

# LAB-MOVIE

## Internal Final Evaluation Report

January 2020 – November 2023

This document has been drafted by STEPS, who is in charge of the project monitoring and evaluation, to ensure that the project's tasks and activities are performed adequately and accurately. STEPS developed a framework that identifies procedures, criteria and resources for monitoring the project, indicating the criteria and the quality indicators that have to be used, including a series of schemes and checklists to standardize as much as possible the monitoring process, and eventually propose actions to improve the overall effectiveness of the results.

The monitoring and evaluation includes the evaluation of:

- partnership and coordinator's performance (quality of the management and WP leaderships, effectiveness of communication, meeting deadlines, etc.);
- progress toward the contractual outcomes and respect of the work plan.
- quality and relevance of the project outcomes in reaching the set objectives.

in October 2023, the **final evaluation survey** (elaborated as an online form) was circulated among the partners to check and verify the correct coordination and management of the project, as well as the quality of the deliverables. The partners filled out the survey, considering the project duration since the beginning to October 2023. Then all the questionnaires were collected, with the aim to highlight the strong and critical aspects so far.

This report collects and analyses all the feedback and comments received by partners, who were asked to evaluate the following themes: *Project development and role of partners; Communication and Dissemination; Outputs and Deliverables; Strong and critical issues*. The partners used a **five-point scale** to rate the quality of the selected key aspects of the project, within the above mentioned sections: *5 = excellent; 4 = good; 3 = sufficient; 2 = poor; 1 = very poor*. For each item, the respondents were also asked about the challenges experienced and the positive features.

Such scores were used to make some judgements on the partners' point of views, as well as to elaborate the graphics, whereas the comments on the positive and critical issues were analysed and partially reported, when considered useful for the benefit of the whole project.

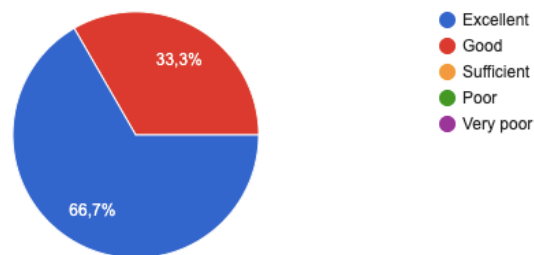
The report is divided in sections corresponding to the questionnaire structure, and all the key outcomes are summarised.

## 1. PROJECT DEVELOPMENT AND ROLE OF PARTNERS

The **role of the co-ordinator in project development** was assessed very positively, and the partners appraised the nice communication in spite of the distance, and the fact the coordinator was always helpful in explaining the project. There were clear tasks for each work package, deadlines were reminded, and monitoring of results for each WP is well performed. Of course the main issue was about the Covid time, but the effective cooperation of partners in the implementation of activities was successful. The coordinator sent many communications to make it easier to remember deadlines, duties and responsibilities, and take care of different needs. The management approach helped overcoming the culture differences, and provided clear information, good communication, pushing works run smoothly.

### 1.1 Role of the co-ordinator in project development (e.g. project management performance, monitoring of work processes & deadlines)

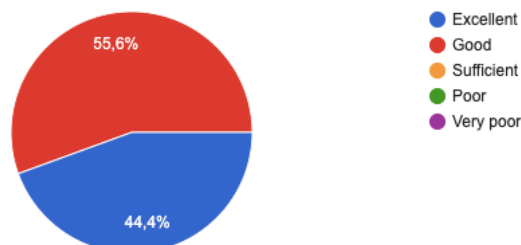
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The handling of **administrative and financial matters** was clear for all members and always on time. There were clear instructions and helpful reminders, but however there were some challenges in collecting and maintaining administrative and financial matters in proper forms. The coordinator experienced some difficulties in making the partnership aware of the importance of the reporting documents, one of thos was on overcoming language differences and "translating" the needs in terms of documents and information. The same Vietnamese partners confirmed that dealing with the administrative matters was a time-consuming procedure.

### 1.2 Handling of administrative and financial matters

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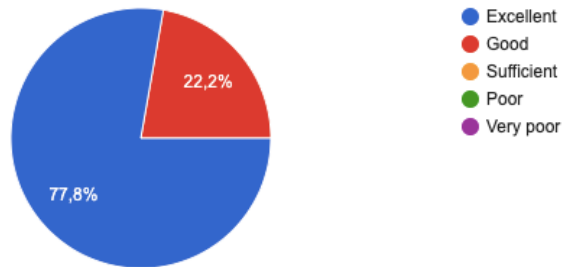


The management team showed a very effective **project governance** with a good cooperation attitude. Decisions and problem solving are well agreed among partners. During the Project we faced COVID pandemia and we needed to restructure the project and timeline,

but consultation, problem-solving and decision-making related survey works, data analysis, platform creation had been implemented professionally and smoothly.

### 1.3 Project governance (e.g. decision-making, consultation, problem-solving)

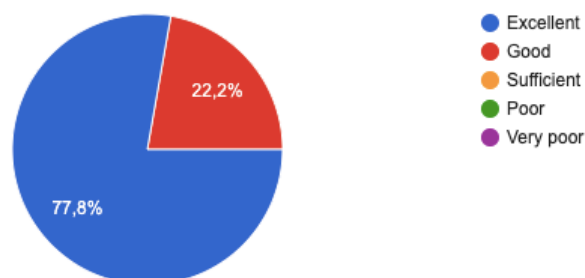
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**The management of the partnership** received very good evaluation, and partners confirmed that the tasks are well allocated and agreed and implemented. The shared Google Drive folders were very helpful, and many times the partners helped each other in reaching the expected outputs of the project, sharing their knowledge and expertise, showing a perfect team network.

### 1.4 Management of the partnership and sharing of tasks among partners

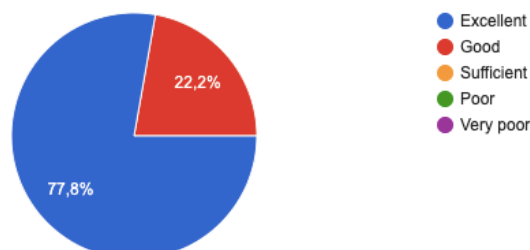
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**Quality and timely answers** are timely provided by the coordinator to questions and issues. When the coordinator was not able to answer by themselves, they asked the EU commission for changes or amendments.

### 1.5 Quality and timely answers provided by the coordinator to questions and issues

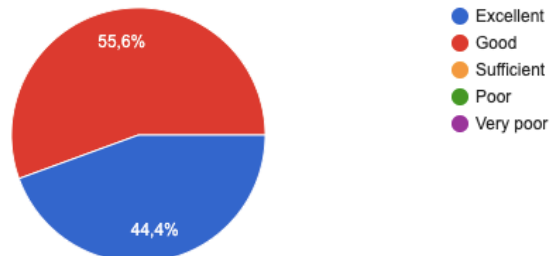
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The **virtual meetings** are considered efficient, and they kept the project run smoothly and effectively.

#### 1.6 Efficiency of the virtual meetings

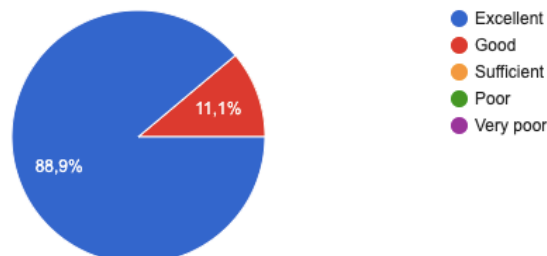
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Of course partners preferred the **face to face meetings**, that were indeed much more effective and pleasant. As a partner said, “during the pandemic the only way to meet was online, but the meetings in person were more participated and involving and allowed the partners to better express themselves”. Meetings were in fact very well organized and useful to build up a good network and communication among all partners. They helped project members understand each other better, exchange work more conveniently and handling problems more quickly. There were some administrative requirements from Vietnamese authorities to handle with, and some allocated fund was less than adequate were mentioned as the only challenges.

#### 1.7 Efficiency and organisation of the face-to-face meetings in the partner countries

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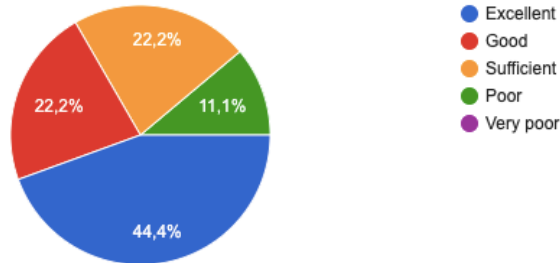
## 2. COMMUNICATION AND DISSEMINATION

The **communication flow among partners** is not considering as highly performing by all partners, but this question was maybe misunderstood by some respondents. Most partners underlined a very good collaboration and communication among members, but others mentioned some issues about the dissemination, that was actually one of the following questions. Nevertheless, one of the partners mentions that due to time zone and country calendar it was more complex to obtain a prompt flow of communication by mail. For the same reason the scheduling of virtual meetings also was hard.



### 2.1 Communication flows among partners

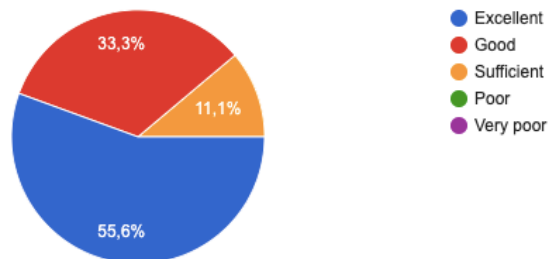
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The effectiveness of the **dissemination activities** in Vietnam showed a great interest by universities and companies. Dissemination events were well organised and addressed many companies and students. But dissemination to other universities in Vietnam was limited due to constraint in time and funding. Also, some more effort could have been done to spread information not only to students of universities of project, but also to other external stakeholders, and get the participation from the industry sector.

### 2.2 General effectiveness of the dissemination activities in Vietnam

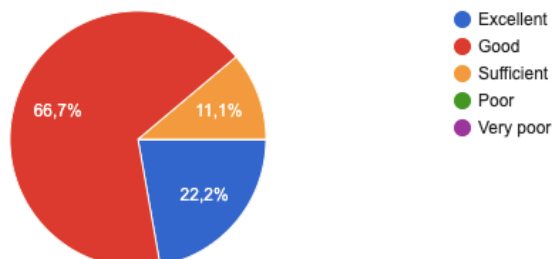
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The **project website** is considered as user friendly, but not sufficiently updated, and there are still some errors in Vietnamese version due to limitation in translation. In general, it is hard to keep it updated in both languages. One of the suggestions is about having more events should be posted in the website and there should be more attractive add-ins.

### 2.3 Evaluation of the project website

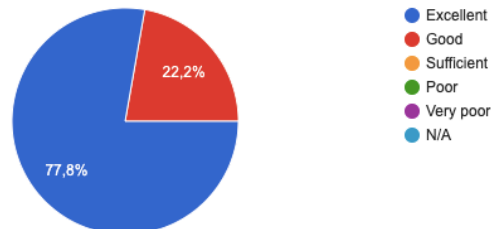
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The **dissemination events** saw the active participation of companies and students, although it would have been better to involve institutional stakeholders, like the ministry of education.

#### 2.4 Evaluation of the dissemination events organised in Vietnam along the project

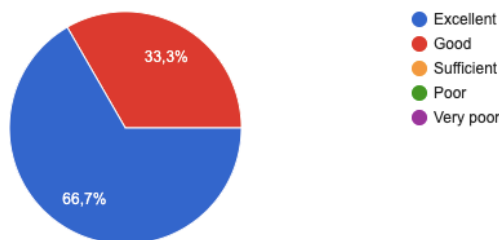
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The **dissemination graphics and materials** are simple and clear, but could be more diversified with flyers, brochures.

#### 2.5 Evaluation of the dissemination graphics and materials

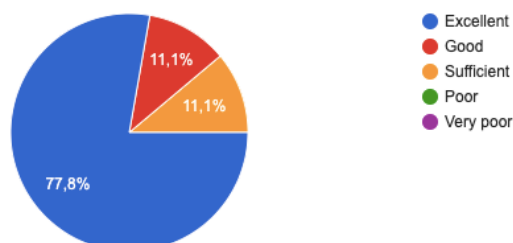
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The **partners' active attitude** in dissemination was quite good, the vietnamese partners were engaged in dissemination activities in their country and took the chance to talk about the project during other events or projects.

#### 2.6 Partners' active attitude in dissemination (did all partners efficiently promote the project?)

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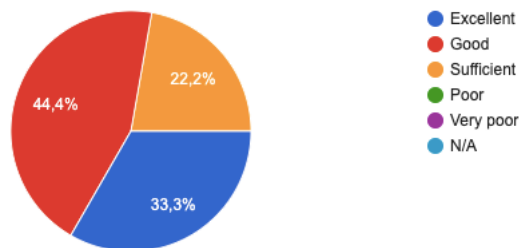


The **impact** of the project at national level was rather effective, but some respondents highlighted that institutional stakeholders should be involved (government, ministries). Other universities proved to be interested and could benefit of the project results, especially the platform. Of course it is not easy to outreach stakeholders at national level since the

project activities are limited to only three sectors. But now Vietnamese partners have a powerful tool that could be improved in many ways to impact positively in different sectors. The observatories could help solving some of the labor market problems, but it should be promoted to other provinces.

### 2.7 Impact of the project at national level

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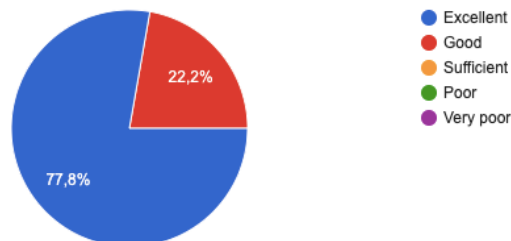


## 3. OUTPUTS & DELIVERABLES

The **WP1 Analysis of the Vietnam labour market needs** has a very high score, The reports were clear and complete and were the basis to develop the survey. It was a key for all partners to build a relation and to grasp Vietnamese reality, providing the overall view on the sector.

### 3.1 Overall Evaluation of WP1 Analysis of the Vietnam labour market needs

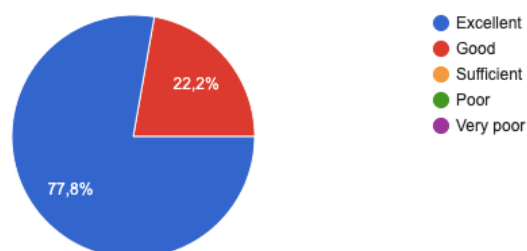
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The **WP2 Transfer of knowledge and methodology to analyse the labour market** was also very positively evaluated. The main challenge was given by the fact that the training was online, because of pandemic period. Also, there were many difficulties in finding the companies to be interviewed. However, there was a good transfer of knowledge, the methodology was well implemented and clear material were issued by the coordinator.

### 3.2 Overall Evaluation of WP2 Transfer of knowledge and methodology to analyse the labour market

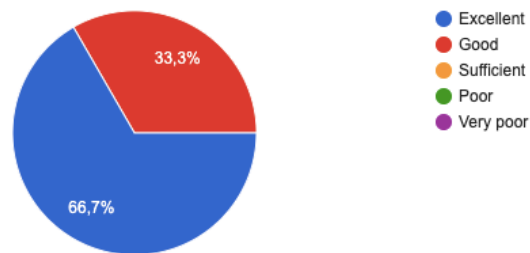
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The **WP3 - Development of the Labour Market Observatory in Vietnam** proved to be a useful tool for students and professors. Following the piloting results it could be improved adding multimedia materials and job offers, because data are still limited due to only one sector for each university. All Vietnamese partners collected good quality data despite the change and instability of job market situation in Covid period.

### 3.3 Overall Evaluation of WP3 - Development of the Labour Market Observatory in Vietnam

9 response



Partners were asked which actions can be undertaken in order to ensure the **sustainability** of the results. The answers are more or less consistent and focusing around certain aspects:

- Study more economic sectors, providing staff to take care of the observatory, involving other universities. Each university needs to determine a department/function to maintain and expand the job profiles, the sector, and issue updated reports. Universities should be committed to continue the LMO from top management.
- Continuous updating and increasing of information delivered through the Observatory.
- Update more information for job profiles and extend to other economic sectors and support from university leaders.
- More stakeholders get involved, more resources are invested.
- To have clear assignments of responsibilities within institutions.

Finally, the partners were asked about the strengths and the weaknesses of the LABMOVIE project.

### STRENGTHS

- Provide a web-based platform that connect companies and students. Students can search for information about different job positions to be well prepared for their career.
- Opportunity to find insight about the Vietnamese Job Market Potential new uses and application of the Observatory.
- The methodology to build LMO platform and its data, that were transferred to Vietnam members, to enhance the chances for students careers and helps university lecturers to improve contents and meet the demands of industry.



- Enhancing the network of EU partners and Vietnamese partners.
- Successful implementation in Vietnam of a particularly complex European good practice that can help in bridging the skills gap in Vietnamese Universities.
- The diversified view and expert knowledge from various countries

## **WEAKNESSES**

- Activities are limited to one sector in each university.
- The continuous need to keep data updated.
- Long distance communication.