table 36: Frequency distribution regarding A.2.3.5. Pilot short term mobility of students (sorted by descending order)

Item	Frequency	Percent
Guidelines	10	100%
Meetings	10	100%
Questionnaires	9	90%
Reports	9	90%
Testing protocol	7	70%
Other:	1	10%

Regarding the level of achievement of the activity we can observe (Table 37) that the majority (80%) of organisations considered the activity almost completely done (81%-100 %).

Table 37: Frequency distribution of % of achievement of A.2.3.5. Pilot short term mobility of students

Item	Frequency	Percent
0-20	0	0%
21-40	0	0%
41-60	0	0%
61-80	2	20%
81-100	8	80%
Total	10	100%

2.19 A.2.3.7. Communication plan about mobilities

For the activity “A.2.3.7. Communication plan about mobilities” (Table 38), all organisations used communication material (100%), followed by presentations (80%), websites (70%), testimonials (70%), photos (70%) and videos (60%).

Table 38: Frequency distribution regarding A.2.3.7. Communication plan about mobilities (sorted by descending order)

Item	Frequency	Percent
Communication material	10	100%
Presentations	8	80%
Websites	7	70%
Testimonials	7	70%
Photos	7	70%
Videos	6	60%
Other:	1	10%

Regarding the level of achievement of the activity we can observe (Table 39), that the majority (50%) of organisations considered the activity partially done (61%-80%) while 10% of organisations (i.e., Gospodarska škola Čakovec) consider the activity 41%-60% done.

Table 39: Frequency distribution of % of achievement of A.2.3.7. Communication plan about mobilities

Item	Frequency	Percent
0-20	0	0%
21-40	0	0%
41-60	1	10%
61-80	5	50%
81-100	4	40%
Total	10	100%

2.20 A.2.4.1. Sharing partners and networks

For the activity “A.2.4.1. Sharing partners and networks” (Table 40) we can observe that the majority of organisations used contact lists (80%) and databases (60%). The two respondents who answered with answer “Other”, stated “websites” and “this activity is meant to be done in late 2022”.

Table 40: Frequency distribution regarding A.2.4.1. Sharing partners and networks (sorted by descending order)

Item	Frequency	Percent
Contact list	8	80%
Database	6	60%
Modules	2	20%
Other:	2	20%

Regarding the level of achievement of the activity we can observe (Table 41), that almost one-third (30%) of organisations considered the activity partially done (61%-80%). However, we can also observe that almost one-third (30%) of organisations considered the activity almost undone (0%-20%). The following organisations are Apro Formazione, SIC Ljubljana and High School for Traffic and communications – Sarajevo. Furthermore, two organizations (i.e., Gospodarska škola Čakovec and High School for Traffic and communications – Sarajevo) considered the activity only 21%-40% done.

Table 41: Frequency distribution of % of achievement of A.2.4.1. Sharing partners and networks

Item	Frequency	Percent
0-20	3	30%
21-40	2	20%
41-60	0	0%
61-80	3	30%
81-100	2	20%
Total	10	100%

2.21 A.2.4.2. Set up networks

For the activity “A.2.4.2. Set up networks” (Table 42), we can observe that the majority of organisations used local teams (90%) and communication materials (70%).

Table 42: Frequency distribution regarding A.2.4.2. Set up networks (sorted by descending order)

Item	Frequency	Percent
Local teams	9	90%
Communication material	7	70%
Other:	0	0%

Regarding the level of achievement of the activity we can observe (Table 43) that the most (40%) organisations considered the activity almost completely done (81%-100 %) while one-fifth (20%) of organisations (i.e., SIC Ljubljana and Gospodarska škola Čakovec) considered the activity almost undone (0%-20%). Furthermore the organization who considered the activity 41%-60% done was High School for Traffic and communications – Sarajevo.

Table 43: Frequency distribution of % of achievement of A.2.4.2. Set up networks

Item	Frequency	Percent
0-20	2	20%
21-40	0	0%
41-60	1	10%

Item	Frequency	Percent
61-80	3	30%
81-100	4	40%
Total	10	100%

4. Results/outcomes and work plan

In order to summarize the results/outcomes of the separate activities content analysis was done. Content analysis helped us find most frequent phrases and words which occurred in respondents answers (answers in Table 44). The results for each activity are presented below:

- A.1.1.2. Preparatory analysis of each VET system: **VET system analysis was done.**
- A.1.1.3. Glossary of terms about internationalization, mobility, strategies, VET systems: **Glossary was finished/done.**
- A.1.4. Preparation of checklist: **Preparation of checklist was done.**
- A.1.6. Collection and elaboration of observation missions outputs.

Table 44: Answers to open ended question “Please list the results/outcomes of the activities that took place during the progress period (November 2020 – May 2022)”.³

Activity	Results/outcomes	Updates
A.1.1.2. Preparatory analysis of each VET system	Preparatory analysis of each VET system was done mostly during the given period	One of staff members finished this work during spring 2022.
	VET System analysed	
	done and in Teams	
	Presentation about VET system	
	We compared the analyzed VET systems with our VET system, noticed the advantages that we will try to involve in our VET system in the future.	
	Documents Presentations	No
	Participation on the meetings, take responsibility for our work, cooperation with our twining partner.	Cooperation, selection a team members, local team, selection of students, companies and parents.
	10 files of all partners VET system analysis	
A.1.1.3. Glossary of terms about internationalization,	Presentations with ppt, infographics and videos of 8 VET system (IT, FI, NL, HR, SI, XK, BI, ME)	None
	This was done during the given period	
	Glossary finished	
	done and recently uploaded	
	Excel document- Glossary	

³ Please indicate if any updates have been made to the project work plan. In case of deviation from the work plan, please indicate the activities/results concerned, the amount of delay and the corrective actions taken to improve the situation.

Activity	Results/outcomes	Updates
mobility, strategies, VET systems	Glossary of terms about internationalization, mobility, strategies, VET systems will help us in the analysis of individual VET systems to improve their own VET system	
	Form Chart	yes
	-1	
	Glossary filled up by every partner	added new terms and translated
	Glossary of 123 terms translated in EN, IT, FI, NL, HR, SI, AL, BI, ME	None
A.1.4. Preparation of checklist	This was done during the given period	
	Checklist complete	translated into Slovenian
	done, shared and used	
	Action plan draft, Focus groups forms, Questionnaire	
	Finished on time.	
	Form, Module	No
	Documents to be ready that are part of projects, selection of participants of local team, team meeting to define duties in the project,	Defined trainings and trainers that can cooperate with the our twinning partner.
	resulted in a checklist and observation mission done using the checklist results	
A.1.6. Collection and elaboration of observation missions outputs	Questionnaire with about 100 questions on 8 relevant themes; Interview guidelines; focus group guidelines with different target groups (students, teachers, companies, other staff).	None
	This was done during the given period	
	Activity complete	
	collected and not elaborated	to be continued
	Baseline report	
	With the cooperation and guidance of the twin school, we realized this activity as part of the preparation and implementation of the initial observation mission	
	modules web meeting forms	yes
	Communication process with partners project and our twinning partner. Preparing a documents and data's that are needed for the project. Visiting different companies. Visiting and discussion with different actors that are part of the project.	Observation mission and discussion with all people that are involved in this process.
	report of the observation mission	
	Report of obs. mission outputs made, with a detailed description for each of the 8 themes	None
	This was done mostly during the given period	The plan was updated later.

Activity	Results/outcomes	Updates
A.1.8. Set up of capacity building action plan	Action plan complete	Will be updated
	done	updated all the time
	Action plan GSC- DTC	
	We established the Base for Capacity Building of the Action Plan in March 2022, in Alba, and defined all the main activities, while in May 2022, using web meetings, we defined all the activities in the Action Plan for the next period.	
	web meeting report form	yes
	Meeting with our twin partner, online meeting, meeting in Alba and discussion to set up and develop the action plan.	developing a action plan and following the procedures and duties that we needed to do and to continue in this project.
	Capacity building plan created in april	supplemented later with course catalogue
	Action plan with detailed CB activities, resources, indicators, means of verification and timing	None
A.1.10. Capacity building preparatory activities	This was done during the given period	
	Observation mission completed, action plan complete, meetings and web meetings concluded,	course catalogue in progress
	working on it continuously	
	staff visits catalogue , On-line course catalogue research about analyzed staff needs , Short term mobility	
	As part of the preparatory activities for capacity building, we structured teams of staff, local teams of managers, teachers, companies, parents and students. We also completed an action plan with a twin partner.	
	documents action plan	yes
	Selection of trainiers and other memeber to be part on the project and to be part of the trainings so in this form they will have opportunity to bring new energy and new experience.	Participation in the trainings and study visits, participations in the seminar, participation in professional visits, etc.
	documents, forms in english	translation of all documents in other languages
	Preparation and twinning agreements for CB activities	None

Activity	Results/outcomes	Updates
A.2.1.1. On-line course catalogue research about analysed staff needs	This was done mostly during the given period	We will collect some more courses.
	Completed course catalogue	
	not yet	
	On-line course catalogue	
	We researched online course catalogs on the analyzed needs of our school staff through webinars, courses, info sessions and manuals of national agencies and posted on Teams.	
	research online platforms	yes
	We have selected and research some lectures, but we still did not uploaded. We will upload after consultations with our twining partners.	
	75 courses found	
	Still ongoing, now collects 89 online courses on topics relevant for the partners	None
A.2.1.2. Set up staff visits catalogue	This was done during the given period	
	Staff visit catalogue complete	
	working on it	
	Staff visit catalogue	
	We have placed on the platform four catalogs that our staff can visit in the well-known courses that we planned to realize for them.	
	forms	yes
	During the time in Cakovec - Croatia - our trainers (tailoring and hairdressers) with the help from colleagues in Cakovec have developed visit catalog for tailoring and hairdressing.	Visits catalogue is prepared in the cooperation between and with the help of GSC.
	5 staff visits set up	3 will be chosen
	5 staff visit catalogues, one per each EU partner	None
A.2.1.3. Training course	This was done mostly during the given period	
	Training course set up	
	done by APRO, followed by 3 colleagues of NP	
	Training course about project design and management- Alba May 2022.	

Activity	Results/outcomes	Updates
	We have placed on the platform four catalogs that our staff can visit in the well-known courses that we planned to realize for them. Two of our teachers attended a training course in Alba from 9 to 14 May 2022. They got acquainted with project management and are now independently developing two project ideas in the form of an application for EU funds. presentations training program	
		no
	Two our trainers participated in the trainings in Croatia and after they come back will share this knowledge with other colleagues and students.	Trainers are now in DTC and they started to share experience with assistants and other colleagues.
	2 staff members went to a training course	
A.2.1.4. Job shadowing	Done in Alba in May 2022 on project design&management, the "students" will finalise their assignment by October 2022	None
	We made plans and this will happen during autumn 2022.	
	Job shadowing planned	Selection process for visiting staff ongoing
	done	
	Staff visit catalogue	
	Preparations are being made and a deadline for job shadowing has been defined in the action plan.	
	activity program	/
	One other teacher and Project managers will go in October in Croatia	We determined dates and persons that will be part of this work.
	3 staff will attend the job shadowing	
A.2.1.5. Follow up activities inside each Institution	To be done in Autumn 2022 in twinning	None
	We made plans and this will happen during autumn 2022.	
	Planned	
	working on it	
	Report after meetings, dissemination	
	Activities are monitored within, an action plan at home to maximize the impact of training (communication, awareness raising, engagement, exploitation and multiplication of results and outcomes).	
	meetings	yes
	DTC trainers from Tailoring and Hairdresser that are in Croatia, they will be in cooperation with their colleagues in Cakovec and when is needed they will support online with lecture, councils, materials. etc.	We have contacts and we will continue to go on with this cooperation.

Activity	Results/outcomes	Updates
	It was done after the training course, and on line meetings will be held after job shadowing Only in WB schools - it started after the training course in Alba and it's ongoing	
		None
A.2.1.6. Coaching and customized training	We have coached our twin partner through out the whole duration of the project. Customized training activities will be carried out during autumn 2022.	
	Planned	
	done and continuing	
	-	
	We have not started this activity yet.	
	mailing	/
	Trainings supported with counsels and any material that is useful for students and teachers.	
	more staff included	
	It is ongoing, since the beginning of the project, and made in twinnings	None
A.2.1.7. Thematic teams web meetings	This will happen according to our common plans.	
	Planned in cooperation with partner	
	starting second part 2022	
	-	
	Preparations are underway to begin activities related to Thematic teams web meetings in the autumn.	
	forms meetings	/
	Web meeting with other partners project and our twin partner.	
	-1	
	To be done in Autumn 2022	None
A.2.1.8. Internal monthly newsletter about internationalization	We will do this according to our common plans.	
	Planned in cooperation with partner	
	first try out one published by SSSK,	
	-	
	We have already published the first Internal monthly newsletter on internationalization regarding the short mobility of our students. We are working on the second issue and preparing it for the month of September.	
	communication material	yes

Activity	Results/outcomes	Updates
	This has been discussed in the online meetings and in Alba, during the time that we had together meetings will all project managers. first newsletter coming out end of june, following new one every four months	It is determined a time and when is time for DTC we will do it.
	We are producing now in June 2022 the first newsletter, after the first pilot of short term mobilities	None
A.2.3.1. Share mobility processes among partners	This was done during the given period	
	Mobility process has been shared with partners through meetings and documents	
	working on it	
	Transnational meeting in Sarajevo	
	This activity is not planned for the countries of the Western Balkans.	
	best practices	yes
	From our trainers and students that have participated in the practical work in the schools in Croatia, we have determine a date to make a presentations and to have opportunity to share this to other students and team.	Information of staff and students for the meetings and presentations together. Sharing a knowledge to assistants and other colleagues that have not opportunity to be part of trainings in Cakovec.
	communication about mobility processes, web meetings, testimonials,	
	Sharing of 5 different approaches and processes	None
A.2.3.2. Structure a modular customizable mobility process	This was done during the given period	
	customizable mobility process completed	
	working on it with the partners	
	Short term mobility process	
	Different mobility models are analyzed and the optimal variant that is applicable to us is sought.	
	best practices	yes
	We had the opportunity to participate in some modules in tailoring and hairdreser.	Visits for two weeks for each trainer and four weeks for students.
	We defined a common process that we are applying to students mobilities	None
A.2.3.4. Translate the process, documents, and tools	This was done during the given period	
	Documents 80% translated	
	done in English	
	-	
	This activity is realized according to the plan and on time.	

Activity	Results/outcomes	Updates
	modules We have translate documents that was need for the precise.	yes Doc for students and teachers.
	all the documents translated in all partner languages	
	Still to be done, in the second half of 2022	None
A.2.3.5. Pilot short term mobility of students	This was done during the given period	
	COmplete	
	done	
	4 students from Kosovo one month in Čakovec, 2 teachers	
	Activity - Pilot short-term student mobility was realized, after thorough preparations and writing of newsletter on internationalization and mobility.	
	testing questionnaire	yes
	Open call for students Selection of students, preparing documents and visas in cooperation`s with GSC, Participation in the mobility.	Students and teacher come back. From four students 2 of them started to work. We will have a meeting together to prepare a feedback.
	4 students from our school went to te short term mobility	
	Every twinning completed the piloting	None
A.2.3.7. Communication plan about mobilities	We have made plans and our partner has worked according to the plan.	
	COmplete	
	working on it	
	Web meetings, communication via mail, and phone	
	The communication plan on mobility is being implemented continuously, so that the short mobility mobility has been completed and the mobility communication plan on long student mobility and teacher mobility has been continued.	
	websites presentation	/
	This is in to communication with our partner and other partners in the projects.	WE have made second call for long term mobility that will start in September. We are waiting people to apply
	web meetings	
	Every twinning is communicating about their mobilities	None

5. Objectives and results achieved

4.1 Internationalization indicators⁴

Table 45 shows the respondents assessments of the level of achievement of the objectives and results for organisations regarding internationalization indicators. The results show that the majority of respondents assessed the level of achievement of objectives and results as **high**. The two objectives where there is room for improvement are “**Decreased skill gap between schools and companies**” and especially “**Improved ability of staff to manage and develop projects**”. The latter objective has been assessed with the lowest average grade of 6.6, which indicates that there is a lot of room for improvement.

Table 45: Descriptive statistics for the items measured in the following question: “Objectives and results achieved.”⁵

Subquestion	Answers											Average	Std. deviation
	1	2	3	4	5	6	7	8	9	10	Total		
Improved cooperation with colleagues about internationalization	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	1 20%	1 20%	2 40%	5 100%	8,8	1,3
Improved involvement of managers in internationalization	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	0 0%	1 20%	2 40%	1 20%	5 100%	8,4	1,5
Improved availability of training for teachers	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	0 0%	1 20%	2 40%	1 20%	5 100%	8,4	1,5
Improved awareness about European projects in school	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	1 20%	0 0%	1 20%	2 40%	5 100%	8,4	1,8
Improved ability to understand application forms and granting programs	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 40%	1 20%	1 20%	1 20%	5 100%	8,2	1,3
Improved ability to analyse teacher training needs	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 40%	1 20%	2 40%	0 0%	5 100%	8,0	1,0
Improved acknowledgement of	0	0	0	0	0	1	1	0	3	0	5	8,0	1,4

⁴ Only partners from Western Balkan answered those questions.

⁵ Please assess the level of achievement of the following objectives and results for your organization from 1 to 10 (1 the lowest and 10 the highest achievement)" Sorted by column "Average".

												Average	Std. deviation
Subquestion	Answers												
international strategy importance	0%	0%	0%	0%	0%	20%	20%	0%	60%	0%	100%		
Improved ability to write projects	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	1 20%	1 20%	1 20%	1 20%	5 100%	8,0	1,6
Improved competences of staff about internationalization	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	1 20%	1 20%	1 20%	1 20%	5 100%	8,0	1,6
Improved interest of teachers in mobility	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	1 20%	1 20%	1 20%	1 20%	5 100%	8,0	1,6
Improved ability to plan staff training programmes	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	0 0%	3 60%	1 20%	0 0%	5 100%	7,8	1,1
Decreased skill gap between schools and companies	0 0%	0 0%	0 0%	0 0%	1 20%	0 0%	1 20%	2 40%	0 0%	1 20%	5 100%	7,6	1,8
Improved ability of staff to manage and develop projects	0 0%	0 0%	0 0%	0 0%	2 40%	1 20%	0 0%	1 20%	1 20%	0 0%	5 100%	6,6	1,8

4.2 Mobility indicators⁶

Table 46 presents the respondents assessments of the level of achievement of the objectives and results for organisations regarding mobility indicators. The results show that the majority of respondents assessed the level of achievement of objectives and results as **high**. Only to objectives which could be slightly improved are “**Improved ability to validate and recognize non formal and informal competences**” and “**Improved validation and recognition of mobilities**”.

⁶ Only partners from Western Balkan answered those questions.

Table 46: Descriptive statistics for the items measured in the following question: “Objectives and results achieved.”⁷

Subquestion	Answers											Average	Std. deviation
	1	2	3	4	5	6	7	8	9	10	Valid		
Improved ability to select and manage candidates	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	3 60%	1 20%	5 100%	9,0	0,7
Improved trust from families	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3 60%	1 20%	1 20%	5 100%	8,6	0,9
Improved communication about mobilities	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3 60%	1 20%	1 20%	5 100%	8,6	0,9
Improved ability to evaluate internships abroad	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3 60%	1 20%	1 20%	5 100%	8,6	0,9
Improved ability to set up documents	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	2 40%	1 20%	1 20%	5 100%	8,4	1,1
Improved ability to structure logistical aspects	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	0 0%	2 40%	0 0%	2 40%	5 100%	8,4	1,7
Decreased cultural shock about mobilities	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 40%	2 40%	0 0%	1 20%	5 100%	8,0	1,2
Decreased difficulty to find candidates for mobilities	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 40%	2 40%	0 0%	1 20%	5 100%	8,0	1,2
Improved ability to set up preparatory activities	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 40%	2 40%	0 0%	1 20%	5 100%	8,0	1,2
Improved ability to plan mobility phases	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 40%	2 40%	0 0%	1 20%	5 100%	8,0	1,2
Improved European citizenship of students and trainers	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	0 0%	3 60%	0 0%	1 20%	5 100%	8,0	1,4
Improved ability to monitor training in companies	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	1 20%	1 20%	2 40%	0 0%	5 100%	7,8	1,3
Improved ability to plan training in companies	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	1 20%	2 40%	0 0%	1 20%	5 100%	7,8	1,5
Improved ability to validate and recognize non formal and informal competences	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	1 20%	2 40%	1 20%	0 0%	5 100%	7,6	1,1
Improved validation and recognition of mobilities	0 0%	0 0%	0 0%	0 0%	1 20%	0 0%	1 20%	2 40%	0 0%	1 20%	5 100%	7,6	1,8

⁷ Please assess the level of achievement of the following objectives and results for your organization from 1 to 10 (1 the lowest and 10 the highest achievement)" Sorted by column "Average".

6. Dissemination and exploitation

The last section of the questionnaire focused on dissemination. V2V partners were asked to list the type of valorisation activities that have been carried out during the progress period. Partners reports multiple dissemination activities: social media and web posts, description of the project on their websites as well as news in the local media.

Table 47: Answers to open ended question “Please list the type of valorisation activities that have been carried out by the partner during the progress period.”

Activity	Description	Source
Project description	Description of the project	Sedu website
Web and facebook posts about the projects	All major activities and milestones are described in posts	siclj.si
Web site	Web site about V2V project	https://v2vproject.eu/ https://www.gospodarskaskola.hr/projekti/aktualni-projekti/v2v/
Throughout the project, we have been dissemination.	Uploading materials, images, videos, newsletters, etc. on the school's facebook and website.	https://ssskskola.edu.ba facebook.com/ssskskolasarajevo
8 posts monthly	The goals of V2V projects and their benefits Cooperation with SEDU.	social media
Online meetings with VV partners	We have several online meetings with our partners from APRO	Internet, computers, papers, cameras, etc.
dissemination	news in local media about our 4 students who went to mobility	https://www.rtvbudva.me/vijesti/ucenici-sms-danilo-kis-na-strucnoj-praksi-u-italiji/54295
Social media posts	We posted about 10 social media posts on various activities of V2V	FB @AproEuropa, IG @AproInternational
News letters	Newsletters about the project and its implementation	Sedu website
Facebook report	Report about project activities on Facebook page Gospodarska škola	https://www.facebook.com/gospodarskaskolacakovec

Activity	Description	Source
The phase and exploitation of the project by other schools at the local and regional level has now begun.	Several schools, which are similar to ours in terms of occupations, have already called us by phone to find out about the project in which we are participating. The two schools even asked us for a physical meeting to present the VET to VET Capacity Building in Western Balkans. We will of course do that, as part of the project, in 2023, when we will organize a presentation in a lecture about this project, for a larger number of schools, companies, students, etc.	Phone calls, emails
newspaper	an article about the project	newspaper
Study visits and professional visits	DTC team had the opportunity to visit different states and schools from V2V projects such as Croatia, Italy, Finland, Netherland.	Transports, visiting workshops, being part of the discussion, conclusion, different kinds of training, ec
dissemination	results of the call for the mobility	https://jadranbudva.me/drustvo/cetiri-kandidata-idu-u-italiju-na-praksu-objavljeni-rezultati-konkursa-ju-sms-danilo-kis
Newsletter	In Apro International monthly newsletter, we mentioned various activities of V2V	Email marketing tool
Posts	Posts about the project and its implementation on social media	Sedu`s Social media
Instagram report	Report about project activities on Instagram page Gospodarska škola	https://www.instagram.com/gs_cakovec/
Visits from our partners from Italy and Finland.	In December 2021 we had a visit from colleagues from Italy and Finland.	Meetings, visits to the classrooms, discusion with

Activity	Description	Source
		trainers and students, visits to the city, conclusions.
dissemination	Tv morning show, talk about the project	https://www.youtube.com/watch?v=kIQtQp4liOA
Website Articles	We wrote 3 articles for Apro International website on various activities of V2V	https://international.aproformazione.it/it/news
Local newsletter	Report of the meeting in Alba	https://emedjimurje.net.hr/vijesti/drustvo/4219484/gospodarska-skola-cakovec-nastavnice-natasa-cilar-i-irena-mavrin-prisustvovala-sastanku-u-italiji/
Observations mission	Our colleagues from the GSC in Croatia were here in DTC for observation missions. We discussed the project and steps to develop and go on for better results.	We detect strong and weak parts and found opportunities to develop the project.
dissemination	On the site of apro formazione	https://international.aproformazione.it/en/news/item/398-apro-formazione-coaching-five-balkan-schools
Local newsletter	About project V2V	https://emedjimurje.net.hr/vijesti/skolski-kutak/4032450/gospodarska-skola-cakovec-partneri-projekta-vet-to-vet-izgradnja-kapaciteta-za-zapadni-balkan/
Short term mobility	In cooperation with the colleagues from GSC in Cakovec, we have selected students and teachers and we have sent them to Croatia.	Students and teachers are home back and they have benefited so much from this project.
dissemination	testimonials of our students who went to a mobility in Italy, on a conference held by Erasmus+ office for Montenegro in Podgorica	http://www.erasmusplus.ac.me/?p=22103

Main findings

- 10 respondents filled out the questionnaire; each V2V partner had one respondent.

Regarding main activities undertaken in the reporting period we found out that:

- I. For the activity phase “A.1.1.2. Preparatory analysis of each VET system” the majority of organisations undertook web meetings (80%) which were followed by “CEDEFOP and national policy documents /reports” (60%). Moreover, half (50%) of organization also used Graphs, Forms and Modules.
 - The majority (60%) of organisations considered the activity almost completely done (81%-100%) and almost one-third (30%) of the organizations considered the activity partially done (61%-80%). Furthermore, expecting the answers of respondents more closely, we found out that the organisation who considered the activity 41%-60% done was SIC Ljubljana.
- II. For the activity “A.1.1.3. Glossary of terms about internationalization, mobility, strategies, VET systems activity” the majority (60%) of organisations used Forms and web meetings (53%). Furthermore, two respondents also stated that the “translated glossary in teams” and “Erasmus+ programme guide, Cedefop” was used.
 - The majority (80%) of organisations considered the activity almost completely done (81%-100%) while only Diakonie Training Center considered the activity 41%-60% done.
- III. For the activity “A.1.4. Preparation of checklist” all organizations used Forms (100%) which were followed by web meetings (80%) and Modules (30%). One organization also used “own material combined with material from EU partners”.
 - Majority (60%) of organisations considered the activity almost completely done (81%-100%).
- IV. For the activity “A.1.6. Collection and elaboration of observation missions outputs” the majority (90%) of organisations used forms, web meetings and transnational meetings. On the other hand, two organization stated, that organisation also used “visits and meetings” or “focus groups, in presence meetings”.
 - Majority (70%) of organisations considered the activity almost completely done (81%-100%). However Diakonie Training Center, ROC Noorderpoort and High

School for Traffic and communications – Sarajevo considered the activity partially done (61% – 80%).

- V. For the activity “A.1.8. Set up of capacity building action plan” all organisations undertook web meetings which were followed by forms and transnational meetings (80% respectively).
- Majority (70%) of organisations considered the activity almost completely done (81%-100%) and ROC Noorderpoort, High School for Traffic and communications – Sarajevo and Qendra e Kompetences considered the activity partially done (61% – 80%).
- VI. For the activity “A.1.10. Capacity building preparatory activities” all organisations used action plans followed by letters of staff involvement (90%), roles and responsibilities charter (80%), staff charts (70%) and mailing lists (60%).
- Majority (70%) of organisations consider the activity almost completely done (81%-100%) and ROC Noorderpoort, High School for Traffic and communications – Sarajevo and Qendra e Kompetences considered the activity partially done (61% – 80%).
- VII. For the activity “A.2.1.1. On-line course catalogue research about analysed staff needs” the majority of organisations used online platforms and courses (90%) followed by research web meetings, and web (80% respectively).
- Half (50%) of organisations consider the activity almost completely done (81%-100%) and that almost one third (30%) of the organisations considered the activity partly done (61%-80%). Moreover we can also observe that one organization considered activity only 21%-40% done (i.e., Qendra e Kompetences) and other organization considered the activity 41%-60% done (i.e., ROC Noorderpoort).
- VIII. In the activity “A.2.1.2. Set up staff visits catalogue” majority of organisations used web meetings (80%) and forms (60%).
- Majority (60%) of organisations consider the activity almost completely done (81%-100%) whereas one organization (i.e., Qendra e Kompetences) considered “the activity only 21%-40% done.
- IX. For the activity “A.2.1.3. Training course” all organisations used presentations, preparatory and follow up material and training programme. On the other hand, the simulations and modules (40%) were the least frequently used tools..
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- Majority (60%) of organisations considered the activity almost completely done (81%-100 %). On the other hand organizations such as Apro Formazione, High School for Traffic and communications – Sarajevo and Qendra e Kompetences considered the activity partially done (61%-80%). Moreover, only one organization considered the activity 41%-60% done. This organization was “ROC Noorderpoort”.
- X. For the activity “A.2.1.4. Job shadowing” the most frequently used tools were tailored training plan (100%) and activity programme (80%).
- Most (40%) of organisations consider the activity almost completely done (81%-100%), one-fifth (20%) of the organisations considered the activity partially done (61%-80%) and one-fifth (20%) 41%-60% done. Furthermore Apro Formazione was the organisation that considered the activity only 0%-20% done, and Gospodarska škola Čakovec was the organisation that considered the activity 21%-40% done.
- XI. For the activity “A.2.1.5. Follow up activities inside each Institution” the majority of organisations undertook meetings (90%), communication material (80%) and presentations (70%). On the other hand only 20% of organisations undertook seminars.
- Most (30%) of organisations considered the activity partially (61%-80%) or completely done (81%-100%). On the other hand, two organizations (i.e., SIC Ljubljana and Apro Formazione) were the organisations that considered the activity almost undone (0%-20%). Furthermore the SEDU was the organisation that considered the activity only 21%-40% done and ROC Noorderpoort the organisation that considered the activity 41%-60% done.
- XII. For the activity “A.2.1.6. Coaching and customized training” most common activities among organizations were web meetings (100%), mailing (70%) and phone (60%).
- Interestingly, almost one-third (30%) of the organisations considered the activity almost completely done (81%-100%) and almost one-third (30%) of organisations considered the activity almost undone 0%-20% done. Furthermore, among the organisations that considered the activity almost undone (0%-20%) we can found SIC Ljubljana, Gospodarska škola Čakovec and High School for Traffic and communications – Sarajevo. Moreover, the organizations who considered the activity 41%-60% done were “Apro Formazione” and “Qendra e Kompetences”.

- XIII. For the activity “A.2.1.7. Thematic teams web meetings” the majority (70%) of organisations used web conference tools and mailing.
- Interestingly the level of achievement of the project activity showed that this was the activity with the lowest level of achievement. That said, we found out that most (30%) of organisations considered the activity almost undone (0%-20%) and this organizations were Apro Formazione, Gospodarska škola Čakovec and SEDU. Furthermore, the two organisations who considered the activity only 21%-40% done were SIC Ljubljana and ROC Noorderpoort and one organization that considered the activity partially done was Diakonie Training Center. Moreover, only Danilo Kiš Budva and Ivan Uskoković Podgorica considered this activity almost completely done (81%-100%). Interestingly regarding the level of achievement of the project activity we observed that this is the **activity with the lowest level of achievement**: one fourth (25%) of organisations considered the activity almost completely done (81%-100%) and one fourth (25%) of organisations considered the activity almost undone (0% - 20%).
- XIV. For the activity “A.2.1.8. Internal monthly newsletter about internationalization”, the communication material (100%), photos (90%), websites (70%) or presentations (70%) were activities which were most commonly used forms of communication by organisations.
- Most (30%) of organisations considered the activity 21%-40% done. This organizations were Apro Formazione, SIC Ljubljana and Gospodarska škola Čakovec. Furthermore we also found out that one-fifth (20%) of organisations considered the activity almost completely done (81%-100%) (i.e., Danilo Kiš Budva and Qendra e Kompetences), one-fifth (20%) partially done (61%-80%) (i.e., Diakonie Training Center and ROC Noorderpoort) and one one-fifth (20%) almost undone (0%-20%). The organizations that considered the activity almost undone were Ivan Uskoković Podgorica and SEDU. One-fourth (25%) of organisations considered the activity almost completely done (81%-100%), one fourth (25%) partially done (61%-80%) and one fourth (25%) of organisations considered the activity almost undone (0 -20%).
- XV. For the activity “A.2.3.1. Share mobility processes among partners” the web meetings (92%), best practices (83%) and guidelines (58%) were activities which were most

commonly used forms of communication by organisations. On the other hand the modules (30%) were less preferred.

- Majority (70%) of organisations considered the activity almost completely done (81%-100 %) while two organisations considered the activity only 41%-60% done (i.e., Gospodarska škola Čakovec and High School for Traffic and communications – Sarajevo).

XVI. For the activity “A.2.3.2. Structure a modular customizable mobility process” the majority of organisations used web meetings (90%), guidelines and best practices (80% respectively).

- Half (50%) of organisations considered the activity almost completely done (81%-100%) while one-fifth (20%) considered the activity partially done (61%-80%) and almost one third (30%) considered the activity 41%-60% done (i.e., Gospodarska škola Čakovec, ROC Noorderpoort and High School for Traffic and communications – Sarajevo).

XVII. For the activity “A.2.3.4. Translate the process, documents, and tools” all of organisations used translations (100%) and almost two-third (60%) also folders.

- Half (50%) of organisations considered the activity almost completely done (81%-100%) while almost one-third (30%) of organizations considered the activity almost undone (0%-20%). These organisations were Apro Formazione, Gospodarska škola Čakovec and Diakonie Training Center..

XVIII. For the activity “A.2.3.5. Pilot short term mobility of students” all organisations used guidelines and meetings (100%) followed by questionnaires and reports (90% respectively) and testing protocols (70%).

- Majority (80%) of organisations considered the activity almost completely done (81%-100 %).

XIX. For the activity “A.2.3.7. Communication plan about mobilities” all organisations used communication material (100%), followed by presentations (80%), websites (70%), testimonials (70%), photos (70%) and videos (60%)..

- Majority (50%) of organisations considered the activity partially done (61%-80%) while 10% of organisations (i.e., Gospodarska škola Čakovec) consider the activity 41%-60% done.

XX. For the activity “A.2.4.1. Sharing partners and networks” we observed that the majority of organisations used contact lists (80%) and databases (60%). The one respondent also

answered that their organisation used “websites”, and the other respondent answered “this activity is meant to be done in late 2022”.

- Almost one-third (30%) of organisations considered the activity partially done (61%-80%). However, we can also observe that almost one-third (30%) of organisations considered the activity almost undone (0%-20%). The following organisations were Apro Formazione, SIC Ljubljana and High School for Traffic and communications – Sarajevo. Furthermore, two organizations (i.e., Gospodarska škola Čakovec and High School for Traffic and communications – Sarajevo) considered the activity only 21%-40% done.

XXI. For the activity “A.2.4.2. Set up networks” we observed that majority of organisations used local teams (90%) and communication materials (70%).

- Most (40%) of organisations considered the activity almost completely done (81%-100 %) while one-fifth (20%) of organisations (i.e., SIC Ljubljana and Gospodarska škola Čakovec) considered the activity almost undone (0%-20%). Furthermore, the organization who considered the activity 41%-60% done was High School for Traffic and communications – Sarajevo.

Objectives and results achieved were segmented into »internationalization indicators« and »mobility indicators«. For internationalization indicators we found that the majority of respondents assessed the level of achievement of objectives and results as **high** and that the highest level of achievement was given to the “**Improved cooperation with colleagues about internationalization**” (average grade of 8.8). The only two objectives where there is more room for improvement where “**Decreased skill gap between schools and companies**” and especially “**Improved ability of staff to manage and develop projects**”. The latter objective has been assessed with the lowest average grade of 6.6, which indicates that there is a lot of room for improvement.

For **mobility indicators** we found that the majority of respondents assessed the level of achievement of objectives and results as **high** and that the highest level of achievement was given to the “**Improved ability to select and manage candidates**” (average grade of 9.0 respectively). On the other hand we found that only two objectives could be slightly improved, and this are “**Improved ability to validate and recognize non formal and informal competences**” and “**Improved validation and recognition of mobilities**”.

At the end three additional comments were added:

- 1) great team work and management! (SEDU)
- 2) quite difficult lay out and difficult questions... looking forward to the results (ROC Noorderpoort).
- 3) this is our first and huge international experience in EU projects (High School for Traffic and communications – Sarajevo).

Appendix

Below are presented word clouds for each activity in Table 44.

A word cloud is a collection of words and symbols depicted in different sizes and colours. The bigger and bolder a word appears, the more often it is mentioned within a given text and the more relevant it is. This format is useful for forming a summary by quickly identifying the prominent ideas.

Figure 1: Word cloud for A.1.1.2. Preparatory analysis of each VET system



Figure 2: Word cloud A.1.1.3. Glossary of terms about internationalization, mobility, strategies, VET systems

