



Quality Report

Refugees in Vocational Training – Revot

Project-No.:2016-1-DE02-KA202-003283

The evaluation of the “Revot” project basically consists of different parts: 1) the evaluation of the seven meetings, 2) the evaluation of the booklet, 3) the ongoing of work and 4) the expectations towards the project.

1. Evaluation of the seven meetings:

This first part consists of the “formative” or process-accompanying evaluation of the seven meetings in each of the partner countries with the aim of checking the preparation and holding of the meetings, pointing out errors and recording positive results. At the conclusion of each meeting, data entry forms were filled in and the data gathered were statistically analysed and their content was interpreted. All the results were made available to all the partner organisations so that they could learn from each other and the project could be optimised.

Data were methodically gathered for the evaluation so as to make the research, the process and the results transparent and verifiable. The data were gathered using a questionnaire that contains a total of 14 questions about the items of the preparation and holding of the meetings. The results may be summarised as follows:

The individual meetings were well prepared and organised and conducted in an excellent manner. Each of the partner teams carried out the tasks allocated to it to everyone’s complete satisfaction. The meetings took place in a wonderful atmosphere. Criticism was expressed in only a few cases. There were for instance complaints about conference rooms being too small or, depending on the agenda, about either too little or too much time being allowed for discussion.

2. Evaluation of the booklet:

The second part of the evaluation dealt with assessing the results of the overall project and in particular the booklet - which contained all the results of the project - regarding its design and readability as well as its contents and recommendations.

This “summative” evaluation assessing the results was performed after completion of the project work. This approach permits evaluation of the overall effectiveness of a measure and may relate to design, implementation, effectiveness and efficiency. Specifically, it was about feedback on the examples of good practice and on the conditions of each individual context for refugees and asylum seekers in each of the partner countries.

The data for the evaluation were methodically gathered with the aid of an online questionnaire and systematically recorded. The short and precisely formulated questionnaire contains a total of 5 main questions on the subjects of:

Experience and approaches of your organisation; Assessment of the presentation style of the booklet; Assessment of topics according to the table of contents (e.g. thematic fields in which the



selected good practice examples are grounded and contextual analysis of the situation of refugees and asylum seekers in all partner countries); Practical orientation and specific applicability and recommendations and further comments.

The data were evaluated statistically and presented in table form. A total of 189 stakeholders were surveyed including 74 (about 40%) who replied with feedback. The most interesting results are the following:

65% currently offer a measure in the area of vocational integration; 62.7% stated that the presentation of the content was well arranged and easy to understand; on the topics mentioned specific to particular fields, 90% were interested in the topic of: "General orientation in the jobmarket" and 81% in "Building bridges between training and enterprises." And 66% in "Recognition of qualifications". On the topic of "Context analysis of the situation of refugees", 72% were interested in the situation in Germany, 64% in Austria, 51% in Italy, 46 % in Greece, 45% in the Netherlands and only 38% in Spain.

There are high rates of agreement on all four questions on the topic of practical orientation and specific applicability; in particular, 54.5% said that they had learnt many interesting and useful things for their jobs and future activities and 62.2% said that they had gained a lot of innovative knowledge. In summary, the project may be described as successful. It delivered valuable and useful results and long-term ones. The questions of online-questionnaire is to be seen in annex I.

Beside the data gathered with the online questionnaire stakeholders were asked in conferences and meetings for their feed-back directly taking into account that people who talked with the developers about the booklet would not like to give their feed-back online again. In addition 22 direct feed-backs in face-to face situations (in conferences and meetings where the booklet has been disseminated) have been collected.

The success of the project is evident: The results of online-questionnaire and the direct feed-backs have been very positive. Some comments of recipients mentioned that considering the framework of this project (exchange of good practice, no intellectual output) and the small budget the result is amazing. The interest in the booklet causes requests to present it in the TV (Croatia), in the Radio (Germany), in internal, regional (Greece, Germany, Italy), national (Netherlands) or international (Austria) conferences.

3. Ongoing of work in relation to the work-plan

The coordinator presented the work-plan, the time-table and the responsibilities in the kick-off meeting. In each meeting concrete deadlines have been agreed according to the pending tasks and the general work-plan and distributed as checklist. The implementation has been carried out according to work-plan and time-table; reminding has rarely been necessary. For the task "dissemination" the Dutch partner provided a template for a plan which has been completed by all partners and combined to the finally agreed dissemination plan.

4. Expectations towards the project

The expectations have been collected and discussed in meeting two. A feed-back about the satisfaction has been collected in meeting 7. The results are to be seen in annex II. It can be summarized, that the project met the expectations of partners to a high degree.



ANNEX I

Questionnaire RevoT for Online-Evaluation

Dear Colleagues,

We would like to present you the results of the Erasmus+-project “Refugees in vocational training – RevoT” on the subject of vocational integration of refugees. For more information about RevoT, see the project website <https://revot.jimdo.com/>

As part of the EU project RevoT, we researched particularly good examples of successful vocational integration programs together with partner institutions from seven European countries. Furthermore, we analysed the different starting and contextual conditions of the host countries.

The individual good practice projects were selected according to qualitative and content criteria, with creative and innovative proposals being preferred.

The best examples of vocational integration measures were included in the enclosed booklet. The results are presented in a clear way according to the following thematic fields and countries:

Thematic fields - Good practices for the Integration of Refugees in Vocational Training:

1. General Orientation on the Job-Market
2. Approaches to specific Sectors of the Labour-Market
3. Preparation for the University
4. Recognition of Qualification
5. Building bridges between training and enterprises
6. Culture as resource for job integration
7. Involving Refugee Organisation

Countries:

1. Germany
2. The Netherlands
3. Italy
4. Spain
5. Croatia
6. Greek
7. Austria

Another important goal the project RevoT is to share our findings with interested organisations. Furthermore, we would like to see, which of our findings are of particular interest to you and other stakeholders in the field.



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We kindly ask for a short feedback and give you the opportunity to evaluate the project results. Please complete the short questionnaire and let us know your opinion. Your information will of course remain anonymous.

Many Thanks!

The questionnaire was developed by the Institute of Social Work at FH JOANNEUM - University of Applied Sciences in cooperation with the other EU project partners.

We ask you to answer the questionnaire by at the latest.

The questionnaire contains 8 questions, the answer takes about 5 minutes.

Thank you in advance for your participation!

FH JOANNEUM



1. Experience and approaches of your organisation

Did you or your institution offer measures on vocational integration (e.g. vocational training, vocational counselling) in the past 12 months?	Yes	

Which measures for vocational integration of refugees do you offer?

Below are listed 7 thematic fields in relation to professional integration of refugees into the labour market. Please let us know for each of the thematic fields whether you offer relevant measures in your organisation?	Yes	No
1. General Orientation on the Job-Market		
2. Approaches to specific Sectors of the Labour-Market		
3. Preparation for the University		
4. Recognition of Qualification		
5. Building bridges between training and enterprises		
6. Culture as resource for job integration		
7. Involving Refugee Organization		
8. others		



2. Thematic fields in which the selected good practice examples are grouped

Below are the thematic fields into which the selected good practice examples are grouped. Please let us know for each of the thematic fields to what extent they are of interested to you?	Very strong	strong	medium	low	Not at all
General Orientation on the Job-Market					
Approaches to specific Sectors of the Labour-Market					
Preparation for the University					
Recognition of Qualification					
Building bridges between training and enterprises					
Culture as resource for job integration					
Involving Refugee Organization					

3. Countries

In this section you will find the countries involved in the project. Please let us know for each country to what extent you are interested in their projects and proposed solutions?	Very strong	strong	medium	low	Not at all
1. Germany					
2. The Netherlands					
3. Italy					
4. Spain					
5. Croatia					
6. Greek					
7. Austria					



4. Assessment of the presentation style of the booklet

Please let us know to what extent you agree with the statement given below about the presentation of the content of the booklet.	strongly agree	rather agree	Neither agree nor disagree	rather disagree	strongly disagree
The presentation of the content is well arranged and easy to understand					

5. Practice-orientation and concrete applicability

Here you can find statements on the applicability of the content of good practice examples from 7 European partner countries. Please let us know how much new knowledge you gained and to which extent you can transfer and apply the content to your work.	strongly agree	rather agree	disagree	rather disagree	strongly disagree
I already knew a lot about the topics dealt with before.					
I have learned a lot of useful and interesting things for my job and further activities.					
My knowledge and information about this topic have improved significantly.					
I have gained a lot of innovative knowledge.					



6. General rating

If you had to grade the booklet, with which grade would you rate it with? 1= best 5= worst	1	2	3	4	5

7. Recommendations and comments

What are the most significant weaknesses of the booklet?
.....

What are the most significant strengths of the booklet?
.....

Thank you for your cooperation!

ANNEX II

Feed-back on the RevoT Project

Final meeting in Hannover

Did the project meet your expectations?

- The theme is absolutely the theme, so it was good to work on such significant aspects of contemporaneity
- It went beyond because we successfully involved refugees into WET education. Also, it broadened horizons in our whole organization, and I believe in society also. It raised awareness about taking care for refugees and giving them opportunity to be a part of society.
- I expected to make the evolution very objective and serious. I hope I did it in this way. And I expected that my input contributed to the success of the project. Maybe the results of the evaluation were too positive.
- Yes, it really did.
- For an “exchange project” the results are memorable, we produced a good result despite very little resources. Very good guidance from the project coordinator/Renate from VHS.
- Yes fully!
- More than I expected as I started to work on the migrants’ topic without any experience. I learned a lot, improved knowledge and willingness to help migrants in the society. I learned a lot of from migrants that we involved in our educational program.
- Yes, the project has fully carried out my expectations, even more.
- Yes
- I was not sure what I could expect. I did not know any of the partners. I only knew for the Dutch context as well from the European context that it was an important subject. I have learned a lot thanks to the openness of all partners and the exchange of experiences. I was fascinated about the quantity and the quality of the good practices we found and I am very happy with the possibilities that we erected to strengthen the network of collaborating organizations in the Netherlands.
- As I joined the project at a very late stage I must admit I had no expectations. After fully reviewing every document of the project I would like to extend my congratulations to all the members involved.
- At all level (collaboration of organizations, of professionals, of EU citizens)
- Yes, more than that! The engagement, the amount of work warried out for the project by partners was more than expected.
- It was more than I expected. Partners were fully dedicated, ready to respond, search for interesting practices even without IOs we managed to produce common ground and tangible results.
- It substantially exceeded them.



What is it that you take with you from this project?

- How useful and profitable is in terms of new ideas to collaborate for an exchange project
- I will take with me many international examples of refugee integration. This project will also help me in my future teaching because of many examples of good practice with refugees I have met through this project. I will also take experiences from various countries on this topic.
- I take the experience to work together with me. Especially the working in the Austrian team, working with Helga was (is) very inspiring. Thanks for that. Also the experience of new working methods.
- New contacts in order to work with them (you) in other projects.
- Very interesting study visits, learnt more about the situation and good practices in the partner countries, diversity in the partner organizations and countries as strength!
- Good feeling, nice people!
- A lot of information gained from partners that could be transferred to Croatia. I met a lot of partners with experience in refugees' integration in different fields. Good friendship started for the future, visit interesting and beautiful towns. Very good lead partner and coordinator.
- Good practice in several countries. Good relationship between partners.
- The great relationship with members of the partnership. The collaborative approach and availability to find common solutions.
- Good memories, a very nice Prezi, a good and nice designed booklet and many good ideas for further implementation.
- This project was (is) still for me one of the good collaboration EU projects in exchange of knowledge, good practices. It is an example to promote intensive for continuing on EU projects dealing with good practices.
- That it is possible to collaborate in partnership with different cultural background, different situations in the organizations and countries trustfully. That in all countries people are working very engaged for the well-being of refugees.
- **Democracy.** Equally treatment, space for all to express personal opinions.
- That when people cooperate with each other on a subject of great interest, like the integrations of refugees in education and labor market, amazing things can come out in a short period of time.



What should we improve in further projects?

- Certainly to increase the dissemination among the local population. Because on this issue, as on others, we must provide truthful information and effective examples of integration well managed.
- I think the idea to install an external evaluation is great (for the new project).
- Nothing to say.
- Project management costs, lump sums, rates per country should be reconsidered by the European commission. Even more time for exchange and discussion about the content of the project (we had some time, but more time would have been nice).
- Punctuality
- We should improve in further projects communications between international institutions and education (vocational) migrants.
- Decision making about tools and outputs to be developed.
- It is not a matter of improvement but I think it is very relevant to have each project meeting time for exchange and discussion. We work for the same purpose, but we have to deal with many differences – that need understanding and respect.
- Projects in the future could benefit from having stronger online presence and positioning.
- That knowledge of instruments, good practices is very important for changing routine in daily abstract analysis of methods and instruments. That collaboration, cooperation on EU level is very important to learn from each other and exchange knowledge (Refugees, migrants, citizenship).
- In meeting and study visits it would be helpful to be concentrated on the ongoing discussions and work and not to deal with other things on the computer or smartphone! Especially in study visits but also in the meeting it is not a respectful interaction. I know that in other projects they agreed to put this stuff away.
- More (virtual) meetings in between face to face TPMs so to keep the aims clarified and in details understandable.
- This has been a great project concerning its identified goals. Nevertheless if more time and budget was available we could be interested in a better/stronger linkage with policy makers and actual end-users that focusing only on organizations.



Other comments

- Cooperation of several countries with different culture, legislation and refugee situation especially is a great way to make a change in this growing issue which demands taking care of for benefit of all involved stakeholders (participants, organizations, refugees...)
- Looking forward to the following project “DivCap” to continue the fruitful cooperation.
- Happy to be a part of project’s activities and results.
- The work was open and very democratic with friendly relations.
- Also if members of the partnership changed during the project the approach from new participants and the contribution to the project represented a fresh air and innovation.
- Thank you Renate for your adequate and effective coordination.
- Looking forward to working with all the members of this project in the near future!
- Continuing those kind of projects is important, compliments to all (coordination, management, partners), exchange in organizations, meeting, workshops is needed (EU level).
- A starting point of DivCap with the best signs!
- Everyone has been really friendly and passionate and it was a pleasure working together!