



PROJECT
UNLOCK



MALTA
EMPLOYERS



CHECK-IN

PARTNER EVALUATION REPORT

2024-2-MT01-KA210-VET-000270841

KA210: Erasmus+ Small Scale VET

03/02/2025 – 02/02/2026

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Partner Evaluation Surveys

This report presents the partners' analysis of their expectations and experiences throughout the project, including their assessment of the impact resulting from the implementation of Project Unlock.

Baseline and Follow-up questionnaires

Partners were required to complete a baseline questionnaire at the start of the project and another at the end of the project. By comparing partners' baseline and post-project data to measure progress and improvements in knowledge, capacity, and collaboration, this process helped identify key strengths, challenges, and areas for improvement in the implementation of project Unlock, while generating practical insights and lessons learned.

Most questions were structured using a Likert scale, enabling respondents to indicate their level of agreement or disagreement. This approach allowed the project management team to systematically measure changes and track progress over the course of the project's implementation.

Below are the baseline and follow-up questionnaires used for this assessment.

1. Baseline Questionnaire (Beginning of the project)

Likert Scale responses

1	2	3	4	5
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

1. Organisational Background & Readiness

1. Our organisation has experience in implementing EU-funded projects.
2. Our organisation has participated in Erasmus+ projects before.
3. Our team is familiar with EU funding mechanisms.
4. We have dedicated personnel for EU project implementation.
5. Our organisation has sufficient resources (financial, human, administrative) to support EU project implementation.

2. Expectations & Motivation

6. We have a clear understanding of the objectives of Project Unlock.
7. We believe that Project Unlock will help us improve our knowledge and capacity regarding EU funding opportunities.
8. We expect that participating in this project will help us better support our members.
9. We acknowledge and foresee that there might be challenges in implementing this project.
10. We are confident that we can successfully manage our project responsibilities.

3. Collaboration & Partnership

11. Our organisation has previous experience working with other partners.
12. We expect smooth communication and collaboration with project partners.
13. We believe the roles and responsibilities of each partner are clear.
14. We feel confident in our ability to contribute effectively to the project.
15. We believe this project will strengthen our partnerships for future collaborations.

4. Capacity Building & Impact

16. Our organisation currently has the capacity to support our members in accessing EU funding.
17. We are confident in our ability to disseminate EU funding opportunities to our members.
18. We feel that we have adequate skills to assist with project development and application writing.
19. We anticipate that our organisation will benefit from this project beyond its completion.

2. Follow-up Questionnaire (After the project ends)

Likert Scale responses

1	2	3	4	5
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

Organisational Background & Readiness

1. Our organisation has gained experience in implementing EU-funded projects through Project Unlock.
2. Our organisation's participation in Erasmus+ projects has been beneficial.
3. Our team is now more familiar with EU funding mechanisms.
4. We have improved our internal capacity for EU project implementation.
5. Our organisation now has better resources (financial, human, administrative) to support EU project implementation.

Expectations & Motivation

6. The objectives of Project Unlock were clearly communicated and understood.
7. Project Unlock has improved our knowledge and capacity regarding EU funding opportunities.
8. Our participation in the project helped us better support our members.
9. We faced but overcome some challenges in implementing this project.
10. We were able to successfully manage and deliver our project responsibilities.

Collaboration & Partnership

11. Our collaboration with the other partners was effective and productive.
12. Communication with project partners was smooth and efficient.
13. The roles and responsibilities of each partner were clear throughout the project.
14. We were able to contribute effectively to the project.
15. Our participation in this project has strengthened our partnerships for future collaborations.

Capacity Building & Impact

16. Our organisation's capacity to support our members in accessing EU funding has improved.
17. We are now more confident in disseminating EU funding opportunities to our members.
18. We believe that our organisation will continue to benefit from this project beyond its completion.

Overall Evaluation & Future Sustainability

19. The EU Helpdesk has been successfully integrated into our organisation.
20. The EU Helpdesk has been effective in supporting our members.
21. We plan to continue offering this service in the next 5 years.
22. We would be willing to participate in a similar EU-funded project in the future.



3. Analysis of results

Experience in implementing EU funded projects

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	Our organisation has experience in implementing EU-funded projects.	Agree	Strongly agree	Strongly agree
Follow-up	Our organisation has gained experience in implementing EU-funded projects through Project Unlock.	Strongly agree	Strongly agree	Agree

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	We have dedicated personnel for EU project implementation.	Agree	Strongly agree	Strongly agree
Follow-up	We have improved our internal capacity for EU project implementation.	Strongly agree	Strongly agree	Agree

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	Our organisation has sufficient resources (financial, human, administrative) to support EU project implementation.	Agree	Strongly agree	Strongly agree
Follow-up	Our organisation now has better resources (financial, human, administrative) to support EU project implementation.	Strongly agree	Agree	Agree

The consortium expressed a high level of experience in implementing EU Funded projects, with all respondents choosing 'agree' or 'strongly agree' in the baseline questionnaire for having dedicated personnel and for having sufficient internal resources to support EU project implementation.

Nevertheless, all partners agreed that they still gained further experience, as well as strengthened their internal resources, capacity and ability to support EU project implementation, having participated in project Unlock.



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Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	Our organisation has participated in Erasmus+ projects before.	No	Yes	Yes
Follow-up	Our organisation's participation in Erasmus+ projects has been beneficial.	Strongly agree	Strongly agree	Agree

This time the question focused specifically on Erasmus+ projects, with two thirds of partners having numerous participation opportunities, both as lead and as partners under their belt. Nevertheless, while it was Malta Employer's first attempt at participating in and leading an Erasmus+ project, they have led and participated in other EU funded projects under different funding programmes.

Ultimately, all partners were in agreement that having participated in project Unlock, they have now gained or strengthened their experience in participating in the Erasmus+ programme.

Achieving the project objectives

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	We have a clear understanding of the objectives of Project Unlock.	Strongly agree	Strongly agree	Strongly agree
Follow-up	The objectives of Project Unlock were clearly communicated and understood.	Strongly agree	Strongly agree	Agree

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	We believe the roles and responsibilities of each partner are clear.	Strongly agree	Strongly agree	Agree
Follow-up	The roles and responsibilities of each partner were clear throughout the project.	Strongly agree	Strongly agree	Agree

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	We are confident that we can successfully manage our project responsibilities.	Agree	Strongly agree	Strongly agree
Follow-up	We were able to successfully manage and deliver our project responsibilities.	Strongly agree	Agree	Agree

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	We feel confident in our ability to contribute effectively to the project.	Agree	Strongly agree	Agree
Follow-up	We were able to contribute effectively to the project	Strongly agree	Strongly agree	Agree

All partners confirmed that they understood the objectives of the project, including their individual roles and responsibilities in the project since they were clearly communicated by the project management team. In fact, all partners were confident that they can successfully manage their project responsibilities in a way to effectively contribute to the project.



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Partners ability to cooperate and collaborate

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	Our organisation has previous experience working with other partners.	Agree	Strongly agree	Strongly agree
Follow-up	Our collaboration with the other partners was effective and productive.	Strongly agree	Strongly agree	Agree

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	We expect smooth communication and collaboration with project partners.	Agree	Strongly agree	Strongly agree
Follow-up	Communication with project partners was smooth and efficient.	Strongly agree	Strongly agree	Agree

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	We acknowledge and foresee that there might be challenges in implementing this project.	Neither agree nor disagree	Strongly agree	Agree
Follow-up	We faced but overcome some challenges in implementing this project.	Strongly agree	Agree	Agree

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	We believe this project will strengthen our partnerships for future collaborations.	Strongly agree	Strongly agree	Strongly agree
Follow-up	Our participation in this project has strengthened our partnerships for future collaborations.	Strongly agree	Strongly agree	Agree

The next set of questions were related to the consortium and their ability to work and deal within a transnational group of partnering organisations. All partners were in agreement having previously worked with other international partners in other EU funded

projects. As a result, they were confident in maintaining smooth collaboration and communication with the other partners in the project. In fact, in their follow up questionnaire the partners acknowledged the effective and productive collaboration and their smooth and efficient communication with other partners.

All partners acknowledged the potential for disruptions to the project's implementation to varying degrees. However, the follow-up questionnaire revealed unanimous agreement among partners who had successfully overcome these challenges. Furthermore, all partners agreed that the project had strengthened their partnerships for future collaborations.

Ability to support their members

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	Our team is familiar with EU funding mechanisms.	Agree	Strongly agree	Strongly agree
Follow-up	Our team is now more familiar with EU funding mechanisms.	Strongly agree	Strongly agree	Agree

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	Our organisation currently has the capacity to support our members in accessing EU funding.	Agree	Strongly agree	Strongly agree
Follow-up	Our organisation's capacity to support our members in accessing EU funding has improved.	Strongly agree	Strongly agree	Agree

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	We believe that Project Unlock will help us improve our knowledge and capacity regarding EU funding opportunities.	Strongly agree	Strongly agree	Agree
Follow-up	Project Unlock has improved our knowledge and capacity regarding EU funding opportunities.	Strongly agree	Strongly agree	Agree

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	We expect that participating in this project will help us better support our members.	Strongly agree	Strongly agree	Agree
Follow-up	Our participation in the project helped us better support our members.	Strongly agree	Strongly agree	Agree

This set of questions pertains to the planned activities of the project, which involved setting up two EU Helpdesks. These Helpdesks aimed to support members of the partner organisations in accessing EU funding opportunities. Therefore, it was essential to assess, at the outset of the project, the partners' familiarity with the EU funding mechanisms they would ultimately be promoting.

In the baseline questionnaire, all partners reported a high level of familiarity with EU funds. Nevertheless, through the implementation of multiple information and training sessions, the project provided partners with the opportunity to further strengthen their knowledge and capacity regarding the EU funding mechanisms they aim to promote to their members, benefiting both the members and the partners themselves.

Ultimately, all partners acknowledged that their participation in this project enhanced their ability to better support their members.

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	We are confident in our ability to disseminate EU funding opportunities to our members.	Agree	Strongly agree	Strongly agree
Follow-up	We are now more confident in disseminating EU funding opportunities to our members	Strongly agree	Strongly agree	Agree

When it came to determining the consortium's ability to disseminate EU funding opportunities to our members, partners responded in agreement for both the baseline and follow up questionnaires.

Having already been familiar with the EU funding opportunities available to their members, partners had already been used to disseminating these opportunities to their members, albeit sporadically.

The project, through the development of the MOP which outlined specific procedures for dissemination, enabled them to conduct their efforts with greater confidence, knowing they were utilising the appropriate methods and tools to reach their identified target groups.

Sustainability of the project

Q/A	Organisation	Malta Employers	Check-in	CCIF
Base-line	We anticipate that our organisation will benefit from this project beyond its completion.	Agree	Strongly agree	Agree
Follow-up	We believe that our organisation will continue to benefit from this project beyond its completion.	Strongly agree	Strongly agree	Agree

Follow-up	The EU Helpdesk has been successfully integrated into our organisation.	Strongly agree	Strongly agree	Agree
Follow-up	We plan to continue offering this service in the next 5 years.	Yes	Yes	Yes
Follow-up	We would be willing to participate in a similar EU-funded project in the future.	Strongly agree	Strongly agree	Strongly agree

Lastly, this evaluation sought to confirm the sustainability of the project, in terms of the outputs developed as well as the benefit to the partnering organisations having participated in this project.

All partners were in agreement that they will continue to benefit from this project beyond its completion having successfully integrated the EU Helpdesk into their organisation as they will continue operating the Helpdesks and offering support following 5 years after project completion.

Ultimately, all partners strongly agreed that they would be willing to participate in a similar EU-funded project in the future opening up the possibility for a follow up project in the future.

Conclusion

Through this report, one can safely say that the project Unlock has successfully achieved its objectives, delivering clear improvements in the knowledge, capacity, and operational effectiveness of all partner organisations.

The comparison between baseline and follow-up results showed that partners particularly strengthened their experience in EU-funded projects, enhanced their internal resources, and improved their understanding of EU funding mechanisms. Clear communication of roles and objectives enabled efficient project implementation, while strong collaboration and effective problem-solving reinforced trust among partners

A key outcome of the project was the increased ability of partners to support their members in accessing EU funding. Through training, structured processes, and the establishment of EU Helpdesks, partners are now better equipped to provide guidance and disseminate opportunities more effectively.

Most importantly, partners have successfully integrated the Helpdesk services into their organisations and committed to continuing them in the coming years.

Overall, Project Unlock has created lasting impact by strengthening both organisational capacity and transnational partnerships. Its sustainable outputs and the partners' willingness to engage in future initiatives highlight strong potential for continued collaboration and long-term benefits for their members.