

D2.1 Interim assessment of the project



















### **Document Information**

Issued by	ESTIA (Organization)
Issue Date	20/01/2025
Authors	Chelza Inzouddine (ESTIA)
	Juhane Dascon (ESTIA)
Reviewers	External Quality Reviewer and Quality Assurance Team
Dissemination	Public
level	

# **Document History**

Version	Date	Comments and modifications
01	20/01/2025	First draft
02	18/02/2025	Deliverable shared with EQR
03	26/02/2025	Modification of the deliverable with the feedback of the
		EQR and QA team.

# Funding information and disclaimer

The TEAMIT+ project is funded by the European Union (Grant Agreement Nr. 101111560). Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.



## **Table of Contents**

Document Information	2
Document History	2
Overview of progress	5
Summary of work performed and achievements	5
TEAMIT+ training first edition	5
Impact	10
Short term (Results)	10
Long term Impacts	12
Communication, dissemination and visibility	13
Social Media Presence	14
Social Media Metrics	14
Activity Overview	15
Quality objectives	17
TEAMIT+ Work Plan Progress Summary	20
Work Package 1: Project Management	21
Work Package 2: Initial Analysis	21
Work Package 3: Learning model development	22
Work Package 4: Module Design	22
Work Package 5: Training Implementation	23
Work Package 6: Dissemination and Communication	23

KPI Scoreboard	.24
Analysis of the KPI	32
ANNEXES	34
[1] Carbon Footprint Tracking Table and Graphs	34
[2] Self-evaluation assessment before participating in M1	.37
[3] Self-evaluation assessment after participating in M1	41
[4] Satisfaction questionnaire M1	47
[5] Satisfaction questionnaire M2	55
6] Interviews of M1 and M2 participants	.67

# **Overview of progress**

### Summary of work performed and achievements

The TEAMIT+ project has made significant progress, with all activities proceeding according to schedule. Each work package (WP) is advancing as planned, maintaining a steady and productive pace.

Key achievements so far include:

- Submission of 21 deliverables due from the beginning of the project until 28/02/2025, including 8 deliverables due in February 2025.
- Establishment of a strong brand identity, ensuring that the project's image is clear and recognizable.
- Establishment of the External Advisory Board (EAB) and recruitment of the External Quality Reviewer (EQR).
- Creation of a dedicated task force team from the consortium group to address recruitment-related issues, as well as the implementation and organization of project modules.
- Finalization of promotional materials, including roll-up banners, brochures, website, and registration forms.
- Presentation of TEAMIT+ at notable events such as the Valencia Conference (<u>link</u> <u>here</u>) and the Second Euroregion Conference in Biarritz (<u>link here</u>).
- Launch of the first edition of the TEAMIT+ training program with: completion of Modules 1 and 2, with Module 3 currently underway.
- Organization of four consortium meetings In France, Finland, Greece and Spain
- Design and delivery of the TEAMIT+ badges (referred to as passport in the Grant Agreement) to participants of Modules 1 and 2.
- ⊕ Collection of participant feedback for Modules 1 and 2 [2][3].
- ⊕ Conducting participant interviews for Modules 1 and 2, facilitated by the EQR.
- ⊕ EQR's review and feedback on 11 deliverables.

### TEAMIT+ training first edition

The TEAMIT+ training program officially launched in October 2024 with Module 1, followed by Module 2 in December 2024. Two articles summarizing the events have been published on the TEAMIT+ website:

⊕ TEAMIT+: Module 1

⊕ <u>TEAMIT+: Module 2</u>

A total of 40 young participants have been selected and enrolled for Module 3. In January 2025, before their meeting physically in Finland, they followed 4 workshops to prepare them on the work they'll need to do collectively. Indeed, in February 2025, they will gather together in multicultural teams to collaborate on company projects with a strong emphasis on social and environmental impact.

The analysis of the satisfaction and self-evaluation forms and additional feedback of participants in the TEAMIT+ modules 1 and 2 shows that:

- Modules 1 and 2 have successfully achieved their objectives. Participant feedback indicates a high level of satisfaction, with a significant percentage reporting an increase in knowledge and skills [2][3].
- Participants consistently reported increased knowledge across key thematic areas of Module 1. Based on self-evaluation questionnaires, 99% of participants confirmed that their knowledge improved after completing Module 1.
- ⊕ The training has fostered multicultural collaboration, with participants working together on innovative, impact-driven solutions.

### Module 1: Highlights, Challenges, Satisfaction and Lesson learned

Module 1 of TEAMIT+ began on October 12, 2024, engaging 237 participants, including TEAMIT+ ambassadors and facilitators, with attendance exceeding the 200 originally targeted in the KPI, excluding these groups (see KPI scoreboard below). The module was met with overwhelmingly positive feedback, with 99% of respondents expressing satisfaction.

- General Enjoyment: Most participants reported enjoying the event, with "Pitching" highlighted as a favorite activity and "The food" noted as the least favorable aspect.
- ① Organization: Participants were generally satisfied.
- Skill Development: Popular skills developed included teamwork, problem-solving, and innovative thinking.

- Engagement: A strong majority felt that their opinions were listened to during the event.
- ⊕ Knowledge Increase: On average, participants rated their post-event knowledge of environmental and climate change topics as 7.4/10, indicating a significant perceived improvement.
- Awareness and Impact:
  - o 89 participants (64%) felt slightly more aware of environmental policies.
  - 73 participants (52%) rated human activities' impact on the environment as "extremely strong."
  - o Personal behavior's impact was often rated as "moderate."
- Behavioral Change: 80 participants (58%) expressed a strong desire to reduce their
   own environmental impact.
- Learning Outcomes: Many participants acknowledged gaining new insights into the
   environment and solidarity, with topics like global information and international impact
   frequently mentioned.

After the event, a structured debrief using the post-Motorola tool was organized with all partners in a Microsoft teams meeting. The 'post-Motorola tool' is a reflective practice used after the completion of a project or event to evaluate its outcomes and processes. This method helps to identify areas of success and opportunities for improvement. The table below focuses on key areas for improvement and lessons learned:

What went well?	Challenges				
High level of participation and positive	Recruitment issues: Last-minute				
feedback, with many participants	registrations and participant dropouts				
expressing interest in future modules.	created logistical challenges.				
Ambassadors and facilitators effectively	Connectivity issues at the event's start led				
engaged with younger participants,	to small delays and short periods of				
enhancing motivation and connection	disconnection between the 4 countries.				
across countries.					

Diversity among participants, creating a	Some	workshops,	esp	ecially	the	climate
multicultural learning environment.	justice	workshop,	did	not	fully	engage
	participants.					

#### Improvements suggested

Begin recruitment earlier to ensure consistent attendance and reduce last-minute adjustments.

Enhance the connection experience between participants across the 4 countries (so that they really feel they are participating in an international project).

Schedule Module 1 later in the calendar (end of October or early November) to align better with participant availability.

### Module 2: Highlights, Challenges, Satisfaction and Lesson learned

Module 2 of TEAMIT+ was held on December 3-4, 2024, across Spain, Finland and Greece. The target was to engage 400 participants, but ultimately 284 participants have been managed to be brought together. This shortfall was primarily due to challenges in Greece, where both participants and companies providing the challenges were unfamiliar with the 24-hour innovation challenge format, making it difficult to generate motivation. However, those who did participate were positively surprised, and some even requested that similar events be organized in the future. Despite these challenges, the event was a success in Western Macedonia, and the high-quality photos and video footage captured during the event will support recruitment efforts for the second edition. Additionally, severe weather conditions, including storm warnings, led several partners to cancel their travel to Kozani for safety reasons.

The satisfaction form [5] highlights that 90% of respondents enjoyed the event and 96% expressed that they felt that their opinion would be listened to. Additionally, working in a group was the favorite part for most of them.

Similarly, after the event, a structured debrief using the post-Motorola tool was organized with all partners in a Microsoft teams meeting.

The module garnered positive feedback regarding teamwork and logistical arrangements but also highlighted areas for improvement, such as participant diversity, technical infrastructure, and coordination among sites. These insights will guide improvements for future modules and the second edition of TEAMIT+.

What went well?	Challenges
Event Organization: All required challenges	Technical Issues: Sound and video quality
were proposed by diverse organizations,	during international sessions were poor.
meeting project objectives.	
	Logistical Inconsistencies: The event in
Team and Leader Commitment: Challenge	Greece was not conducted as a full 24-
leaders and participants demonstrated high	hour session, creating disparities in
levels of dedication.	execution.
Teamwork: Teams collaborated effectively	Participant Diversity: There was insufficient
across most locations.	representation of underrepresented groups
Credible Evaluation: The presence of an	such as migrants and unemployed people.
external jury added depth to the	
assessment process.	Coach Availability: A lack of team
	coaches, particularly in Bilbao, limited
Participant Retention: Strong commitment	participant support.
was observed among participants	
transitioning from Module 1 to Module 2.	
Lessons learned	Improvements suggested
Unified Planning: Holding a full-team	Initiate recruitment earlier and clarify
meeting before the event is essential for	selection criteria.
aligning goals and roles.	
	Strengthen logistical arrangements,
Diversity Efforts: Greater effort is needed	including catering and prototyping support.
to attract and engage diverse participant	
profiles.	Actively involve and prepare team coaches
	to provide better guidance.

Expert Support: Team coaches should have	Enhance external communication and			
expertise in climate crisis topics to better capture more visual material for outreach.				
support teams.				

## **Impact**

The TEAMIT+ project aims to create significant societal, educational, and economic impacts. These impacts are categorized into short-term effects, observed during the project's execution with primarily local reach, and long-term impacts associated with the sustainability of the course and the application of acquired skills by students, extending to national and European levels.

### Short term (Results)

#### Social & Educational Impacts

Expected results	Planned Outputs	Current Status
Creation of a novel	TEAMIT+ training	Deliverables D3.4, D3.5, D3.6,
methodology and training	programme pedagogical	D4.1, D4.2 and D4.3,
programme "teampreneurship"	guidelines and TEAMIT+	explaining the TEAMIT+
based on learning by	Innovation and Impact	training programme, have
creating and collaboration.	teampreneurship passport.	been created and submitted
		and the teampreneurship
		passports have been
		distributed to the participants.
Mobilize youth and increase	>600 young people	Two of the three Modules of
their awareness about climate	mobilized,16 facilitators	the first edition of the
change and green economy.	trained to lead climate-	TEAMIT+ programme have
	awareness raising	been conducted so far,
	Modules in their regions.	mobilizing ~300 youth.
		Satisfaction questionnaires
		[2][3] indicate increased
		awareness of climate change
		and a green economy.

		Ambassadors' commitment
		booklets are under
		development and will be
		ready by Module 3.
Students from different HE	> 1000 students, >5 HE,	To be assessed by project
and VET centres trained	>4 VET & > 4 companies.	end. The KPI scoreboard
during the project in digital,		below provides interim results.
green and entrepreneurial		
skills with the support and		
involvement of companies to		
facilitate their integration in		
the labour market.		
Commitment Booklets with	2 commitment booklets.	Booklets are under
environmental and climate		development and will be
issues from the different		ready for the first TEAMIT+
regions where the students		edition.
come from, contributing to		
and fostering the green		
transition at local level.		
Policy recommendations to	1 orientation paper (D2.2).	The paper has been
enable the creation of		completed and is publicly
multinational cooperatives		available on the TEAMIT+
from the countries involved in		website (https://teamit.plus/wp-
the project to pave the way		content/uploads/2024/10/D.2.2-
for the creation of new		common-challenges-
European companies and		v.Finalpdf)
foster cross-border relations		
of younger generations.		
Develop Innovation	Alliances among HE, VET	To be fully measured at
ecosystem locally and at	and the enterprises	project end.
European level		
TEAMIT+ Whitebook will	1 whitebook (D6.5)	The white book will be written
explore the lessons learnt		at the end of the project.

and best practices on the	
support and creation of	
sustainable businesses	
among international and	
interdisciplinary teams.	

### **Economic Impact**

The economic impact includes the creation of business projects resulting from Module 3 and the establishment of a network of impact entrepreneurs. This network aims to facilitate new business opportunities and enhance participants' labor market integration. As Module 3 is ongoing, this impact cannot yet be fully evaluated. However, the digital platform is nearing completion, and Module 3 teams are both interdisciplinary and intercultural.

#### **Environmental Impact**

The consortium is mindful of the environmental footprint generated by the program. Efforts have been made to prioritize environmentally conscious choices:

- The bootcamps have been organized and conducted in person to maximize the impact of collaborative climate-change mitigation projects, despite the travel footprint.
- The consortium meetings had also been organized and held face-to-face using as much as possible environmentally friendly transportation options.
- Sustainability measures have been taken and will be taken. The program's carbon footprint is being tracked [1]. At the end of each edition, the consortium will plant trees via a certified organization to offset emissions. Additionally, local, vegetarian food options and zero-plastic policies have been prioritized for events.

### Long term Impacts

The project remains on track to achieve its anticipated long-term societal and economic impacts, which will be evaluated at the end of the project in August 2026. TEAMIT+ aims to reshape entrepreneurship and innovation education by moving away from the traditional "individual entrepreneur" approach and fostering collaboration among diverse individuals.

This shift aligns with UN Sustainable Development Goals (SDGs) and EU policy priorities, particularly the Green Deal, European Education Area, and Recovery Plan.

By equipping young people with green, digital, and teampreneurial skills, TEAMIT+ is preparing the next generation of entrepreneurs, consumers, and educators to drive sustainable change. Additionally, the program integrates "learning by creating" methodologies, where students take an active role in their learning process through practical experience and interdisciplinary teamwork.

To maximize impact and ensure sustainability, the consortium has developed a Communication, Dissemination, and Exploitation Plan, updated at M3, M18, and M36, which outlines target audiences, key messages, and strategic outreach efforts. Engaging educational institutions, policymakers, businesses, and incubators is essential for securing the long-term adoption and transferability of TEAMIT+ methodologies. These efforts will facilitate the creation of cooperative business models, increase R&D investments, and accelerate the adoption of innovative technologies in Europe.

In the next section, we provide a summary of the Communication, Dissemination, and visibility initiatives.

### Communication, dissemination and visibility

Since the start of the TEAMIT+ project, the TEAMIT+ project has achieved significant results in communication and dissemination, particularly on social media, where it exceeded its follower target by 152%. The production of learning tools, coaching guidelines, and videos also met the expected goals, demonstrating strong progress in delivering tangible outputs. Press releases were another area of success, surpassing the initial target by 260%, with thirteen press releases published so far to announce major project milestones and events. These have been distributed via local newspapers, stakeholders, and partner organizations' websites to ensure broad dissemination. Notably, key partners such as ESTIA, KONFEKOOP, JAMK, and CluBE have contributed to press coverage in multiple languages, reinforcing the project's visibility. Press releases are accessible on the **TEAMIT+ website** under the <u>Communication Materials - Press Releases</u> section. This success extends to the

number of interactions and shares in social media and the number of followers. They demonstrate respectively a performance of 142% and 153% of the original target numbers. Challenges remain though in the engagement with companies and administrative bodies, and the publication of scientific papers. To address that, the project will focus on enhancing website visibility, increasing stakeholder engagement, and accelerating the organization of pending events and campaigns. TEAMIT+ will in consequence further maximize its impact and achieve its overall objectives.

Finally, key deliverables, such as the TEAMIT+ white book, scientific papers, replicability guidelines, and final event, are pending as they are due at the end of the project.

The key communication and dissemination initiatives have been as follows:

### Social Media Presence

- ⊕ TEAMIT+ Website
- ⊕ <u>TEAMIT+ Instagram</u>
- ⊕ TEAMIT+ LinkedIn
- ⊕ TEAMIT+ Facebook
- ⊕ TEAMIT+ YouTube
- ⊕ TEAMIT+ TikTok

### Social Media Metrics

The following social media metrics have been last updated on February 26, 2025, reflecting TEAMIT+'s growing online presence and engagement:

⊕ LinkedIn: 458 followers

⊕ Instagram: 194 followers

⊕ Facebook: 125 followers

YouTube: 28 subscribers and 5 videos uploaded

## **Activity Overview**

Activity	Units of Measurements	Target Value	Achievement	Performance (%)
To promote the project	and its results	Value		(70)
Establish a	1 logo and visual	5	5	100%
recognizable brand	identity, 1 word			
identity	template, 1 powerpoint			
•	template, 1 generic roll-			
	up, 1 generic brochure			
Create a website and	Number of views	25000	7745	31%
keep it up to date				
Production of e-	Number of e-newsletters	12	5	42%
newsletters (One every				
three months)				
Communicate through	Number of followers	500	777	155%
social media	Number of interactions	2000	3168	158%
	and shares in social			
	media			
Create a Youtube	Number of videos	5	5	100%
channel and Youtube	Average number of	250	152,4	61%
videos	views			
Press conference and	Press conference	1	0	0%
releases	Press releases	5	13	262%
Communicate the	Number of	20	7	35%
impact of TEAMIT+	presentations at local,			
outcomes	regional, national and			
	international events			
Hold national	Number of national	3	0	0%
promotional campaigns	promotional campaigns			
to disseminate the				
project results and				

		T	T	<u> </u>
achievements to the				
wider public				
Publish scientific	Number scientific	2	0	0%
papers based on the	papers			
project activities and				
results				
To create a network of	impact entrepreneurs			
Set up a digital	Number of digital	1	1	100%
network on D4E	platform			
coworking platform				
allowing trained				
entrepreneurs to				
exchange				
Set up a LinkedIn	Number of LinkedIn	1	0	0%
group to facilitate	group			
networking between				
trained entrepreneurs				
To engage with relevan	nt stakeholders			
Organize presentation	Number of presentation	12	13	108%
days with educational	days			
institutions				
Organize presentation	Number of presentation	4	2	50%
days with companies	days			
and entrepreneurs				
Organize presentation	Number of presentation	4	2	50%
days with the different	days			
administrative levels				
Organize 1 Final event	Number of final events	1	0	0%
Develop climate	Number of commitments	8	0	0%
commitments booklets	booklets			
To position the project	at the European level			
Participate in external	Number of participations	3	2	67%
European events				

To ensure the exploitate	tion of project results du	ring and/o	or after the pro	oject
Produce TEAMIT+	Number of replicability	1	0	0%
replicability guideline	guidelines			
Produce coaching	Number of coaching	1	1	100%
guidelines for a	guidelines			
successful learning by				
creating pedagogy				
Produce learning tools	Number of sets of	3	3	100%
for each module	learning tools			
Produce TEAMIT+	Number of white books	1	0	0%
white book				
Reach out HE	Number of HE	25	0	0%
institutions and VET	institutions			
centres	Number of VET centres	20	0	0%
Sign agreements with	Number of agreements	5	0	5%
other institutions for	with HE institutions			
their involvement in	Number of agreements	5	0	0%
future editions	with VET institutions			
	Number of agreements	10	0	0%
	with business entities,			
	cooperatives,			
	associations or NGOs			

### **Quality objectives**

During the consortium meeting held in Greece on December 3rd and 4<sup>th</sup> 2024, an updated assessment of the quality metrics for the TEAMIT+ project was conducted. These quality objectives serve to evaluate the project's performance and ensure adherence to the desired standards. The table below presents the updated quality metrics, along with their corresponding evaluations (rated on a 5-point scale).

Metric or Specification	Measure	Evaluation
Delivery on time	Baseline schedule compared to actual dates.	4/5. Four deliverables out of the 21 submitted (that is, 19% of deliverables) were delayed, but the delays did not affect at all the project progress and the Project Officer (PO) was always informed.
Delivery on budget	Actual costs compared to budget.	<b>5/5</b> : The project has remained within budget, with no changes.
Adherence to target value of the project objectives	Comparison of project objectives to deliverables achieved.	<b>4/5</b> : Minor issues have caused that some objectives have not been precisely met as outlined in the Grant Agreement (GA). Details in the next section.
Adherence to number of participants per module	Targeted versus actual number of participants per training edition.	
Participants feedback on the modules	Satisfaction rate based on post- module questionnaires.	<b>92%</b> of participants reported being satisfied or very satisfied.
Diversity of the profile of the applicants	Comparison of targeted versus actual diversity in participant profiles.	

		Immigrants: 4% (20 % of target).
On-Time Completion Percentage	Percentage of tasks completed in accordance with timeline established during the design of the Modules.	completed on time, but delays
		100%: All 10 targeted coaches were successfully trained.
Green, digital and resilience skills taught	Targeted number of green, digital and resilience skills included in the training program versus actual number of green, digital and resilience skills included in the training program.	100%: All targeted skills were included in the program.
Green, digital and resilience skills acquisition	Targeted number of TEAMIT+ Innovation and Impact Teampreneurship Passports granted versus actual number of TEAMIT+ Innovation and Impact Teampreneurship Passports granted.	acquired their passport.
Increase in environmental awareness	knowledge on climate	99%: Self-evaluation questionnaires after Module 1 indicated a high level of awareness improvement.

Number of new local	Targeted minimum number of	In Progress: This metric
initiatives to address	new local initiatives versus	cannot be measured yet as
environmental climate or	actual number of new local	Module 3 is ongoing.
societal issues	initiatives.	
Adherence to the number	Targeted number of real	100%: All business
of real business	business challenges overcome	challenges were successfully
challenges overcome in	in Module 2 versus actual	addressed by participants.
Module 2	number of real business	
	challenges overcome.	

#### Summary of the table:

In short, the project has excelled in budget adherence, participant satisfaction, skill acquisition, and solving business challenges.

Nevertheless, some delays occurred in task delivery; of the 21 deliverables submitted, **four** (19%) were delayed, but these delays had no impact on the project's progress, and the Project Officer was consistently kept informed.

Module 2 saw a lower participation rate (71%). Diversity of profiles shows mixed results:

- Higher Education (HE): Achieved 122% of the target, higher than expectations.
- Others (e.g., job seekers): Exceeded the target with 127% participation.
- Immigrants: Underperformed at 20%.
- **VET participants**: Significantly lagged behind at **32%** of the target, indicating a gap in outreach to this group.
- Gender balance showed **92%** for women and **106%** for men, highlighting slight underrepresentation of women.

Finally, metrics like local initiatives and final deliveries are still in progress and will be evaluated after the completion of Module 3.

# **TEAMIT+ Work Plan Progress Summary**

Timeline: 01/09/2024 - 28/02/2025

Progress: 21 deliverables submitted out of 31 planned until 31/08/2026.

### **Work Package 1: Project Management**

Leader: ESTIA

### Tasks Completed:

- Project Management Procedures (T1.1): Developed the management handbook, structured monitoring tools, and communication plans, established the code of conduct.
- Administration (T1.2): Managed and provided financial/administrative support, processed cost statements, and prepared meeting agendas.
- Consortium Meetings (T1.3): Organized the kick-off meeting and two Consortium
   Meetings (Finland, Greece); next planned in March in Pamplona.
- Reporting (T1.4): Prepared activity reports, ensured sound financial management,
   ensured completion of project deliverables and communicated with the EC.
- Risk Management (T1.5): Identified, evaluated, and mitigated project risks.
- Quality Assurance (T1.6 & T1.7): Recruited QA team and external reviewer;
   reviewed deliverables to ensure quality.
- Advisory Board (T1.8): Established an 8-member External Advisory Board with representation from each partner country.

#### The deliverables submitted are:

- ⊕ Project Management Handbook (D1.1) submitted the 13/12/2023.
- ⊕ Interim Project Assessment (D1.2) submitted the 26/02/2025.
- ⊕ Quality Assurance Plan (D1.4) submitted the 16/12/2023.

## **Work Package 2: Initial Analysis**

Leader: UPNA

Tasks Completed:

- Conducted territorial analyses of societal/economic challenges, vocational education
   training (VET)-higher education (HE) connections, cross-border worker difficulties,
   and cooperative creation barriers.
- Researched plausible EU legislative solutions to incentivize multinational and virtual cooperatives.

#### The deliverables submitted are:

- ⊕ Initial Territorial Analysis (D2.1) submitted the 28/02/2024
- ⊕ Common Challenges Report (D2.2) submitted the 27/09/2024

### Work Package 3: Learning model development

Leader: JAMK

### Tasks Completed:

Defined the "Learning by Creating" methodology (JAMK) and developed conceptual/methodological frameworks for modules on climate change (ID), creativity (ESTIA), and teampreneurship (D4E).

#### The deliverables submitted are:

- Definition of the scientific background of "learning by creating" methodology and its evaluation (D3.1) - submitted the 08/03/2024.
- Conceptual notes of Modules on Climate Change (D3.4), Creativity (D3.5), and
   Teampreneurship (D3.6) submitted the 30/01/2025.

### Work Package 4: Module Design

Leader: ESTIA

#### Tasks Completed:

- Designed and implemented three training modules:
  - o Module 1 (Climate Change): Delivered on 12/10/2024.
  - o Module 2 (Creativity): Delivered on 03-04/12/2024.

o Module 3 (Teampreneurship): Started on 09/01/2025.

#### The deliverables submitted are:

- Learning tools and contents on environmental issues and climate change (D4.1) submitted the 26/02/2025.
- ⊕ Learning Tools on Creativity/Innovation (D4.2) submitted the 26/02/2025.
- ⊕ Learning Tools on Intercultural Teampreneurship (D4.3) submitted the 26/02/2025.

### **Work Package 5: Training Implementation**

Lead: MUE

#### Tasks Completed:

- Coordinated learning objectives and recruitment strategies for diverse participants.
- Training implementation.

### **Work Package 6: Dissemination and Communication**

Leaders: CLUBE, ESTIA

#### Tasks Completed:

- Launched project website and social media campaigns.
- Designed communication and promotional materials, newsletters, and events reports.

#### The deliverables submitted are:

- ⊕ Project Website (D6.1) submitted the 13/12/2023.
- ⊕ Dissemination and Exploitation Plan (D6.2) submitted the 24/01/2024.
- ⊕ Communication Materials (D6.3) submitted the 29/03/2024.
- ⊕ Events Report (D6.4) submitted the 29/03/2024.
- ⊕ Dissemination and Exploitation Plan Update M18 (D6.3) submitted the 26/02/2025.
- ⊕ Communication Materials Update M18 (D6.6) submitted the 26/02/2025.
- ⊕ Events Report Update M18 (D6.9) submitted the 26/02/2025.



## **KPI Scoreboard**

The table below highlights the actual and expected outcomes, alongside the performance metrics, for the TEAMIT+ project so far.

KPI	Units of	Target	Lead	Target	Achievement	Performance
	Measurement	Value per	Partner			
	s	year				
People	Nº of	Module 1	ID	200	237	119%
trained	participants	(200)				
per	per module	Module 2	ESTIA	400	284	71%
TEAMIT		(400)				
+		Module 3	D4E	40	40	100%
training		(40)				
edition		, ,				
Students'	Satisfaction	At least	NA	80%	92%	92%
feedback	Rate	80% of				
on the	measured in	students				
modules	the	are				
	questionnaires	satisfied				
	completed	or very				
	after the	satisfied				
	modules					
Profile of	Type of profile	60% HE	NA	60%	73%	122%
the	of the	25% VET	NA	25%	8%	32%
applicant	applicants	15%	NA	15%	19%	127%
S		Others				
		(job				
		seekers,				
		etc.)				
		50% men	NA	50%	53%	106%
		50%	NA	50%	46%	92%
		women				

		20%	NA	20%	4%	20%
		immigrant				
		s				
On-Time	% of tasks	90%	NA	90%	90%	100%
Completi	completed in					
on	accordance					
Percenta	with timeline					
ge	established					
	during the					
	design of the					
	Modules					
Replicabi	TEAMIT+	1	ESTIA	1	0	0%
lity of	replication	TEAMIT+				
the	guideline	replication				
TEAMIT		guideline				
+	TEAMIT+	1	KAYA	1	0	0%
training	white book	TEAMIT+				
program		white				
me		book				
	Nº of coaches	10	To be	10	10	100%
	that will be	coaches	distribut			
	trained and	per edition	ed			
	will have		among			
	access to the		partners			
	methodology					
	developed in					
	TEAMIT+					
Green,	Nº of green,	Green	5 by ID	8	8	100%
digital	digital and	skills = 8	in			
and	resilience		Module			
resilience	skills included		1, 4 by			
skills	in the training		ESTIA			
taught	programme		in			

			Module			
			2, 2 by			
			D4E in			
			Module			
		District	3	4	4	1000/
		Digital	3 by ID	4	4	100%
		skills = 4	in			
			Modules			
			1,4 by			
			ESTIA			
			in			
			Module			
			2, 4 by			
			D4E in			
			Module			
			3			
		Resilience	1 by ID	6	6	100%
		skills = 6	in			
			Modules			
			1, 3 by			
			ESTIA			
			in			
			Module			
			2, 6 by			
			D4E in			
			Module			
			3			
Green,	Nº of	Module 1	ID	200	237	119%
digital	TEAMIT+	(200)				
and	Innovation and	Module 2	ESTIA	400	284	71%
resilience	Impact	(400)				
skills	Teampreneurs	Module 3	D4E	40	0	0%
		(40)				

					<u> </u>	
acquisitio	hip Passports					
n	granted					
Increase	% of the	At least	ID	80	99%	99%
d	participants	80% of				
environm	who consider	the				
ental	that their	participant				
awarene	knowledge on	s				
ss	climate					
	change and					
	environmental					
	issues have					
	improved after					
	the event after					
	Module 1					
Boost of	Commitment	4	ID	8	0	0%
local	Booklets	Commitme				
initiatives	developed	nt				
to		Booklets				
address		per edition				
environm		(1 per				
ental		country				
climate		involved) /				
or		8 in total				
societal	Nº of local	At least	ID	10	5	50%
issues	initiatives	10 local				
	derived from	initiatives				
	Module 1 are					
	visualized					
	through short					
	presentations					
Increase	Real business	30 to 40	ESTIA	70	0	0%
collabora	challenges	real				
tion		challenges				

		(00			T	
between	overcome in	(60 to 80				
participa	Module 2	in total)				
nts and	Nº of actors	At least	ID	20	10	50%
business	(enterprises,	10 actors				
es	associations,	per edition				
	local	(> 20)				
	authorities)					
	attending to					
	Module 1					
	event					
Cooperat	Nº of	In Module	D4E	20	0	0%
ive	cooperative	3, 10				
business	business	business				
projects	projects	projects				
arising	involving	per edition				
from	people from	(10 teams				
TEAMIT	different	in each				
+	backgrounds	edition,				
		and since				
		there will				
		be 2				
		editions				
		20 in				
		total)				
Increase	Nº of HE and	25 HE	ESTIA,	45	0	0%
the	VET centres	and 20	UPNA,			
sustaina	reached	VET	MUE,			
bility and		centres in	JAMK,			
transfera		total	ORAMA			
bility of			: 5 HE			
the			& 4			
TEAMIT			VET			

+			centers			
training			each.			
program						
me	NO 6	A 1.00	FOTIA	00		00/
	Nº of	Around 20	ESTIA,	20	0	0%
	agreements	agreement	UPNA,			
	closed with	s: 5 HE	MUE,			
	other	institutions	JAMK,			
	institutions for	; 5 VET	ORAMA			
	their	institutions	: 1 HE			
	involvement in	; 10	& 1			
	future editions	business	VET			
		entities,	center			
		cooperativ	each.			
		es,	All			
		associatio	partners			
		ns or	: 1			
		NGOs	other			
	Nº of	About 12	ID	24	12	50%
	volunteers	young				
	trained for the	volunteers				
	replication of	from New				
	Module 1 in	Aquitaine				
	different	per edition				
	countries	(24 in				
		total)				
Commun	Number of	20	All	20	4	20%
icate the	local, regional,	approxima	partners			
impact	national and	tely in	: 2			
of	international	total				
project	venues where					
outcome	TEAMIT+					
s	results are					
	presented					

Project	25 000	CLUBE	25000	7845	30%
website views	views				
Number of	1	CLUBE	1	1	100%
brochures and	Brochure				
newsletters	1 generic	CLUBE	1	1	100%
	poster				
	12	CLUBE	12	5	42%
	newsletter				
	s (one				
	every 3				
	months)				
Number of	Facebook,	CLUBE	500	777	155%
followers,	Twitter,				
number of	LinkedIn:				
interactions	>500				
and shares in	followers				
social media	Facebook,	CLUBE	2000	3168	158%
	Twitter,				
	LinkedIn:				
	>2,000				
	interaction				
	s and				
	shared in				
	social				
	media.				
Number of	1 Press	CLUBE	1	0	0%
Press	Conferenc				
Conferences	е				
and Press	5 press	ESTIA,	5	13	260%
Releases	releases	UPNA,			
		JAMK,			
		CLUBE,			

			KKOOP:			
			1 each			
	Number of	12 presentation		12	13	108%
	presentation days with					
	days	educational				
		institutions	(3 per			
		country)				
		> 4 for companies		4	2	50%
		and entrepr	eneurs			
		(1 per country)				
		> 4 for the different		4	2	50%
		administrativ	ve levels			
		(1 per country)				
	Number of	Mixed	MUE,	1	0	0%
	final events	Final	ESTIA,			
		Event and	JAMK			
		3 national				
		promotion				
		al				
		campaigns				
		led by				
		MUE,				
		ESTIA				
		and JAMK				
	Number of	3 events	ESTIA,	3	2	67%
	external		MUE,			
	European		JAMK:			
	Events		1 each			
	attended					
	Number of	2 papers	UPNA	2	0	0%
	scientific		(WP2)			
	publications					

### Analysis of the KPI

The KPI table highlights several key achievements:

- Excellent performance in the number of training participants in Module 1 (119%)
   and Module 3 (100%).
- High student satisfaction rates (92%) exceed the 80% target, indicating the modules' quality and impact.
- ⊕ Climate awareness initiatives had strong results (99% of participants improved their knowledge).
- The participation rate from Higher education institutions reached 122%, surpassing the objective. This demonstrates strong engagement from HE participants. Regarding the "Others" Category (job seekers...) performance exceeded expectations, with 127% achievement, indicate effective outreach to this group.

Nonetheless, there are underperforming areas:

- Module 2 training participants (71%) are below target. There were challenges in participant reach and engagement.
- Only 32% of the vocational education and training participants were achieved. This is signaling a significant gap in attracting participants in that category. Immigrants are notably underrepresented too with only 20% achievement.

Therefore, diverse measures will be taken for the next edition:

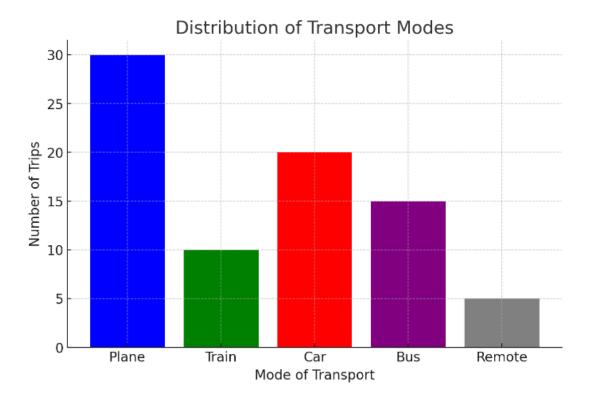
- Intensify efforts to promote and monitor Module 2 participation to align with target numbers.
- Accelerate engagement with businesses and local actors to ensure collaboration and impactful results.
- Focus on communication and dissemination activities to enhance visibility and reach broader audiences.
- Strengthen recruitment strategies for VET participants through targeted presentation days, partnerships with VET institutions, and explaining how the TEAMIT+ program will be relevant to their career paths.
- Enhance efforts to achieve gender balance.

Focus on immigrant inclusion by collaborating with relevant organizations. Additionally, ensure that data collection methods capture overlaps between categories, such as immigrants in HE, to provide a more accurate reflection of diversity.

# **ANNEXES**

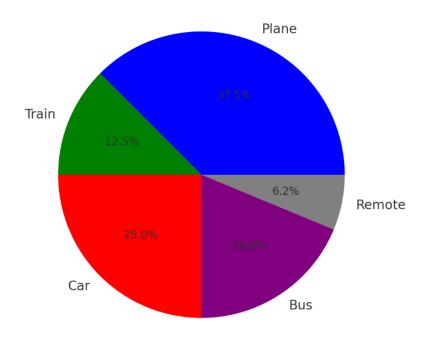
# [1] Carbon Footprint Tracking Table and Graphs

ONSORTIUM CO2 EN	NTTIONS				
eting	Name	Organization	Where did you travel from	What mode of transport did you use	Did you connect with out travelling? Where fro
t leunth	Lander Sminer Ocio	MUEMTA	21.9.23 Biban-Bidant-Biban and 22.9.23 Biban-Bidant-Biban	21.9.24 car driver and 22.9.24 car driver	
Search	Maite Corres Manero	KONFEXOOP	21.09.21 Vitoria-Gastelz - Bidart and 22.09.21 Bidart-Vitoria-Gastelz Candriver	Car - Nissan Casqui E-Power	
leunch leunch	Maria Grey Inena Wilesain Lonar	MUEMTA	2.13.22 Bilban Bilayt and 22.9.23 Bilayt Bilaya 2.13.22 Bilban Bilayt and 22.9.23 Bilayt Bilaya 2.13.22 Bilban Bilayt and 23.9.23 Bilayt Bilayta (Shara	Passenger with Lander.	no .
leunch leunch	Joana Videgain Luzar Imanol Nuñez	LIPSIA	-21.2.73 althou bidan-dilato and 27.9.7.3 althou bidan-tellato 210.2.13 perspectives dilato tellational (con tellato) and tellato and tellato tellato and tellato tellato and tellato	21.9.24 car passenger and 22.9.24 car passenger Car self-littee	100 m
leunch	Journa Videgain Luzar	KAYA	20.22 Sybelyd-Varian-Park diants (See same mode lock 25.5.)	Ol.3.24 Plans Bilbao - FRA - Helskinki + back + train Helsinki - Jyvasliyla OS.03 + 07.03 train: Jyvasliyla - Rovaniemi + 10.03 Train Rovaniemi - Helsinki	-
kundy	-Anu Manner	Timiakatamia/JAMK	20.9.25 ) yy feliglif Vantae Parti-Blantz (On same route bed; 23.9.)	JAF-vantae(hebinish) train, flight helisleki-parta and parta-blansttz	
leanth leanth	Soulard Justine Sinnance Manages	ID:	2.3.0.22 Train Fau Hilder and 22.9.23 Hilder Fau: 21.0.22 Train Fau Hilder and 22.9.23 Hilder Fau: 21.0.22 Train Fau Hilder and 22.9.23 Hilder Fau: 21.0.22 Train Fau Hilder and 22.9.23 Hilder Randonson	Train.	
t leunch	Vengets Kalleriotis	Clubs	23.3.23 INSIN Exception of the 23.3.23 Excepti	Car (PHEV), Plane, Car (Dissel)	
et leunch	Nilion Nilavos	Chies	20/08/2012 Assert Threadening, Trendening Open International Assert Threadening Open International Conference on the Con	Car (PHCV), Plane, Car (Depel)	
A.S workshop	Lander Jiminez Odo Maria Grev	MUEMTA MUEMTA	18.22.28 Bibas-Ofisti 18.22.28 Bibas-Ofisti	cardione cardione	
I,4,5 workshop I,4,5 workshop	Souland Justine	ID ID	18.12.3 Bittee-Ontil 18.12.3 Bittee-Ontil	Car alone	
& Sunrishme	Jérémie FAHAM	ESTIA	18.12.21 Stater Official	Or (with Alexandre THESAUD)	
A,5 workshop	Alexandre THEBAUD	ESTIA	18.12.23 Bilen ORell	Carr (with Minister FANANI)	
planning meeting	Maria Gray	MUENTA	26.01.24 Sopole-Offseti	Car afone	
1,4,5 workshop	Maria Grey	MUEMTA	31.01.24 Sopelie-Durango	car stone	
I,A,5 workshop	Altor Ferrelio	D4E MUEMTA	31.01.24 Mellette Durange	car alone	
A.5 workshop A.5 workshop	Maria Grey After Ferrefio	MUE MTA	3.03.24 Oursep-Skiet 3.03.24 Oursep-Skiet	cardiars with Alter cardiars with Maria	
A.5 workshop	Mar Rubio	LIFNA	ALLIANT VARINGE PRINTERS	Section Programme	Online from Pampiona
A.S workshop	Chelza Incouddine	ESTIA	31.01.24 Dayrome Oldert	sheady on site	and the state of t
I,A,5 workshop I,A,5 workshop	Soulard Justine Simmere Margaux	10	Train Pau-Jiden and Salari-Pau Train Pau-Jiden and Salari-Pau	Train	
A,5 workshop	Simarye Margaux	ID.	Train Sordmans-Bidert and Skient-Pau	Train	
onsortium meeting	Lander Jiminez Ocio		4.3.24 Bibao Helsinid	flight (It Shao - Arratendam - Heisinki)	
countly meeting	Maria Grev	MUEMTA	4.3,28 Biber Halibál	Right (ItBaro - Amsterdam - Helsinki) (Heturn: Helsinki - Frankfurt - Bilbaro)	
onsortium meeting	Lander Himmex Octo- Inena Wifessin	MUEMTA	5.3.29 Milkon-Boursaids	Train  2 States from Riffson to Heldrid via Marrieb. Train from Heldrid to boundarie. And return same States. Train from Soundaries to Heldrid.	
onsortium meeting onsortium meeting	Joena Videgain Maria Grey	MUEMTA	5.3.24 Bibar-Hebit 16-5 proscipts 5.3.24 Hebit 50-proscipts	2 migros from passes to measure we mustick, Train from Hebbiski to Jyveskyle, And return same flights, Train from Rovenierni to Hebbiski  Train	
cosoftum meeting	Maria Grey Mar Rubio	UPNA	3.5.29 Reports Anneana	Tritis 2 Bahta	
consortism meeting	Mar Rubio	UPNA	5.2.28 filministic dynamic grant grant	triin	
consortium meeting	Souland Justine	0	Par, withhird, Par	Trato: Pau - Bordeaux - Parts / Flant Parts - Helshild / Train Helshild - Jordshild / // Back: Train: Jordshild - Helshild - Helshild - Stockholm / Train: Stockholm	
comortium meeting	Southerd Justine	III.	P40 - REDING - P60	Trem: Peu - sorseeux - Peru / Pagns Parts - Heblinki / Trem Heblinki - Jyebskytk //// Back: Trem: Syebskytk - Heblinki - Stockholm / Trein: Stockh	aziote - Copeniagen - Hambourg - Offenbourg - Paris - Pau
consortium meeting	Sinnarye Manuaux	in.	Bordessus - Hellands - Bordessus	Train : - Bordesuce - Parks / Filant Parks - Helsinki / Train Helsinki - Jordakvili / // Back : Train : Jordakvili - Helsinki / Ferry : Helsinki - Stockholm / Train : Stockholm /	by Constitutes, Hamburg - Offenbauer - Port. Academic
	annarr margatic	10	MATAGEMENT TERROTON - Reproduction	The contract of the contract o	an - Cohemitin - Lancourt - Community - Lane - Accounts
consortium meeting	Mar Rubio	UPNA	8.3.24 įvymigis rieklinii	train	
consortium meeting	Mar Rublo	UPNA	8.3.24 Hellahili Amsterdem 8than-Panglone	2 fighterer	
consortium meeting	Juhane DASCON Juhane DASCON	ESTIA ESTIA	O4.03.2 # Newton Parts - Harder Street - Parts	2 flights + car (With Alexandre, Jérémie & Chelza) Car (With Alexandre & Chelza) < 2 flights	
conortium meeting conortium meeting	Juhann DASCON Alexandre THEBAUD	ESTIA	10.03.24 Jyyenilia Helinis Ferin Glaritis. 04.03.24 Giyenilia Ferin Glaritis. 04.03.24 Giyenilia Ferin Glaritis.	Car (With Alexandre & Chelia) + 2 flights 2 flights + car (With Juhane, Mnemie & Chelia)	
consortium meeting	Alexandre THEBAUD	ESTIA	10.03.24 (yearlife-Helsink) Parts Blands	Car (Mith Juhane & Chelta) + 2 flights	
consortium meeting	Jérémie FARIAM	ESTIA	O4.03.24 Elantia Parti-Halariki-Iyeaskila	2 flights + cer (With Alexandre, Julyane & Chelos)	
consortium meeting	Jérémie FAHAM Cheira Inmusérine	ESTIA PSTIA	10.03.26 Nywalida-Halinida-Para-Blantz  10.03.26 Nywalida-Halinida-Para-Blantz  10.03.26 November National Nati	Yndro v 2 Rights 2 States a ser Orith Johann, Sinimis & Alexandrol	
comortium meeting	Cheiza Introuddine Cheiza Introuddine	ESTIA	04.03.24 Biantits-Paris-Historits-year-Ma	2 flights + car (With Juhane, Jénémie & Alexandre) Car (With Juhane & Alexandre) + 2 flights	
consortium meeting	Altre Ferrein	DAF	All All States Allians	Set youth content to consequence * a regions : Trains & Res	
consortium meeting	Malalen Mendizabal	DIE	4.3.4 Countie Blac	OH .	
consortium meeting	Altor Ferrello	D4E	4.1.24 Efficie Hobiski	flight (Bibse - Munich - Hebinki)	
consortium meeting	Maialen Mendirabal	DAE	8.2 N Riber Indials	fight (Mibae - Munich - Helseld)	
competitum meeting	Majalan Mandirabal	DAE	Out. or measure-greating	Trade	
consortium meeting	Vengelis Kalleniotis	CluBE	DS/03/2024 Kozani-Thessaloniki, Thessaloniki Helsinki (transfer at Athens), Helsinki - Iyvaskyls08/03/2024 The same trip, but in the opposite direction	Car (Pher), Plane, Train	
consortium meeting	Sofia Pourl	Clube	05/03/2024 Thesisdoniki Helsinki (transfer at Atlenni, Helsinki - Jyasskyla08/03/2024 The same trib, fast in the opposite direction 03/03/2024 Thesisdoniki-Atheni-Zockholm-Helsinki (flight) 06/03/2024 Helsinki-Tyesskyla by car (cancalled flight) 07/03/2024 yayaskyla-Helsinki (flight), Helsinki-Thesisdoniki (flight)	Plane, Trale	
comortium meeting	Karampounarioti Mari Karakou Marine	KEK ORAMA	03/03/2024 Thesis dorsité. Atheres - Social horistic (Magint (INC)/2024 Harinski - Ayessis feet by care (consolled flight) 07/03/2024 Ayessis/sid-Harinski (flight) (INC)/2024 Harinski - Ayessis feet by care (consolled flight) 07/03/2024 Ayessis/sid-Harinski (flight) (INC)/2024 Harinski - Ayessis/sid-Harinski - Ayessis/s		
task Force Meeting	Mar Bubin	LIPNA	24/4/2004 Parakina Bidart Parakina	Car self-drive	
lask Force Meeting	Justine SOULARD	10	24/4/2024 Pau-Bidart-Pau	Train	
Fask Force Meeting Fask Force Meeting	Jérénte FAHAM	ESTIA MUE MTA	2A/4/2024 Arboines-Bartta-Ridari 2A IA II 2A III 2A II	rental minibus (and I picked up Jame & Tapu from Blanttz to Biblert) Car (One-way with Clubs and one-way alone)	
Task Force Meeting	Maria Gray Tapu Holttinen	Thereis steer a DAMY	24.0.4 Bitted-distant distant 23.4. pyliský Helsinis (par) Helsinis-Paris-Blametz (Right) - 26.4. Blametz-Paris-Helsinis (Pight), Helsinis-Dychisylli (par)	Car (with Janne), plane	
ask Force Meeting	James Roilles	Timiskatemia/JAMK	2.3.4. years/se-manus/car) - menuro-vara-searmet (regret) - 2.0.4. searrett - varie - retainen (regret), retainen years/searmet (regret) - 2.0.4. searrett - varie - retainen (regret) - varie - var	Car (with Yacol, plane	
Task Force Meeting	Margaux SPINATVE	ID	24/4/2024 Pennor-Bidant-Penner	Tues	
lask Force Meeting	Vangells Kallaniotis	CluBE	23/04/2024 Kozari-Thessaloniki, Thessaloniki-Bibao (transfer at Frankfurt), 24/04/2024 Bibao - Biarritz, 26/04/2024 Bibao- 27/04/2024 Bibao- Thessaloniki (transfer at Frankfurt), Thessaloniki - Kozari	Car (Petrol Shared with Christina), Plane - City Bus, Cer (Diesell(shared with Maria and Christina), Fibbus, City Bus - Plane, Cer (Petrol Shared with Christina)	
Task Force Meeting Task Force Meeting	Christina Blachava Sofia Pouri	CMBE	25/04/2024 Knoeni Thesseloniki, Thesseloniki	Car (Petrol Shared with Vargells), Plane - City Bus, Car (Diesel)(shared with Marie and Vargells), Fishus, City Bus - Plane, Car (Petrol Shared with Vargells)	
consortium meeting	Chelza Intouddine	ESTIA	03/03/2024 Starttz - Park (State), Park - Athines (State), Park - Athines (State), Park - Athines (State), Park - Starttz (State), Park - State (State), Park - Starttz (State		
consortium meeting	Jérénsy Legardeur	ESTIA	03/09/2024 Blantts - Paris (Right), Paris - Athlenes (Right), Athl		
consortium meeting	Juhane DASCON	ESTIA	05/09/2024 Starritz - Paris (flight), Paris - Athènes (flight), Athènes - Thesselonis (flight), Paris - Biantz (flight), Paris - Biantz (flight)		
consortum meeting	Tapu Holttinen Anu Manner	Timiskatemia/IAMK Timiskatemia/IAMK	3/3/2015 Apriliability State Service Committee on the Committee of State	024 Thessatonia (Right) - Interior (Right) - Helsinki (Right) - Jyváskylk (car with Anu) 024 Thessatonia (Right) - Interior (Right) - Interior (Right) - Indiciola (our with Anu)	
consortum meeting	Susana Uniaure	MUEMTA	ONLINE		YES - from Billion
consortium meeting	Any Menner	Timiskatemia/IAMK	3/9/2024 Jyukskijk (test from home, private car from home- train to Helsinki) - Helsinki (Right) - Istanbul (Right) - Thessalonfil (Right) - Satista (car with Jenny, Tapu and Iordana), 5/9/2024 Satista (car with Jenny, Tapu and Iordana) - 6/9	/2024 Thesseloniki (flight) - Istanbul (flight) - Hebinki (flight) - Jyvkskylk (car with Tapu)	
consortum meeting	Mar Rubio Mar Rubio	UPNA	2/9/2024 Perspinse #Blac Athers Theselectki Kozani (then on to Sathsta 4/9/24)	Bus to Bilbon +2 planes (Athens & Thesselon&) + tast to Kozani and car shared with Vangelis and Sofia back and forth to Siastia	
consortum meeting	Mar Rubio Maria Grey	UPNA MUEMTA	6/9/2004 Kozani—>Themadoniki—>Atherns—>Bilbao — # emplons From Bilbao to Atherns and Atherns to Themadoniki in plans. Thessaloniki in car (hybrid petro) (With Maislers and Joses). The return the same.	tasi from Kosani to Thesalociki, two planes (to Athers & Bilboo), tasi back from Bilbao to Pampiona  Car (dexel) Sope to Bilbao Airport. Plane Bilbao - Athers - Thessaloniki. Car (frybrid petrol) Thessalonik to Siatisa (with Malalen & Joans). The return the same	
consortum meeting	Joana Videgain	MUEMTA	From this or America and America (Frankfort in plants, Thesislandisk in an off (regions person) (with resistant and Joseph, for resistant the same.  From this or Thesislandisk in Frankfort in plants, Thesislandisk in an or (hybrid person) (with Maria and Joseph, The retirem the same.	Car (diesel) Sope to Bibao Airport, Plane Bibao - Athera - Thessalonial, Car (frythid petrol) Thessalolini to Statisa (with Malalen & Joana). The return the same	
		m	02/09/2024 Bordeaux - Parks (Train): Parks - Thessaloniki - Karani / Shuseloniki - Kozani - Sarika (Taxii)   05/09/2024 Sizikas - thessaloniki (Sari - 06/09/2024 Thessaloniki - Parks (Bahri - Parks - Bordeaux (Train)		
opportun meetis-	Monage Bouer		OZ/UN/2014 DOTERNO, PATE [TREND, PATE   TRENDEDGE   TRENDEGE   TRENDEDGE   TRENDEGE   TRENDEDGE   TRENDEGE   TRENDEDGE   TRENDEGG   TRENDEGG   TRENDEGG   TRENDEGG   TRENDEGG   TRENDEGG   TRENDEGG   TRENDEGG   TRENDEGG   TR		
consortum meeting	Morgane Bouger Jérémie FANAM	ESTIA		By our, Euro & Diesel	
consortum meeting	Vangelis Kallaniotis	CMBE	4 and \$/09/2004 Kozani to Slatista and back		
consortum meeting consortum meeting consortum meeting	Vangelis Kallaniotis Sofia Pouri	CMRE	4 and \$007,000 Kozantin Seletita and Back 4 and \$007,000 Kozantin Seletita and Back	By car, Euro & Clesel	
onsortum meeting onsortum meeting onsortum meeting onsortum meeting	Vangelis Kallaniotis Sofia Pouri Nikos Ntavos	CMRE CMRE CMRE	4 and \$109,7004 Kozeni to Stellota and Back 4 and \$109,7004 Kozeni to Stellota and back 4 and \$109,7004 Kozeni to Stellota and back 4 (\$100,0002 Kozeni to Stellota and back 4 (\$100,0002 Kozeni to Stellota and back	By Car, PHEV	
onsortum meeting onsortum meeting onsortum meeting onsortum meeting	Vengells Kallaniotis Sofia Pouri Nikos Ntavos Dimitris Silikas	CMRE CMRE CMRE CMRE	4 and 500/2016 forest to Settins and milk. 4 and 500/2016 forest to Settins and milk. 4 and 500/2016 forest to Settins and milk. 4 bit of the settins and the settins and back. 4 bit of the settins and the settins and back. 6 bit of the settins and the settins and back. 6 bit of the settins and the settins and back. 6 bit of the settins and back.	By Car, PHDV By Car, PHDV	
onsortum meeting onsortum meeting onsortum meeting onsortum meeting onsortum meeting use 1 TEAMIT+ use 1 TEAMIT+	Vangelis Kallaniotis Sofia Pouri Nikos Ntavos	CMBE CMBE CMBE CMBE ESTIA FSTIA	4 and 19/07/2014 Reports Signition and bank 5 and 19/07/2014 Reports Signition and bank 5 and 19/07/2014 Reports Signition and bank 5 and 19/07/2014 Reports Signition 2014 Report Signition and 19/07/2014 Reports Signition 2014	By Car, PHEV	
conscrium meeting conscrium meeting conscrium meeting conscrium meeting conscrium meeting ule 1 TEAMIT + + 1 TEAMIT +	Vengelis Kelleniotis Sofia Pouri Nikos Nitavos Dimitris Sillias Chelza Inzouddine Jérémie Fabam Maria Gray	CME CME CME CME ESTIA MUE	4 and 1/4/2/2/20 Excent to Spatistic and back 4 4/4/2/20/4 Excent to Spatistic and back 4 4/4/2/20/4 Excent to Spatistic and back 4 4/4/2/20/4 Excent to Spatistic and back 5 2/4/2/20/4 Excent to Spatistic and back 5 2/4/2/20/4 Excent to Spatistic and back 5 2/4/2/20/4 Experts - Backet suphased and subscient 5 2/4/2/20/4 Experts - Backet suphased an	By Cac, PMEV By Cac, PMEV Grahamed Wish, Melmin Faham Car shared wish, Melmin Faham Car shared with Ordina Institution	
consortum meeting consortum meeting consortum meeting consortum meeting consortum meeting ule 1 TEAMIT+ ule 2 TEAMIT+ ule 2 TEAMIT+ ule 2 TEAMIT+	Vengells Kallaniotis Sofia Pouri Nikos Nitavos Dimitris Silikas Chetza Inzouddine Jerimia Fabam Maria Gray Erika Rauter	CARE CARE CARE CARE ESTIA MUE ESTIA	4 and 19(10)/2016 fearer th synthem and bank 4 and 19(10)/2016 fearer th similar and bank 4 400/2016 fearer th similar and bank 4 400/2016 fearer th similar and bank 5 400/2016 fearer th similar and bank 5 400/2016 fearer through the similar and bank 5 400/2016 fearer through the similar and bank 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	By Car, PHICV Hysica, PHICV For Shared with Justice in Fallam Car shared with Onloan boundative Car shared with Onloan boundative Car shared with Onloan boundative	
consortum meeting consortum meeting consortum meeting consortum meeting consortum meeting consortum meeting side 1 TEAMIT + 61	Vengelis Kelleniotis Sofia Pouri Nikos Nitavos Dimitris Sillias Chelza Inzouddine Jérémie Fabam Maria Gray	CME CME CME CME ESTIA MUE	4 and 19/00/2018 Reports Signification and bank 4 and 19/00/2018 Reports Signification and bank 4 All/2018 And 19/00/2018 Reports Signification and bank 4 All/2018 And 19/00/2018 And 19/	By Cac, PMEV By Cac, PMEV Grahamed Wish, Melmin Faham Car shared wish, Melmin Faham Car shared with Ordina Institution	
consortium meeting consortium meeting consortium meeting consortium meeting consortium meeting uie 1 TEAMIT = uie 2 TEAM	Vengells Kallaniotis Sofia Pouri Nikos Nitavos Dimitris Silikas Chetza Inzouddine Jerimia Fabam Maria Gray Erika Rauter	CARE CARE CARE CARE ESTIA MUE ESTIA	4 and 19/00/2018 former to Seption and bank 4 and 19/00/2018 former to Seption and bank 4 4/00/2018 former to Seption and bank 4 4/00/2018 former to Seption and bank 4 4/00/2018 former to Seption to Seption and 19/00/2018 5 1/00/2018 former to Seption placement of undersord 5 1/00/2018 former to Thomasterial (Bellet or Thomasteri	By Car, PHICV Hysica, PHICV For Shared with Justice in Fallam Car shared with Onloan boundative Car shared with Onloan boundative Car shared with Onloan boundative	
consortium meeting consortium meeting consortium meeting consortium meeting consortium meeting to consortium meeting to consortium meeting to the TEAMIT + LEAMIT + LEAMIT + LICE 2 TEAMIT + L	Vengells Kelleniotis Solla Pouri Nilson Nitavos Dientris Silfias Chelas Inzouddine Jerienia Faham Maria Grey trika Reuter Chelas Inzouddine Chelas Inzouddine	CMRE CMRE CMRE CMRE ESTIA MUE ESTIA ESTIA ESTIA ESTIA	4 and 1990/2018 fearing to signific and bask of 1990/2018 fearing to since and bask of 1990/2018 fearing to 1990/2018 fearing to since and bask of 1990/2018 fearing to 199	No Can Pills Can	
conscrium meeting conscrium meeting conscrium meeting conscrium meeting ule 1 IEAMII - ule 1 IEAMII - ule 2 IEAMII - ul	Vangelis Kallaniotis Solla Pouri Nikos Nikeros Dimitris Silkas Cheltza Iranuadine Jérémie Fabam Mella Gray Erika Reuter Cheltza Iranuadine Chelta Iranuadine Erika Reuter	CAME CAME CAME CAME CAME ESTIA ESTIA ESTIA ESTIA ESTIA	4 and 1900/2018 fearers to Septime and bank 4 AU/000/2018 fearers to Septime and bank 4 AU/000/2018 fearers to Septime and bank 4 AU/000/2018 fearers to Septime and the Septi	To Can PUID  To Ca	
conscrium meeting conscrium meeting conscrium meeting conscrium meeting conscrium meeting use 1 ITAMIT- use 2 ITAMIT-	Vengels Kalleniotis Sofia Pouri Nicol Nizeros Diestris Silikas Chelta Inzoudine Jérémis Faham Maria Gray Erika Reuter Chelta Inzoudine Erika Reuter Shatia Marwam	CAUSE CAUSE CAUSE CAUSE CAUSE ESTUA	4 and 1997/2018 foreign to Spritter and Issa' 4 and 1997/2018 foreign to Spritter Issa' 4 and 1997/2018 foreign to Spritter Issa' 4 and 1997/2018 foreign to Spritter Issa' 5 and 1997/201	The Can PIUS  The Can PIUS  The Can PIUS  Can show with Minimized Palaisa  Not restry  Not restry  Not restry	No.
conscrium meeting conscrium meeting conscrium meeting conscrium meeting use 1 TEAMIT- use 1 TEAMIT- use 2	Vangels Kallaniotis Sofia Pouri Nikos Nikeros Diestris Silkas Chelta Inzouddine Jerima Faham Meria Gray Lefua Router Chelta Inzouddine Chelta Inzouddine Erika Reuter Shalla Maryam Mar Bubbo Vares	CMBE CMBE CMBE CMBE ESTIA	4 and 1997/2018 fearer to Seption and bask 4 and 1997/2018 fearer to Seption and Dank 4 and 1997/2018 fearer to Seption and Dank 4 ANY/2018 fearer to Seption and Dank 4 ANY/2018 fearer to Seption and Dank 5 ANY/2018 fearer	To Can PUID  To Ca	2
conscrium meeting consortium meeting consortium meeting consortium meeting consortium meeting use 1 TEAMIT + 1	Vengels Kalleniotis Sofia Possi. Nikon Ntavos Diestris Silkas Chelta Inzouddine Herima Faham Maria Gray Evia Reuter Chelta Inzouddine Erika Reuter Shazia Marjam Mar Rubio Vares Maria Gray Maria Gray	CAUTE CAUTE CAUTE CAUTE ESTITA MUE	4 and 100/2016 Receive to Septime and bank 4 and 100/2016 Receive to Septime and plant 4 and 100/2016 Receive to Septime and plant 4 AND/2016 A septime to Septime and 100/2016 4 AND/2016 A septime and 100/2016	To Can PUID  To Ca	:
encorfum meeting encorfum meeting encorfum meeting encorfum meeting encorfum meeting en TEAMIT- in 2 TEAMIT- in 3 TEAMIT- in 2 TEAMIT- in 3 TEAMIT-	Vengelis Kallenfortis Sofia Pouri Nikon Nitavos Dientris Sillias Chelta Insouddine Jérémin Febare Maria Gray Erika Reuter Chelta Insouddine Erika Reuter Shazia Maryum Mar Rubbo Varess Maria Gray Jérémin Falbo Varess Maria Gray Jérémin Falban	CAME CAME CAME CAME ESTIA ESTIA MUE ESTIA ESTIA MUE ESTIA UPHA MUE ESTIA ESTIA ESTIA ESTIA ESTIA ESTIA ESTIA	4 and 1997/2018 fearners Seption and bask 4 and 1997/2018 fearners Seption and bask 4 and 1997/2018 fearners Seption and bask 4 by 1997/2018 fearners Seption and bask 4 by 1997/2018 fearners Seption and bask 4 by 1997/2018 fearners Seption and bask 1997/2018 fearners Seption and bask 1997/2018 fearners Seption 1997/2	No Can PIUS  Carl Anne and Markenin Falance Gar Anne and Markenin Falance Gar Anne and Markenin Falance Gar Anne and Markenin Falance Gardenin and Gardenin Markenin Gardenin and Gardenin Markenin Gardenin and Gardenin	
conceilum meeting monocilum meeting monocilum meeting monocilum meeting conceilum meeting consceilum meeting consceilum meeting che 1 TEAMITI che 2	Verges kallentets Sofia Prost. Nilson Nilson Nilson Nilson Silson Silfian Chella I standard Landard Ariente I falson Maria Gray Erika Reuster Chella I rasouddine Chella I rasouddine Erika Reuster Shasia Maryem Mari Rubo Viens Maria Gray Jerimiy Ligandeur Jerimiy Ligandeur Jerimiy Ligandeur Jerimiy Falson Juliane Disson	CARE CARE CARE CARE ESTIR	4 and 100/2016 known's britished and bask 4 and 100/2016 known's britished and bask 4 and 100/2016 known's britished and bask 4 britished and 100/2016 known's britished and bask 4 britished and 100/2016 known's britis	The Can PIUS  The Can PIUS  For A provided to Manage Falsan  Can show with Manage  The Manage Falsan  The Manage Falsan  Manage Fa	:
onscribum meeting on 1 TRAMITI uite 2 TRAMITI uite 3 TRAMITI uite	Vergest Sollentetts Solle Frout Nilson Nilson Solle Frout Nilson Nilson Sollentetts Stillias Chellas Instruction Maris Gray Eritia Resulter Chellas Instruction Chellas Instruction Chellas Instruction Maris Gray Jerinsty Lagordeur Sollentett Sol	CAME CAME CAME CAME ESTIA ESTIA MUE ESTIA ESTIA ESTIA UPHA MUE ESTIA UPHA MUE ESTIA ESTIA UPHA MUE ESTIA ESTIA ESTIA UPHA MUE ESTIA	A and MORPHIS Receive th Section and Machine A CANODISC Asserted the Section and Machine A CANODISC Asserted the Section and Machine A CANODISC Assert the Section A CANODISC	The Care PUTC  The Care PUTC  For All Annual Putch Annual Putch  Care Annual Annual Putch Annual Putch  Care Annual Annual  Care Annual Annual  Annual  Care Annual Annual  Annual  Annual  Annual  Care Annual  Annual  Annual  Care Annual  Annual  Care Annual  Annual  Care Annual	No.
conscrium meeting conscrium meeting conscrium meeting conscrium meeting conscrium meeting use 1 ITAMIT- use 2 ITAMIT-	Vergest Sollminste Solla Prost. Nilson Nitzero Dereitts Sillias Challas Introuddine Jarienta Faham Maria Gray Ericha Reuter Challa Insteadine Challa Insteadine Erika Reuter Shasia Maryam Maria Gray Jarienty Ingendeur Jeremin Faham Juliane Disson Sudana Zubliswer Sudana Zubliswer Maria Sudana Zubliswer Maria Maryam Maria Challas Introudine Sudana Zubliswer Maria Maria Maria Maria Maria Maria Maria Maria Maria Disson	CAME CAME CAME CAME ESTIA ESTIA MUE ESTIA ESTIA ESTIA UPHA MUE ESTIA UPHA MUE ESTIA ESTIA UPHA MUE ESTIA ESTIA ESTIA UPHA MUE ESTIA	4 and 100/2016 known's britished and bask 4 and 100/2016 known's britished and bask 4 and 100/2016 known's britished and bask 4 britished and 100/2016 known's britished and bask 4 britished and 100/2016 known's britis	The Care PUTC  The Care PUTC  For All Annual Putch Annual Putch  Care Annual Annual Putch Annual Putch  Care Annual Annual  Care Annual Annual  Annual  Care Annual Annual  Annual  Annual  Annual  Care Annual  Annual  Annual  Care Annual  Annual  Care Annual  Annual  Care Annual	:



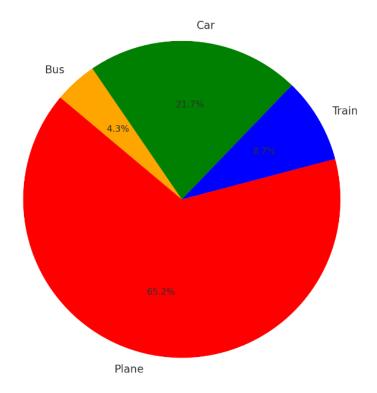
Distribution of Transport Modes: Displays the number of trips taken by each mode of transport.



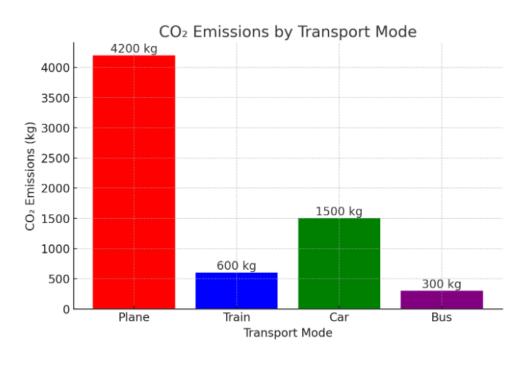


Proportion of Transport Modes: Shows the percentage distribution of different modes of transport.





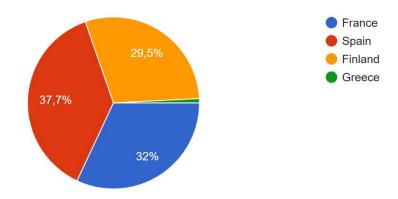
CO2 Emissions by Transport Mode: Shows the percentage distribution of different transport modes



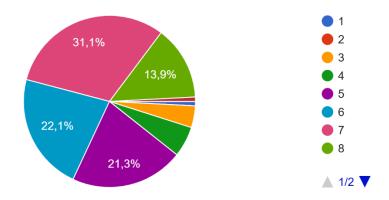
This graph displays CO<sub>2</sub> emissions in kilograms for each transport mode.

### [2] Self-evaluation assessment before participating in M1

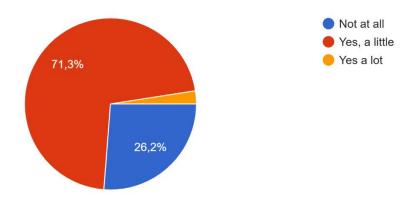
In which country will you be participating? 122 réponses



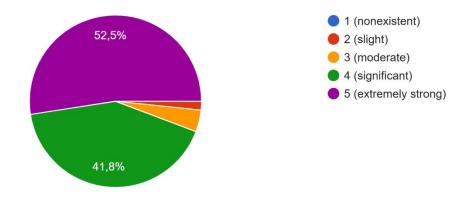
1. If you had to rate your general knowledge of the environment and climate change out of 10 (1 very poor, 10 expert)



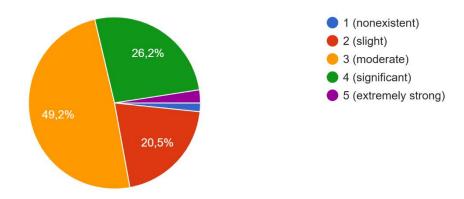
2. Do you feel that you have a good awareness of environmental legislation and policies? 122 réponses



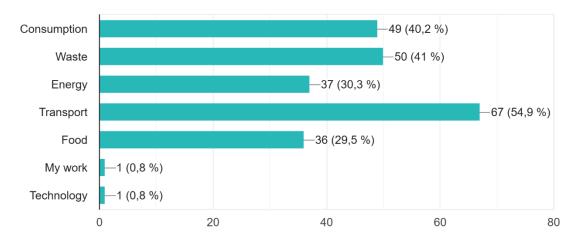
3. What impact do you think human activities have on the environment? 122 réponses



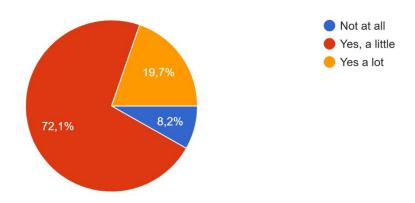
4. In your opinion, what impact does your personal behaviour have on the environment? 122 réponses



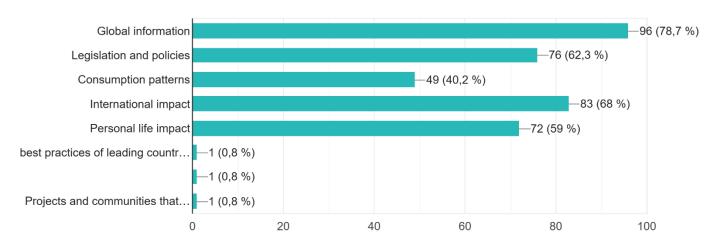
5. In which areas do you think you have the greatest negative impact on the environment? 122 réponses



6. Do you think you are making an effort to reduce your negative impact on the environment? 122 réponses



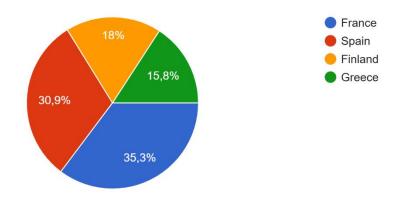
7. What do you expect to learn about the environment at this event? 122 réponses



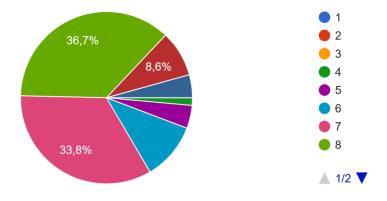
### [3] Self-evaluation assessment after participating in M1

In which country did you attend?

139 réponses

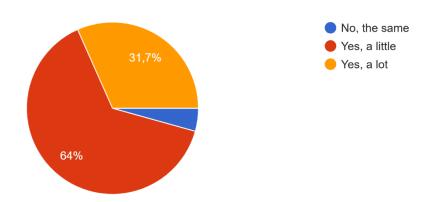


1. After the event, if you had to rate your general knowledge of the environment and climate change out of 10 (1 very poor, 10 expert)

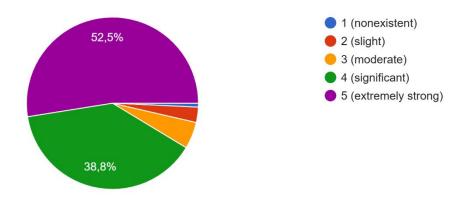


2. Do you feel that you have a better awareness of environmental legislation and policies after the event ?

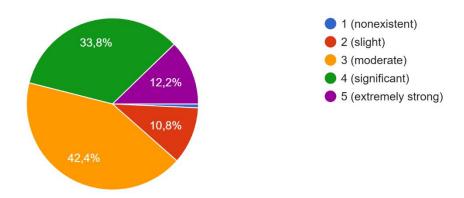
139 réponses



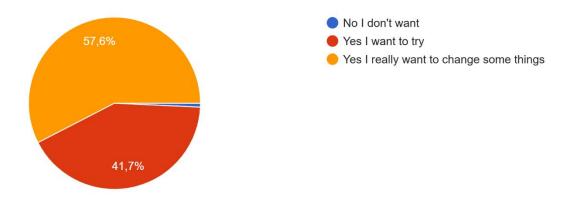
3. After the event, what impact do you think human activities have on the environment? 139 réponses



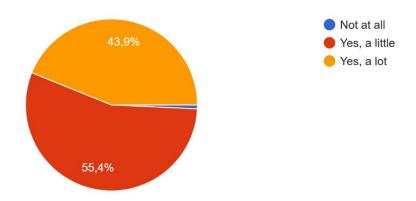
4. Now, in your opinion, what impact does your personal behaviour have on the environment? 139 réponses



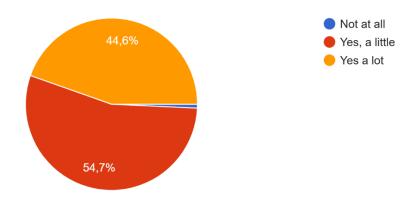
5. Do you want to make more efforts to reduce your negative impact on the environment? 139 réponses



6. Has this event taught you things you didn't know about the environment and solidarity? 139 réponses

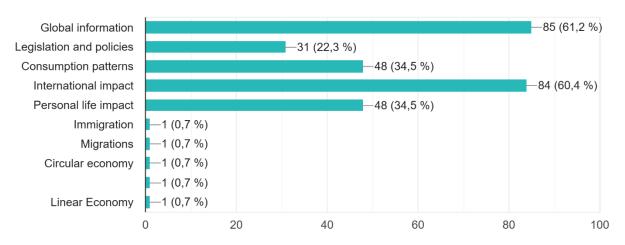


7. Do you feel that you have improved your knowledge about the environment and solidarity thanks to the event?



### 8. What subject(s) did you learn most about at this event?

139 réponses



# 10. Do you have any comments to add about the evolution of your knowledge about climate (or its expectation)?

29 réponses

The activities helped to reinforce previous knowledge I had and even more to help me understand better other topics

Can't wait to participate to the 2nd module!

No

Certainly! Over time, my understanding of climate issues has deepened significantly. Initially, I viewed climate change primarily through the lens of individual actions, like recycling and reducing waste. However, I've come to recognize the complex interplay between local and global factors, such as policy decisions, economic systems, and social behaviors.

I really enjoyed the M1 and I met a lot of interesting people who also taught me new things.

Before coming to the event I thought I had a great amount of knowledge regarding to climate change and sustainability, and now I realise I have so much to learn about.

It was really dynamic which helped to understand the concepts better.

i would like to be implicate well

I have become aware of the magnitude and urgency of climate challenges, including the interconnectedness between climate and biodiversity.

I'm glad to be with you to learn more

I learned a lot about the environmental impact and how to calculate it to know if a solution is significant or not

J'ai appris que nous devons tous mutuliser nos efforts pour converger vers un développement plus responsable affin d'assurer la survie des générations futures.

my knowledge has improved with respect to my arrival at the event, as I have been able to learn about the real impact of our actions and that it is possible if we make a global effort to avoid major consequences, so I would like to be able to contribute ideas and knowledge to promote these actions.

None

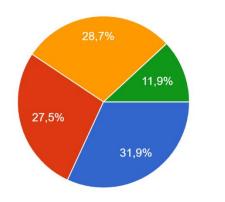
I've learned a lot about peoples different points of view

Thank you! I learned a lot and can't wait for the next modules!

it was very informant and i learnt many things. Also i would like to try to make more efforts to reduce your negative impact on the environment

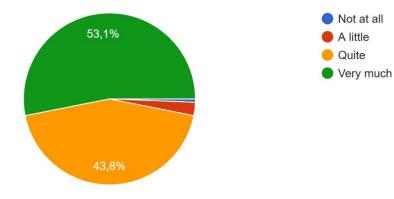
## [4] Satisfaction questionnaire M1

In which country did you participate ? 160 réponses



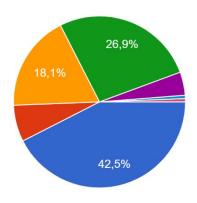


Overall, did you enjoy the event?



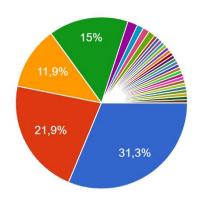
#### What was your favorite part?

160 réponses



- The climate negociation simulation (morning)
- The circular economy collage
- The climate justice roleplay
- The migrations game
- The presentation of local inspiring projects
- Food
- Keynote speaker Hanna Liimatainen

### What did you like least?



- The climate negociation simulation (m...
- The circular economy collage
- The climate justice roleplay
- The migrations game
- Nothing
- nothing
- **O** -
- I liked everything
- ▲ 1/4 ▼

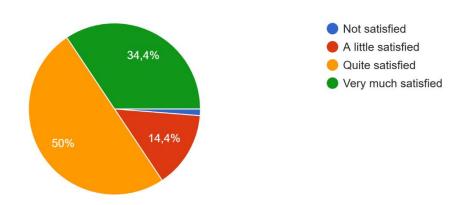
- Presentation of the projects were not...
- neither
- Lunch time
- I liked them both but I didn't participat...
- The vegetarian lunch
- I would have liked to discover the diffe...
- The videos
- The presentation of local inspiring proj...
- ▲ 2/4 ▼

- The lunch
- everything was interesting to me
- Entiiä
- None
- we did not have time to do the 3 game...
- I liked all the activities
- I liked al the activities
- ▲ 3/4 ▼

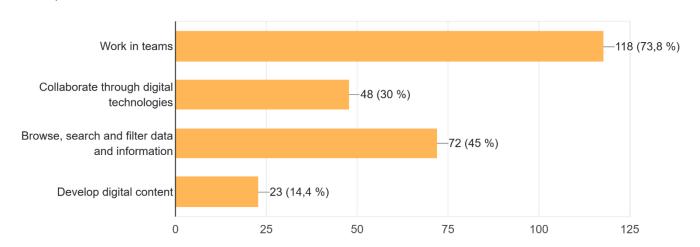
- I loved everything from the beginning to the end
- The presentation of local inspiring proj...
- Everything was good
- Selecting the videos of different projects
- Nothing was bad
- The frist part of the event
- N/A
- ▲ 4/4 ▼

### What did you think of the logistics?

160 réponses



## Select the skills you think you developed/improved during this event : 160 réponses



160 réponses
NO
No, I don't have any feedback for improvement. I was very satisfied with the event; it was well organized and comprehensive. Thank you for such a well-prepared experience.
Nothing that comes in mind.
Very nice event
Good food
Por ahora no
Perfect, I learned a lot during the day. Especially in the morning, it was very interesting to see the different sliders we'll have to modify to achieve the greatest impact.
Have more time in the morning to know each other
séparer les ateliers dans différentes salles afin de mieux s'entendre et profiter du débat pleinement
Je pense que les ateliers n'étaient pas assez animés
Nothing, it was great
a shorter day
I really liked seeing the outcome of the environment solutions that we proposed
More interaction
Allow all afternoon activities to be pooled and that each team gives feedback on its activity to the other participants of other activities.
I don't have.

Do you have any feedbacks or remarks of improvement?

Enjoy it
No, that was very good
Good event
find a better place
It would be better if they were better organised
EN-ROADS was a really good exercise to raise the different critical points/indicators to enhance the global environmental situation. However (for the french session), it's a shame we didn't give any perspective to the figures we were talking about (e.g. carbon tax >240€/ton which is not realistic), I guess it would have be better to be less binary while using indicators (it's obvious that nobody will agree on 100% electrification of transports.) and to emphasis that the only achievement from the last COPs has been to reduces coal consumption only Maybe it would have been better to do the EN-ROADS simulation the whole day.
Very good
I really liked the M1 and I met a lot of new people.
Wonderful day
Thank youuu
The organisation of the lunch, there was not enough room for everyone to be seated at a table
I learn a Lot about this topic , it was grate to meet people who know diferente information about it.
More previous information about the activities
Was fun!
Morning could have had more breaks in my opinion
Perhaps more time to interact with all the participants

The migration game resulted a little bit short, more time would have been very interesting to continue talking about the topic a discussing our opinions The morning was quite large The food was amazing too!! Ça aurait été bien de faire une synthèse à la fin avec toutes les activités faites entres les groupes pour voir les différents points en commun en fonction des thèmes Just to find it in the morning it wasn't clearly signed but it was fine The only thing is the time, I would liked to have more time in the roleplay, it was so amusing Good day! None The organization was very good. Everything ran smoothly, and the flow of activities was excellent. The spaces were comfortable, and the atmosphere was positive. Additionally, the speakers were great, and the information provided was very helpful. Overall, it was an excellent experience! I think that a full day of the EN ROADS game could have been great, we could go further in each indicators and have a better comprehension of the stakes. Otherwise the afternoon games were great and it wasn't déjà vu. I would like the simulations to be more accurate, something that can actually be done. The afternoon room was small for 3 workshop

Make an effort for the lunch

maybe yes

Maybe little more time for the first task.

It was wonderfully organized, specially for being the first time for this event. I answered that I liked the least the "Climate Negotiation Simulation" but it's because it's a very broad activity for such a short time, but it was very well organized for the available time. Kudos to the organizers and helpers both nationally and internationally, it was great:)

It was a really nice day, and I'm sure it has been impactful for many people

was very cool

More time for working in the group in the morning. The subject is very hard to talk about and present it in english, which needs a lot more time for preparations

durant le déjeuner, essayer de mettre plus de tables

No, it was okay

The opening of the day was not realy interactive, we were not told a lot about the videos we watched, so I would improve the welcoming and the opening of the event.

Maybe More even little breaks

No, from my point of view was good organized and I enjoy it a lot , I was fascinated of the things that I learned

The time to begin

Roleplay game felt "halfway" done.

Schedule would be more flexible together

I liked the form of learning new things and the different games

Everything has been fine

Everything was okay:)

Work in teams was pretty nice

To have the ice breaker after the lunch was good to awake people

No I don't have

It was everything okey

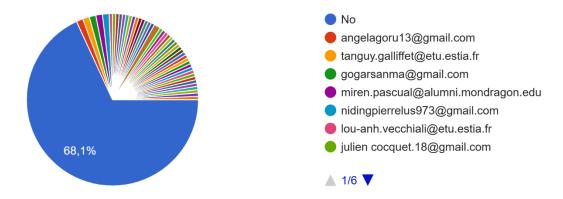
No, everything was good

idk

No, I haven't

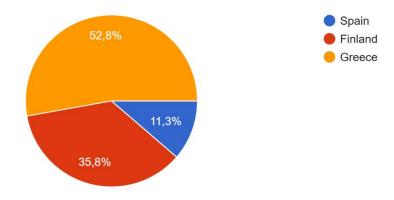
I learned a lot today and it was good reminder that we can change things starting from ourselves.

Can we include you on a focus group that will be interviewed to review the module later? If yes, please write your email adress on "other"

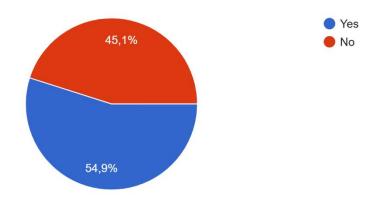


## [5] Satisfaction questionnaire M2

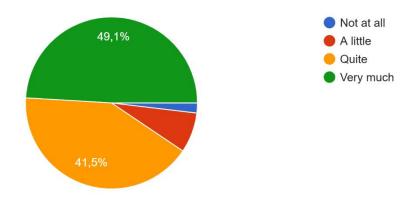
In which country did you participate ? 53 réponses



Did you participate on the Module 1 of TEAMIT+? 51 réponses



## Overall, did you enjoy the 24h of innovation event? 53 réponses



#### What was your favorite part?

53 réponses

### Pitching

The cases were very good

Getting in touch with real companies

The event had a clever layout and was a good opportunity to work with people I wouldn't normally do.

Working in teams

my favorite thing was getting to know new people.

The work phase and the award ceremony

Solving the problem and working in teams.

Communicating with my team in order to provide a coherent plan. Based on real life data with a twist of creativity and innovation

Innovating with a new team
Pitching and food
Project presentation
i like to work with new people
Working with different people than normally
Choosing Company
My favorite moment was when we managed to pass the task and the fact that the coach herself liked it very much
Working with the team
The whole amazing experience at the competition
Innovation
The enjoy and the team spirit that we have acquired.
Working on your teams challenge
It's hard to pick just one, but definitely the best part was the discussions and idea exchanges with so many interesting people!
Getting to explore the topic given to us
The end
presenting our project
Meet participants from different parts

The group work
Comming together with the team and working towards a shared idea
doing our own project planing
The knowledge
Conversing with the company representatives about the problems and coming up with the solution
I met new people and I cooperate with them
Working in groups with new people
The interaction with the company
The ending show
None
The presentaton
The part where we discussed the problem with the company's representative
The presentation
The brainstorming so we can show a wholesome idea
Working in teams
Eating, food was good. And participating with others
η ομαδηκη δουλεια η συνεργασια με νεα ατομα

My favorite part was the award time because it was a moment of celebration and recognition for all the hard work and dedication throughout the event. Seeing the participants' accomplishments being acknowledged made the experience even more rewarding and memorable.

1. Our "case" was just right for me and because we didn't have limitations . 2. We have a mixed team throughout the yearly courses

I enjoyed working with my team on a topic that interest me, with the guidance of the business. We learned new things and expanded our knowledge of the culture of Western Macedonia

### What did you like least?

53 réponses

The food

The food

The beginning show was really confusing and it was hard to follow

The presentor that was impolite and was talking about innovation like philosophy. He made the opening boring and the closing embarassing. The way he was cutting the teams presentations was unacceptable. (Not Marios, the other one)

I didn't like the short time we had for our presentation

When we had to wait for the teams call

the assignments were also interesting

It was very tiring

There's nothing i didn't like

The fact that the jury didn't examine the actual work of each team. On the contrary they focused mainly on the Marketing.

The instructions for our project were a tad bit unclear

The start, terribly organized

I had anticipated greater interaction with the other participating countries.

Our client did not want to or bother to talk to us, which I think was a bad thing.

We didn't get enough information for our assignment

The start because the audio and the video were so bad

All the teams in the same room

It was the 24 hours that was difficult because time was short, but that's the game

Our final result

Nothing bothered me enough to give me a bad impression.

There is nothing I didn't like.

Event introduction

Presentation time was very soon.

The beginning

Honestly, there wasn't much to dislike, but if I had to choose something, it would probably be the limited time .there was so much to explore and discuss!

The final result of our presentation
sleeping in sleppingbags
the beginning
don't have
The beginning was boring
Food
in the start of the event the audio in teams did not work well
The fact that my team did not win
We didn't have any help and the man from the company we choose showed up at the end of the first day for 5 minutes, and the winners of the competition was a team witch had a completed idea 1.5 years ago and had help from teachers
I think you should have made teams yourselves so there is diversity and no small groups inside the workgroups.
Sleeping in the flor
The way assignments were distributed, problems with the case companies (didn't get the connection with them), the kick-off show was a bit confusing
The challenge's there wasn't any good variation of challenges

Everything was nice

Hard to relate cases
I loved everything
Technical difficulties
Organisation of the event. It Was good that we didn't have to spend the night at tiimiakatemia
η οχι τοσο καλη οργανωση
It was only for 24 hours!
The Presentation
there was nothing that I didnt enjoy
Organisation of the event. It Was good that we didn't have to spend the night at tiimiakatemia
η οχι τοσο καλη οργανωση
It was only for 24 hours!
The Presentation

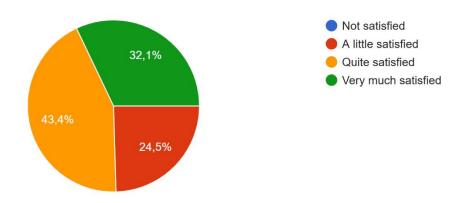
there was nothing that I didnt enjoy

Honestly, I liked everything about the event. From the organization to the activities, every aspect was wellplanned and engaging. There wasn't a single part that felt unnecessary or unappealing, which made the overall experience very positive for me.

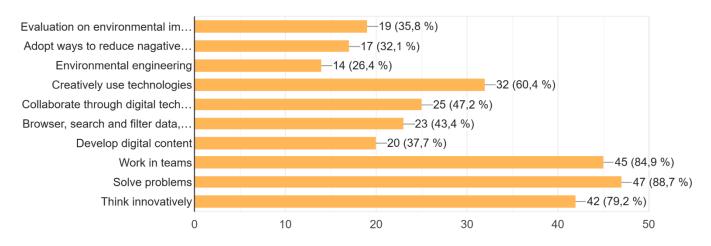
The food unfortunately didn't keep me full and on the second day it made my stomach hurt..

I was very overwhelmed and developed a substantial headache due to the number of participants, all in the same room for hours on end

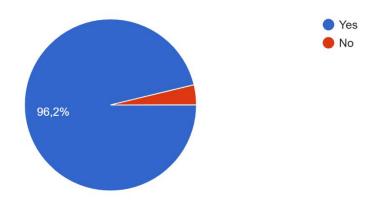
## What did you think of the logistics and organisation? 53 réponses



## Select the skills you think you developed/improved during this event: 53 réponses



Do you feel that during the event your opinions would be listened? 53 réponses



#### The start shoud have been more professional

First of all, I think that the event was successful. I was really disappointed by one of the presenters and his presenting behaviour. The teams were uneven, so some of them with fewer members were favoured at the awards. I also realised that the challenges given were not all real challenges of the companies; some of them were so general that they could be a whole thematic. The judging panel was obviously not informed of what they should do and came unprepared, favouring teams that just created a qr online or were just 2 members.

The positive part of the competition was the networking. After the competition, the company with the challenge that I was working on reached out to my team for further collaboration. That was the most important.

Also, asking for email addresses on this form for the next modules does not keep the anonymity of the form.

Thank you everyone who was part of this.

There was little to no innovation in most of the answers of the teams. The 3 minute presentation window, limits the extent of the innovative things you can do. It gives advantage to those who work epidermically and not those who actually put on the work. A 5 or 7 minute threshold would be optimal in my opinion!

Please think the case givers more globally, it was difficult to do anything with a case giver that doesnt even speak the same language.

our client was very bad. becouse he didnt even want to talk with us.

no

I didn't get the participation receipt yet, look into it.

There should be more questions that have a practical component rather than a theoretical one.

Overall, it was a well-organized and engaging event. If I had to suggest anything, it would be to allow more time for discussions or networking opportunities, as there was so much to share and learn!

I didn't get the participation receipt yet, while my teammates got it over a week ago.

Thanls for tapu

i liked the event

It was an unfair contest, the subjects wasn't secret for all of the teams and some of them came with predesigns ideas and the judges knew.

Overall good experience!

The event was based on innovation an idea that is abstruct and something one find innovative another doesn't, some teams that had done a great work and deserved to win they didn't come in top 3.

Not really it was quite nice

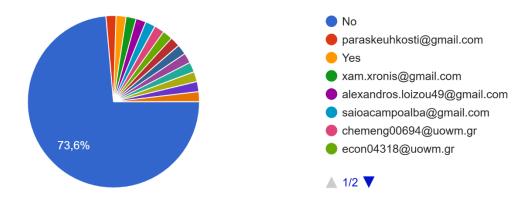
Please better host, less jokes and better articulation in the virtual part! It has to be thought as a tv broadcast starting the world's most important hackathon.

The organization aspect was lacking. There were very few outlets, requiring us to stop work to charge our devices. On the same vein, there was a lot of noise in the area and not adequate ventilation, which made me concerned for my health and wellbeing. The noise level also made communication across our team challenging. Of note is that the participants were not equally distributed among the teams, resulting in one overflowing and one with only 2 participants!

There were organizing difficulties with the catering, resulting in a bit of miscommunication and delays, especially in the lunch of the final day.

Finally I was a bit disappointed in the lack of accessibility to those with processing difficulties. The first come first serve aspect in the selection of topic and the need to understand all the different sections and make a choice were in such quick succession, that is was near impossible to absorb and process all of it.

Can we include you on a focus group that will be interviewed to review the module later? If yes, please write your email adress on "other".



### [6] Interviews of M1 and M2 participants

Two focus groups are scheduled to take place on 26 and/or 27 February, depending on the availability of participants.

### **Copyright Notice**

This content has been reproduced and shared with you by or on behalf of the TEAMIT+ Project (ID: 101111560) in compliance with applicable copyright laws.

The content referenced herein may be protected by copyright laws. Any further reproduction or communication of this material by you may be subject to copyright protection under relevant laws. **Do not remove this notice.** 

TEAMIT+ Project (ID: 101111560) is committed to respecting and upholding copyright laws and regulations.