

LAB-MOVIE

Internal Evaluation Report N. 1

November 2019 – May 2021

All the partners received a questionnaire to fill in for the internal evaluation of the project, considering the project duration since the beginning (November 2019) to May 2021. Here below the summary of the feedback that were collected and analysed by the Evaluation responsible Steps.

1. GENERAL ASPECTS OF PROJECT DEVELOPMENT AND ROLE OF PARTNERS

The **role of the co-ordinator in project development** was scored very positively. Clear assignments and explanations were provided by the co-ordinator in terms of project development, with excellent management of work packages processes and reasonable deadlines, considering the ever-changing of Covid-19 pandemic. The availability and professionalism of the coordinator ensured the project running smoothly, on time and to budget. Coordinator has performed all management and monitoring tasks in cooperation with the partnership.

The **project planning was evaluated as feasible**, even if the planning had to be adapted due to the Covid-19 pandemic. Timing set at the beginning for stages/work packages of project implementation is flexible enough to be successfully conducted. The flexibility of the project co-ordinator enables the partner members to reschedule activities according to the changed timeline caused by the Covid-19. All planning and necessary re-scheduling were shared and discussed with partners during online meetings.

The pandemic makes two years of 2020 and 2021 unpredictable causing the changes of original time setting of the project; some plans and activities are delayed due to objective circumstances.

Clear guidances and communications guaranteed the efficient **handling of administrative and financial matters**. Requests are clearly explained, problems are supported to be solved quickly and accurately. All administrative and financial matters have been presented and discussed during the meetings, materials has been archived in an online space available to partners, and all necessary financial provisions have been sent by email.

Some partners underlined that the financial and administrative procedures of partner universities are somehow more time-consuming than expected.

The **Project governance** was considered very good. Project Coordinator and local Coordinators are highly proactive in the project work. Timely solving problems has been guaranteed, online meetings and calls were organized easily and with short notice if needed, because there were no real need for particular arrangements.

Challenges have been caused by the fact that all project governance took place virtually, with the exception of the KoM in presence.

An efficient management of the partnership ensured a clear distribution of tasks assigned to each partner member. Partners cooperated to achieve common results according to set goals. Project activities and sharing of tasks were well defined in the original application, thus the management has not encountered relevant issues. Universities are proactive in sharing information and collaborating on common tasks.

The coordinator always provided **quality and timely answers** to questions and issues, all inquiries from member university are punctually and satisfactorily solved. The coordinator always works with high responsibility, ready to give timely and effective advice on issues.

The most partner were satisfied with the state of development of activities. The development of all activities is adequately achieved according to the specified agreement, subject to a slight change due to the Covid-19. The project has adapted well to the general difficult situation and ensured the program activities.

2. COMMUNICATION

The **role of the co-ordinator in the communication process** was evaluated very positively, on project implementation, financial administration and other activities. The coordinator helped partners understand each other better and understand the common tasks of each sector in the project. All the tasks, deadlines, events, etc. are communicated in a straightforward way by the co-ordinator. Unfortunately only online meetings could be organised with the partners.

The communication flows among partners is also rather good. Ideas amongst partners are adequately discussed and deployed through many means of communication to ensure timeliness and efficiency. Partners often shared experiences and supported together when having a project task. Online calls and meeting were frequent and organised ad hoc when needed. The coordination and communication between Vietnamese partners at the local level were ensured and facilitated as well by the meeting that was organized in presence in November in Hanoi for Vietnamese staff. Sometimes it is hard to get answers from partners, in spite of several contacts and requests.

The dissemination activities were considered very effective. News of the project (goals, progress, workshop, etc.) have been spread widely on partner universities' websites and marketing channels. The material produced so far is informative and, visually wise, very cohesive. The website can be read in 2 languages (English and Vietnamese), and this is very important in order to reach out to larger audiences. The fact that there are several pictures, makes the website more attractive, visually, and puts a 'face' in the people working and benefiting from this project.

On the other hand, the Facebook page of the project is not frequently updated and contributed by project members. Some partners have not been active in promoting the project in internal communication channels. Dissemination activities were initially scheduled following the development of the outputs, necessarily also the dissemination events needed to be postponed. NOVA is currently creating an internal guide with dissemination and communication goals, so that there are more contents on a regular basis.

All partners take active initiatives in contributing ideas for discussion, but online meeting platform have some drawbacks on information discussion, sometimes due to technical problems. Some partners join European projects for the first time, and are not familiar with the way of working.

Partners appreciated the Website, that was established early at the very beginning of the project, and was jointly agreed on the interface and contents by all partners. Frequent updates on the progresses and implementation have been secured. It is easy to be found by googling keyword "labmovie". Nevertheless, not much information about the project and members has been updated on the website yet, and more news should be fed on the website. The materials should be translated in Vietnamese, to be more effective for the local use in Vietnam.

The project provides statistics and specific analysis of the needs of the local labor market and local businesses for universities, so it will have a positive and direct impact on the future labor source. The

project has an extremely **great impact** and attracted the participation of businesses in the areas of study of the project. It is expected to be expanded widely (more businesses and more sectors). The project will support the development of knowledge economy, supporting local businesses, creating jobs, stimulating economic growth and improving living standards in our locality.

Partner universities in Vietnam have learnt much knowledge and development from European partners. As a minor but worth to mention issue, some partners say that it takes some time to explain the objectives of the project to enterprises during the face-to-face survey in order to differentiate Labmovie's survey to other so-called "data stealing".

3. ADDED VALUES AND OUTPUTS

The **WP1 Analysis of the Vietnam labour market needs** plays a critical role as background to understand the situation of the aimed sectors and the significance of the project. It is considered a comprehensive report and provides detailed statistics of each sector as well as model for effective development in Vietnam.

However, the availability of reliable information is not that easy to be acquired. Some limitation in collecting statistical data for agrifood sector was highlighted, because of the different classification in official data in Vietnam.

The **WP2 Educational materials** included comprehensive and informative materials on the questionnaires, data collection and analysis methodology with specific and detailed samples. The partners in charge were able to prepare a very good quantity and quality of training material with theoretical and practical examples.

The **WP2 Training sessions** were conducted by leading and experienced experts in the field, with clear and understandable teaching material. The offline and online sessions helped Vietnamese partners to synthesize common questions to solve together. Of course getting everyone to understand complicated concepts through distance learning was not that easy.

It can be seen that **the pandemic makes the project implementation and development much affected** the planned activities. Face-to-face business surveys could not be conducted as scheduled due to the social distancing regulations. Progress meetings have been subject to continuous delays resulting in some hindrances to the stages completion as defined in the previously set timeline, just like buying procedures in Vietnam, training sessions or starting of the survey activities, due to the necessity of rethinking some activities in a virtual modality. Consequently to pandemic, all meetings and dissemination events have been re-scheduled and delayed following the new schedule of project activities.

Major challenge has been trying to keep effective the communication flows and management without meeting in person as scheduled; and to adjust activities to online activities while maintaining effectiveness and participation.

Strengths and weaknesses aspects of the project:

Strengths:

- The first project in Vietnam being conducted to describe the professional figures (hard skills, soft skills and personalities), especially in the sectors of ICT, Tourism and Agrifood;
- The project is led by qualified experts who did projects of similar or above goals and scales in European countries; therefore, it is possible to consult with for problems risen.
- It helps the businesses to find out and recruit the employees that have good quality and well-trained education.
- The way of arranging information in website is clear to understand.

- Participation and cooperation by partner staff institutions, who are experienced, enthusiastic and proactive
- The virtual activities were effective in substituting in-presence activities, adjustments to the plan were made in order to ensure effectiveness, participation and collaboration of the partnership during the online activities, for example in the training sessions, that were run during a longer period of time with modules of a shorter length, and were made in a more interactive modality.
- Organization and availability of the Co-ordination, as well as the high quality level of the institutions involved.
- The project is essential for Vietnam's labor market, for the graduates and pre-graduation students, enterprises and universities.

Weaknesses:

- The unexpected circumstances such as the Covid-19 pandemic did affect the development of the project;
- The in-presence activities could not be held, and in-presence activities always ensure a better comprehension and communication, in particular in management and training events;
- Survey on the field also has been affected by the pandemic, for the difficulty until now of scheduling in presence interviews with the companies in Vietnam.
- The communication between the partners could be worked on.
- The scope of the project is limited to some professional fields in Vietnam.