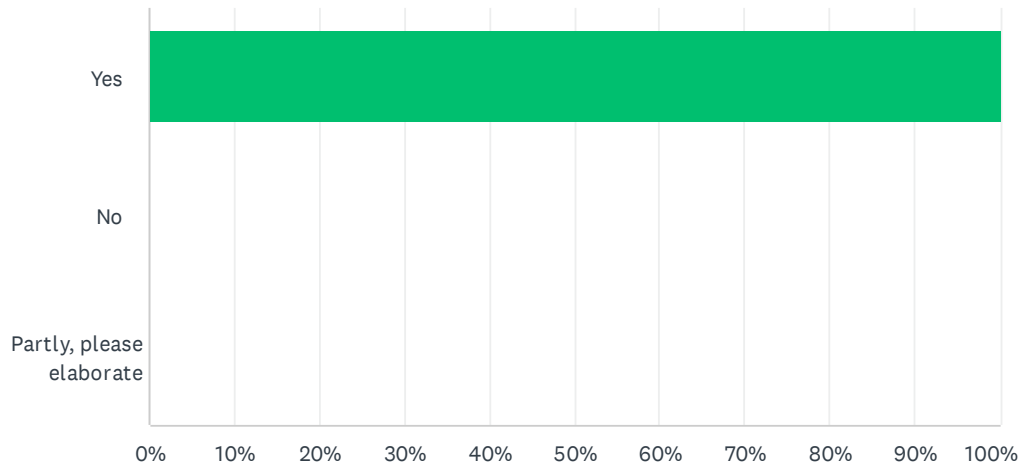


Q1 In your opinion, do the tasks developed and implemented in the project KAforHR so far, follow the project's objectives?

Answered: 15 Skipped: 0

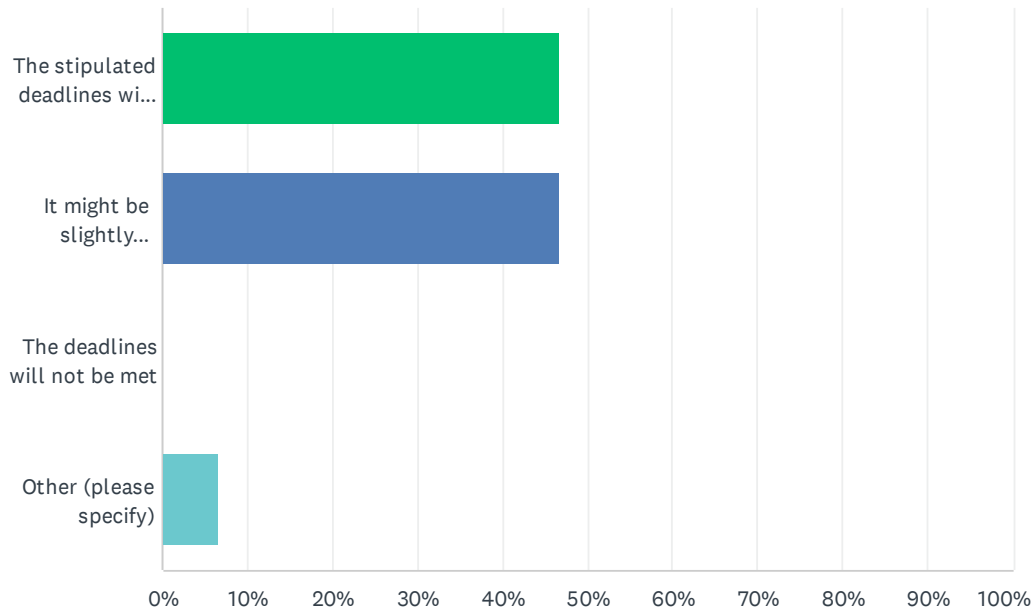


ANSWER CHOICES	RESPONSES	
Yes	100.00%	15
No	0.00%	0
Partly, please elaborate	0.00%	0
TOTAL		15

#	PARTLY, PLEASE ELABORATE	DATE
	There are no responses.	

Q2 Taking into consideration the tasks performed so far, please indicate your expectations in regards to meeting the project's deadlines?

Answered: 15 Skipped: 0

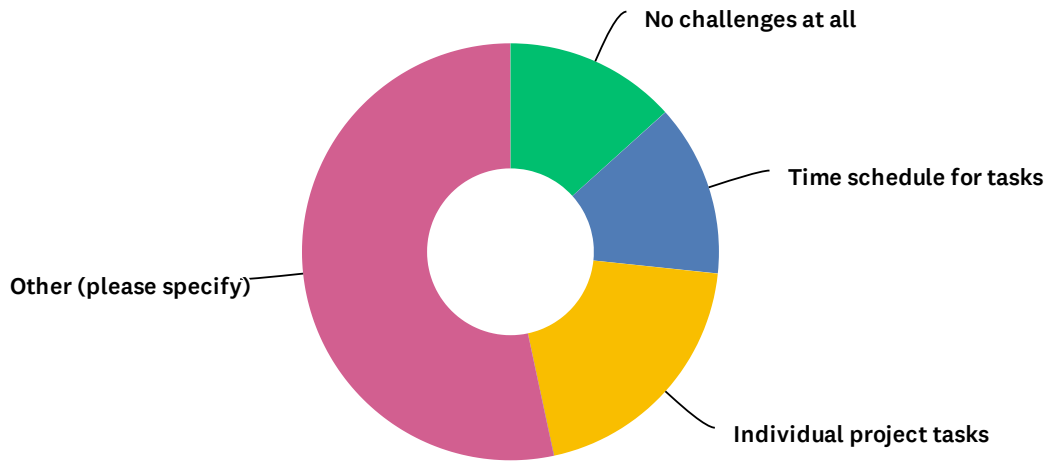


ANSWER CHOICES	RESPONSES
The stipulated deadlines will be met	46.67% 7
It might be slightly delayed	46.67% 7
The deadlines will not be met	0.00% 0
Other (please specify)	6.67% 1
TOTAL	15

#	OTHER (PLEASE SPECIFY)	DATE
1	Some deadlines of the tasks will be met, but not all of them. What is this affecting to the deadline of the whole project, is difficult to evaluate at the moment.	11/8/2021 1:46 PM

Q3 What have been the biggest challenges for you when implementing the project?

Answered: 15 Skipped: 0

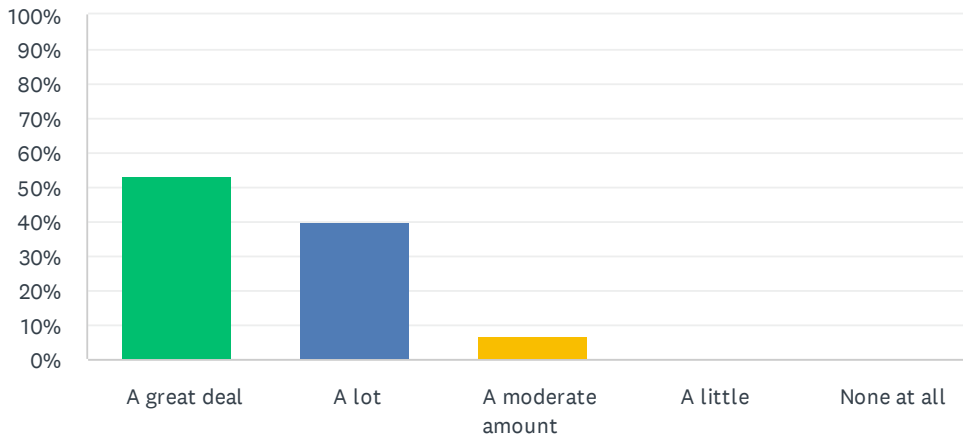


ANSWER CHOICES	RESPONSES	
No challenges at all	13.33%	2
Time schedule for tasks	13.33%	2
Individual project tasks	20.00%	3
Communication in the consortium	0.00%	0
Communication with lead partner	0.00%	0
Delays	0.00%	0
Other (please specify)	53.33%	8
TOTAL		15

#	OTHER (PLEASE SPECIFY)	DATE
1	A pandemic situation affecting the activities of companies and the willingness to get involved in the project.	1/3/2022 8:18 AM
2	Covid-19	12/17/2021 12:31 PM
3	The development of dual study programme's concept required more timing than it was foreseen (also planning and implementation of the course testing)	11/15/2021 9:07 PM
4	pandemics Covid 19	11/8/2021 8:24 PM
5	Corona pandemic	11/8/2021 2:11 PM
6	delays of other partners and missing materials due to this.	11/8/2021 1:46 PM
7	The budget not including anything else than staff costs. Budget for travelling and for some external expertise is practically always needed.	11/5/2021 7:24 AM
8	Communication problems with 2 partners	11/4/2021 4:58 PM

Q4 In your opinion, is the implementation of the KAforHR project an asset to both - beneficiaries of the project (for example SMEs, educational institutions or chambers) and project partners as it allows for the improvement/development of new skills and knowledge?

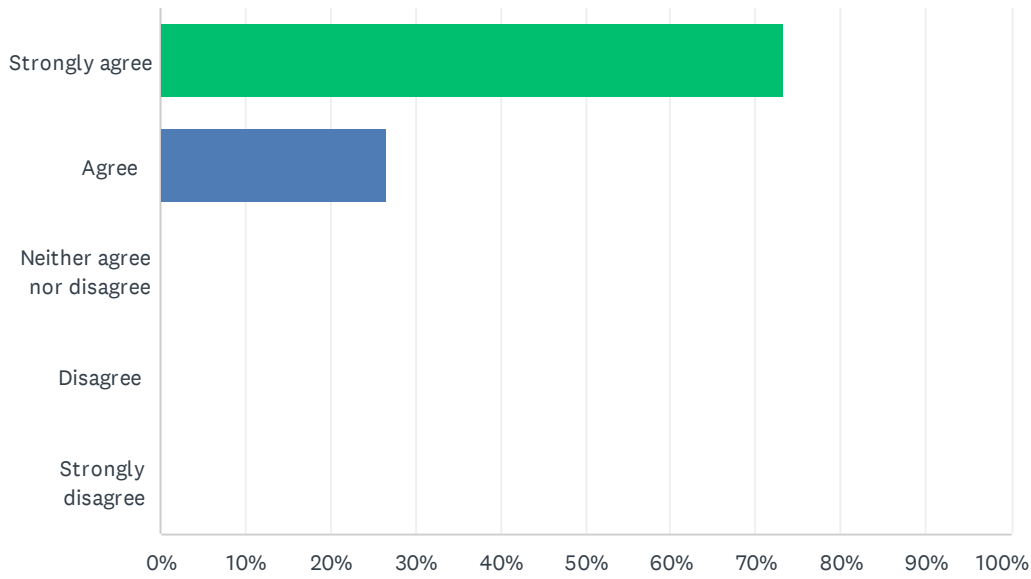
Answered: 15 Skipped: 0



ANSWER CHOICES	RESPONSES	
A great deal	53.33%	8
A lot	40.00%	6
A moderate amount	6.67%	1
A little	0.00%	0
None at all	0.00%	0
TOTAL		15

Q5 The international composition of the partnership is an enrichment for the whole project approach.

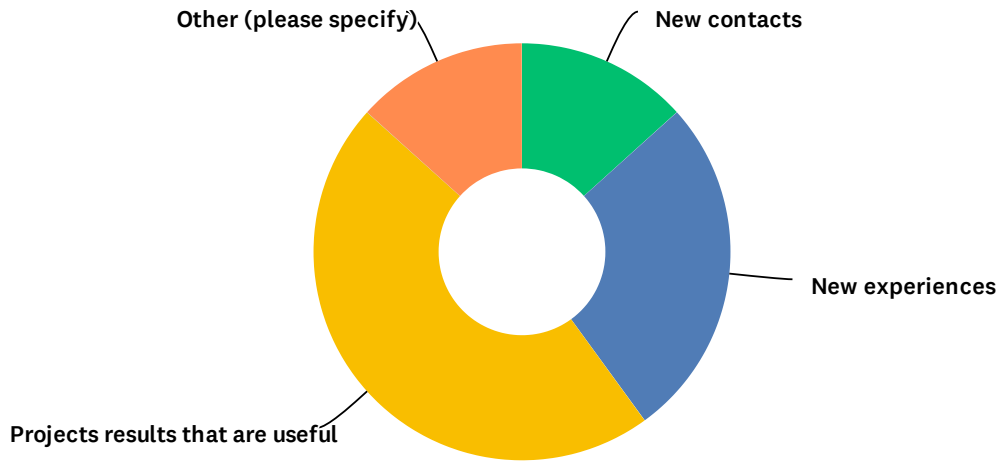
Answered: 15 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	73.33%	11
Agree	26.67%	4
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		15

Q6 How do you benefit from the international cooperation within the project?

Answered: 15 Skipped: 0

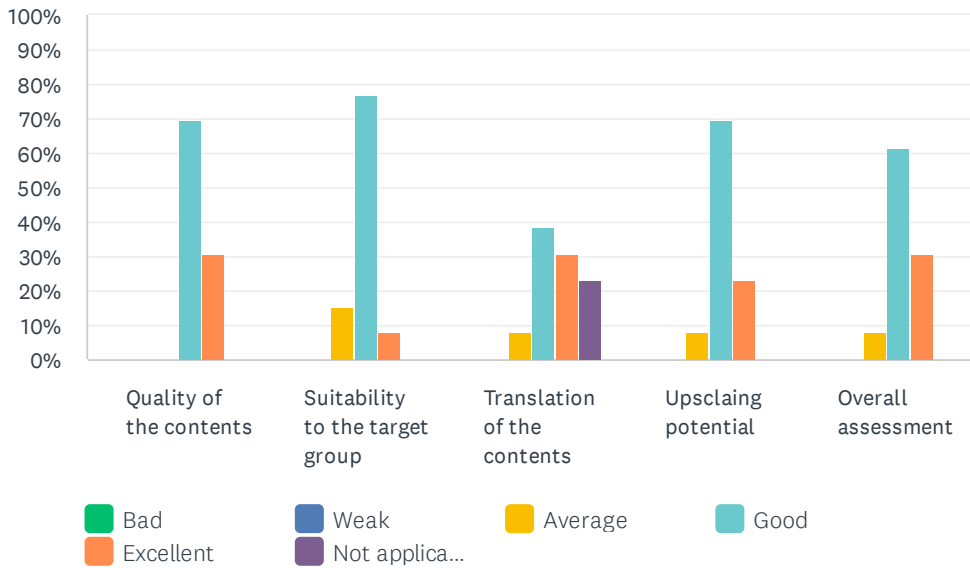


ANSWER CHOICES	RESPONSES	
New contacts	13.33%	2
New experiences	26.67%	4
Projects results that are useful	46.67%	7
I don't see any benefits for me/my organisation	0.00%	0
Other (please specify)	13.33%	2
TOTAL		15

#	OTHER (PLEASE SPECIFY)	DATE
1	I would say all the three first aspects "earned" because of the KAforHR	11/15/2021 9:09 PM
2	both new contacts and new experiences.	11/8/2021 1:47 PM

Q7 Regarding the product: Train the Trainer Program - how do you evaluate the following criteria?

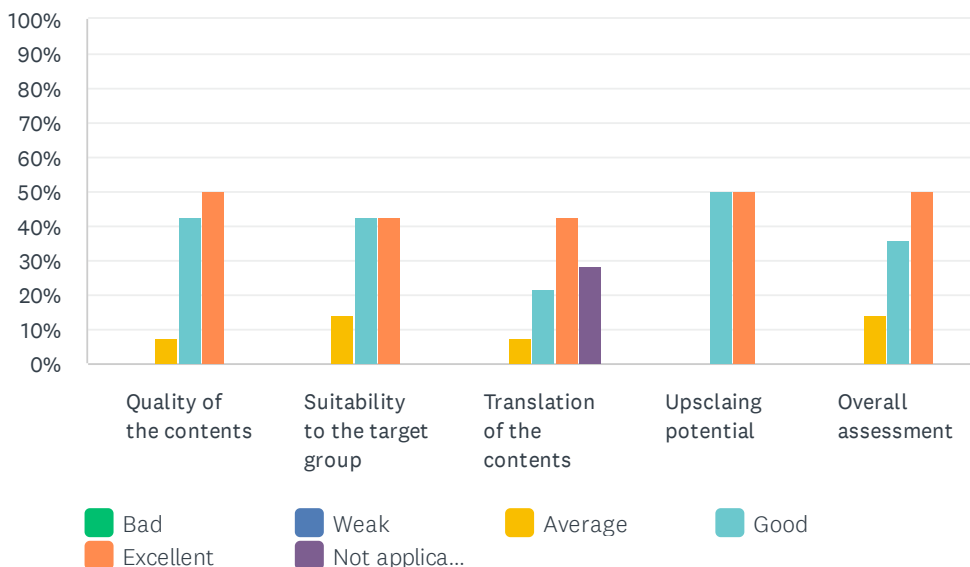
Answered: 13 Skipped: 2



	BAD	WEAK	AVERAGE	GOOD	EXCELLENT	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Quality of the contents	0.00% 0	0.00% 0	0.00% 0	69.23% 9	30.77% 4	0.00% 0	13	4.31
Suitability to the target group	0.00% 0	0.00% 0	15.38% 2	76.92% 10	7.69% 1	0.00% 0	13	3.92
Translation of the contents	0.00% 0	0.00% 0	7.69% 1	38.46% 5	30.77% 4	23.08% 3	13	4.69
Upsclaing potential	0.00% 0	0.00% 0	7.69% 1	69.23% 9	23.08% 3	0.00% 0	13	4.15
Overall assessment	0.00% 0	0.00% 0	7.69% 1	61.54% 8	30.77% 4	0.00% 0	13	4.23

Q8 Regarding the product: Project Website and Service Platform - how do you evaluate the following criteria?

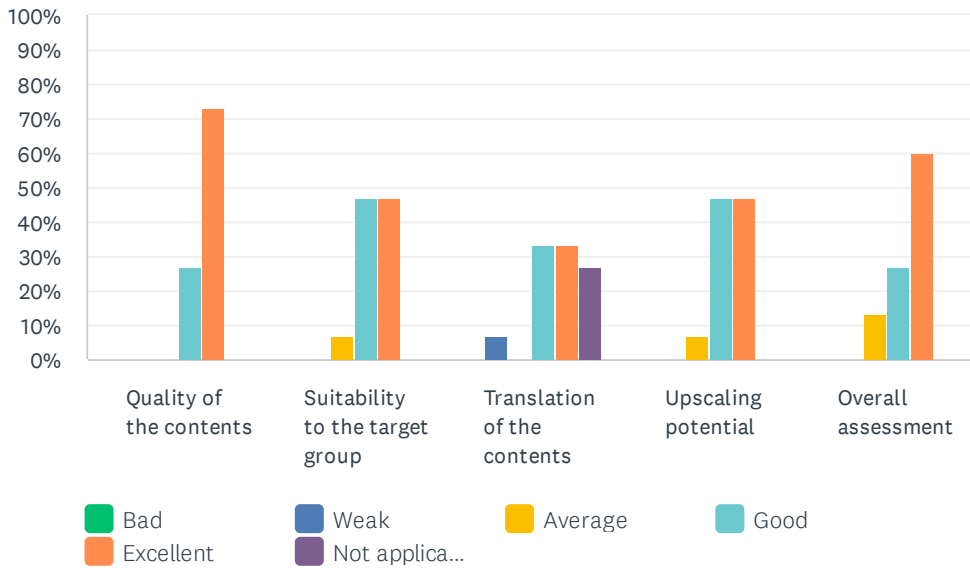
Answered: 14 Skipped: 1



	BAD	WEAK	AVERAGE	GOOD	EXCELLENT	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Quality of the contents	0.00% 0	0.00% 0	7.14% 1	42.86% 6	50.00% 7	0.00% 0	14	4.43
Suitability to the target group	0.00% 0	0.00% 0	14.29% 2	42.86% 6	42.86% 6	0.00% 0	14	4.29
Translation of the contents	0.00% 0	0.00% 0	7.14% 1	21.43% 3	42.86% 6	28.57% 4	14	4.93
Upsclaing potential	0.00% 0	0.00% 0	0.00% 0	50.00% 7	50.00% 7	0.00% 0	14	4.50
Overall assessment	0.00% 0	0.00% 0	14.29% 2	35.71% 5	50.00% 7	0.00% 0	14	4.36

Q9 Regarding the product: Best Practices Workplace Innovations - How do you evaluate the following criteria?

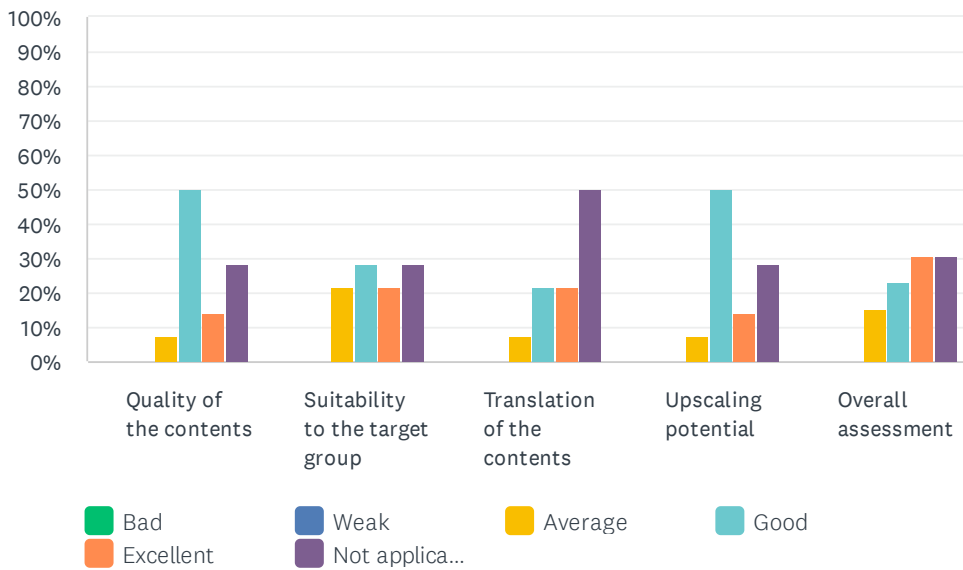
Answered: 15 Skipped: 0



	BAD	WEAK	AVERAGE	GOOD	EXCELLENT	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Quality of the contents	0.00% 0	0.00% 0	0.00% 0	26.67% 4	73.33% 11	0.00% 0	15	4.73
Suitability to the target group	0.00% 0	0.00% 0	6.67% 1	46.67% 7	46.67% 7	0.00% 0	15	4.40
Translation of the contents	0.00% 0	6.67% 1	0.00% 0	33.33% 5	33.33% 5	26.67% 4	15	4.73
Upscaling potential	0.00% 0	0.00% 0	6.67% 1	46.67% 7	46.67% 7	0.00% 0	15	4.40
Overall assessment	0.00% 0	0.00% 0	13.33% 2	26.67% 4	60.00% 9	0.00% 0	15	4.47

Q10 Regarding the product: SMEs Prototypes - How do you evaluate the following criteria?

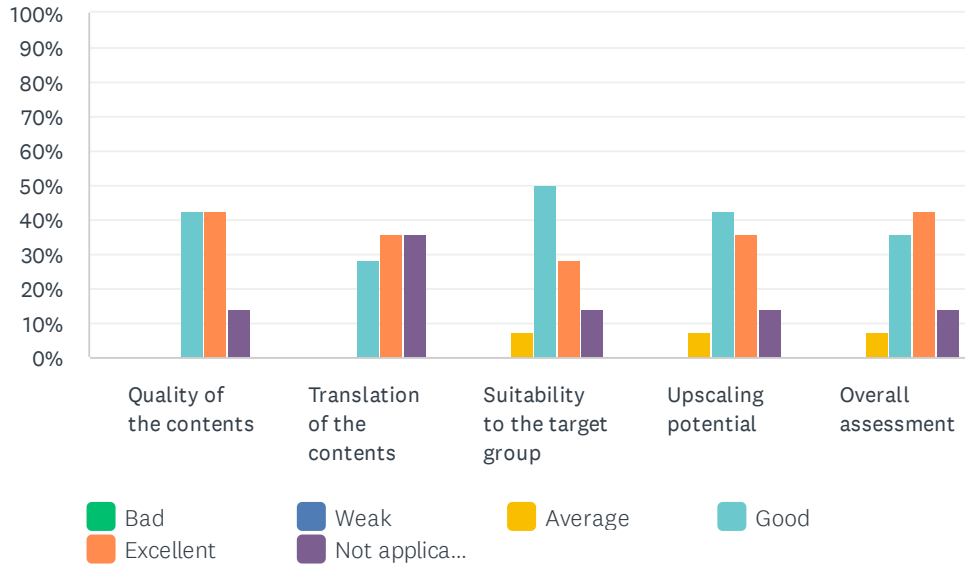
Answered: 14 Skipped: 1



	BAD	WEAK	AVERAGE	GOOD	EXCELLENT	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Quality of the contents	0.00% 0	0.00% 0	7.14% 1	50.00% 7	14.29% 2	28.57% 4	14	4.64
Suitability to the target group	0.00% 0	0.00% 0	21.43% 3	28.57% 4	21.43% 3	28.57% 4	14	4.57
Translation of the contents	0.00% 0	0.00% 0	7.14% 1	21.43% 3	21.43% 3	50.00% 7	14	5.14
Upscaling potential	0.00% 0	0.00% 0	7.14% 1	50.00% 7	14.29% 2	28.57% 4	14	4.64
Overall assessment	0.00% 0	0.00% 0	15.38% 2	23.08% 3	30.77% 4	30.77% 4	13	4.77

Q11 Regarding the product: Training A "Employees on the way to Co-entrepreneurs" - how do you evaluate the following criteria of the product developed so far?

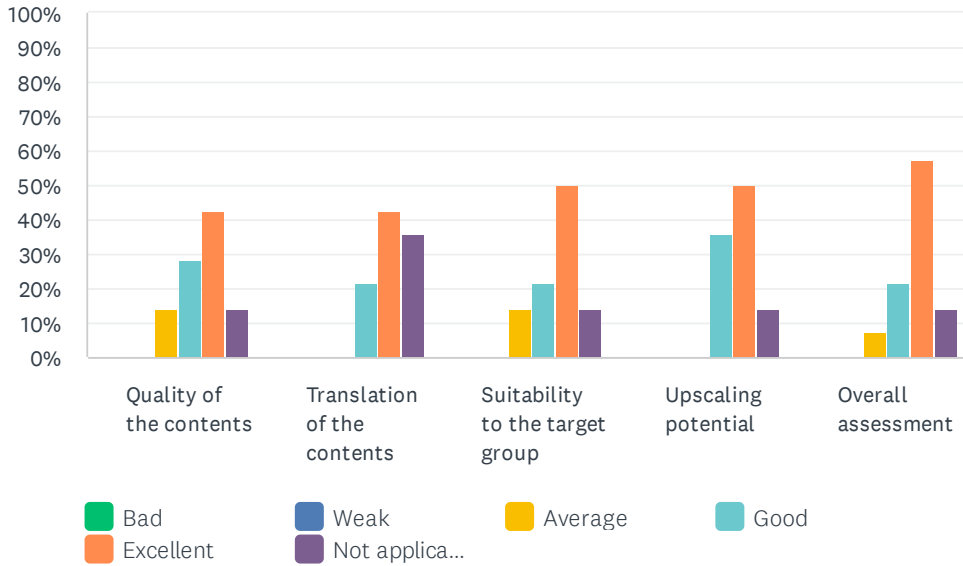
Answered: 14 Skipped: 1



	BAD	WEAK	AVERAGE	GOOD	EXCELLENT	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Quality of the contents	0.00% 0	0.00% 0	0.00% 0	42.86% 6	42.86% 6	14.29% 2	14	4.71
Translation of the contents	0.00% 0	0.00% 0	0.00% 0	28.57% 4	35.71% 5	35.71% 5	14	5.07
Suitability to the target group	0.00% 0	0.00% 0	7.14% 1	50.00% 7	28.57% 4	14.29% 2	14	4.50
Upscaling potential	0.00% 0	0.00% 0	7.14% 1	42.86% 6	35.71% 5	14.29% 2	14	4.57
Overall assessment	0.00% 0	0.00% 0	7.14% 1	35.71% 5	42.86% 6	14.29% 2	14	4.64

Q12 Regarding the product: Training B "Digitization and Human Capital" - how do you evaluate the following criteria of the product developed so far?

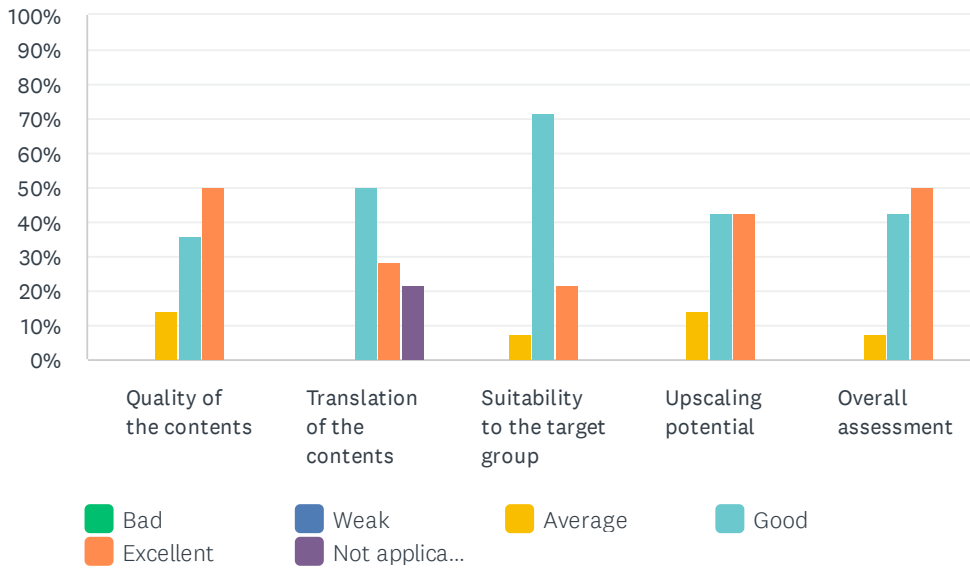
Answered: 14 Skipped: 1



	BAD	WEAK	AVERAGE	GOOD	EXCELLENT	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Quality of the contents	0.00% 0	0.00% 0	14.29% 2	28.57% 4	42.86% 6	14.29% 2	14	4.57
Translation of the contents	0.00% 0	0.00% 0	0.00% 0	21.43% 3	42.86% 6	35.71% 5	14	5.14
Suitability to the target group	0.00% 0	0.00% 0	14.29% 2	21.43% 3	50.00% 7	14.29% 2	14	4.64
Upscaling potential	0.00% 0	0.00% 0	0.00% 0	35.71% 5	50.00% 7	14.29% 2	14	4.79
Overall assessment	0.00% 0	0.00% 0	7.14% 1	21.43% 3	57.14% 8	14.29% 2	14	4.79

Q13 Regarding the product: Training C "Innovation Processes" - how do you evaluate the following criteria of the product developed so far?

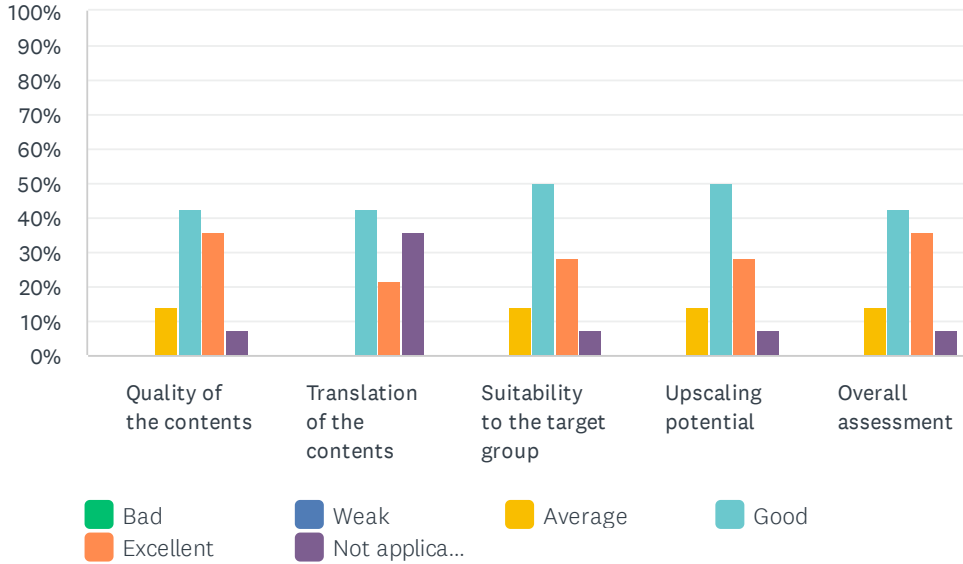
Answered: 14 Skipped: 1



	BAD	WEAK	AVERAGE	GOOD	EXCELLENT	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Quality of the contents	0.00% 0	0.00% 0	14.29% 2	35.71% 5	50.00% 7	0.00% 0	14	4.36
Translation of the contents	0.00% 0	0.00% 0	0.00% 0	50.00% 7	28.57% 4	21.43% 3	14	4.71
Suitability to the target group	0.00% 0	0.00% 0	7.14% 1	71.43% 10	21.43% 3	0.00% 0	14	4.14
Upscaling potential	0.00% 0	0.00% 0	14.29% 2	42.86% 6	42.86% 6	0.00% 0	14	4.29
Overall assessment	0.00% 0	0.00% 0	7.14% 1	42.86% 6	50.00% 7	0.00% 0	14	4.43

Q14 Regarding the product: Existing dual bachelor's degree program "Business Administration for SMEs" - how do you evaluate the following criteria of the product developed so far?

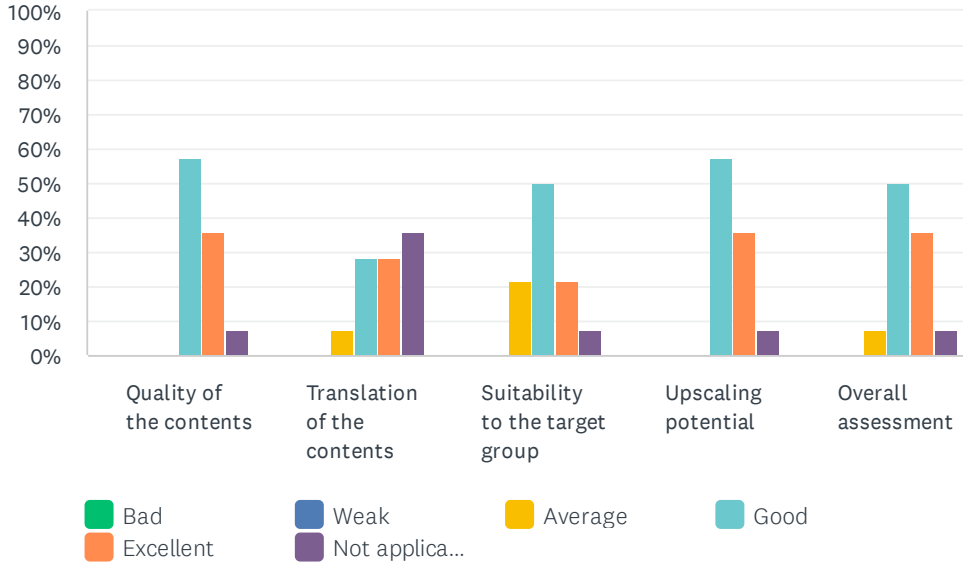
Answered: 14 Skipped: 1



	BAD	WEAK	AVERAGE	GOOD	EXCELLENT	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Quality of the contents	0.00% 0	0.00% 0	14.29% 2	42.86% 6	35.71% 5	7.14% 1	14	4.36
Translation of the contents	0.00% 0	0.00% 0	0.00% 0	42.86% 6	21.43% 3	35.71% 5	14	4.93
Suitability to the target group	0.00% 0	0.00% 0	14.29% 2	50.00% 7	28.57% 4	7.14% 1	14	4.29
Upscaling potential	0.00% 0	0.00% 0	14.29% 2	50.00% 7	28.57% 4	7.14% 1	14	4.29
Overall assessment	0.00% 0	0.00% 0	14.29% 2	42.86% 6	35.71% 5	7.14% 1	14	4.36

Q15 Regarding the product: Dual bachelor study program „Human Resources and Business Administration" - how do you evaluate the following criteria of the product developed so far?

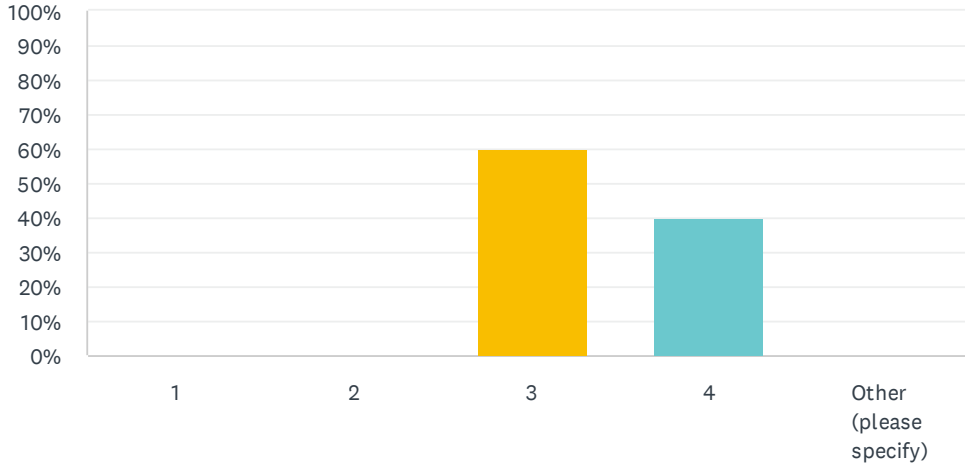
Answered: 14 Skipped: 1



	BAD	WEAK	AVERAGE	GOOD	EXCELLENT	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Quality of the contents	0.00% 0	0.00% 0	0.00% 0	57.14% 8	35.71% 5	7.14% 1	14	4.50
Translation of the contents	0.00% 0	0.00% 0	7.14% 1	28.57% 4	28.57% 4	35.71% 5	14	4.93
Suitability to the target group	0.00% 0	0.00% 0	21.43% 3	50.00% 7	21.43% 3	7.14% 1	14	4.14
Upscaling potential	0.00% 0	0.00% 0	0.00% 0	57.14% 8	35.71% 5	7.14% 1	14	4.50
Overall assessment	0.00% 0	0.00% 0	7.14% 1	50.00% 7	35.71% 5	7.14% 1	14	4.43

Q16 On the scale 1 to 4 (where 1 means poor quality and 4 – high quality), how would you rate the quality of all project measures developed so far?

Answered: 15 Skipped: 0

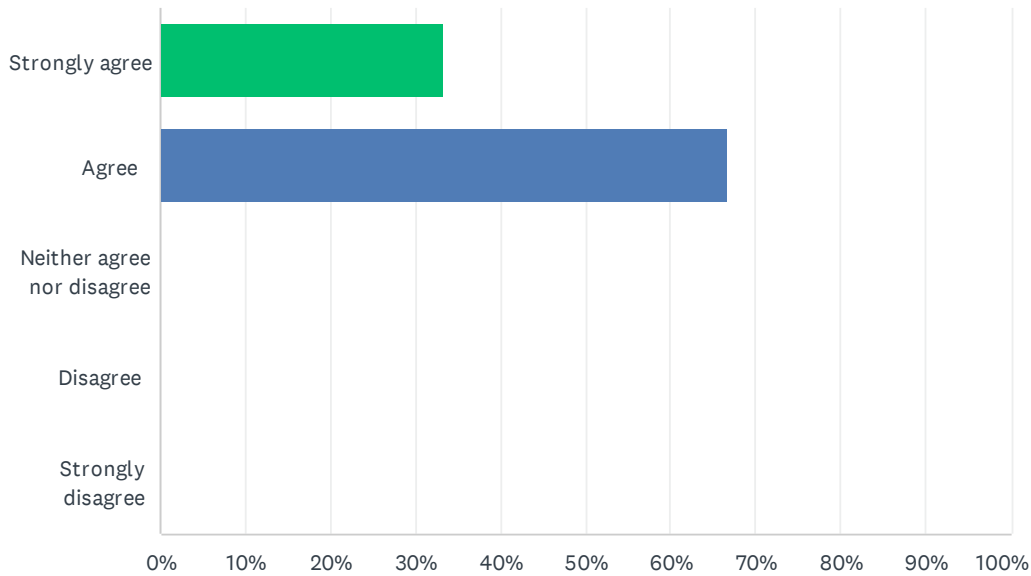


ANSWER CHOICES	RESPONSES	
1	0.00%	0
2	0.00%	0
3	60.00%	9
4	40.00%	6
Other (please specify)	0.00%	0
TOTAL		15

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q17 In your opinion, can the developed project products be used successfully by you and other interested parties after the project ends?

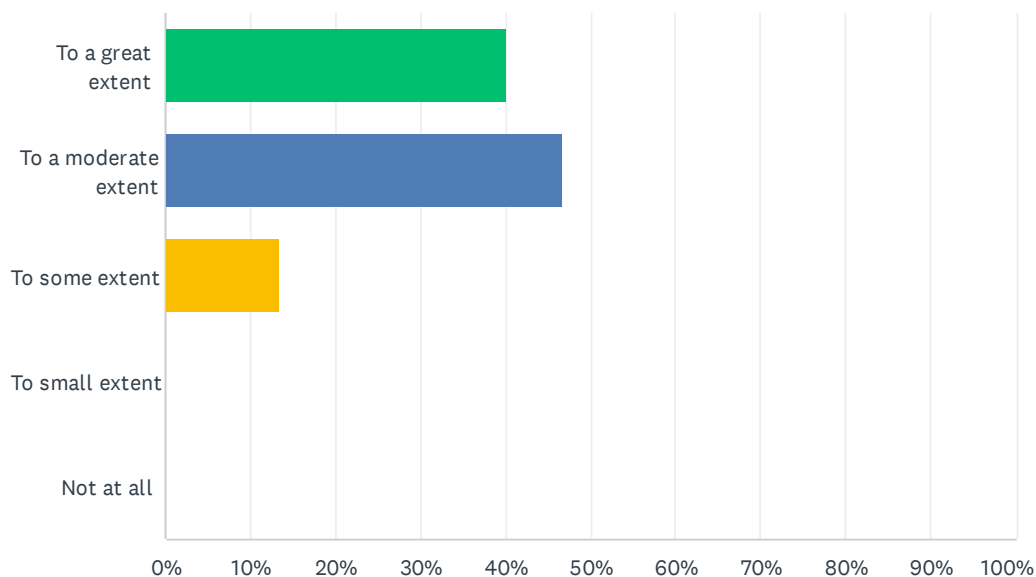
Answered: 15 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	5
Agree	66.67%	10
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
TOTAL		15

Q18 To what extent can the project results (in their entirety or partly) improve the services offered by your institution?

Answered: 15 Skipped: 0

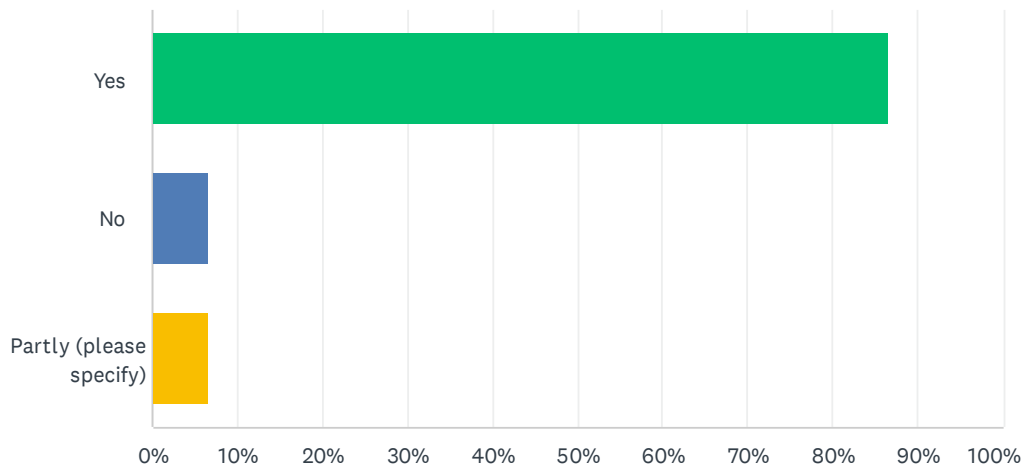


ANSWER CHOICES	RESPONSES	
To a great extent	40.00%	6
To a moderate extent	46.67%	7
To some extent	13.33%	2
To small extent	0.00%	0
Not at all	0.00%	0
TOTAL		15

#	SOME RESULTS IN PARTICULAR?	DATE
1	workplace innovation	12/14/2021 10:52 PM
2	Digitalization course	11/8/2021 2:15 PM

Q19 Has all necessary support been provided within the project to enable you/your institution to use the project results independently?

Answered: 15 Skipped: 0

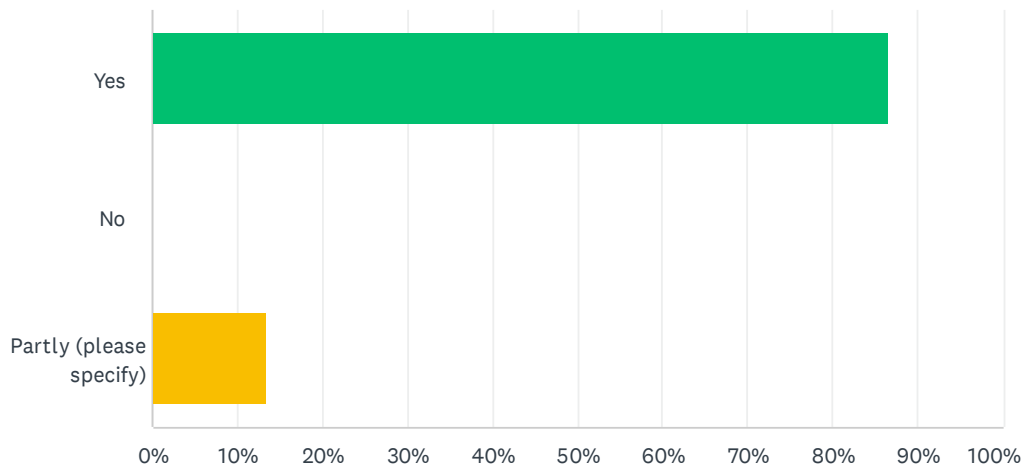


ANSWER CHOICES	RESPONSES
Yes	86.67% 13
No	6.67% 1
Partly (please specify)	6.67% 1
TOTAL	15

#	PARTLY (PLEASE SPECIFY)	DATE
1	The purpose of our organisation does not enable us to use all the products ourselves.	11/5/2021 7:35 AM

Q20 How do you assess the utility of the activity plan? Has it been a helpful tool for your individual project management?

Answered: 15 Skipped: 0

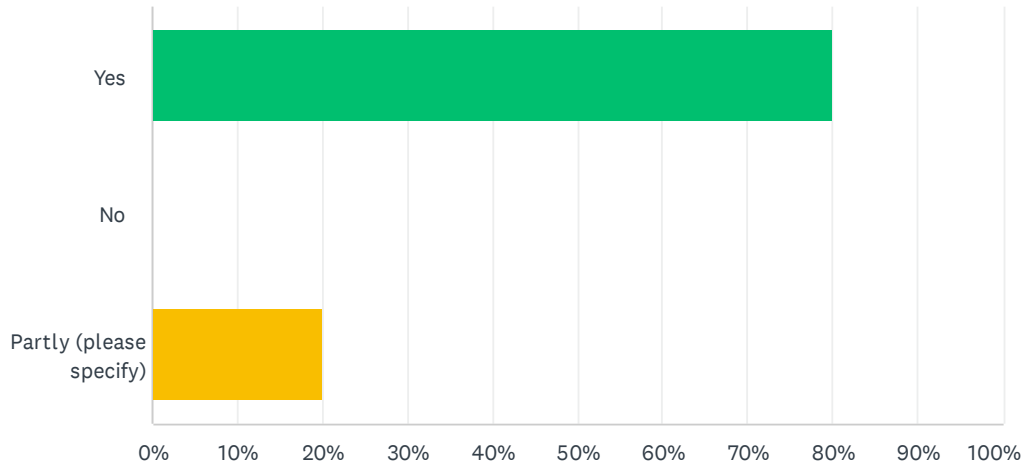


ANSWER CHOICES	RESPONSES
Yes	86.67% 13
No	0.00% 0
Partly (please specify)	13.33% 2
TOTAL	15

#	PARTLY (PLEASE SPECIFY)	DATE
1	Would be better in the online version.	12/17/2021 12:39 PM
2	The activity plan should be updated online to guarantee the latest information.	11/8/2021 2:20 PM

Q21 How do you assess the utility of the dissemination plan? Has it been a good tool to achieve widespread dissemination of project results in your region/country?

Answered: 15 Skipped: 0

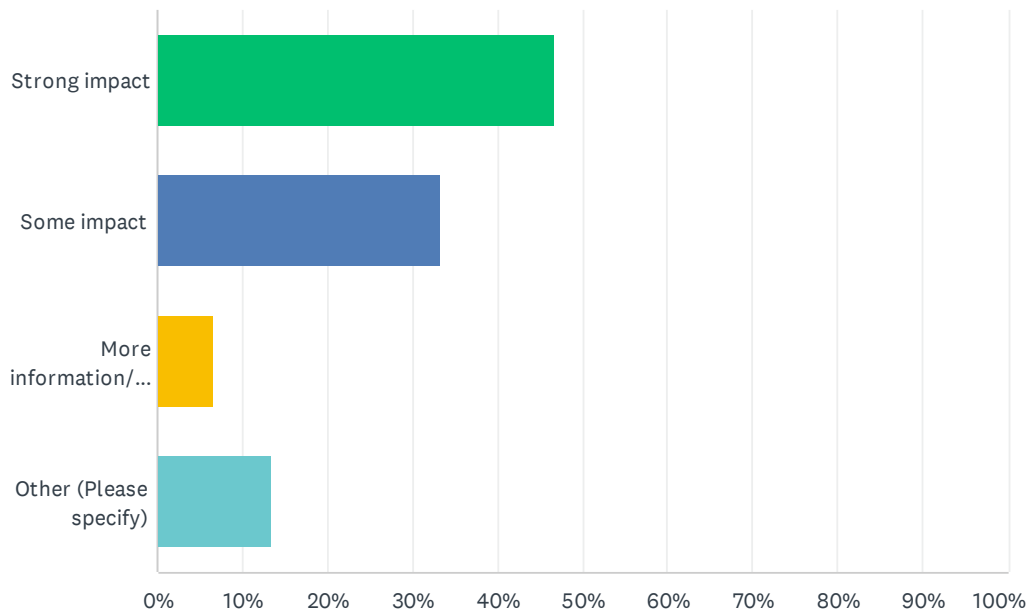


ANSWER CHOICES	RESPONSES
Yes	80.00% 12
No	0.00% 0
Partly (please specify)	20.00% 3
TOTAL	15

#	PARTLY (PLEASE SPECIFY)	DATE
1	Would be better in the online version.	12/17/2021 12:39 PM
2	We weren't able to achieve widespread dissemination because of the Covid-19 pandemics.	12/14/2021 10:54 PM
3	The activity plan should be updated online to guarantee the latest information.	11/8/2021 2:20 PM

Q22 How do you assess the impact of the dissemination activities done in the project?

Answered: 15 Skipped: 0

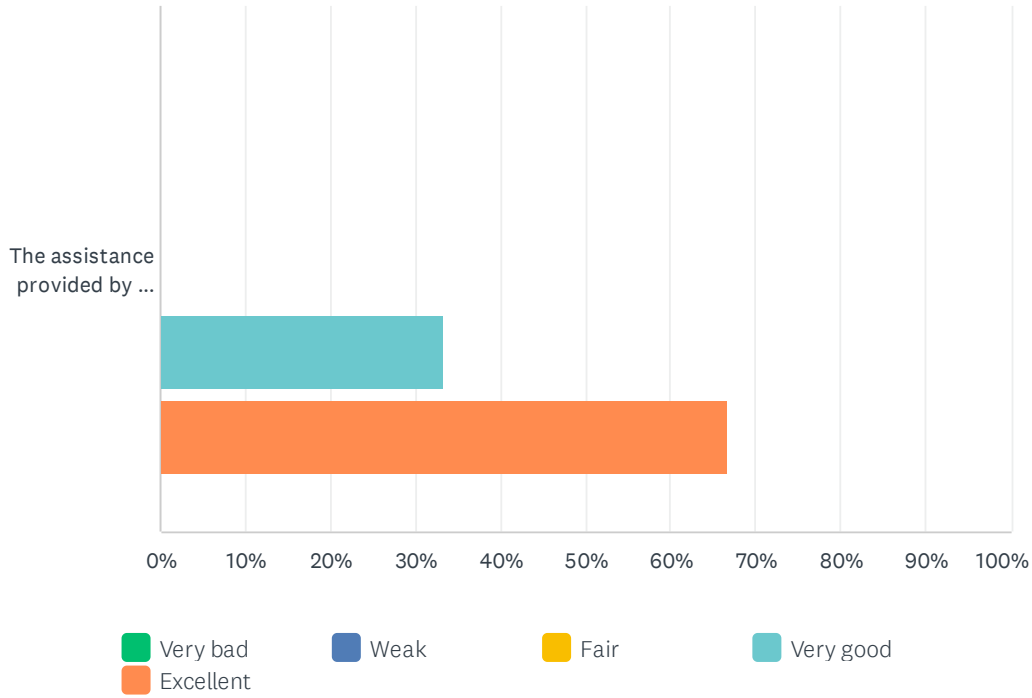


ANSWER CHOICES	RESPONSES
Strong impact	46.67% 7
Some impact	33.33% 5
More information/dissemination needed	6.67% 1
Other (Please specify)	13.33% 2
TOTAL	15

#	OTHER (PLEASE SPECIFY)	DATE
1	i can evaluate only ours part - and we put efforts to inform stakeholders about project (e.g. during the training for SMEs)	11/15/2021 9:16 PM
2	The dissemination activities should be updated online to guarantee the latest information.	11/8/2021 2:20 PM

Q23 How do you assess the assistance and support by the Lead Partner?

Answered: 15 Skipped: 0

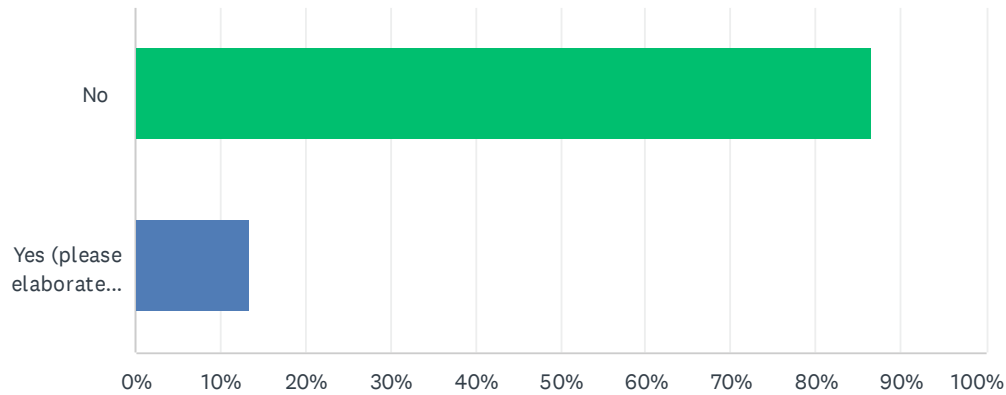


	VERY BAD	WEAK	FAIR	VERY GOOD	EXCELLENT	TOTAL	WEIGHTED AVERAGE
The assistance provided by the Lead Partner up to now has been	0.00% 0	0.00% 0	0.00% 0	33.33% 5	66.67% 10	15	4.67

#	IF YOU CHOSE WEAK OR VERY BAD, PLEASE COMMENT WHY	DATE
1	Sometimes it takes more time to get the answer and it makes you forget that you asked it.	12/16/2021 11:58 AM

Q24 Is there something that the Lead Partner can do better/differently in order to meet your expectations of good project leadership?

Answered: 15 Skipped: 0

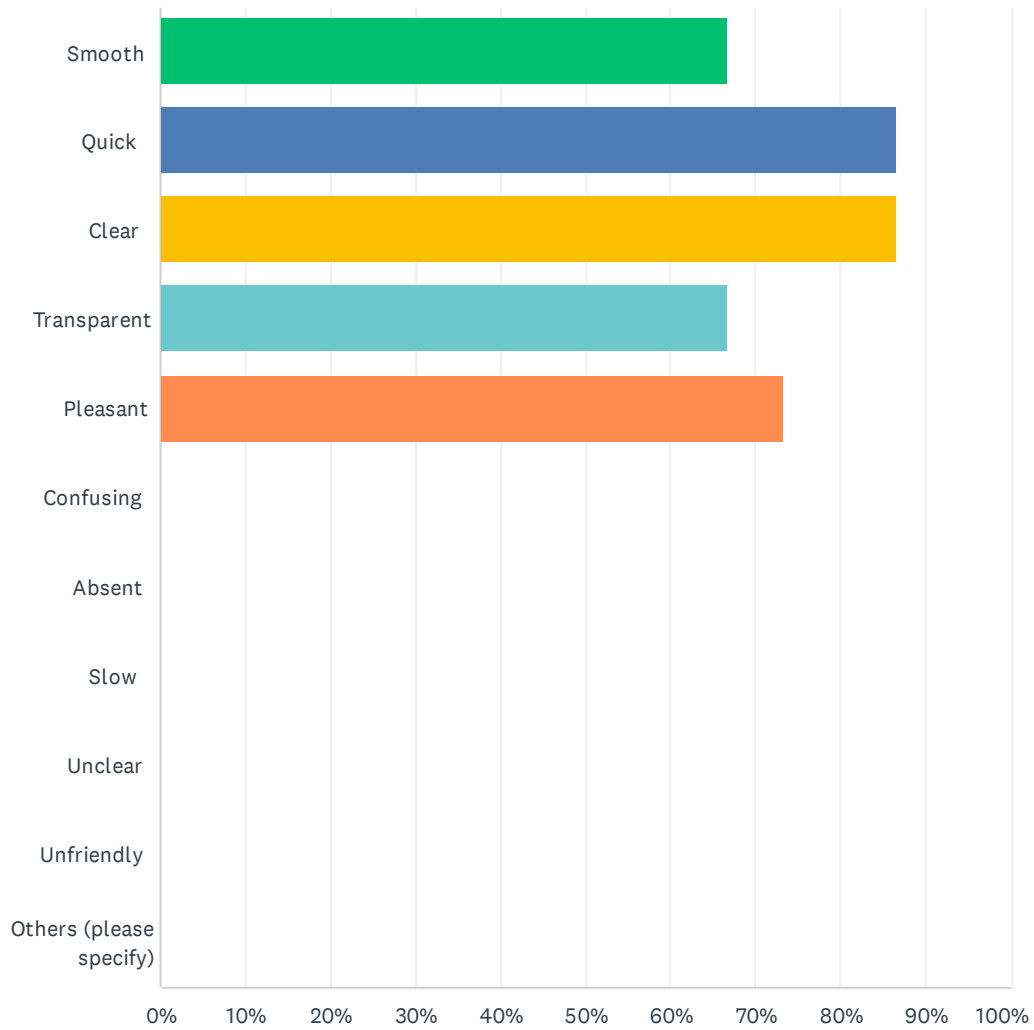


ANSWER CHOICES	RESPONSES
No	86.67% 13
Yes (please elaborate shortly)	13.33% 2
TOTAL	15

#	YES (PLEASE ELABORATE SHORTLY)	DATE
1	Add some private Teams/Zoom meetings just to make sure that the activities are in line and progressing as planned.	11/8/2021 2:20 PM
2	Perhaps a bit more frequent dialogue with the partners, now mostly focused on partner meetings twice a year.	11/5/2021 7:38 AM

Q25 How do you rate the communication with the Lead Partner? (Multiple answers possible)

Answered: 15 Skipped: 0



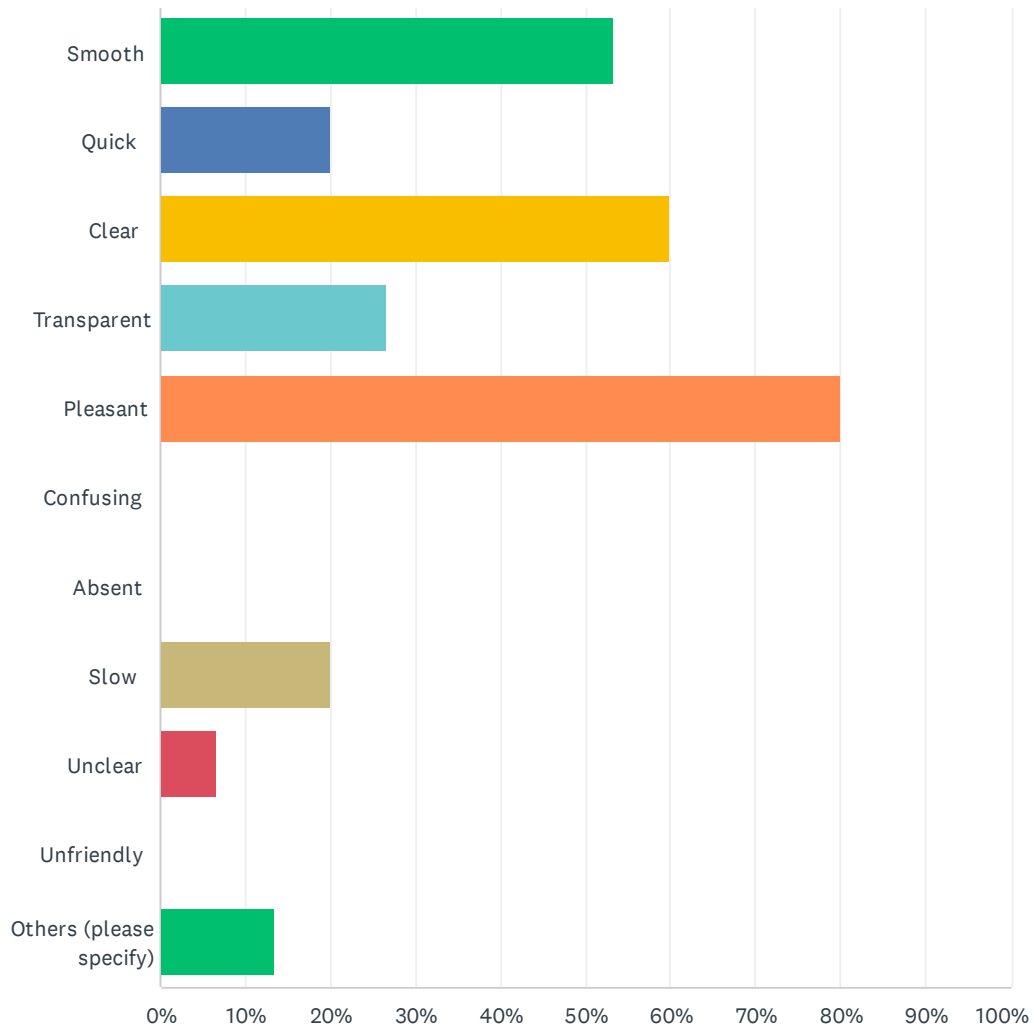
Project Evaluation KAforHR

ANSWER CHOICES	RESPONSES	
Smooth	66.67%	10
Quick	86.67%	13
Clear	86.67%	13
Transparent	66.67%	10
Pleasant	73.33%	11
Confusing	0.00%	0
Absent	0.00%	0
Slow	0.00%	0
Unclear	0.00%	0
Unfriendly	0.00%	0
Others (please specify)	0.00%	0
Total Respondents: 15		

#	OTHERS (PLEASE SPECIFY)	DATE
	There are no responses.	

Q26 How do you rate the communication between the project partners? (Multiple answers possible)

Answered: 15 Skipped: 0



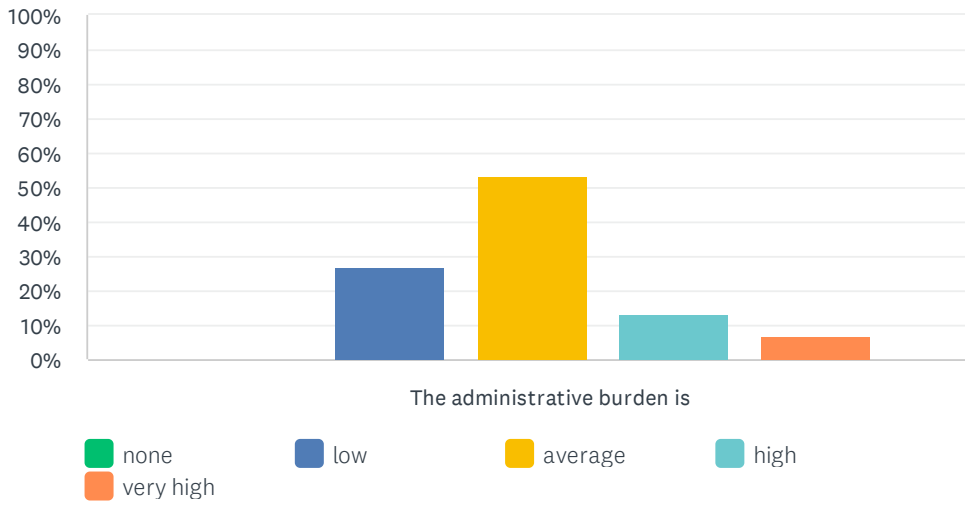
Project Evaluation KAforHR

ANSWER CHOICES	RESPONSES	
Smooth	53.33%	8
Quick	20.00%	3
Clear	60.00%	9
Transparent	26.67%	4
Pleasant	80.00%	12
Confusing	0.00%	0
Absent	0.00%	0
Slow	20.00%	3
Unclear	6.67%	1
Unfriendly	0.00%	0
Others (please specify)	13.33%	2
Total Respondents: 15		

#	OTHERS (PLEASE SPECIFY)	DATE
1	Smooth and pleasant, but sometimes not "just on time", e.g. if there are delays, it would be nice to know them beforehand.	11/8/2021 2:03 PM
2	some partners active, some very passive	11/5/2021 7:38 AM

Q27 How do you assess the administrative burden of project implementation?

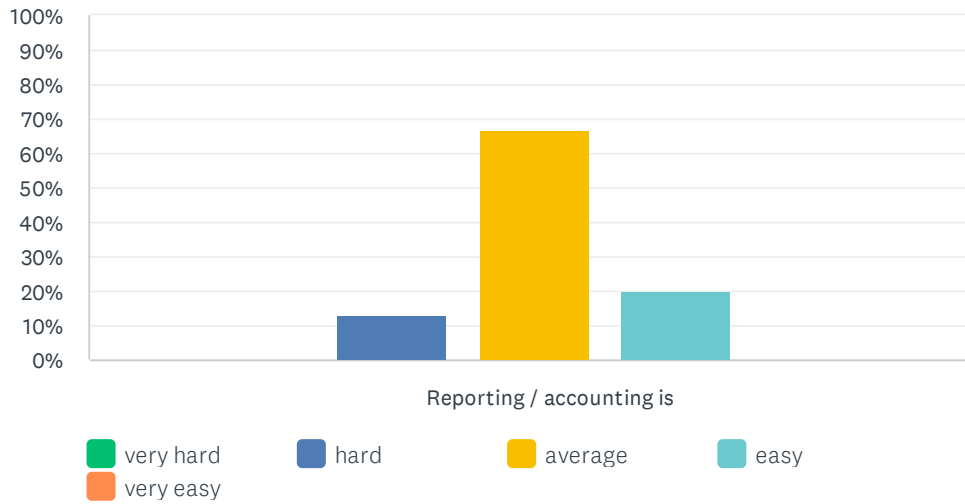
Answered: 15 Skipped: 0



	NONE	LOW	AVERAGE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
The administrative burden is	0.00% 0	26.67% 4	53.33% 8	13.33% 2	6.67% 1	15	3.00

Q28 How do you assess the reporting/accounting in the project?

Answered: 15 Skipped: 0

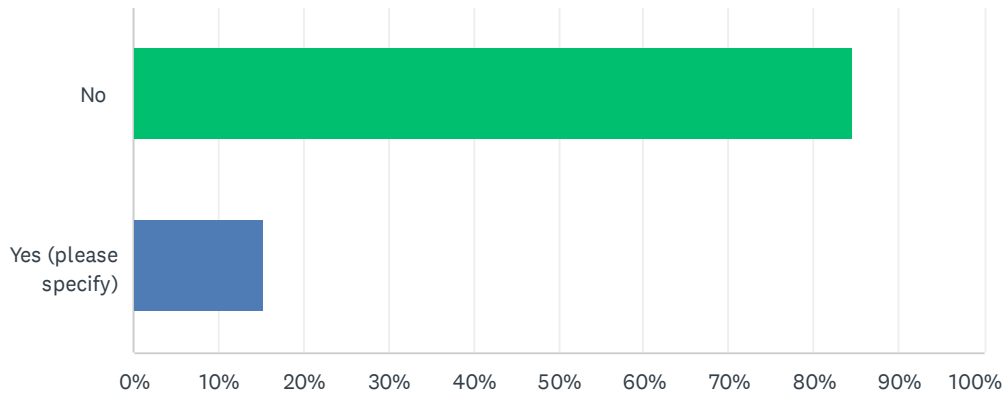


	VERY HARD	HARD	AVERAGE	EASY	VERY EASY	TOTAL	WEIGHTED AVERAGE
Reporting / accounting is	0.00%	13.33%	66.67%	20.00%	0.00%	15	3.07
	0	2	10	3	0		

#	ANY COMMENTS ?	DATE
1	The communication between the partners might be even more smoother if the activity plan would be online and up-to-dated	11/8/2021 2:06 PM
2	The timesheets are old-fashioned. Time to move to a webportal. Lump sums based on the member state never work. The reimbursement of staff costs should always be based on real costs of the partner organisation.	11/5/2021 7:40 AM

Q29 Thank you for your time. We appreciate your input very much. Any other suggestions / recommendations?

Answered: 13 Skipped: 2



ANSWER CHOICES	RESPONSES
No	84.62% 11
Yes (please specify)	15.38% 2
TOTAL	13

#	YES (PLEASE SPECIFY)	DATE
1	Automatic online deadline reminders would help the work schedule.	12/17/2021 12:40 PM
2	Thank you very much that you organized this kind of project. Best regards, Jarmo Kuikka Tasowheel Group	12/14/2021 3:02 PM