

# FINAL EVALUATION REPORT

## TrACE 2

Project LLP n. 2013-1-IT1-LEO04-04119 1

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### Foreword

This Report represents the tool for the final evaluation on the goals met and on the actions carried out within the TrACE 2 project. To this regard, the Report has been designed to thoughtfully synthesize the opinions given by the different project Partners. The evaluation also brings out a number of significant useful indications, should the learning network be continued.

As it was envisaged at the very start of the TrACE 2 project (*box F.5 – Application form*), the Final Evaluation Report (hereafter FER) not only considers and synthesizes the results of the mid-term evaluation, but it also aims to provide a final assessment on the project most significant points.

Specifically, The Protocol of Understanding signed by all the network partners was aimed to:

*“ .. evaluate the degree of achievement of the project objectives (innovation and representativeness), as well as the degree of achievement of the Partners’ expectations (a self-assessment will be carried out at the end of the project through a dedicated documentation);*

*- evaluate the mutual learning process developed by the Partnership...”*

In line with the expectations, though the mid-term evaluation had paid particular attention to the quality of the best practices and their degree of transferability, as well as to the effectiveness of the peer-review method to ensure a structured analysis and detect elements of possible development, the FER, in addition to operating a second ex-post evaluation of these aspects, is specifically intended to explore the achievement of the goals, the quality of the partnership, the project strengths and weaknesses, as well as the future networking prospects.

## Methodology

The FER collects, recasting them in a synthetic vision, the main elements of the assessments made by the single partners along with specific remarks which need to be specifically interpreted.

A semi-structured questionnaire using the GoogleDrive® application was submitted to each partner.

The questionnaire consisted of 8 multiple-choice questions with index values ranging between 0 and 6 (where 0 = inadequate; 6 = very positive) and 10 open questions.

In particular, given the limited number of questionnaires and the need for an in-depth analysis, a primarily qualitative evaluation has been conducted.

In total, five questionnaires were submitted to the 5 network Partners:

- DIRECÇÃO REGIONAL DE QUALIFICAÇÃO PROFISSIONAL (PT)
- ESF – AGENTSCHAP VLAANDEREN (BE)
- DISTRIC LABOUR OFFICE IN ŚWIETOCHLOWICE (PL)
- Agenzia del Lavoro della Provincia autonoma di Trento (I)
- PROTEUS NI LTD – Northern Ireland (UK)

## Results of the survey and outline of the evaluation provided

On the whole, the results of the FER prove to be fully in line with the previous mid-term evaluation. The results of the survey feature a very good level of satisfaction as regards the achievement of the goals, the peer-learning, the quality of the best practices analyzed and their consistency with the physiognomy and the needs of partners composing the network and the elements of potential transferability.

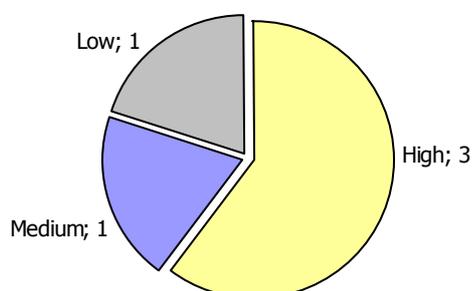
A partial exception is the assessment made by the partner in Northern Ireland. Indeed, NI had been repeatedly stressed the inconsistency of the project outcomes for their institution. This result may also be ascribable to the different legal basis/nature of their organisation (private body) which may have ended up with a different level of involvement in the subjects addressed by TrACE 2 compared to the rest of the network partners.

As regards the level of relevance, consistency, and achievement of the objectives with the needs initially expressed, the Partners express very good levels of satisfaction, as described in the following charts:

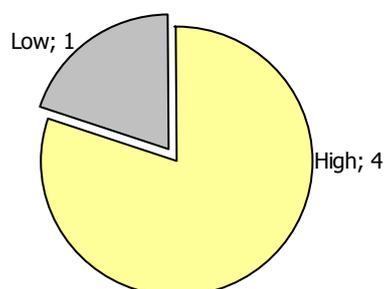
Charts 1-2

### Q1. SIGNIFICANCE OF THE GOALS SET

(v.a.)



### Q2. LEVEL OF ACHIEVEMENT OF THE GOALS (v.a.)



The objectives assigned to the project have overall been confirmed as being relevant and consistent with the development strategies pursued by the partners (support to youth employment and re-employment/retraining of older workers). The partners also consider the objectives set in the field of institutional learning as achieved, by stressing the value of the peer review method, which proved to be a very good tool for the structured communication and reflection on the best practices.

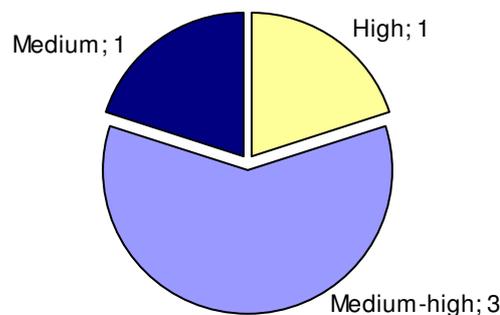
As to the investigation on the quality of the composition of the partnership, and therefore the ability of the organizations involved to effectively contribute to the achievement of project objectives, the evaluation was positive. The experience of all the partners in the management of projects and actions has been fully recognized. The assessment also reveals a high level of synergy of each partner with their local stakeholders. This has allowed a more in-depth analysis of the single practices during the visits as well as more thorough reviews by the partners.

Very positive proved to be the choice of the practices selected, while the exit from of the Danish partner the network received a unanimous negative feedback, as the Danish institution featured a number of top value practices.

In respect of the quality of the partnership, again the Irish partner underlined the difficulty to benefit from the mutual exchange because of the private nature of their institution.

Chart 3

**Q3. QUALITY OF THE PATNERSHIP (a.v.)**



As for the mid-term evaluation, also the final evaluation devoted a specific section to the analysis of the work method, and in particular to the methodology of peer-review.

It seems important to bring to mind that the TrACE 2 project has paid particular attention to the extensive use of this method compared to its precursor (TRACE project), thereby structuring the process of mutual learning according to a standardization of its phases.

To this regard, the Partners who had participated in the previous TRACE project (ESF Flanders and DRQP Madeira) confirm that the new mutual learning process developed by Trace 2 has increased the quality of mutual learning.

According to the evaluation, the use of the peer-review method facilitated the exchange of the practices in a much more "structured, simple and tangible" way.

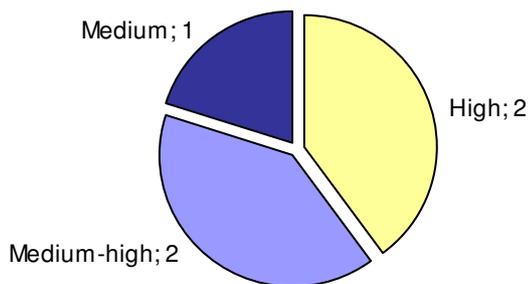
In particular, the use of the SWOT analysis - although sometimes judged as "repetitive and laborious" - has certainly allowed the immediate detection of the trouble spots/weaknesses as well as the strengths and their transfer potential

This has contributed significantly to the improvement of the practices and to the recognition of the elements of transferability from a critical and conscious perspective.

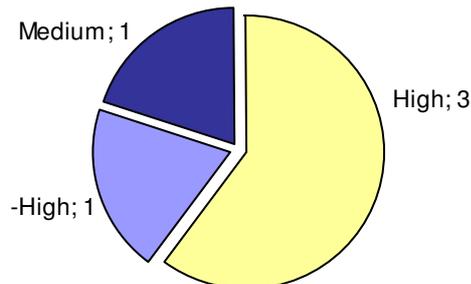
Group learning, improvement of decoding and re-encoding skills, from the development of critical learning & critical thinking at individual and group level, have been considered as the strengths of the peer-review method. On the other side, the insufficient number of debating as well as of synthesis sessions have been rated as the weak points of this method of work.

Chart 4-5

**Q4. EFFECTIVENESS OF THE WORKING METHOD** (v.a.)



**5. EFFECTIVENESS OF THE PEER REVIEW** (v.a.)



As regards the evaluation of the quality of the best practices and their transferability in the local contexts, the evaluation features very positive results.

Several partners have highlighted the practices about the activation of workers along with the conditionality tools as particularly interesting, as well as those presenting innovative methods for the inclusion of the weaker targets, and finally the practices about the integration of formal training with work and for the improvement of entrepreneurship.

The transferability potential of the best practices has also been judged as fairly high, despite the obvious impossibility to transfer them outright. Many practices, however, present several elements of potential adaptability to different contexts from the original one.

For example, the Province of Trento has already adopted and is implementing the model of the "Diary of activation" used in Ticino Canton to attest activation by the beneficiaries of social welfare. Moreover, again in the Province of Trento, the tools analysed in the project to support workers in difficulty from the activation and from the social point of view (with mentoring, coaching and tutoring) will be introduced and adapted to the local context. The Province also intends to promote the dual training

approach, taking into account the opportunities and risks analyzed thanks to the comparison with partners having made similar experience.

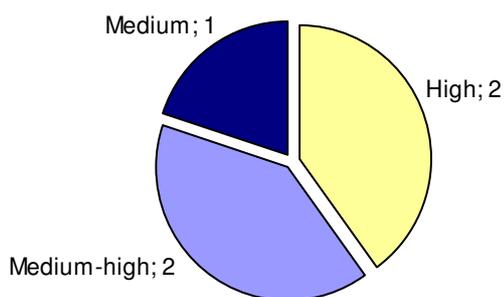
The Madeira partner instead, seeks to address various elements of the Youth Guarantee, with particular attention to guidance and vocational training tools. Madeira is also willing to enrich their practice on the tools for information and guidance in the qualification centres with several measures contained in the Italian practice on key competences.

The FER also investigates the opinions of the Partners on the possibility to continue the work undertaken by the network and future prospects.

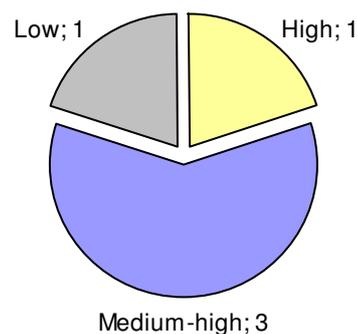
With the exception of Northern Ireland - for the same reasons described above - all the partners, would like to continue with the activities of the network also to avoid wasting the results obtained with the mutual learning process.

Charts 6-7-8

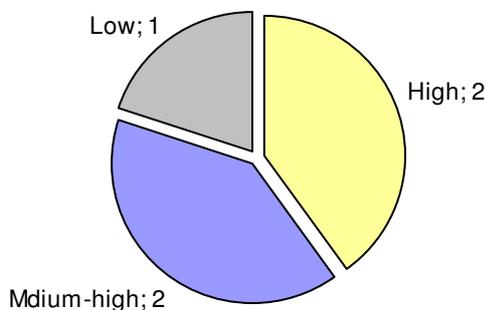
**Q6. LEARNING OUTCOMES (FROM THE BEST PRACTICES) (a.v.)**



**Q7. TRANSFERRABILITY OF THE PRACTICES (a.v.)**



**Q8. PROSPECTS FOR FUTURE COOPERATION (a.v.)**



In particular, the partners highlight as possible subjects of interest the strengthening of institutional learning in the field of labour market policies specifically targeted to weaker targets and the measures aimed at reducing youth unemployment, career management, and new funding opportunities such as Erasmus or + Horizon 2020.

Finally, the FER presents the aggregated outcomes regarding the success and failure of the project, also considering the progress achieved compared to the previous TRACE project, and therefore to the ability of the network to acknowledge and solve the critical points that had come out in the previous project edition. As it was previously detailed, the peer-review method has been confirmed as an extremely significant element in the development of Trace 2 and a substantial methodological basis. Despite that, while all the partners agree on the importance of continuing to use this method, the network also agrees on the need to leave more space for group discussion, focus groups etc.. Some Partners highlight the commitment that is required of each partner for the methodology of peer-review to be effective, and which sometimes has appeared insufficient. The number of sessions devoted to collecting and synthesising the outcomes should also be increased.

With a view to continue the cooperation, particular attention should be paid to the choice of subjects and practices to be analyzed. To this regard, the number of partners in the network may be increased and the involvement of excellence partners should be favoured. On the contrary, the involvement of partners who do not have the characteristics to benefit from the mutual learning process should be avoided in future projects.

## **Conclusions**

The project coordinator notes the shared positive opinions expressed by the partners in relation to the ability of the project to:

- meet the challenge to support employability/re-employability and employment of workers (especially for weaker targets);
- further exploit a more effective and positive cooperation;
- share and disseminate quality best practices.

It is therefore to be noted that the network has reached a good level of "maturity" in terms of mutual learning.

As that circumstance is also "shared" by the single partners it would be recommended to continue the collaboration in the future, using the various existing European funding.