

## TECHNICAL REPORT (PART B)

### COVER PAGE

Part B of the Technical Report must be downloaded from the Portal Technical Report (Part B)/Termination Report screen, completed and then assembled and re-uploaded as PDF on that screen.

PROJECT	
Project number:	101092464
Project name:	Microcredentials - A New Path for Capacity Building in VET
Project acronym:	MC.VET

REPORTING PERIOD	
⚠ Please note that you must report on the entire reporting period.	
RP number:	1
Duration:	from 1.1.2023 to 31.12.2025

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## 1. OVERVIEW OF THE PROGRESS

### 1.1 Summary of work performed and achievements, results and impacts


[OPTION 1 by default (all except OG):

#### Work performed and main achievements

*Short summary of progress towards the project objectives. Highlight significant activities and achievements. Provide clear and measurable details.*

*Analyse the outcome of the project (so far) and its (actual and expected) impact (on target groups, change, innovation etc.), including a description of the European dimension and added value. For the Final Report, include the conclusions of the action.*

*Report on objectives not fully achieved or not on schedule.*

 *Do not simply cut and paste the project summary (filled in online on the Summary for Publication screen). Contrary to the summary, this section is for reporting to the EU and will not be published.*

The **general objective** of the project is to reinforce the link between EU and non-EU countries of Western-Balkans through the analysis and definition of microcredentials (MCs) in VET in order to support the relevance, accessibility and responsiveness of VET institutions and systems to changes on the labour market.

**.1. In the thematic work**, partners have worked in the first half of the project mainly on WP2 Definition of Microcredentials with initiation of WP3 Design of joint VET course. The activities and deliverables of WP2 are the base for the development of microcredentials in the national contexts. As the main activity of capacity building EU partners OU and ŠCNM have introduced **peer-learning activities (PLA)** for sharing knowledge, information, experience and examples of best practice with VET peers from West Balkan countries. In the context of the project, a “peer” is a VET peer. It can be VET teachers, trainers, experts, employers and others engaged in defining and shaping the VET policy, provision and evaluation. With such a definition of peers, partners have opened a possibility for different types of stakeholders directly interested in microcredentials and their definition and use to take part and influence the definition process in the national context. They are structured as a two-level activity. At first level, partners represented by 2 experts per partner with participation with 2 selected external experts, participate at a joint (transnational) peer-learning activity. The topic of the PLA1 was Examples and experiences of Microcredentials in Europe with participation of 31 person. The topic of PLA2 was Defining Microcredentials with participation of 34 person.

At a second level, project partners organise **national peer-learning activities** in order to share the gained knowledge and insights with fellow peers at national level. This approach enables partners to reach to a wider range of VET peers at national level and enhance the capacity building activities. By this means, the gained knowledge does not stay “in-house” of the project partner organisations but is spread across the national VET community. The goal as per GA is to involve at least 8 participants per national post-PLA activity resulting into 5 post-PLA1 activities with 40 participants and 5 post-PLA2 activities with 40 participants. Partners have organised **6 post-PLA1 and 6 post-PLA2** activities (1 in each country, 2 in MNE) with a total participation **of 257 participants (89 in post-PLA1 and 168 in post-PLA2)**. The participants included VET teachers, trainers, principals, representatives of various ministries and organisations responsible for policy in VET (agencies for VET, qualification and similar), representatives of higher education institutions and research institutions, employment services, and national Erasmus offices. Moreover, an important accent was set on employers as well as employers organisations as one of the key actors in development and use of microcredentials. The mentioned activities resulted in the deliverable D2.1 Peer-learning activities which is a document containing all information about transnational and national PLAs.

Parallel to PLAs partners started with the **national analyses** in order to determine similarities and differences of national education systems in relation to the possibility of applying basic principles and key elements of micro-credentials (laws, regulatory bodies, strategic determinants, etc.) as per Council Recommendations on the European approach to micro-credentials for lifelong learning and employability (2022/C 243/02). The activity resulted into the deliverable D2.2 Country analysis of VET education and MCs which includes national analyses as well as a comparative analysis.

Through PLAs partners have set a broad range of the target groups and have gained their interest. This resulted into their further involvement in working groups and very close collaboration during the phase of definition of MCs and drafting the proposals for national development methodologies of MCs. In all partner countries, partners have directly involved policy makers responsible for VET in the working groups for defining MCs, joint working group and working groups for proposing development methodologies of MCs - in Slovenia representatives of the National Centre for VET, in BIH partner ZŠM as regional institution for education but also the regional ministry for Education, in MNE CSO as the national institution responsible for VET but also representatives of the ministry for education, in Serbia representatives of the Qualification Agency and Office for Dual Education and National Qualifications Framework. In Croatia, AP1 ASOO has supported the whole process of capacity building with participation in PLA1 and in the joint working group. As microcredentials are as well important to employers, partners have actively included employers (companies, employer's organisations and employment services) in the working groups as well.

The **national working groups for defining MCs** have met 3 times in BIH, MNE and SRB, but also in SI (as the process of defining MC is still ongoing). Based on the national and comparative analyses and PLAs, the working groups have proposed definitions of MCs in national context of BIH, MNE, SRB and SI as well. The definition process was based on the Council Recommendations on the European approach to microcredentials for lifelong learning and employability (2022/C 243/02). In order to finalise and compare the definitions, discuss any doubts in the work of national working groups, and to ensure common standards of quality, transparency, comparability and recognition, partners have formed a **joint working group on defining MC**, which has met 3 times (2 time online, 1 in Podgorica, MNE). This activity resulted in the deliverable D2.3 Definition of MCs in form of a document with comparison of all 5 national definitions.

As the final step for introducing microcredentials into national education systems, partners have developed **proposals of national development methodologies** for microcredentials. It was again a participative process of VET experts and representatives of regional and national government institutions responsible for VET. This activity resulted in the deliverable D2.4 which contains national proposals as well as shortened version for comparison of all national proposals in English.

As the topic of microcredentials is an important topic for the West Balkans region where shortage of labour force is high, and skills are due to the twin transition changing fast, other institutions in the region have recognised the importance and relevance of the MC.VET project. Therefore, OU was invited to take part in trainings of VET teacher within the Erasmus+ project VET for Western Balkans (**VET4WB**), which aims to improve and modernise VET systems in four partner countries in the Western Balkans: Albania, Bosnia and Herzegovina, Montenegro and Kosovo. Danijel Đekić was giving 1day workshops at the first international training in Podgorica, MNE on the 24<sup>th</sup> January 2024 and second international training in Shkoder, Albania on the 22<sup>nd</sup> February 2024. The cost of travel and accommodation was completely covered by the VET4WB project. At the first workshop 16 participants from Albania, Bosnia and Herzegovina, Kosovo, Montenegro and Denmark have participated, and at the second workshop 8 VET teachers from 2 Albanian VET school.

As per Gantt, partners have initiated the **WP3**. ŠCNM has proposed the methodology for conducting focus groups with employers, a key activity to get their feedback about necessary skills and competences for the new educational program in 3D printing. Partners have already reached out to identified employers in the field and the plan is to finalise the document until September 2024. Partners have also defined the dates for the PLA3 which will be organised in Kragujevac by SSŠK.

**.2. In the transversal work** which includes project management, quality assurance and dissemination, partners are jointly performing all tasks and activities. In **WP1** Project management partners have signed the partnership agreement. OU has proposed project management guidelines which were adopted by all partners. Although OU as lead is managing the project as whole, all partners together are involved in the decision-making and coordinating though the project management unit and steering committee. Partners had scheduled regular online meetings and 3 onsite meetings (Zagreb, HR, Novo mesto, SI, Podgorica, MNE). To maintain the project on track, 3 monitoring activities were performed (every 6 months) which include all performed tasks around project management, quality and dissemination. The results were analysed in the interim reports by WP leaders, presented to partners and used for the interim report to EACEA. In **WP5** SSŠK as WP leader has designed a Quality management plan which defines the quality strategy and planning, roles and responsibilities of partners toward quality, quality control measures, quality improvement mechanisms as well as main indicators. Quality and evaluation is performed though evaluation of all events by target groups and monitoring questionnaires filled in by all partners in a quarterly form. SSŠK has analysed all evaluation and monitoring questionnaires and has shared it with the quality committee made by all partner representatives. In general, the results show a high rating from target groups towards the format of PLAs its content and the direction of the project.

Despite the initial stages of the project, partners have invested effort in dissemination and communication activities (**WP6**) to promote the project, its activities and deliverables towards the target

groups and general public. The goal, target group, visual identity, information and communication infrastructure, indicators and exploitation strategy are all defined in the Project dissemination strategy designed by SSŠIU as WP leader. OU has created the visual identity of the project containing the logo, graphics, EU visibility and templates as well as PR material. To regularly updated the target groups and general public partners are creating news at their web pages, but also at the project Facebook page which features a reach of 1500 users and 8500 impressions. This goes in hand with the first participations in TV shows as well with articles in online media (details below in WP6 description). Moreover, partners have sent 2 newsletters to a mailing list with 390 recipients from HR, SI, BIH, MNE and SRB. Information about the project was also included in 2 EfVET newsletters with more than 350 recipients EU wide. Partners have published 7 articles in specialised journals, EPALE and an article in a publication as Collection of Papers. A scientific article was externally reviewed and is waiting for publication. Additionally, partners have organised 6 local dissemination events (2 in HR, 4 in MNE) and have promoted the project during job fairs, open door days and during the Europe day 2023 in Zagreb.

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**[OPTION 2 for Operating Grants:****Work performed and main achievements**

*Short summary of progress towards the project objectives. Highlight significant activities and achievements. Provide clear and measurable details*

*Report on objectives not fully achieved or not on schedule (postponed to next year).*

*Analyse the outcome of the activities during the period covered by the EU grant and their impact (on target groups, change, innovation etc.), including a description of the European dimension and added value of the project.*

**⚠** *Do not simply cut and paste the project summary (filled in online on the Summary for Publication screen). Contrary to the summary, this section is for reporting to the EU and will not be published.*

N/A

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**1.2 Consortium set-up****Participants**

*Report on changes in the consortium composition (including structural, legal or management changes, if any).*

See Technical Report (Part A).

**Consortium cooperation and division of roles (if applicable)**

*Report on changes in the way the participants work together (Beneficiaries, Affiliated Entities, Associated Partners, etc.).*

There were no changes in the consortium set-up as well as cooperation. WP leadership was not changed as well as responsibility in performing tasks within WPs. All partners cooperate effectively resulting in respecting deadlines, organizing more than planned activities with a larger number of involved participants than expected (e.g. national post-PLAs).

The work of partners is divided into 3 levels: management, WP and activity level. At management level partners have formed the Project management unit and the Steering committee with equal representation of all partners. The management bodies meet regularly online and physically during partner meetings. At WP level there were no changes regarding WP leaders. At activity level each partner works according to the WP methodology respecting the quality standards. In case of partner countries where are 2 partners (BIH and MNE), partners work together according to their expertise.

The associated partner ASOO also participated in the PLA1 in Zagreb and in the joint working group meetings (online and in Kragujevac). They are providing full support based on their experience regarding the definition and implementation of micro credentials in Croatia.

### 1.3 Project teams, staff and experts

#### Project teams and staff

Report and explain deviations from Annex 1 of the Grant Agreement regarding the organisation of staff or project teams. Provide CVs of key actors that had to be replaced (if required).

There were minor changes in project teams as following:

OU – no changes

ŠCNM - new team member Ivan Slinkar (Junior expert)

ZŠM – no changes

SSŠFV - no changes

CSO – new team member Dragiša Damjanović (Senior expert)

SSŠIU – no changes

SSŠK – new team member Vesna Pilipović (Administrative)

### 1.4 Consortium management and decision-making

#### Consortium management and decision-making (if applicable)

Report on important changes in the management or decision-making mechanisms.

There were no major changes in the consortium management and decision-making. OU is responsible for the overall management of the project and support by:

- **Partnership agreement** signed among all partners with the last signature on the 20th of February 2023.
- **Project management guidelines** as a strategic document defining all procedures and tools for successful implementation of the project. Details about the guidelines in description of the Task 1.2. in WP2.
- **Project management unit** made of project management from OU and project coordinators from each partner organisation. It counts in total 7 representatives of partners who meet regularly online and in project meetings. The PMU includes also a Communication Manager from SSŠIU as the responsible for WP6.
- **Project Management Steering Committee** made of representatives of all partners. It was established during the 1<sup>st</sup> meeting in Zagreb and defined by the PM Guidelines. The committee meets during the project meetings. They have met 3 times.

Communication is defined in the project management guidelines with following tools:

- **Digital repository** created by OU at Google Drive. All documents are stored at the Drive and are available to all partners.
- **E-mail** is used for daily communication between partners, working groups and PMU/PMSC. Partners have created a mailing list with all necessary information about staff involved.
- **Online meetings** are organised via Zoom. Partners have participated in 8 meetings in 2023, and in 4 until end of June 2024.
- **Regular partner meetings** have been organised 3 times in conjunction with other activities (PLA1 in Zagreb, PLA2 in Novo mesto, joint working group in Podgorica). Smaller deviations in the timing and number of participating persons did occur and are explained in the Task 1.3 of WP1.

## 1.5 Project management, quality assurance and monitoring and evaluation strategy

### Project management, quality assurance and monitoring and evaluation strategy

Report on *changes* to the overall project management concept, quality assurance and monitoring and evaluation strategy (if any).

There are no major changes in project management. It is performed in WP1 with active participation of all partners through project management bodies and strategic documents as described in 1.4 and in the tasks in WP1 (below).

Quality assurance and monitoring is performed in WP5 Quality Management and Evaluation with the WP leader SSŠK. The quality assurance and monitoring is based on following strategic documents and bodies:

1. **Quality Management plan** was prepared by SSŠK as WP5 leader in coordination with WP1 lead OU.
2. **Quality committee** as the body responsible for overseeing the overall quality management processes and evaluation activities. It is led by SSŠK with representatives of all partners (in total 7 members). The meetings are organised during physical partner meetings and online when needed. At the meetings, SSŠK is presenting the results of evaluation questionnaires from events (meetings, PLAs, post-PLAs) as well as from monitoring reports (every 6 months).
3. **Quality reports** are being prepared by every partner through a defined questionnaire every 6 months (in the reporting period 3 reports). SSŠK is analysing the questionnaires and preparing reports which are being discussed during partner meetings.

As for the indicators set in GA in the appropriate section, the results are as following:

- Compliance with work plan

\* Indicator: **40 %** of foreseen WPs activities and deliverables successfully accomplished – WP3 is in its initial phase, WP4 is foreseen in a later stage.

\* Indicator: **100%** of time deviations explained and justified

- Results with regard to immediate target groups of VET teachers and trainers

\* Indicator (new): Total number of participants of PLA and post-PLA activities = **322**

\* Indicator: Number of VET teacher and trainers participating in PLA and post-PLA activities = **220**

\* Indicator (new): Number of employers and employer's representatives participating in PLA and post-PLA activities = **39**

\* Indicator (new): Number of policy makers and representatives of government institutions participating in PLA and post-PLA activities = **42**

\* Indicator (new): Number of HE representatives participating in PLA and post-PLA activities = **16**

\* Indicator: Number of participants (VET teacher and trainers, governmental institutions) participated in the definition of MCs = **32**

\* Indicator: Number of VET teacher and trainers participated in the Train the trainer (TTT) event = **0** (activity foreseen in WP4)

\* Indicator: Degree of satisfaction of TTT participants with content and methodology of training (target: >85%) = **0** (activity foreseen in WP4)

- Project implementation

\* Indicator: Partners' satisfaction through regular monitoring with regard to key aspects of cooperation (e.g. clarity of project arrangements, outputs, communication, etc.) = **4,0** (on a scale of 1 to 4)

\* Indicator: Partners' satisfaction through Project Evaluation that cover the project cycle (relevance, effectiveness, efficiency, sustainability, impact, coherence/ complementarity, and Community value added) = **3,8** (on a scale of 1 to 4)

- Reach- out to VET and labour market systems

\* Indicator: Number and type of relevant VET institutions and persons reached by the project's dissemination events (target: >100) = **>250**

\* Indicator: Number and type of relevant institutions and persons reached by the project's other dissemination activities (target: > 1500) = **>2.000**

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## 1.6 Cost effectiveness and financial management

Cost effectiveness and financial management (n/a for Lump Sum Grants)

*Inform about significant budget overruns or important changes in the financial management (if any).*

N/A

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## 1.7 Risk management

### Critical risks and risk management strategy

*Report on the state of play concerning the risks and risk mitigation measures (if any).*

See Technical Report (Part A).

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## 1.8 Impact

### Impact

*Report on changes in your impact analysis/strategy (if any) and the effects on the project/need for adaptations.*

The project will have a multi-layered impact in effort to ensure sustainability by means of including all target groups of VET staff (both of partners and outside organisations), VET learners and Employers including the VET systems of partner countries. The target groups and the envisaged impact did not change.

The project activities in the first part of the project are partially linked to capacity building and on building up of the understanding and definition of microcredentials in West Balkan partner countries. They have impacted mostly VET staff, employers and representatives of policy makers (governmental institutions). The target numbers of included participants of PLA 1 and 2 as well of national post-PLA 1 and 2 activities has outreached the foreseen numbers, thus involving 257 participants just in post-PLA activities. By this means partners have exposed a large number of the target groups to the idea and discussions around microcredentials. The project did not stay “in-house” of partner institutions but plays a important role in the definition of microcredentials at national level of partner countries. Moreover, in all activities from capacity building to working groups, partners have actively included representatives of policy makers (governmental institutions) in the development process thus ensuring credibility and relevance of the deliverables on one side. On the other side this means also direct influence on the national VET systems for positive changes to strengthen the quality, relevance and attractiveness of VET systems. As employers play an important role not only in the VET education but are one of the en-users of microcredentials, partners have involved them actively in the capacity building but also shaping the definition and discussion around microcredentials.

All participants of the capacity building activities as well working groups see a high potential of microcredentials on the VET system, its provision and a importance both for learners and employers.

The second half of the project will target employers, VET teachers and VET learners through activities of VET program development, PLA3, TTT and piloting of new program in 3D printing.

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## 1.9 Communication, dissemination and visibility

### Communication, dissemination and visibility of funding

*Report on the communication and dissemination activities undertaken (to whom, which format, how many, etc.).*

*Describe how the visibility of EU funding was ensured.*

*If you described your project on your website(s) and/or social media accounts, please provide the links.*

The dissemination and communication activities are defined by the Project Dissemination Strategy designed by SSŠIU and adopted by all partners. Together with the Strategy, OU has designed the project logo and complete visual identity of the project which is being used in all promotional material, PR activities and documents. The visual identity also includes the EU visual identity by including the EU flag and funding statement as described in the Operational guidelines for recipients of EU funding.



A detailed description of all communication and dissemination activities is provided in the WP6 description (with relevant links).

#### **Communication activities:**

**Media coverage** – partners have participated in **2 TV shows and 1 radio show** during which the project and activities were mentioned. ŠCNM has promoted the project during the live radio show being guest at the open doors of the school at Radio Krka. SSŠK has participated in a TV show of the regional TV Kragujevac. The principal of SSŠIU was guest at the TV morning show *Morning* with the topic of skills, knowledges and occupations where she has also promoted the project and microcredentials

In MNE, SSŠIU has published **2 articles** about post-PLA activities in the web portal Radionica "POST PLA" at mondo.me and at the newspaper portal dan.co.me about microcredentials and their potential use in MNE.

#### **Dissemination activities:**

**Social media** - Partners have created the MC.VET **Facebook account** where all information about events and activities are posted. The account <https://www.facebook.com/mcvet3d>

Partners have also posted information in their social media accounts (in case they have one).

**Partners web pages** – Partners are regularly updating their web pages with relevant news about the project and its activities. Target groups are learners, employers and VET teachers and trainers as well as general public.

**Newsletters** – Partners have jointly designed and published **2 newsletters** which were sent to 390 recipients in SI, HR, BIH, SRB and MNE. The target groups are governmental institutions responsible for education and VET, VET providers, schools, employers and employers' organisations, but also organisation and associations working in education at local, regional and national level. OU has used its membership in EfVET and has prepared two articles for 2 newsletters thus reaching out to more than 350 recipients in the network.

**Articles** – Partners have published 7 articles both in specialized publications/journals and EPALE. OU has published 5 articles in the Craft Paper, a specialised journal for craftsman published by the Chamber of Trades and Crafts Zagreb with a reach of 10000 readers/recipients. SSŠK has published an article on EPALE which was awarded the first place in the competition on the topic of requalification and upskilling in the era of digital transition. ŠCNM has published an article in the Collection of Papers of the 4<sup>th</sup> National VET Conference Creative Learning Spaces. OU has prepared a scientific article which has undergone an external review and will be published in the scientific journal *Andragoški glasnik*.

**Local dissemination events** – Partners have already initiated **6 national dissemination events** tailored to the needs and circumstances of national contexts. OU has organised 2 events during the Erasmus day in October 2023 with participation of 21 employer. CSO has organised 4 events in end 2023 with participation of 41 VET teacher, representatives of ministries and employers as well as 1 event in April 2024 with participation of 33 VET teachers. Partners have also participated in **5 fairs and open days** promoting the project. ŠCNM has promoted the project within the Slovenian stand at the open fair Europe Day 2023 on the 5th September 2023 in Zagreb organised by the European Commission in the light of EU Skills year. ZŠM and SSŠFV have participated in the fair training companies with promotion of the project to 80 participants as well as SSŠK at the internal employment fair. ŠCNM and SSŠK have promoted the project during the school open days.

**Conferences** – so far partners have participated in 1 conference. OU has participated in skill.me conference on the 15<sup>th</sup> March 2024 in the organisation of Fachberufsschule in Wolfsberg, Austria with a presentation Companies and education – new ways of cooperation. The conference gathered VET teachers and experts from Germany, Austria, Slovenia, Croatia, BIH and Serbia.

**Workshops** – as the topic of microcredentials is an important topic for the West Balkans region, other institutions have recognised the importance and relevance of the MC.VET project. OU has provided 2 1 day workshops for participants of project VET for Western Balkans (VET4WB) in Podgorica, MNE on the 24th January 2024 and in Shkoder, Albania 22nd February 2024 with total participation of 24 VET teachers from Albania, Bosnia and Herzegovina, Kosovo, Montenegro and Denmark.

Besides direct communication and dissemination activities listed above, Peer-Learning activities (both transnational and national) are also considered as dissemination events as participants do not only learn and exchange knowledge and experiences, but also learn about the project and share it with their peers both at VET level and policy level. Partners did recognise the importance of PLAs and the need to involve VET peers which are not only from their local/regional communities and thus have organised post-PLAs during educational conferences (post-PLA2 in SI, HR and SRB) thus reaching out to a large pool of VET peers from whole partner countries. The project has involved **257 participants** in national post-PLA activities.



See also Technical Report (Part A).

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## 1.10 Sustainability and continuation

### Sustainability, long-term impact and continuation

Report on *changes* in your sustainability analysis/strategy (if any).

For the Final Report, describe the follow-up of the project after the end of the EU grant. How will the results be used or further developed. Describe the strategy to ensure sustainability of results and long-term impact. Comment on possible synergies/complementarities with other (EU funded) activities (if any).

Exploitation and sustainability will be set by the **Sustainability and exploitation strategy** in WP4 which development is foreseen in M25 to M36.

From the so far finalised deliverables and tasks, partners see the biggest potential in the definition of microcredentials in the national contexts with the proposals for national development methodologies. One of the important aspects of these tasks was that all partners have actively involved policy makers in the development process thus exposing them to the EU initiative of microcredentials and encourage them to initiate changes in the national education policies. In SI CPI National Centre for VET was part of the working groups, in BIH ZŠM as well as representatives of regional ministry of education, in MNE CSO and representatives of ministry of education and in SRB representatives of Qualification Agency and Office for Dual Education and National Qualifications Framework. In HR Agency for VET and Adult Education as AP is giving full support as well was part of the joint working group. Besides these organisations, partners have involved representatives of employment services, ministries of labour and other governmental institutions responsible for VET. Activities conceived in this way provide a basis for transferring the conclusion at project level to the level of the state and into policies.

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## 1.11 Follow-up to EU recommendations

### Follow-up to EU recommendations

Highlight corrective actions taken as a result of EU monitoring activities (including follow-up to EU project reviews, if any). List each recommendation/comment and explain how they have been followed up.

N/A

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## 2. WORK PLAN, WORK PACKAGES, ACTIVITIES, RESOURCES AND TIMING

### 2.1 Work packages, activities, resources and timing

## WORK PACKAGES

#### Work Package 1

Work Package 1: Project management			
Activities			
<i>Report on the <u>implementation status</u> of the activities that were to be implemented during the reporting period and explain <u>deviations</u> from Annex 1 of the Grant Agreement. In case an activity was not implemented or a deliverable not produced, please explain why.</i>			
Task No (continuous numbering linked to WP)	Task Name	Implemented? (Yes/No/Partially)	Justification (explain what was done and by whom; explain what was not done and why not; indicate how you intend to handle the situation and new timing; indicate if it was a one-off issue or how you intend to avoid similar issues in the future)
T1.1	Partnership agreement signing	Yes	P1 OU has prepared a partnership agreement. The agreement was shared with all partners which have agreed on the final version. The agreement was signed with the last signature on the 20 <sup>th</sup> of February 2023. The foreseen due date was end of January. The time deviation was explained to the project office in communication from 6 <sup>th</sup> March 2023.
T1.2	Project management guidelines	Yes	P1 OU has prepared the Project management guidelines as a strategic document with detailed guidelines on project management (strategic documents and bodies, communication), financial management (eligibility of costs, documents, amendments, travel&staff), reporting, indicators as well as a risk and mitigation plan.  As it is a strategic document, all partners had to agree on the content. The final version was adopted during the 1 <sup>st</sup> meeting in Zagreb in March 2023. The due date was end of February. The project officer was notified in a communication from the 6 <sup>th</sup> March 2023.

T1.3	Project management unit and steering committee meetings	Partially	<p>Each partner has assigned a project coordinator to form the project management unit, which consists of total 6 project coordinators and 1 project manager from OU. The steering committee was also</p> <p>Partners have met 3 times:</p> <ul style="list-style-type: none"> <li>- The first meeting was organised by P1 OU in Zagreb (HR) from 15<sup>th</sup> to 16<sup>th</sup> March 2023 with participation of 2 project staff per partner. The meeting was planned for M1 but was changed to M3 due to financial transfers of the 1<sup>st</sup> pre-payment and the participation of a larger number of attendees. The project officer was notified in a communication from 6<sup>th</sup> March 2023.</li> <li>- Second meeting was organised by ŠCNM in Novo mesto (SI) from 12<sup>th</sup> to 13<sup>th</sup> September 2023. At the meeting OU participated with 3 persons, CSO with 1, and all other partners with 2 persons. This change was communicated to the project officer on 18<sup>th</sup> August 2023.</li> <li>- The third meeting was organised by CSO and SSŠIU in Podgorica (MNE) from 20<sup>th</sup> to 21<sup>st</sup> February 2024. All partners participated with 2 persons except ZŠM with 1 person (cancellation in the last moment due sickness).</li> </ul> <p>All three meetings were organised in conjunction with other project events from WP2: 1<sup>st</sup> meeting with PLA1, 2<sup>nd</sup> meeting with PLA2 and 3<sup>rd</sup> meeting with Joint Working Group on defining MCs. This was stated in project proposal to save time and resources in order to be cost efficient.</p> <p>Next to the physical meetings, partners are organising regular (monthly) online meetings via ZOOM. Partners have met in total 8 times in 2023, and 4 times until end of June 2024. During these meetings partners are discussing all topics and issues related to PM and to thematic work on WP2 and WP3. This ensures provision of activities and deliverables with joint effort, on time and according to quality standards.</p>
T1.4	Submitting Interim and final reports	Partially	<p>P1 in coordination with all partners has prepared the interim report for the period from 1.1.2023 to 30.6.2024. All partners were engaged into providing information about all activities including dissemination and communication activities, indicators and additional results.</p> <p>The preparation of the interim report was also based on internal monitoring of project activities in WP1, but also on quality monitoring in WP5 and monitoring of dissemination activities in WP6. The monitoring activities are performed every 6 months. WP leaders (OU WP1, SSŠK WP5, SSŠIU WP6) have analysed the questionnaires, prepared reports and shared it with partners.</p>
<p>Other issues</p> <p><i>Mention and explain unexpected events and</i></p>		<p>Due to the difficult national organisation in BIH, partners had to open a special bank account. The bank account had to be open by the Ministry of finances. Due to this complicated bureaucratic problem, the transfer of prefinancing to SSŠFV and ZŠM was done in May 2023 for ZŠM and in</p>	

<i>adjustments that had to be made. Explain impact on other tasks, available resources and planning/timing.</i>	March for SSSŦV. This however did not impact the implementation of the project activities. The partners themselves had sufficient resources to pay for the travel for the first meeting in Zagreb and for staff participating in the implementation.
<b>Milestones and deliverables (outputs/outcomes)</b>	
See Technical Report (Part A).	

<b>Budget implementation — Use of resources (deviations) (n/a for Lump Sum Grants) (n/a for Additional Prefinancing Report)</b>	
<i>Explain deviations from the budget planning (i.e. differences between actual and planned use of resources, especially for personnel). Include explanations on transfers of cost categories in the estimated budget (if applicable). If needed, add explanations linked to the report on the use of resources filled in online. Ensure consistency with that report.</i>	
N/A	
Other issues	N/A

**Work Package 2**

<b>Work Package 2: Definition of microcredentials</b>			
<b>Activities</b>			
<i>Report on the implementation status of the activities that were to be implemented during the reporting period and explain deviations from Annex 1 of the Grant Agreement. In case an activity was not implemented or a deliverable not produced, please explain why.</i>			
Task No (continuous numbering linked to WP)	Task Name	Implemented? (Yes/No/Partially)	Justification (explain what was done and by whom; explain what was not done and why not; indicate how you intend to handle the situation and new timing; indicate if it was a one-off issue or how you intend to avoid similar issues in the future)
T2.1	Organisation of PLA 1: Examples and experiences in MCs in Europe	Yes	The PLA1 was organised by P1 OU in conjunction with the 1 <sup>st</sup> partner meeting in <b>Zagreb from 15<sup>th</sup> to 16<sup>th</sup> March 2023</b> . In total there was <b>31</b> participant – 6 from HR, 4 SI, 8 BIH, 5 SRB, 8 MNE. The type of participants were 4 VET principals, 17 VET teachers, 8 representatives of institutions at national/regional level responsible for VET, 2 employers. The topic was

			<p>Examples and experiences of Microcredentials in Europe with presentations, lectures and a workshop. The presentation was held by the assistant director for development of adult education of the Croatian Agency for VET and Adult Education (associated partner), a lecture “From full qualifications to microcredentials” by Tihomir Žiljak from OU. Second part of the PLA was dedicated to a workshop on identifying possible equivalents of microcredentials in the national education systems of project partner countries.</p> <p>The conclusions as well as the description of the PLA1 is included in the deliverable D2.1 Peer learning activities (12), specifically the document “Defining Microcredentials. Peer learning activities report”.</p>
T2.2	Organisation of national Post PLA 1	Yes	<p>In each partner country national post PLA1 events were organised with the goal to share the information and knowledge gained through the PLA1 about microcredentials in EU with the national VET community and involved stakeholders. The goal was to have 5 post PLAs with at least 8 participants per event (40 in total). Partners have organised <b>6 events with 89 participants</b> in total. National post PLAs were organised from March to May 2023.</p> <p>In Slovenia ŠCNM organised the post PLA1 in Novo mesto on the 18<sup>th</sup> May 2023 with 13 participants. In Croatia OU organised the post PLA1 in Zagreb on the 11<sup>th</sup> May 2023 with 10 participants. In BIH ZŠM and SSŠFV together organised the post PLA1 in Mostar on the 12<sup>th</sup> April 2023 with 18 participants. In Montenegro the post PLA1 was organised in 2 events. CSO has organised the post PLA1 on the 31<sup>st</sup> May 2023 in Podgorica with 21 participants. SSŠIU has organised the post PLA1 on the 26<sup>th</sup> May 2023 with 9 participants. In Serbia SSŠK has organised the post PLA1 in Kragujevac on the 29<sup>th</sup> March 2023 with 18 participants.</p> <p>The type of participants were mainly VET teachers and trainers, but also representatives of employers, higher educational institutions, and employment services. Moreover, almost in all post PLAs partners have invited representatives of regional (BIH) and national ministries responsible for education (HR, MNE) or institutions responsible for VET (SI). In MNE there ere representatives of the national Erasmus+ office present.</p> <p>All the details about each national post PLA1 activity including information about the event and topics/description in included in the deliverable D2.1 Peer learning activities (12), specifically the document “Defining Microcredentials. Peer learning activities report”.</p>
T2.3	Conducting the country analysis of VET education and MCs	Yes	<p>OU with CSO have prepared a analysis framework. The starting point was the implementation of the Council Recommendations (June 16, 2022) on the European approach to micro-credentials for lifelong learning and employability (2022/C 243/02) and the basic elements of CEDEFOP’s analysis on Microcredentials from 2023. The main reason for using this approach is the</p>

			<p>possibility of comparing the results of the comparative analysis of this regional research with the findings in the rest of Europe. In addition, this approach includes the basic elements of micro-credentials, a clear comparative dimension and an elaborate methodological approach.</p> <p>Each partner country has prepared a national analysis based on 14 questions / elements which are essential for the implementation of the concept of microcredentials. This analysis includes three dimensions:</p> <ol style="list-style-type: none"> <li>1. an overview of education in vocational education and training (VET) as well as a description of the connection with national qualification frameworks and the European Qualification Framework (NQF-EQF) from levels 2 to 5.</li> <li>2. overview of regulations defining vocational education and training, its implementation and connection with EQF.</li> <li>3. review and description of strategic documents at the national level and their connection with the objectives of the European Union in the field of vocational education and training.</li> </ol> <p>Based on the delivered national analysis, OU has made a comparative analysis of all the data provided by the national analysis.</p> <p>All the findings were prepared in the document “Country Analysis of Vocational Education and Training and Microcredentials in Bosnia and Herzegovina, Croatia, Montenegro, Serbia and Slovenia” which is the deliverable D2.2 Country analysis of VET education and MCs. The deliverable contains a summary of the analysis in English, the comparative analysis in Croatian and the national analysis of each partner country in the national language.</p>
T2.4	Organisation of PLA 2: Defining MCs	Yes	<p>The PLA 2 Defining Microcredentials was organised by ŠCNM and OU in conjunction with the 2<sup>nd</sup> partner meeting <b>in Novo mesto from 12<sup>th</sup> do 13<sup>th</sup> September 2023</b>. As per proposal, the PLA was intended to take place in 1 day, but was extended to 2 days (project officer was notified in a communication on the 4<sup>th</sup> August 2023) in order to save travel costs as all participants from same country have travelled jointly.</p> <p>Each partner has besides partner staff invited external participants. In total there were <b>34</b> participants – 8 from HR, 5 SI, 8 BIH, 4 SRB, 8 MNE. The type of participants were 4 VET principals, 15 VET teachers, 7 representatives of institutions at national/regional level responsible for VET, 2 representatives of regional/national ministries, 1 representative of higher education, 1 employer, 1 representative of employer’s organisations (chamber), 3 representatives of regional development agency. The topic was Defining Microcredentials with the goal to present the definitions of microcredentials in the educational systems of EU and share experiences, knowledge, and best practices on defining and developing microcredentials. Participants were introduced to</p>



			<p>methodologies for development of microcredentials, their strengths and what can/should be changed with presentations and a workshop. Tomaž Pintarič (ŠCNM) and Darko Mali (Institute of the Republic of Slovenia for VET) gave a presentation of possibilities of introducing microcredentials into the educational system of Slovenia. Maruša Malnarič (Institute of the Republic of Slovenia for VET) organised a workshop for the participants on how to get an open badge by using the Open Badge Factory. Irena Bačelić (Croatian Ministry of Labour, Pension System, Family and Social Policy) gave a presentation “Voucher System in Croatia” presenting the Croatian voucher system for education and the development of microcredentials. Danijel Đekić (OU) gave a presentation “Microcredentials in Croatia – Introduction into the Development Process”.</p> <p>The conclusions as well as the description of the PLA2 is included in the deliverable D2.1 Peer learning activities (12), specifically the document “Defining Microcredentials. Peer learning activities report”.</p>
T2.5	Organisation of national Post PLA 2	Yes	<p>In each partner country national post PLA2 events were organised with the goal to share the information and knowledge gained through the PLA2 about the possible definitions of microcredentials with the national VET community and involved stakeholders. The goal was to have 5 post PLAs with at least 8 participants per event (40 in total). Partners have organised <b>6 events</b> with <b>168 participants</b> in total. National post PLAs were organised from October to December 2023.</p> <p>In Slovenia ŠCNM organised the post PLA2 in the framework of the international conference "Creative Learning Environments" on the 8<sup>th</sup> November 2023 in Rimske Toplice (SI) with 23 participants. In Croatia OU has organised the post PLA2 in the framework of the conference Adult Education on the 12<sup>th</sup> December 2023 in Zagreb by the Croatian Agency for VET and Adult Education and Croatian Chamber of Commerce. There were 50 participants present at the lecture. In BIH ZŠM and SŠFV organised the post PLA2 in Mostar on the 29<sup>th</sup> November 2023 with 8 participants. In Montenegro the post PLA2 was organised in 2 events. CSO organised the post PLA2 on the 16<sup>th</sup> October 2023 with 12 participants. SSŠIU organised the post PLA2 on the 11<sup>th</sup> October 2023 with 19 participants. In Serbia SSŠK organised the post PLA2 in the framework of the conference "Fourth National Dialogue of Publicly Recognized Providers of Adult Education Activities" in Vrnjačka Banja on the 13<sup>th</sup> October 2023 with 56 participants.</p> <p>The type of participants were as in post PLA1 mainly VET teachers and trainers, but also employers, representatives of employment services, and representatives of responsible ministries for education and national institutions responsible for VET. The importance of the topic was also recognized and project partners had the chance to make presentations and workshops during national/international conferences about VET organised by national institutions responsible for VET. With this approach, partners had the opportunity to reach</p>

			<p>out to a much broader number of VET experts from different regions of partner countries and thus fully fulfil the goal of peer-learning activities.</p> <p>All the details about each national post PLA2 activity including information about the event and topics/description in included in the deliverable D2.1 Peer learning activities (12), specifically the document “Defining Microcredentials. Peer learning activities report”.</p>
T2.6	National Working groups on MC	Yes	<p>National working groups were organised in BIH, Montenegro and Serbia, but also in Slovenia (not planned in the application). OU has prepared a methodology for the working groups defining the goal, type and size of participants and workplan in order to achieve the desired results. CSO has overseen the entire process and coordinated the partners in the activity.</p> <p>The goal of the national working groups was to reach to a consensus opinion on 1. Elements of micro-qualifications that can be recognized and used within the existing educational system; 2. Definition of micro-credentials. The working groups should be made of representatives of policymakers, VET providers, employers and scientific community. The size of the groups should be between 5 and 10 with 3 meetings in physical, blended or online format.</p> <p>In Slovenia, the national working group organised by ŠCNM has met on 12<sup>th</sup> December 2023, 18<sup>th</sup> January and 12<sup>th</sup> February 2024 (online). The working group had 14 participants – 9 VET teachers, 1 from CPI (national Institute for VET), 1 from employment service, 3 representatives of employers (including 1 from chamber of SMEs).</p> <p>In BIH the national working group organised by ZŠM and SŠFV has met physically on 26<sup>th</sup> October, 22<sup>nd</sup> November and 19<sup>th</sup> December 2023. The working group had 8 participants – 1 from regional Ministry of education, 1 from employment service, 1 employer, 2 from ZŠM and 3 from SŠFV.</p> <p>In Serbia the national working group organised by SSŠK has met in a blended format on 23<sup>rd</sup> January, 1<sup>st</sup> and 5<sup>th</sup> February 2024. The working group had 6 participants – 1 from national Office for Dual Education and National Qualifications Framework, 2 from national Qualification Agency and 3 from SSŠK.</p> <p>In Montenegro the national working group organised by CSO and SSŠIU has met on the 17<sup>th</sup> November, 8<sup>th</sup> and 18<sup>th</sup> December 2023. The working group had 11 participants – 2 from CSO, 2 from SSŠIU, 2 employers, 1 from University Donja Gorica, 1 from Chamber of Economy, 1 from national Administration for human resources, 1 from Employment service, 1 from Ministry of education.</p> <p>For all meetings, partners prepare meeting minutes with conclusions as well as signature lists with supporting pictures/screenshots.</p>

			<p>Each national working group has defined microcredentials in the national context based on the results of the national analysis and the Council Recommendations (June 16, 2022) on the European approach to micro-credentials for lifelong learning and employability (2022/C 243/02). The national groups were supported by the joint working group which resulted in the preparation of the deliverable D.2.3 Definition of MC, specifically in the document "Defining microcredentials in Slovenia, Croatia, Bosnia and Hercegovina, Serbia and Montenegro".</p> <p>The national working groups have besides defining microcredentials in the national context, worked on the proposals of national methodologies for developing microcredentials (T2.8).</p>
T2.7	Joint working group on MC	Yes	<p>The working group has met 3 times – on the 9<sup>th</sup> February online, from the 20<sup>th</sup> to 21<sup>st</sup> February in Podgorica (in conjunction with the partner meeting) and on the 21<sup>st</sup> March online. The joint working group was made of partner staff and their external experts as following:</p> <ul style="list-style-type: none"> <li>- HR – 2 OU, 2 from Agency for VET and Adult Education</li> <li>- SI- 4 ŠCNM, 1 from Institute for VET</li> <li>- BIH – 3 ZŠM, 2 SŠFV, 1 from employment service</li> <li>- SRB – 2 SSŠK, 1 from Agency for Qualification, 1 from national Office for Dual Education and National Qualifications Framework</li> <li>- MNE – 2 CSO, 2 SŠIU, 1 from employment service, 1 from Chamber of Economy, 1 from university, 1 employer.</li> </ul> <p>At the meeting in Podgorica following members were present:</p> <ul style="list-style-type: none"> <li>- HR - 2 OU, 2 from Agency for VET and Adult Education</li> <li>- SI - 4 ŠCNM</li> <li>- BIH – 1 ZŠM, 2 SŠFV (cancellation due illness of representatives of employment service and a member of SŠFV)</li> <li>- SRB – 2 SSŠK, 1 from Agency for Qualification, 1 from national Office for Dual Education and National Qualifications Framework</li> <li>- MNE – 3 CSO, 2 SŠIU, 1 from Chamber of Economy, 1 from university, 1 employer.</li> </ul> <p>The goal of the joint working group was to compare national definitions of microcredentials or equivalents, to discuss any doubts in the work of national working groups, to ensure common standards of quality, transparency, comparability and recognition.</p> <p>At the first meeting, participants were introduced to each other, the goal and work of the joint working group defined, and preparations made for the meeting in Podgorica. At the 2day meeting in Podgorica, firstly each partner country has presented their work and conclusions of national working groups, which were jointly discussed, and possible questions/doubts clarified.</p>

			<p>Afterwards, partners have organised a workshop with group work in order to compare the different approaches in defining MCs, how to use the experiences and result of others, to define the biggest obstacles and to seek for options of using the definitions in the creation of the new program in 3D printing. The third meeting was dedicated to the presentation of final national definitions of microcredentials in each national education system.</p> <p>The work and conclusions of the joint working group were incorporated in the deliverable D.2.3 Definition of MC, specifically in the document “Defining microcredentials in Slovenia, Croatia, Bosnia and Hercegovina, Serbia and Montenegro”</p>
T2.8	Defining the methodology for MC development	Yes	<p>Project partners have formed national working groups in Slovenia, Bosnia and Hercegovina, Montenegro and Serbia which were responsible for the development of proposal for national methodologies for developing microcredentials.</p> <p>In Slovenia the national working group met on the 18<sup>th</sup> and 25<sup>th</sup> April, 17<sup>th</sup> and 30<sup>th</sup> May 2024. The group is made of 7 participants – 2 from ŠCNM, 1 VET teacher, 1 from National Institute for VET, VET schools, 2 employers and 1 from employment service.</p> <p>In BIH the working group met on the 26<sup>th</sup> April and 17<sup>th</sup> May on site, 6<sup>th</sup> and 14<sup>th</sup> June 2024 online. The group is made of 6 participants – 2 from ZŠM and 4 from SŠFV.</p> <p>In Serbia the working group met on the 20<sup>th</sup> and 27<sup>th</sup> May, 14<sup>th</sup> and 19<sup>th</sup> June 2024 on site. The group is made of 6 representatives of VET schools with the support of the national Agency for qualification.</p> <p>In Montenegro the national working group met on site on the 10<sup>th</sup> April, 7<sup>th</sup> May and 7<sup>th</sup> June 2024. The group is made of 13 participants - 3 from CSO, 2 from SSŠIU, 1 from VET school, 2 from higher education, 1 from Chamber of Economy, 1 from employers union, 1 from national Administration for human resources, 1 from Employment service, 1 from Ministry of education.</p> <p>Each national working group has prepared a national proposal for the development methodology in the national language. OU has shared a template to all partners to obtain unified information about main questions of the proposal in English. The proposals of the national methodologies as well as the “Summary of National Proposal for Development Methodologies of Microcredentials in Slovenia, Bosnia and Herzegovina, Serbia and Montenegro” were prepared as deliverable D2.4 Proposals for national MC development methodology.</p>
Other issues		Insert text	

<i>Mention and explain unexpected events and adjustments that had to be made. Explain impact on other tasks, available resources and planning/timing.</i>	
<b>Milestones and deliverables (outputs/outcomes)</b>	
See Technical Report (Part A).	

<b>Budget implementation — Use of resources (deviations) <i>(n/a for Lump Sum Grants) (n/a for Additional Prefinancing Report)</i></b>	
<i>Explain <u>deviations</u> from the budget planning (i.e. differences between actual and planned use of resources, especially for personnel). Include explanations on transfers of cost categories in the estimated budget (if applicable). If needed, add explanations linked to the report on the use of resources filled in online. Ensure consistency with that report.</i>	
N/A	
Other issues	N/A

**Work Package 3**

<b>Work Package 3: Design of joint VET course</b>			
<b>Activities</b>			
<i>Report on the <u>implementation status</u> of the activities that were to be implemented during the reporting period and explain <u>deviations</u> from Annex 1 of the Grant Agreement. In case an activity was not implemented or a deliverable not produced, please explain why.</i>			
Task No (continuous numbering linked to WP)	Task Name	Implemented? (Yes/No/Partially)	Justification (explain what was done and by whom; explain what was not done and why not; indicate how you intend to handle the situation and new timing; indicate if it was a one-off issue or how you intend to avoid similar issues in the future)
T3.1	Organisation of PLA 3 – Involvement of employers in design and delivery of VET offer	No	The PLA3 is scheduled for September 2024 to be organised by OU and SSŠK in Kragujevac, Serbia. Partners have jointly defined the dates – 18 <sup>th</sup> and 19 <sup>th</sup> September 2024. The agenda is in preparation.

T3.2	Organisation of national Post PLA 3	No	As per Gant, due date is M27
T3.3	Focus groups with employers of definition of learning outcomes	Partially	ŠCNM has prepared a focus group methodology which defines the purpose, preparation basic framework and a questionnaire with skills and knowledges about 3D printing. The methodology and the questionnaire were shared during June 2024 with partners who have agreed on the content. The focus groups should be organised 1 in each partner country with min. of 8 employers per focus group until end of July 2024. Partners have identified employers who could participate in the focus groups and made first contacts.
T3.4	Delivery of focus group conclusions	No	As per Gant due date is M21.
T3.5	Conducting expert group meetings	No	As per Gant, due date is M27
T3.6	Design and deliver a joint 3D printing course	No	As per Gant, due date is M27
T3.7	Delivery of teaching and training materials	No	As per Gant, due date is M27
Other issues <i>Mention and explain unexpected events and adjustments that had to be made. Explain impact on other tasks, available resources and planning/timing.</i>		Insert text	
<b>Milestones and deliverables (outputs/outcomes)</b>			
See Technical Report (Part A).			

**Budget implementation — Use of resources (deviations) (n/a for Lump Sum Grants) (n/a for Additional Prefinancing Report)**  
 Explain *deviations* from the budget planning (i.e. differences between actual and planned use of resources, especially for personnel).  
 Include explanations on transfers of cost categories in the estimated budget (if applicable)  
 If needed, add explanations linked to the report on the use of resources filled in online. Ensure consistency with that report.



N/A	
Other issues	N/A

**Work Package 4**

<b>Work Package 4: Piloting and validation</b>			
<b>Activities</b>			
<p>Report on the <u>implementation status</u> of the activities that were to be implemented during the reporting period and explain <u>deviations</u> from Annex 1 of the Grant Agreement. In case an activity was not implemented or a deliverable not produced, please explain why.</p>			
Task No (continuous numbering linked to WP)	Task Name	Implemented? (Yes/No/Partially)	Justification (explain what was done and by whom; explain what was not done and why not; indicate how you intend to handle the situation and new timing; indicate if it was a one-off issue or how you intend to avoid similar issues in the future)
T4.1	Organisation of the Train the trainer event	No	As per Gant, implementation is from M25 – M36.
T4.2	Piloting of the 3D curriculum	No	As per Gant, implementation is from M25 – M36.
T4.3	Collecting feedback from participants	No	As per Gant, implementation is from M25 – M36.
T4.4	Creating a Validation report	No	As per Gant, implementation is from M25 – M36.
T4.5	Defining the sustainability and exploitation strategy	No	As per Gant, implementation is from M25 – M36.
T4.6	Drafting and signing the internationalization cooperation agreement	No	As per Gant, implementation is from M25 – M36.
Other issues		Insert text	

<i>Mention and explain unexpected events and adjustments that had to be made. Explain impact on other tasks, available resources and planning/timing.</i>	
<b>Milestones and deliverables (outputs/outcomes)</b>	
See Technical Report (Part A).	

<b>Budget implementation — Use of resources (deviations) <i>(n/a for Lump Sum Grants) (n/a for Additional Prefinancing Report)</i></b>	
<i>Explain <u>deviations</u> from the budget planning (i.e. differences between actual and planned use of resources, especially for personnel). Include explanations on transfers of cost categories in the estimated budget (if applicable). If needed, add explanations linked to the report on the use of resources filled in online. Ensure consistency with that report.</i>	
N/A	
Other issues	N/A

**Work Package 5**

<b>Work Package 5: Quality management and evaluation</b>			
<b>Activities</b>			
<i>Report on the <u>implementation status</u> of the activities that were to be implemented during the reporting period and explain <u>deviations</u> from Annex 1 of the Grant Agreement. In case an activity was not implemented or a deliverable not produced, please explain why.</i>			
Task No (continuous numbering linked to WP)	Task Name	Implemented? (Yes/No/Partially)	Justification (explain what was done and by whom; explain what was not done and why not; indicate how you intend to handle the situation and new timing; indicate if it was a one-off issue or how you intend to avoid similar issues in the future)
T5.1	Design and approve the Quality Management Plan (QMP)	Yes	SSŠK has prepared the QMP as a strategic document accompanying the project management guidelines. SSŠK has prepared a draft and has shared it with all partners for approval. During the first meeting in Zagreb, the document was discussed, some changes initiated and afterwards the final version approved. The deliverable was uploaded 15 days after the deadline of end

			<p>March. The project officer was notified in a communication from 14<sup>th</sup> and 20<sup>th</sup> April 2023. The reason for the delay was the revision of the documents after the meeting in Zagreb. Changes were made in the initial draft concerning the way of reporting, key persons responsible for activities and supporting documents.</p> <p>The document defines the quality strategy and planning, roles and responsibilities of partners toward quality, quality control measures, quality improvement mechanisms as well as main indicators. SSŠK has also prepared a monitoring questionnaire to be filled in by all partners in a quarterly form as well as templates for evaluation of meetings and events.</p>
T5.2	Quality committee meetings	Partially	<p>The quality committee (QC) was established as part of the project's quality management and evaluation efforts during the first partner meeting in Zagreb. It consists of one representative from each project partner while SSŠK is the leading quality manager. The QC is responsible for overseeing the overall quality management processes and evaluation activities of the project. It ensures compliance with the work plan. The QC meetings are in conjunction with the partner meetings (Zagreb, Novo mesto and Podgorica). During each meeting, there was a dedicated session on quality management and assessments. The Quality Manager (SSŠK) has shared the results of internal monitoring results, results of evaluation made by target groups during events, engaged in discussions with partners regarding quality issues, and provided feedback for improvement. Besides physical meeting, the QC has also met online during partner meetings in order to present the results of evaluation from partner meetings and events (PLAs, post-PLAs).</p>
T5.3	Prepare and submit 5 interim and 1 final quality report	Partially	<p>SSŠK has prepared a quality monitoring questionnaire as part of the QMP. The questionnaire was approved during the first meeting in Zagreb. It consists of questions about completeness and timeliness of activities and the division and involvement of partners and WP leaders in activities and tasks. Furthermore, it has sections dedicated to partners assessment of outcomes and their usefulness, innovativeness and transferability as well sections assessment of weak and strong point of the project and a series of questions regarding different aspects of partners' involvement.</p> <p>Partners have submitted 3 interim quality monitoring questionnaires after every 6 months of the project based on which SSŠK has prepared interim quality reports. The results of the monitoring questionnaire show that the assessment of the quality of outputs achieved has raised up to the interim report from the grad that they meet the expectations to that they exceed the expectations of partners. A the most important achievement partners see the national methodology for MC development and cooperation with different stakeholders. All partners consider that the project will have effect on beneficiaries and expect for different project elements to be continued after the</p>

		<p>end of the project. Still, one of the weakest points is the legislative context, but it is a element partners can influence but not initiate. Regarding the project management on a scale from 1 to 4 (as being the highest grade), partners have ranked the project management, clearness of information, involvement and behaviour of partners and goals achievement with the highest grade (average 4,0).</p> <p>The overall feedback about the PLA1 in Zagreb and in Novo mesto highly positive with rates of 4.96 for Zagreb and 4,97 for Novo mesto (on a scale from 1 to 5). The high rating suggests that the meeting was effective and well-received, with little room for improvement according to the respondents. The national post-PLAs were also rated very positive with rating all above 4,5. This shows that the concept of PLAs was effectively used to promote microcredentials which on the other side also have raised a high interest of the VET community. Additionally, the idea to bring different key stakeholder together (VET, policy makers, employers) was a success which also resulted in fruitful discussion leading to better understanding of national needs and the definition of microcredentials.</p>
<p>Other issues</p> <p><i>Mention and explain unexpected events and adjustments that had to be made. Explain impact on other tasks, available resources and planning/timing.</i></p>	<p>Insert text</p>	
<p><b>Milestones and deliverables (outputs/outcomes)</b></p>		
<p>See Technical Report (Part A).</p>		

<p><b>Budget implementation — Use of resources (deviations) <i>(n/a for Lump Sum Grants) (n/a for Additional Prefinancing Report)</i></b></p> <p><i>Explain <u>deviations</u> from the budget planning (i.e. differences between actual and planned use of resources, especially for personnel). Include explanations on transfers of cost categories in the estimated budget (if applicable)</i></p> <p><i>If needed, add explanations linked to the report on the use of resources filled in online. Ensure consistency with that report.</i></p>	
<p>N/A</p>	
<p>Other issues</p>	<p>N/A</p>

**Work Package 6**

<b>Work Package 6: Dissemination and impact</b>			
<b>Activities</b>			
<i>Report on the <u>implementation status</u> of the activities that were to be implemented during the reporting period and explain <u>deviations</u> from Annex 1 of the Grant Agreement. In case an activity was not implemented or a deliverable not produced, please explain why.</i>			
<b>Task No</b> (continuous numbering linked to WP)	<b>Task Name</b>	<b>Implemented?</b> (Yes/No/Partially)	<b>Justification</b> (explain what was done and by whom; explain what was not done and why not; indicate how you intend to handle the situation and new timing; indicate if it was a one-off issue or how you intend to avoid similar issues in the future)
T6.1	Design and approve a Project Dissemination Strategy	Yes	<p>SSŠIU has prepared the Project dissemination strategy, as the strategic document 3 of the project. SSŠIU has prepared a draft and has shared it with all partners for approval. During the first meeting in Zagreb, the document was discussed, some changes initiated and afterwards the final version approved. The deliverable was uploaded 15 days after the deadline of end March. The project officer was notified in a communication from 14<sup>th</sup> and 20<sup>th</sup> April 2023. The reason for the delay was the revision of the documents after the meeting in Zagreb.</p> <p>The document contains:</p> <ul style="list-style-type: none"> <li>- instruction about the use of EU visual identity, logos of the project and EU statement</li> <li>- explanation of dissemination target groups with information about their involvement in activities.</li> <li>- Instructions on how to build up a information and communication infrastructure for the project which includes websites, online community, promotional material, newsletters, conferences, articles, meetings, dissemination events and the final conference.</li> <li>- Impact with indicators and reporting</li> <li>- Exploitation strategy</li> </ul> <p>The dissemination strategy also provided templates for document files and PPT files, reporting template as well as logos of the project and EU emblem.</p>
T6.2	Design and purchase PR material	Yes	<p>OU has designed the logo of the project and complete visual identity which is being used in all promotional material as well as in documents and presentations. The visual identity respects also the EU visual identity rule by including the European flag and funding statement. Partners together have</p>

			<p>defined the content of the promotional leaflet.</p> <p>Based on the design, each partner has purchased promotional material which suite the national promotion and target group the best. The same material of all partners are roll up banners and project leaflets. Other material includes folders, pencils, USB sticks. Additional material will be purchased during the project lifetime for specific activities and target groups.</p>
T6.3	Design and update web presence	Partially	<p>The web presence is a continuous activity during the entire project period. Each partner is updating relevant information on their web pages and social media accounts. In order to have a joint web point, partners have designed an Facebook page: <a href="https://www.facebook.com/mcvet3d">https://www.facebook.com/mcvet3d</a>. The Facebook page has an the following cumulative performance overview: 8,3 thousand impressions, 1,5 thousand reach (and visits), 282 content interactions, 298 followers. community of 253 likes and 298 followers.</p> <p>Partners have also used other media (newspaper portals, TV and radio) to promote the project and disseminate project results not only to VET peers but also to a wider public.</p> <p>ŠCNM has promoted the project during the live radio show being guest at the open doors of the school at Radio Krka <a href="https://www.radio.krka.si/na-dnevu-odprtih-vrat-šc-nm-s-studijem-v-zivo">Na dnevu odprtih vrat ŠC NM s studijem v ŽIVO   Radio Krka – Dolenjska v srcu (svet24.si)</a>.</p> <p>SSŠK has participated in a TV show of the regional TV Kragujevac where they have promoted the project <a href="https://rtk.co.rs/mozaik-pocenele-prijave-za-globalnu-konferenciju-mladih/">https://rtk.co.rs/mozaik-pocenele-prijave-za-globalnu-konferenciju-mladih/</a>.</p> <p>In MNE, SSŠIU has published a article about post-PLA activities in the web portal <a href="https://www.radionica.me/post-pla">Radionica "POST PLA"   Info   Društvo (mondo.me)</a>. An article was published at the newspaper portal dan about microcredentials and their potential use in MNE <a href="https://www.dan.co.me/podgoricom/sss-ivan-uskokovic-ucesnik-erasmus-projekta-obrazuju-odrasle-za-trziste-rada-5243232">https://www.dan.co.me/podgoricom/sss-ivan-uskokovic-ucesnik-erasmus-projekta-obrazuju-odrasle-za-trziste-rada-5243232</a></p> <p>The principal of SSŠIU was guest at the TV morning show Morning with the topic of skills, knowledges and occupations where she has also promoted the project and microcredentials <a href="https://www.youtube.com/watch?v=TLv-dWikhnU">https://www.youtube.com/watch?v=TLv-dWikhnU</a>.</p>
T6.4	Design and send 6 e-newsletters	Partially	<p>Partners have designed and sent out 2 newsletters in the reporting period. The newsletters were prepared by OU, revised and commented by all partners and then translated into national languages by each partner and into English.</p> <p>The newsletter 1 was sent to 390 recipients in SI, HR, BIH, SRB and MNE. The target groups are governmental institutions responsible for education and VET, VET providers, schools, employers and employers' organisations, but also organisation and associations working in education at local, regional and national level. The publishing of newsletters was changed in regards to the</p>



			<p>project Gant. This was due to the fact that partners have agreed to have specific content in each newsletter in order to make it interesting for the recipients and not to lose any of the followers.</p> <p>The 1<sup>st</sup> newsletter was published in May 2023. It was dedicated to providing recipients with general information about the project and its goals as well as about the first meeting and PLA1.</p> <p>The 2<sup>nd</sup> newsletter was published in April 2024. It was dedicated to peer-learning activities (both transnational and national post-PLAs), their goals and content as well as achieved results.</p> <p>The 3<sup>rd</sup> newsletter will be published in September 2024, as partners have agreed to have complete content all around the national definitions and proposals of national development methodologies.</p> <p>OU has also published 2 articles in the EfVET newsletter thus reaching out to more than 350 recipients (from EU but also worldwide). The articles were published in April and November 2023.</p>
T6.5	Participate in 3 conferences about education/VET/adult education/policies	Partially	<p>As the project is in the first part of its implementation and result were tangible at the end of the reporting period, partners agreed to put an accent on conferences on the second half of the implementation period. In the first part, OU has participated with a presentation <i>Companies and education – new ways of cooperation</i> at the skill.me conference organised on the 15<sup>th</sup> March 2024 in the organisation of Fachberufsschule in Wolfsberg, Austria. The conference is dedicated to foster better connection between industry and VET secondary education and the transfer of good practices within the Alps-Adriatic region. The conference gathered more than 100 VET teachers and experts from Germany, Austria, Slovenia, Croatia, BIH and Serbia. The conference consists of a plenary part, where examples of good practices and views into the future were presented, as well as workshops for students, who have solved exercises in local companies in mixed groups.</p>
T6.6	Prepare and publish 4 articles	Partially	<p>Partners have so far published 7 articles in different media – specialized and scientific journals and EPALE.</p> <p>OU has published 5 articles in the journal Craft Paper. It is a specialised journal for craftsman published in paper and online format by the Chamber of Trades and Crafts Zagreb. It has a reach of 10.000 readers/recipients.</p> <p>SSŠK has published an article at EPALE "Microqualifications - A new way to build capacity in professional education" <a href="https://epale.ec.europa.eu/en/node/364488">https://epale.ec.europa.eu/en/node/364488</a>. The article was awarded first place in the EPALE competition on the topic: "Requalification and upskilling in the era of digital transition."</p>

			<p>Scientific articles:</p> <p>OU has prepared a scientific article “Analysis of the process of implementing micro-qualifications in the educational organizations of Montenegro, Slovenia, Serbia, Bosnia and Herzegovina and Croatia” in the scientific journal <i>Andragoški glasnik</i>. It publishes original scientific, overview and professional articles that directly or indirectly reflect the topic of adult education in the Republic of Croatia and the world. Only previously unpublished works are published. The article has undergone an external review in February 2024 and will be published during October 2024.</p> <p>ŠCNM has prepared an article “Mikrodokazila (Micro-Credentials) v poklicnem in strokovnem izobraževanju” which is published in the Collection of Papers of the 4<sup>th</sup> National VET Conference Creative Learning Spaces <a href="https://konferenca.sc-celje.si/wp-content/uploads/2023/11/ZBORNIK-2023.pdf">https://konferenca.sc-celje.si/wp-content/uploads/2023/11/ZBORNIK-2023.pdf</a></p>
T6.7	Organise 5 dissemination events	Partially	<p>Local dissemination events are organised to ensure the visibility of the project and to distribute the project results around microcredentials to VET peers, policy makers and employers.</p> <p>OU has organised 2 local events presentations “Microcredentials and Vouchers” during Erasmus days on the 11<sup>th</sup> October 2023 with participation of 21 employers.</p> <p>CSO as the national centre for VET has organised 4 local dissemination events on the topic Microcredentials – Examples and Experiences: 1<sup>st</sup> September 2023 with 14 VET teachers from VET school in Bijelo Polje; 5<sup>th</sup> October 2023 with 10 VET teachers and employers; 10<sup>th</sup> October 2023 in Nikšić with 8 VET teachers, representative of a ministry and employer; 25<sup>th</sup> October 2023 in Bar with 9 VET teachers, representative of employment service and employers. On the 11<sup>th</sup> April 2024 CSO has organised an event Microcredentials in Montenegro in KIC Budo Tomovic (Podgorica) with participation of 33 participants from VET providers.</p> <p>Partners have also organised presentation of the project at different fairs/events:</p> <p>ŠCNM has presented the project at the open fair Europe Day 2023 on the 5<sup>th</sup> September 2023 in Zagreb organised by the European Commission in the light of EU Skills year. ŠCNM was invited by the Slovenian Embassy. ŠCNM has also organised a presentation and a stand at the Open doors of the VET centre on the 22<sup>nd</sup> November 2023.</p> <p>ZŠM and SSŠFV have participated in the fair training companies with a presentation of the project on the 12<sup>th</sup> December 2023 in Mostar (80 participants).</p> <p>SSŠK has presented the project at the Erasmus+ day celebration in the</p>

			<p>School on the 12<sup>th</sup> March 2024 and at the internal Employment Fair on the 27<sup>th</sup> May 2024.</p> <p>Moreover, as the topic of microcredentials is important for West Balkans, other institution shave recognised the value of the project activities and outputs. Therefore, OU was invited to take part in trainings of VET teacher within the Erasmus+ project VET for Western Balkans (<b>VET4WB</b>). OU has <b>organised 2 1day workshops</b> at the first international training in Podgorica, MNE on the 24<sup>th</sup> January 2024 and second international training in Shkoder, Albania 22<sup>nd</sup> February 2024. At the first workshop 16 participants from Albania, Bosnia and Herzegovina, Kosovo, Montenegro and Denmark have participated, and at the second workshop 8 VET teachers from 2 Albanian VET school.</p>
T6.8	Organise the final conference	No	The final conference is planned at the end of the project.
Other issues <i>Mention and explain unexpected events and adjustments that had to be made. Explain impact on other tasks, available resources and planning/timing.</i>		Insert text	
<b>Milestones and deliverables (outputs/outcomes)</b>			
See Technical Report (Part A).			

<b>Budget implementation — Use of resources (deviations) (n/a for Lump Sum Grants) (n/a for Additional Prefinancing Report)</b> <i>Explain <u>deviations</u> from the budget planning (i.e. differences between actual and planned use of resources, especially for personnel). Include explanations on transfers of cost categories in the estimated budget (if applicable) If needed, add explanations linked to the report on the use of resources filled in online. Ensure consistency with that report.</i>		
N/A		
Other issues	N/A	



















#@ETH-ICS-EI@#

### 3. OTHER

#### 3.1 Ethics

Ethics (if applicable)
<i>If your Application Form contains a section on ethics, report on any <u>changes</u> to ethics issues identified in Annex 1 of the Grant Agreement (if any).</i>
N/A

#§ETH-ICS-EI§# #@SEC-URI-SU@#

#### 3.2 Security

Security
Not applicable.

#§SEC-URI-SU§# #@DEC-LAR-DL@#

### 4. DECLARATIONS

*[OPTION 1 by default (all except OG):*

Double funding	
<b>Information concerning other EU grants for this project</b>  Please note that there is a strict prohibition of double funding from the EU budget (except under EU Synergies actions).	YES/NO
We confirm that to our best knowledge neither the project as a whole nor any parts of it benefit/have benefitted from any other EU grant (including EU funding managed by authorities in EU Member States or other funding bodies (e.g. EU Regional Funds, EU Agricultural Funds, etc)). If NO, explain and provide details	YES
We confirm that to our best knowledge neither the project as a whole nor any parts of it are (nor will be) submitted for any other EU grant (including EU funding managed by authorities in EU Member States or other funding bodies (e.g. EU Regional Funds, EU Agricultural Funds, etc)). If NO, explain and provide details.	YES

#§DEC-LAR-DL§# ]

*[OPTION 2 for Operating Grants:*

Rate of use for the action (n/a for Lump Sum Grants) (n/a for Additional Prefinancing Report)	
<i>Declare if there were any <u>changes</u> to the rate of use for the action (i.e. the percentage of your organisation's activities which is eligible under this grant, meaning the percentage of activities that comply with the policy objectives of the call, is inside the geographic area of eligibility, etc as compared to the percentage of activities that are ineligible).</i>	
Rate of use for the action:	N/A

Double funding	
<b>Information concerning other EU operating grants</b>	

<p><b>⚠ Please note that there is a strict prohibition of double funding from the EU budget (except under EU Synergies actions).</b></p>	<b>YES/NO</b>
<p>We confirm that to our best knowledge we do not benefit/have not benefitted from any other EU operating grant for the same period. If NO, explain and provide details.</p>	YES
<p>We confirm that we have not requested any other EU operating grant for the same period. If NO, explain and provide details.</p>	YES

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<b>HISTORY OF CHANGES</b>		
VERSION	PUBLICATION DATE	CHANGE
1.0	01.12.2021	Initial version (new MFF).