



VETERANS

INTERNAL EVALUATION BASED ON THE TARGETS FOR PERIOD 1



Project Number: 101129468

VETERANS as a Result of Educational Program
through Educational Innovative Hubs (EduHubs)



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EXECUTIVE SUMMARY



This internal evaluation report provides a comprehensive and detailed analysis of the progress made by the VETERANS project during its first 12 months (M12). It evaluates key activities, such as the kick-off meeting, EDUHUB1 in Romania, and EDUHUB2 in Kosovo, alongside other project deliverables. The VETERANS project is committed to advancing Vocational Education and Training (VET) by addressing green skills education and energy efficiency practices, ensuring alignment with European and global sustainability goals.

Over the past year, the project has successfully engaged a diverse range of stakeholders, including VET trainers, students, entrepreneurs, policy makers, and representatives from various sectors.

The participation of over 160 individuals across project activities, the implementation of dissemination efforts that reached over 300 people, and the development of a draft curriculum based on WP2 findings mark significant achievements. This report evaluates these accomplishments, analyzes feedback from stakeholders, and measures progress against predefined Key Performance Indicators (KPIs). Furthermore, it provides actionable recommendations to ensure the project's continued success and impact in subsequent phases.

EVALUATION OBJECTIVES

The purpose of this internal evaluation is to assess the project's progress and impact at M12, focusing on the following objectives:

1. To evaluate the achievements of the VETERANS project in its initial phase and assess its alignment with project goals and timelines.
2. To measure the effectiveness of key deliverables and activities, including EDUHUB1, EDUHUB2, and dissemination efforts, against established KPIs.
3. To analyze stakeholder feedback and identify strengths, challenges, and areas for improvement in the implementation process.
4. To provide recommendations for optimizing project activities and ensuring the long-term sustainability and relevance of project outcomes.

This report also considers the broader implications of the VETERANS project, particularly its role in advancing green skills education and fostering collaboration between the EU and Western Balkans (WB) regions.

KEY PERFORMANCE INDICATORS (KPIs)

The progress of the VETERANS project is measured against a set of Key Performance Indicators (KPIs), which reflect the project's objectives and desired outcomes. The table below summarizes the KPIs, targets, achievements, and observations:



KPI	TARGET	ACTUAL ACHIEVEMENT	COMMENTS
NUMBER OF DELIVERABLES COMPLETED	1 DELIVERABLES BY M12	1 DELIVERABLES COMPLETED	DELIVERABLES INCLUDE THE KICK-OFF MEETING REPORT, STATE-OF-THE-ART REPORT, EDUHUB1, AND EDUHUB2.
NUMBER OF PARTICIPANTS IN EDUHUB1	16 PARTICIPANTS	152 PARTICIPANTS	INCLUDED 15 PARTNER REPRESENTATIVES AND 137 LOCAL STAKEHOLDERS, INCLUDING INDIVIDUALS WITH DISABILITIES.
NUMBER OF PARTICIPANTS IN EDUHUB2	16 PARTICIPANTS	16 PARTICIPANTS	PARTICIPANTS INCLUDED POLICY MAKERS, VET TRAINERS, AND ENTREPRENEURS FROM DIVERSE SECTORS
DISSEMINATION REACH	300 PEOPLE	300 PEOPLE	ACHIEVED THROUGH NEWSLETTERS, SOCIAL MEDIA CAMPAIGNS, AND DISSEMINATION EVENTS.
FEEDBACK FORMS COMPLETED	90% COMPLETION RATE	100% COMPLETION RATE	FEEDBACK GATHERED THROUGH STRUCTURED FORMS FROM ALL PARTICIPANTS IN EDUHUB1 AND EDUHUB2

These KPIs indicate substantial progress in engaging stakeholders, disseminating project outcomes, and advancing green skills education initiatives.



PROJECT ACTIVITIES AND ACHIEVEMENTS

1. Kick-Off Meeting (Month 5)

The VETERANS project was officially launched with a two-day kick-off meeting held in Greece. This meeting brought together representatives from all partner organizations to establish a shared vision, finalize project objectives, and develop operational frameworks.

- **Key Achievements:**

- **Establishing Partnerships:** The meeting provided an opportunity for partners to strengthen their collaboration and clarify roles and responsibilities.
- **Operational Planning:** Detailed timelines, milestones, and deliverables were agreed upon, ensuring a clear roadmap for the project's implementation.
- **Dissemination and Communication Strategy:** Partners developed a comprehensive dissemination plan, including the creation of branding materials and social media platforms.
- **Outcome:** The kick-off meeting successfully aligned all partners, setting the stage for the effective implementation of the project.

2. State-of-the-Art Report (Months 2-8)

The State-of-the-Art Report is a cornerstone of the VETERANS project, providing a comprehensive analysis of the current status of VET systems and green skills education in the EU and WB regions. This deliverable is based on desk and field research conducted during the initial phase.





- **Key Achievements:**

- **Extensive Literature Review:** Over 150 reports, academic papers, and government documents were analyzed to map the existing landscape of VET education and green skills training.
- **Field Research:** Network of almost 50 VET trainers and 50 entrepreneur learners in each WB country, capturing diverse perspectives and identifying key needs and gaps.
- **Critical Insights:** The report highlighted significant gaps, including outdated VET curricula, limited access to training resources, and a lack of alignment with industry requirements.
- **Outcome:** The findings from this report informed the development of the VETERANS curriculum, ensuring its relevance and applicability to stakeholder needs.

3. EDUHUB1: Petrila, Romania (Month 12)

EDUHUB1 was an event aimed at curriculum development, stakeholder engagement, and knowledge exchange. Hosted in Petrila, Romania, the event included interactive workshops, cultural activities, and site visits.

- **Activities:**

- **Workshops:** Participants collaborated on defining the curriculum structure, identifying green skills priorities, and developing learning units.
- **Site Visits:** Visits to the Petrila Mine and the University of Petrosani provided context on regional challenges and opportunities in green skills education.
- **Cultural Engagement:** Participants were treated to traditional dances and a play on climate change performed by local children.

- **Key Achievements:**

- Diverse Participation: 152 participants, including individuals with disabilities, actively engaged in the activities.
- Curriculum Draft: The event resulted in the initial drafts of curriculum units aligned with EQF levels 3–5.
- Outcome: EDUHUB1 laid the groundwork for a comprehensive curriculum that addresses regional and global green skills needs.

4. EDUHUB2: Kosovo (Month 14)

EDUHUB2 built on the outcomes of EDUHUB1, focusing on refining curriculum design, assessment methods, and training strategies. Hosted in Kosovo, the event emphasized practical applications and stakeholder collaboration.

- **Activities:**

- Workshops: Participants worked on finalizing curriculum units, developing assessment criteria, and integrating WP2 findings into the curriculum structure.
- Interactive Sessions: Hands-on demonstrations of teaching tools and simulations were conducted to enhance practical learning.
- Feedback and Refinement: Drafts were peer-reviewed, ensuring alignment with EQF standards and stakeholder needs.

- **Key Achievements:**

- Expanded Participation: 15 participants, including VET trainers, entrepreneurs, and policy makers, contributed to the discussions.
- Comprehensive Curriculum: The event resulted in a nearly finalized curriculum, ready for pilot testing during the EDUGREEN Hackathon.
- Outcome: EDUHUB2 strengthened the curriculum and assessment framework, ensuring it meets the demands of green economy roles.

Stakeholder Feedback

Feedback from stakeholders has been overwhelmingly positive, highlighting the relevance and impact of the VETERANS project. Participants praised the knowledge-sharing opportunities, the emphasis on practical applications, and the inclusivity of the project.

Strengths:

1. High engagement levels during workshops and events.
2. Relevance of green skills education to current and future job markets.
3. Effective dissemination efforts, ensuring widespread awareness.

Challenges:

1. Limited access to practical training tools in some regions.
2. Need for greater alignment between training content and certification standards.

RECOMMENDATIONS

To build on the progress made in the first year, the following recommendations are proposed:

- **Enhance Training Resources:** Invest in practical tools and simulations to support hands-on learning.
- **Strengthen Industry Collaboration:** Foster partnerships with industry stakeholders to align training content with real-world needs.
- **Expand Dissemination Efforts:** Broaden outreach through additional media channels and partnerships.
- **Refine Curriculum Design:** Use feedback from EDUHUB2 to finalize the curriculum for pilot testing during the EDUGREEN Hackathon.





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