

# FORWARD

## Fashion, Crafts and Design for Women Empowerment

# MONITORING PLAN AND RESULTS

FORWARD: Fashion, Crafts and Design for Women Empowerment  
KA210-ADU - Small-scale partnerships in adult education  
Project ID: 2021-2-IT02-KA210-ADU-000050772

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## MONITORING PLAN

**OBJECTIVE:** The purpose of the Monitoring and Evaluation Plan is to guarantee the quality of the project and, if discrepancies or critical issues arise, this helps mitigate the impact and to address the issue promptly. Monitoring and Evaluation is therefore a fundamental activity to ensure quality and continuous improvement of the project, as well as the ongoing satisfaction of beneficiaries. The process also allowed to collect expectations and competencies, and to then benchmark results obtained at the end of the project, so evaluating achievements and acquired knowledge by course end. The project activities that will be evaluated are the following: A2, A3, A4, A5, TP Meetings, Final Events.

**TOOLS:** The tools that will be used for Monitoring are the ADMIN PROJECT platform through which it is possible to create questionnaires, the emails to send the partners the links to the questionnaires and the reminders for their compilation. For activity 4 only, paper questionnaires will also be used which the partners will take care of delivering to the trainers, the participants in the training course and the stakeholders. The representatives of the partners involved in the project will take care of delivering the questionnaires, making sure they are completed and forwarding the results to Fismformazione.

**RESOURCES:** For a correct development of the Monitoring activity, the presence of a dedicated human resource is important to ensure consistency throughout the phases of the project, from the beginning to the end, interfacing with the partners during the project management meetings which may already be to examine and evaluate some critical issues that emerged.

**METHODOLOGIES:** The methodology that will be used will consist of qualitative and quantitative questionnaires to which the partners will be able to respond via the ADMIN PROJECT platform, while in the case of activity 4 only, the questionnaires will be on paper. The questionnaires will contain both closed and open questions where the recipients will be able to insert comments if necessary. For each questionnaire there will be both general questions, dedicated to monitoring satisfaction with the progress of the project, and more specific questions regarding the activity under consideration. The evaluation scale of the closed-answer questions will be as follows: POOR – FAIR – SATISFACTORY – GOOD – EXCELLENT as regards the questionnaires on activities 2, 3 and 5 of the project, while the following: INSUFFICIENT – SUFFICIENT – GOOD – VERY GOOD for paper questionnaires intended for participants, trainers and stakeholders.

**TIMING:** The monitoring of the activities will be carried out within one week of each activity. Response needs to be 100%, but it is estimated to take two weeks to get all the results. In the case of activity 4 The paper questionnaires will be delivered to the recipients shortly before the end of the course, in order to give them time to complete them and return them before the end of the lessons, and allow sufficient time to wrap up on time for data analysis and reporting into the Final Report of Forward Project.

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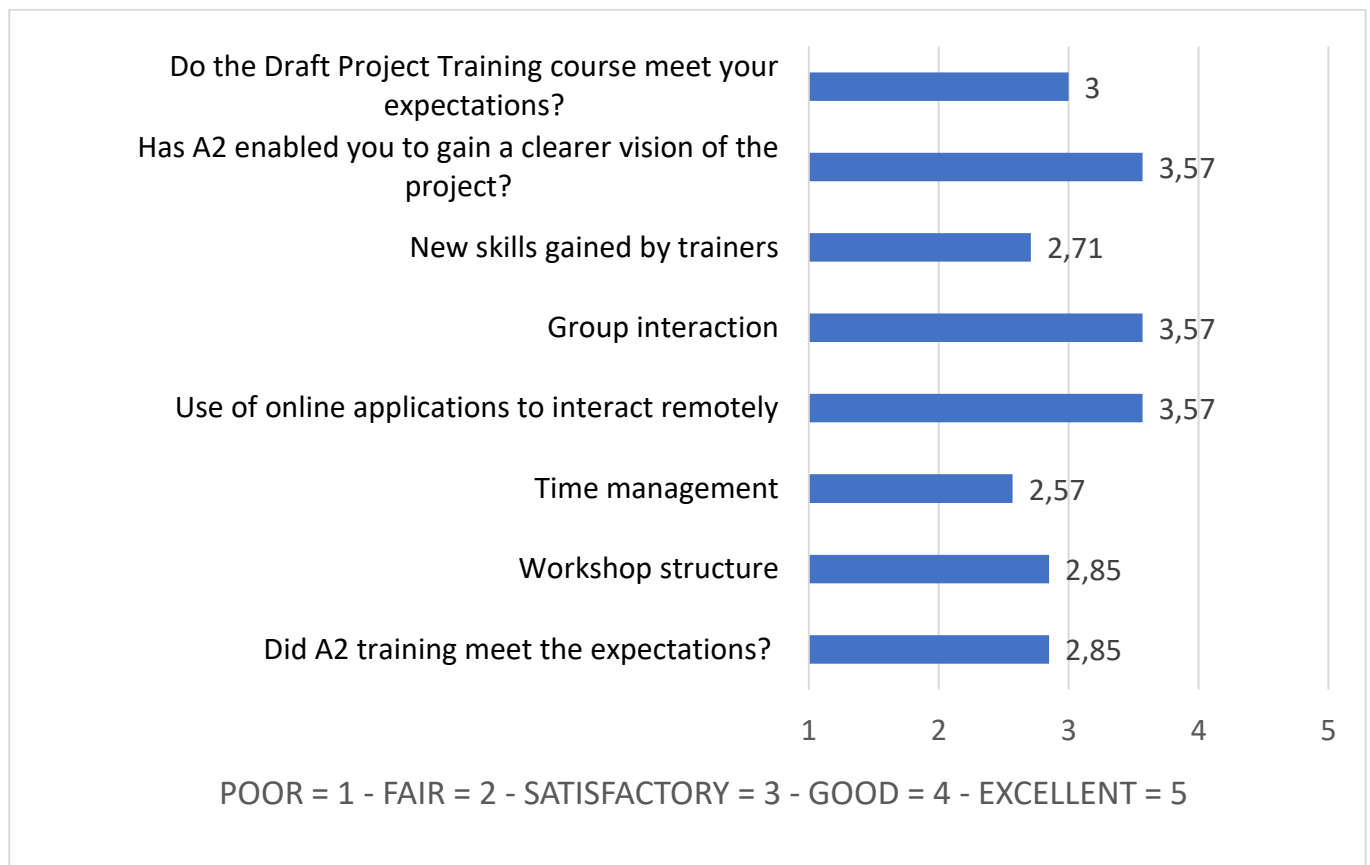
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## RESULTS

We begin this Final Report reporting the results of the monitoring of the main activities that made up the project: A2 Training to Trainers, A3 Definition of common guidelines for an innovative pathway in fashion, design and craft sector, A5 Model of an innovative course in Fashion , design and crafts sector and the evaluation of the TP Meetings. The evaluation and monitoring of Activity 4 will be dealt with separately.

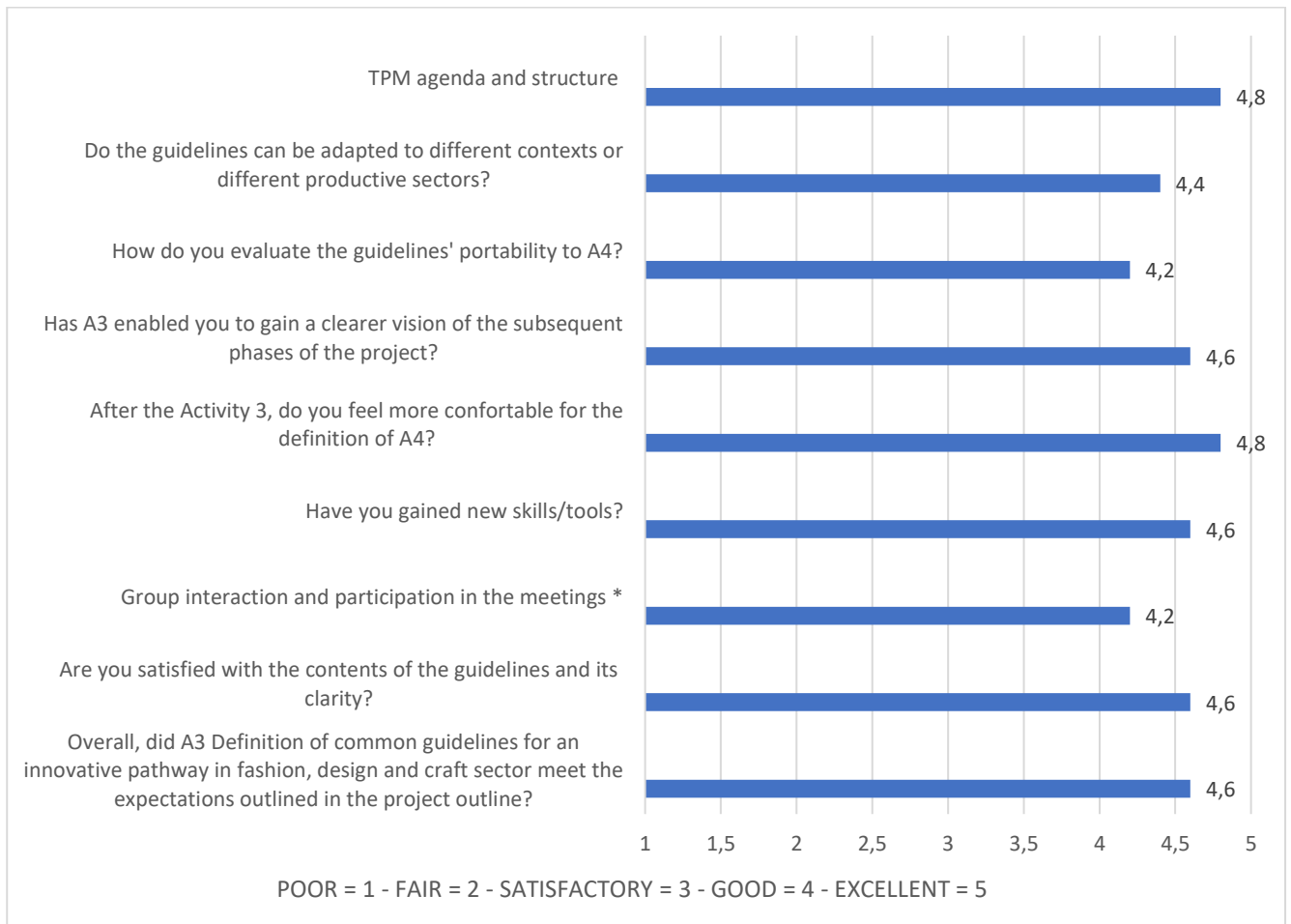
### A2 Training to Trainers



As can be seen from the graph above, the evaluation of activity 2 dedicated to Training to Trainers obtained a more than satisfactory response, with an average of 3 out of a maximum of 5 points. Activity 2 was fundamental, after the kick off, as well as to lay the foundations of the guidelines of the innovative path, to get to know the partner organizations better and the type of experience they possess with respect to the organization of training activities. The comparison was in fact useful for understanding what difficulties the partner organizations could have encountered in creating an innovative course.

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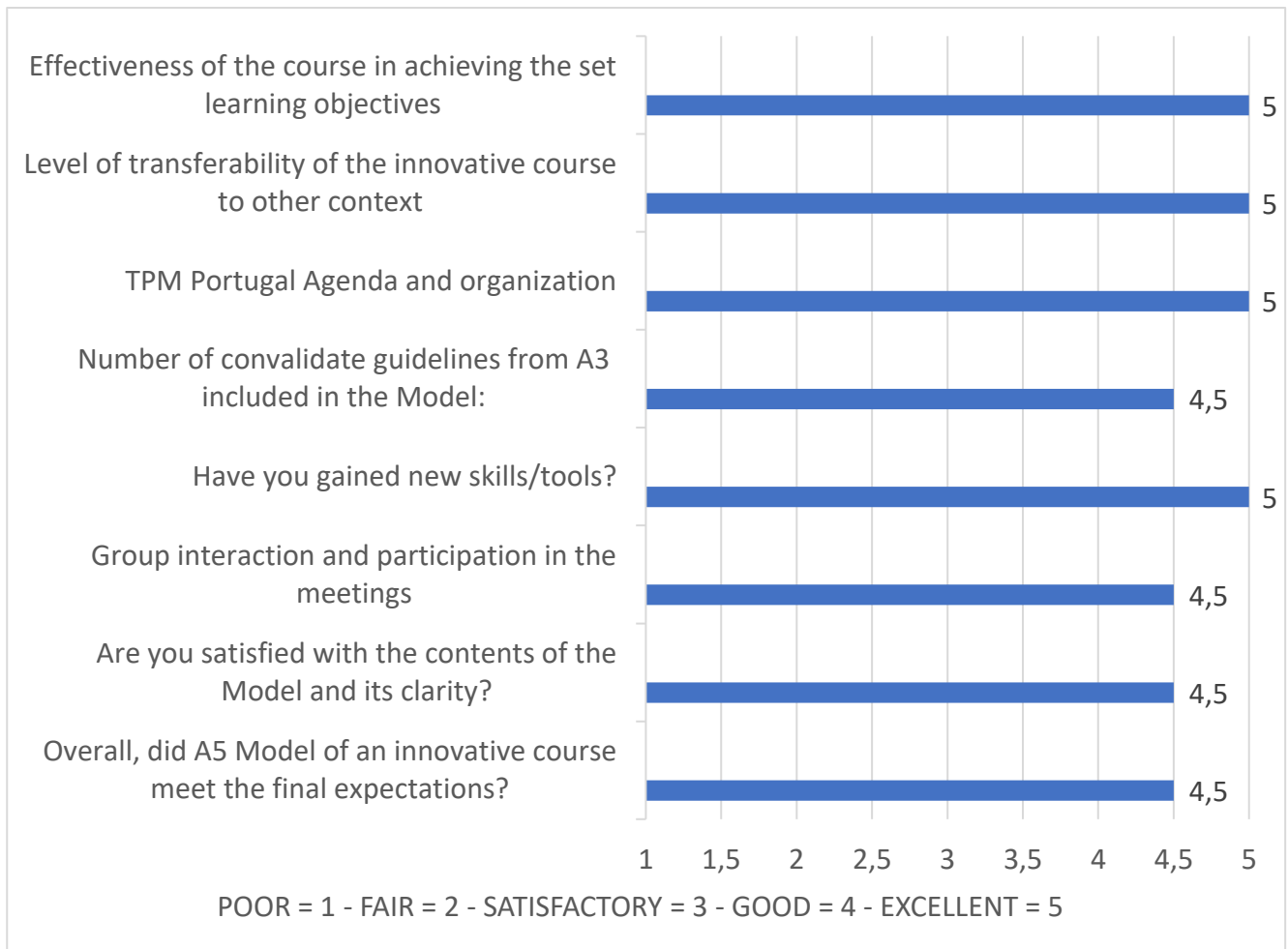
## A3 Definition of common guidelines for an innovative pathway in fashion, design and craft sector



In the case of activity A3, during which the guidelines for the innovative course were defined and approved, the results reach an almost optimal evaluation, with an average of 4.5 out of 5 points. Such a high result and satisfaction on the part of the partners are undoubtedly an indication of optimal teamwork and benefit the creation of a clear and detailed training course. It also shows how this activity was fundamental for the partners in order to have a defined vision on how to structure the training for the participants.

## A5 Model of an innovative course in Fashion, design and crafts sector

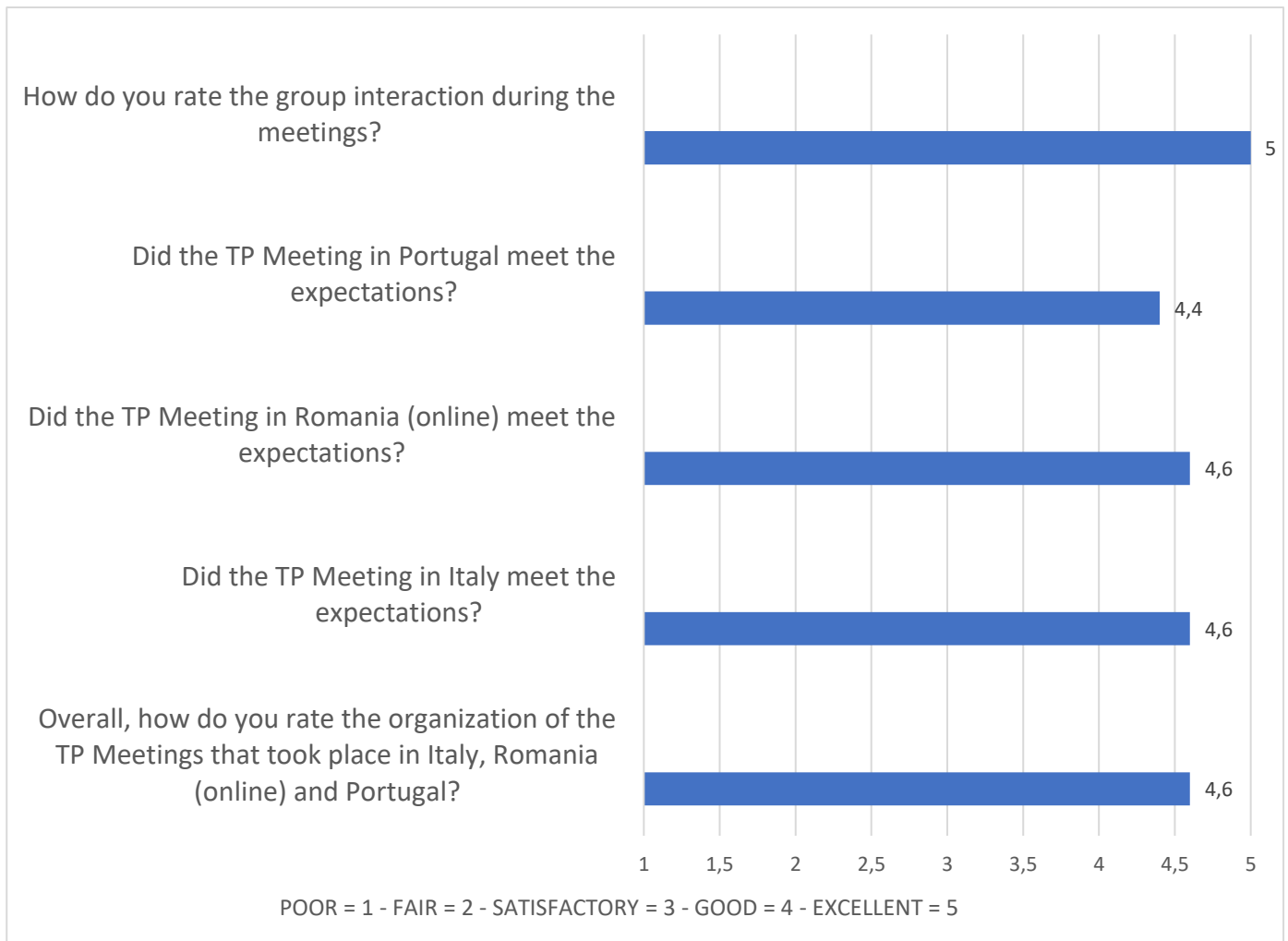
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Activity 5 obtained, as can be seen from the results, excellent evaluations. It can be seen that with respect to the intentions and guidelines proposed during activity 3, the expectations were mostly, if not almost totally, confirmed. Furthermore, having obtained a result that satisfies all the partners is particularly important precisely by virtue of the fact that we refer to the modeling of the innovative training course, a document that must serve as a starting point for all those who decide to replicate the project.

### TP Meetings

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#### A4

To deliver on the training courses (A4) monitoring activity (before-during and after) we submitted questionnaires to detect stakeholder satisfaction. Participants were asked to assess trainers' skills, course logistics, and to provide a rating of their satisfaction compared with initial expectations. The

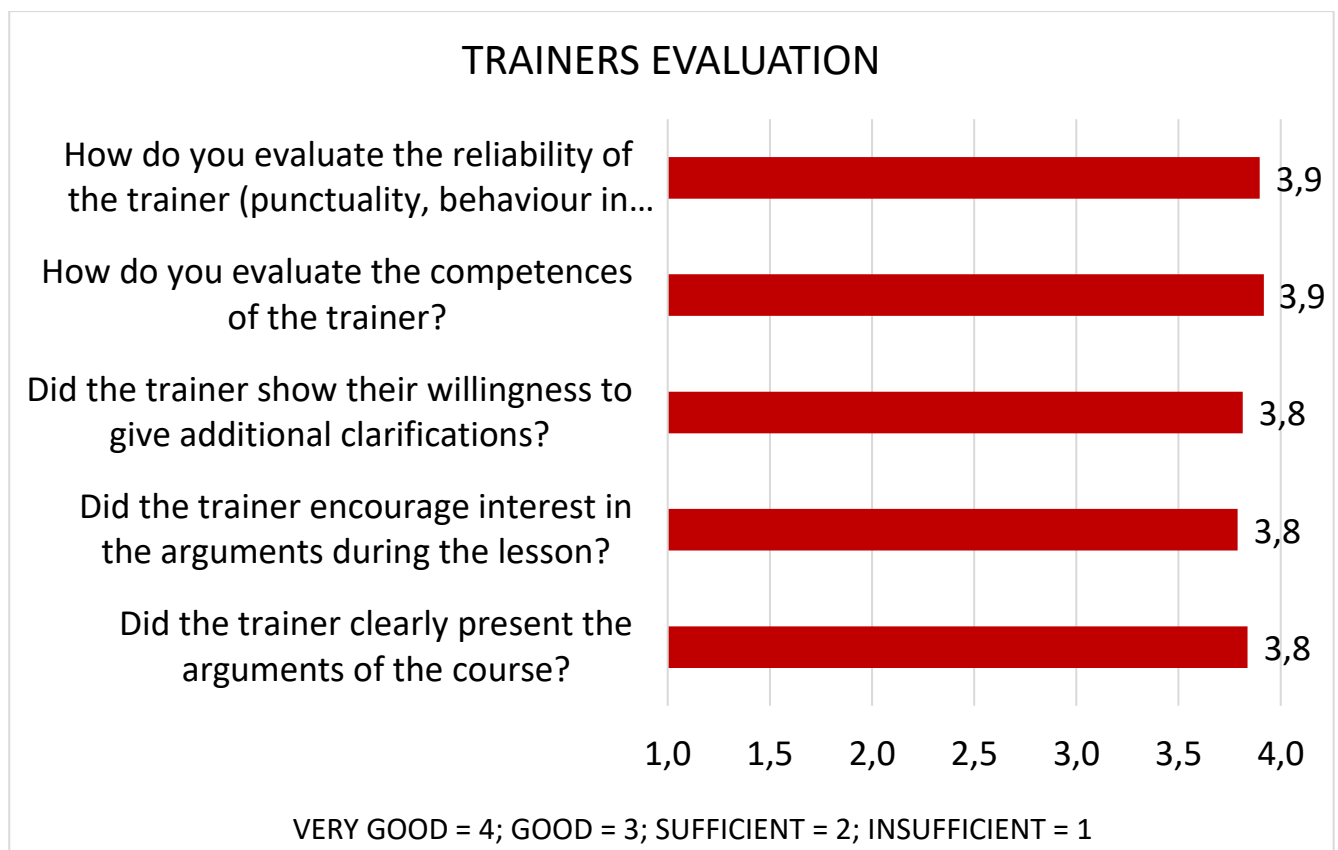
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trainers were asked to feedback on course logistics and duration. Stakeholders provided feedback on the effectiveness of the course and on their interest in being involved in future projects. The final examination which was the delivery of the fashion, craft and design made during the course was also assessed and reported beyond expectations.

The collected and analysed data is reported in the following charts: Feedback from participants, Feedbacks from trainers and Feedbacks from stakeholders.

The graphics indicate the project-whole summed data, and then partner specific.

### FEEDBACKS FROM PARTICIPANTS – GENERAL OVERVIEW



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**TRAINING LOCATIONS**

Was the location of the training suitable for the fulfilling of the course's activity?



How do you evaluate the location where the course was held?



VERY GOOD = 4; GOOD = 3; SUFFICIENT = 2; INSUFFICIENT = 1

**GENERAL SATISFACTION**

How do you evaluate the course in general?



How do you evaluate the availability of the training organisers?



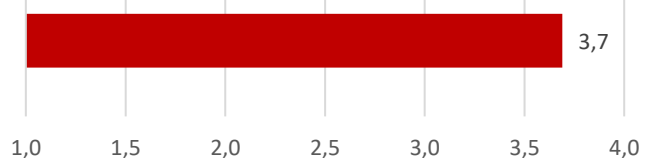
Did the course have been successful from the point of view of a personal/professional point of view?



How do you evaluate the atmosphere in class (i.e. with colleagues, trainers, etc.....)?



In relation to your expectations, which is the level of your satisfaction?



VERY GOOD = 4; GOOD = 3; SUFFICIENT = 2; INSUFFICIENT = 1

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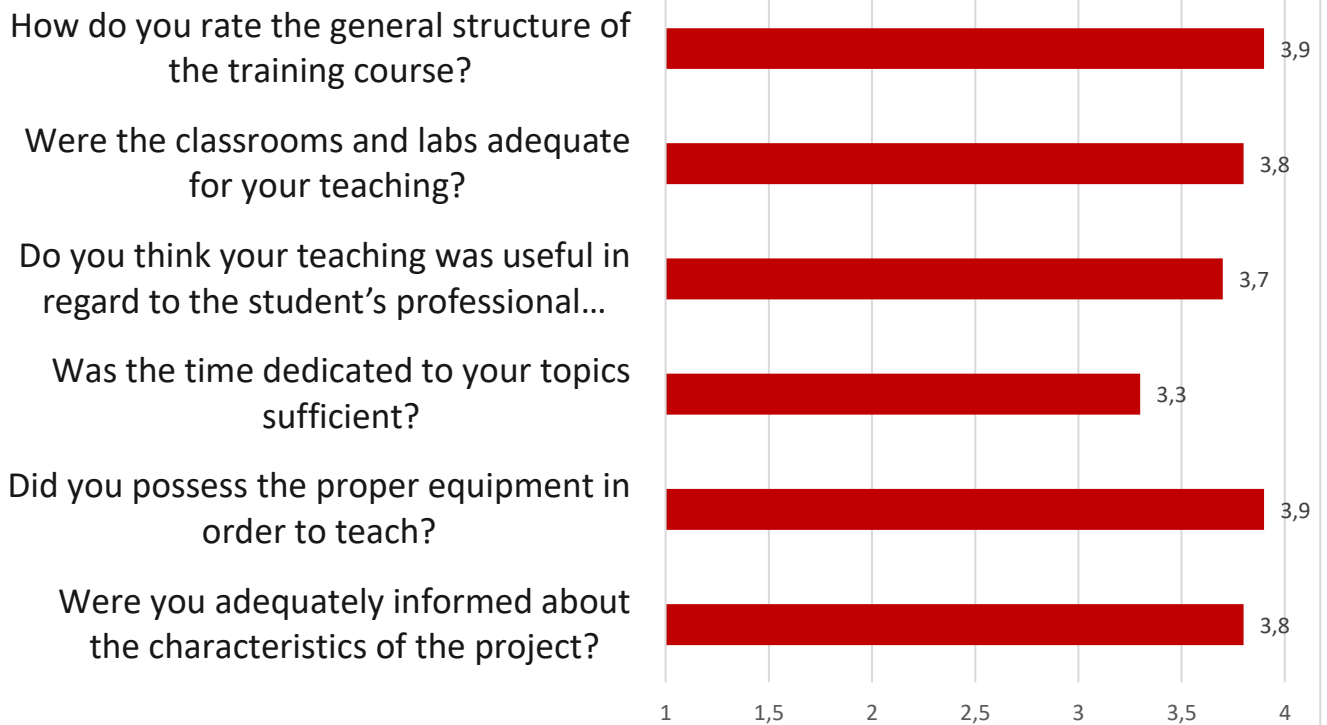


## PERSONAL EVALUATION



VERY GOOD = 4; GOOD = 3; SUFFICIENT = 2; INSUFFICIENT = 1

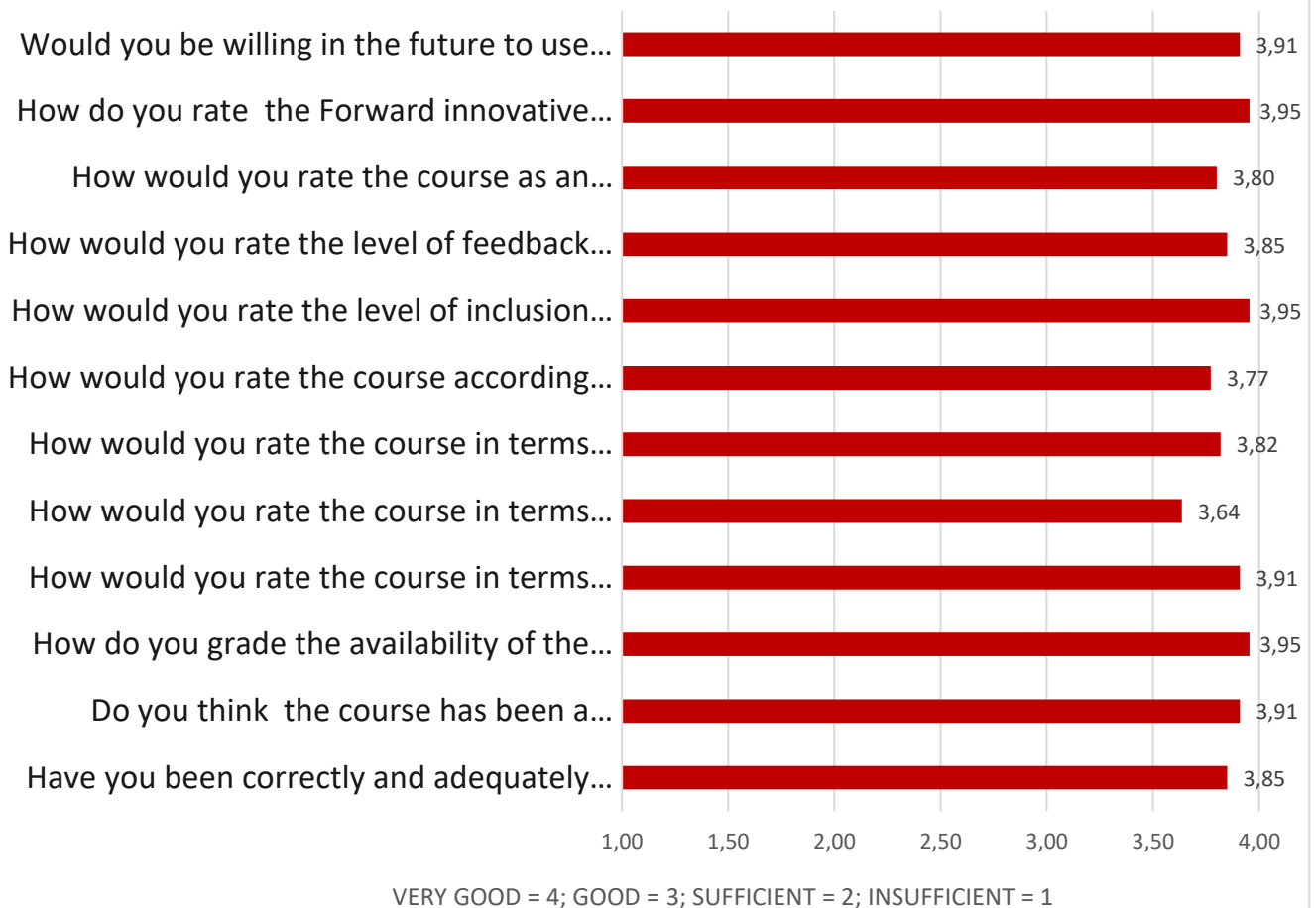
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**FEEDBACKS FROM TRAINERS: GENERAL OVERVIEW**

VERY GOOD = 4; GOOD = 3; SUFFICIENT = 2; INSUFFICIENT = 1

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## FEEDBACKS FROM STAKEHOLDERS: GENERAL OVERVIEW



Overall, we can see how the results are above expectations. The participants appreciated trainers' competence as well as, the availability of the organizations, which are an important aspect to provide involvement and achieve inclusion.

Secondly, it should be noted that the choice of locations and spaces was reported as very good. This is to confirm, for any future courses, that course locations should be chosen strategically, as being central and accessible by public transportation.

Another noteworthy evaluation was concerning the learning environment. Class atmosphere created within the classes, are an essential condition, together with trainers' competence, participants felt the support of a group, and also having a shared learning and social goal, and the structure to overcome any real or potential difficulties, are a must for the course success.

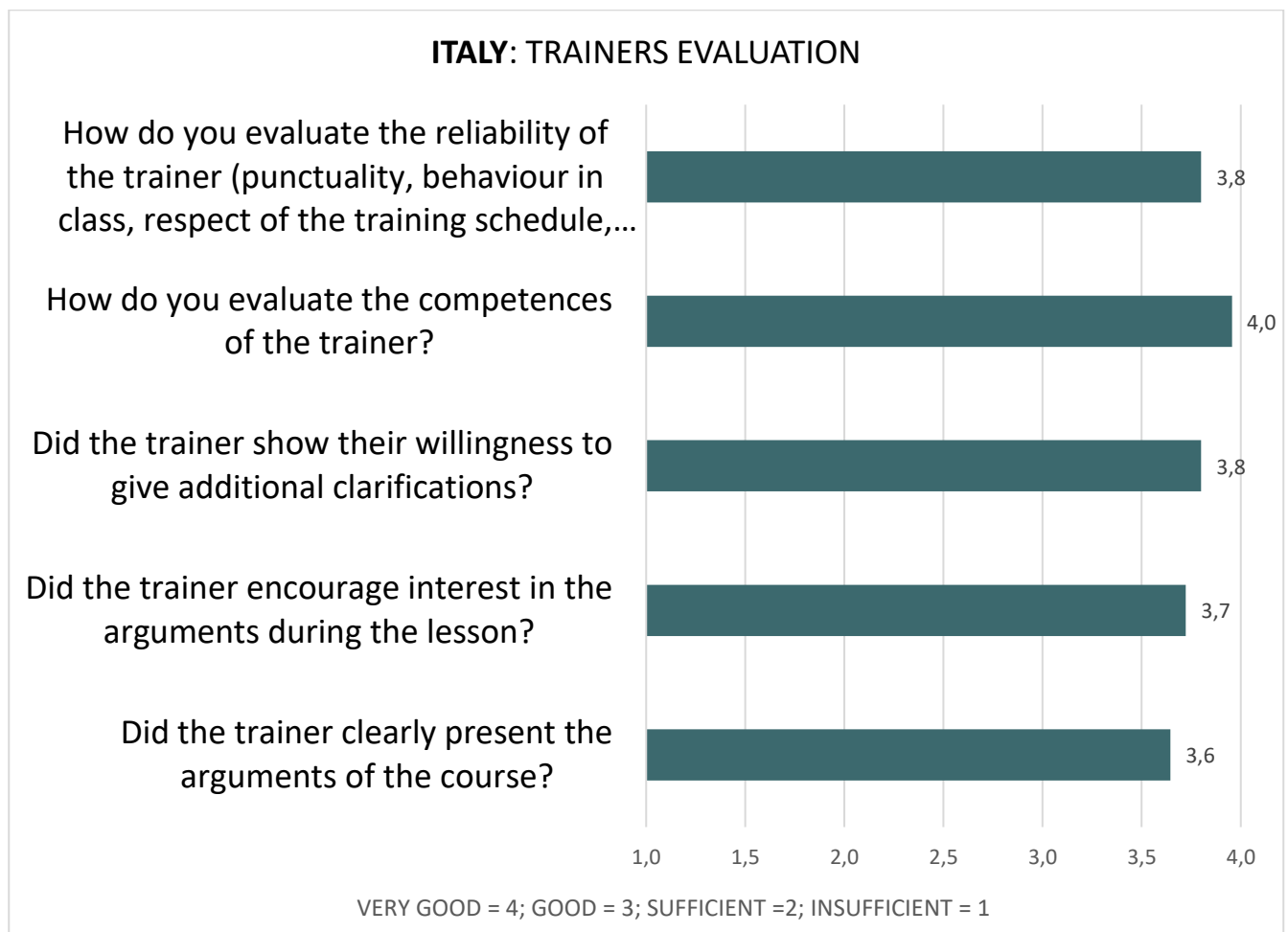
Another best practice we report is that organizations need to invest time and competence into selecting candidates appropriately, having a target audience with clear selection criteria, both compulsory and desirable requirements are key. A well-designed and activated course should start and end with the same participants.

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The evaluations given by the stakeholders record a very positive degree of satisfaction, in particular with regard to the course organization, its innovativeness and the prospect opportunity to replicate it in the future.

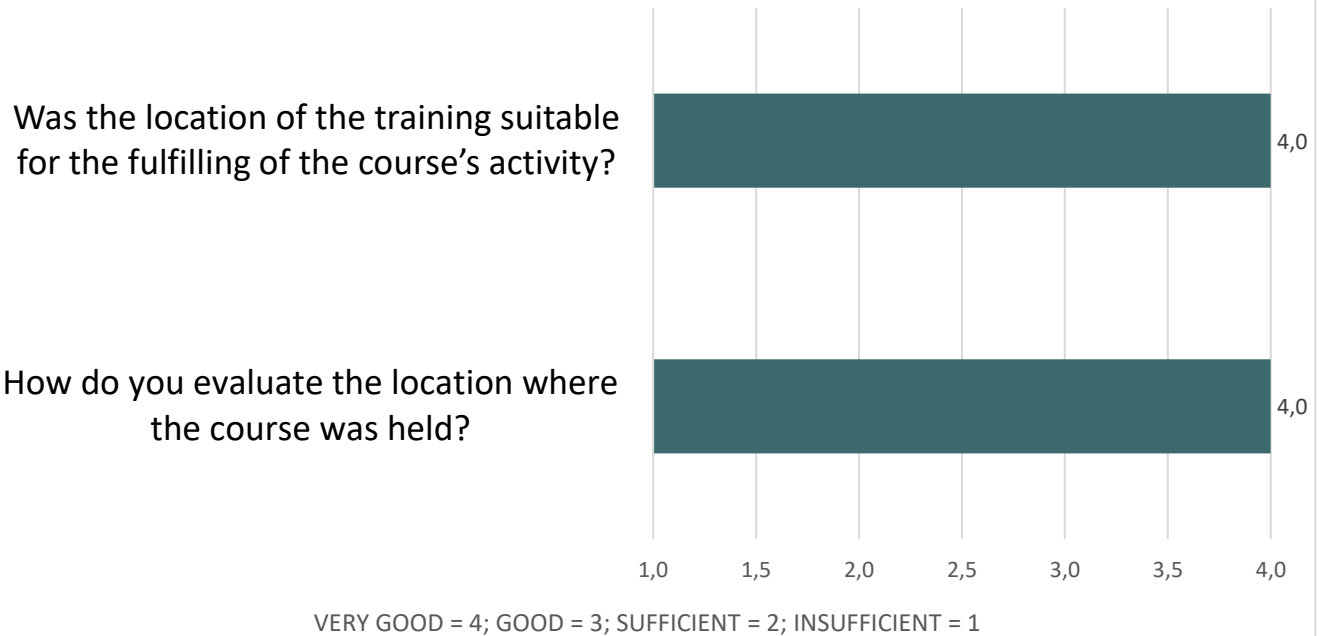
If we examine the evaluations submitted by the trainers, overall, all of them gave the maximum value, the only indicator whose average value is lower than all the others are concerning the duration of the training. The same criticality is subsequently reported also by stakeholders.

We can conclude, for future practical training courses such as Forward, that the length of time should be extended. Providing longer laboratory hours so that candidates acquire improved confidence through repetition. For example, when sewing together a piece of clothing, making a handcraft object or a scented soap, we need to guarantee learning time, not just immediate execution.



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## ITALY: TRAINING LOCATIONS



## ITALY: GENERAL SATISFACTION

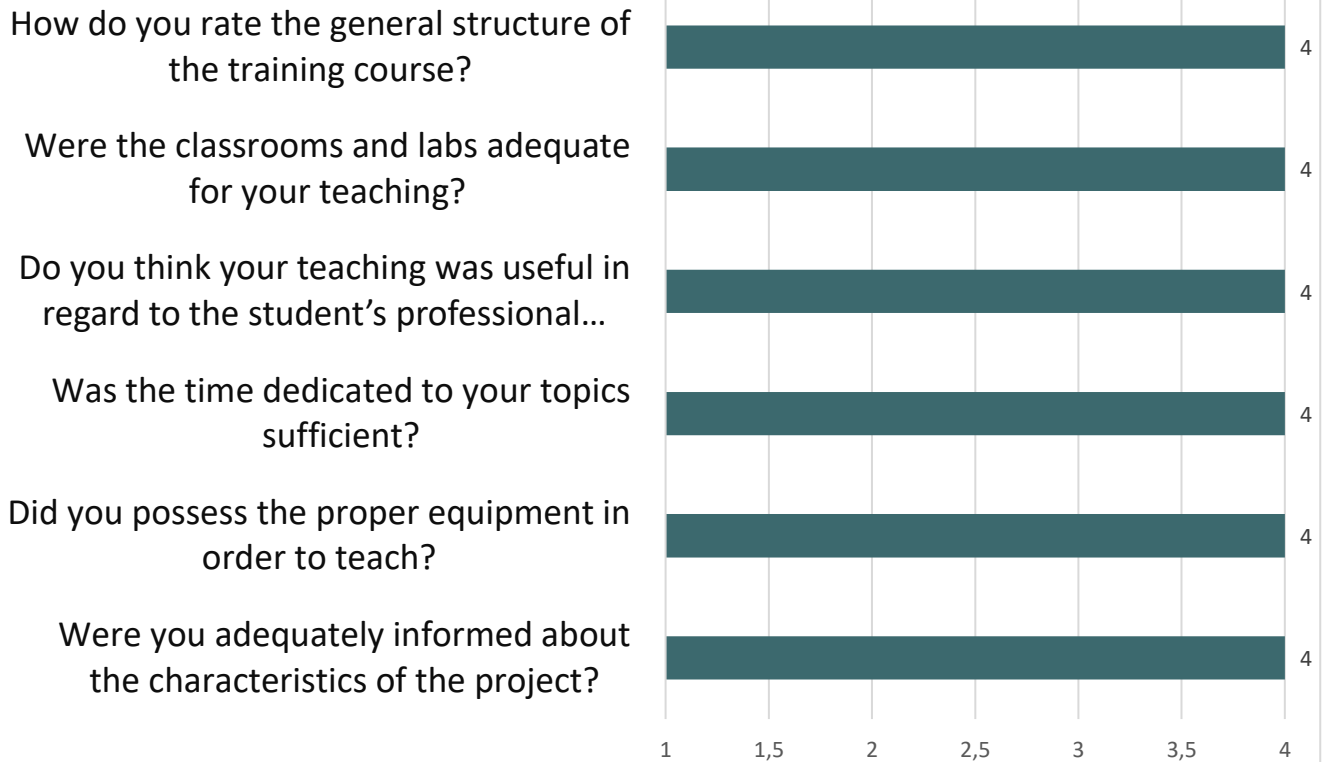


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**ITALY: PERSONAL EVALUATION**

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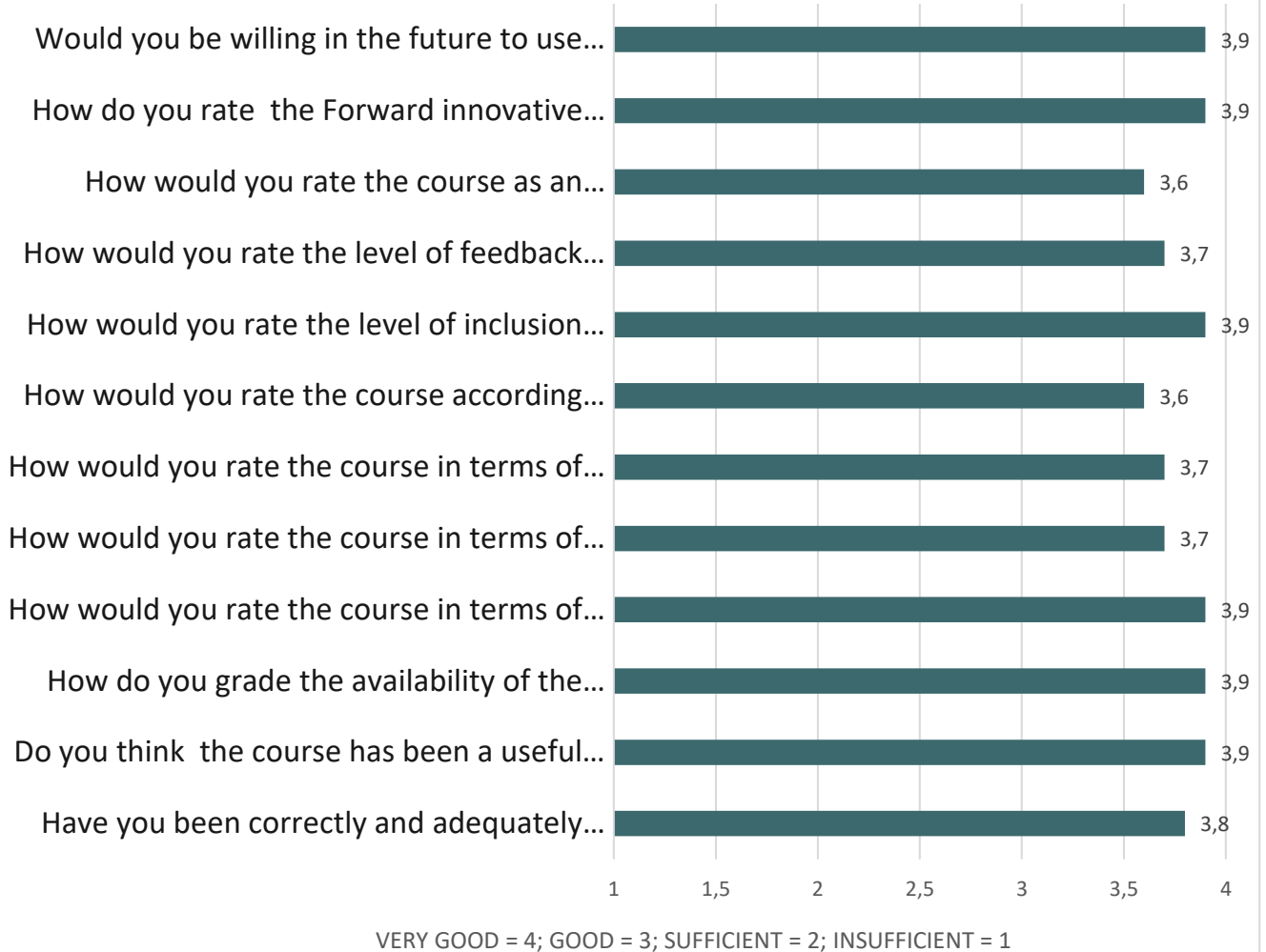
## ITALY: FEEDBACKS FROM TRAINERS



VERY GOOD = 4; GOOD = 3; SUFFICIENT = 2; INSUFFICIENT = 1

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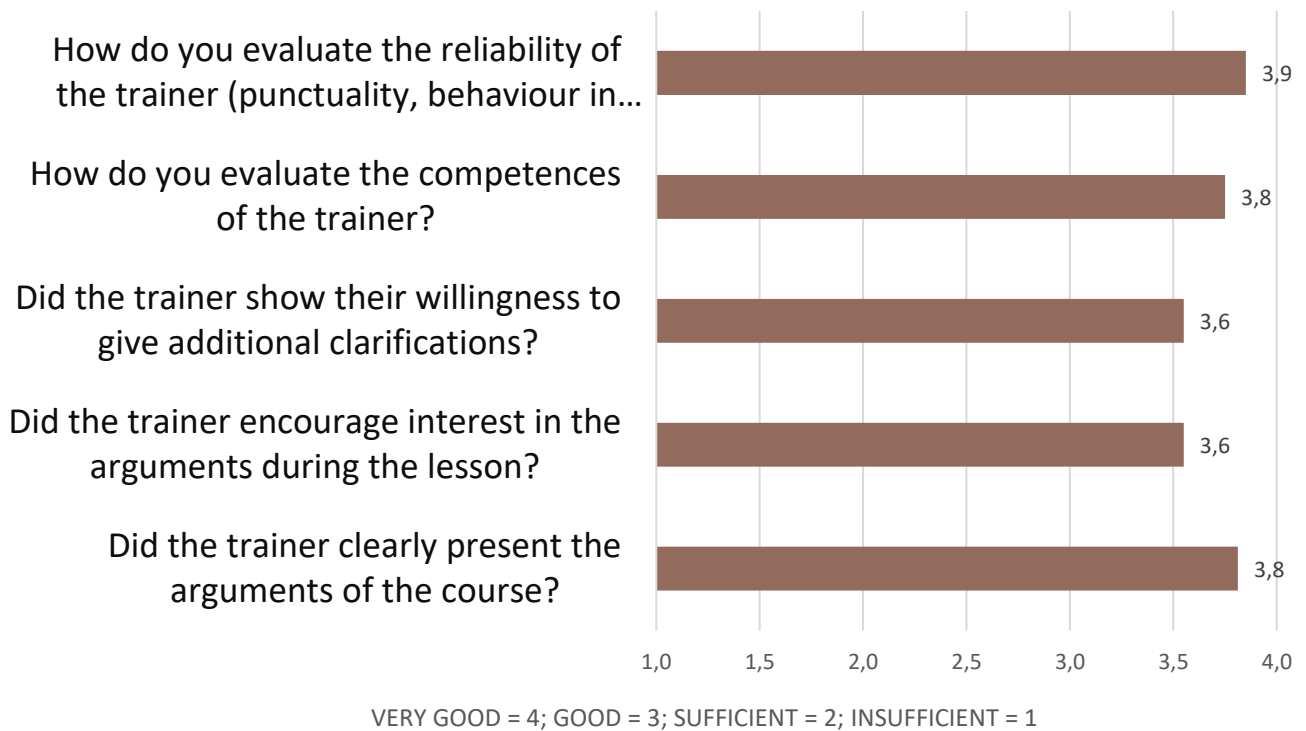
## ITALY: FEEDBACKS FROM STAKEHOLDERS



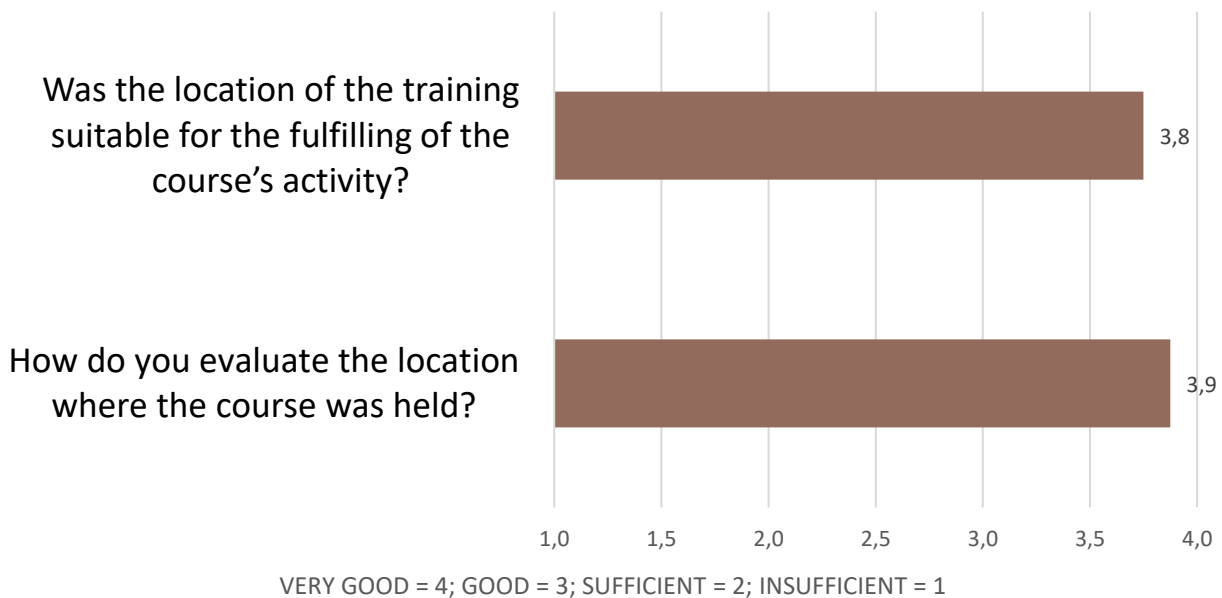
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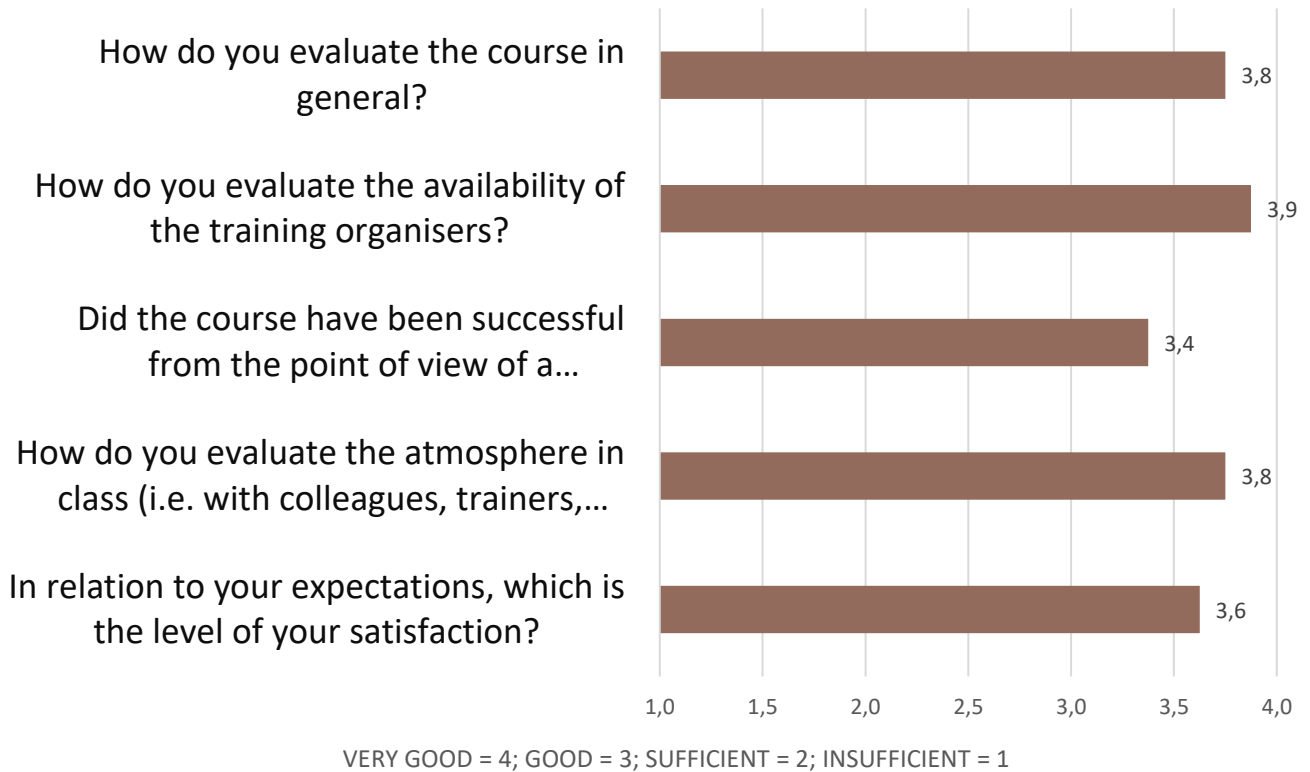
## PORTUGAL: TRAINERS EVALUATION



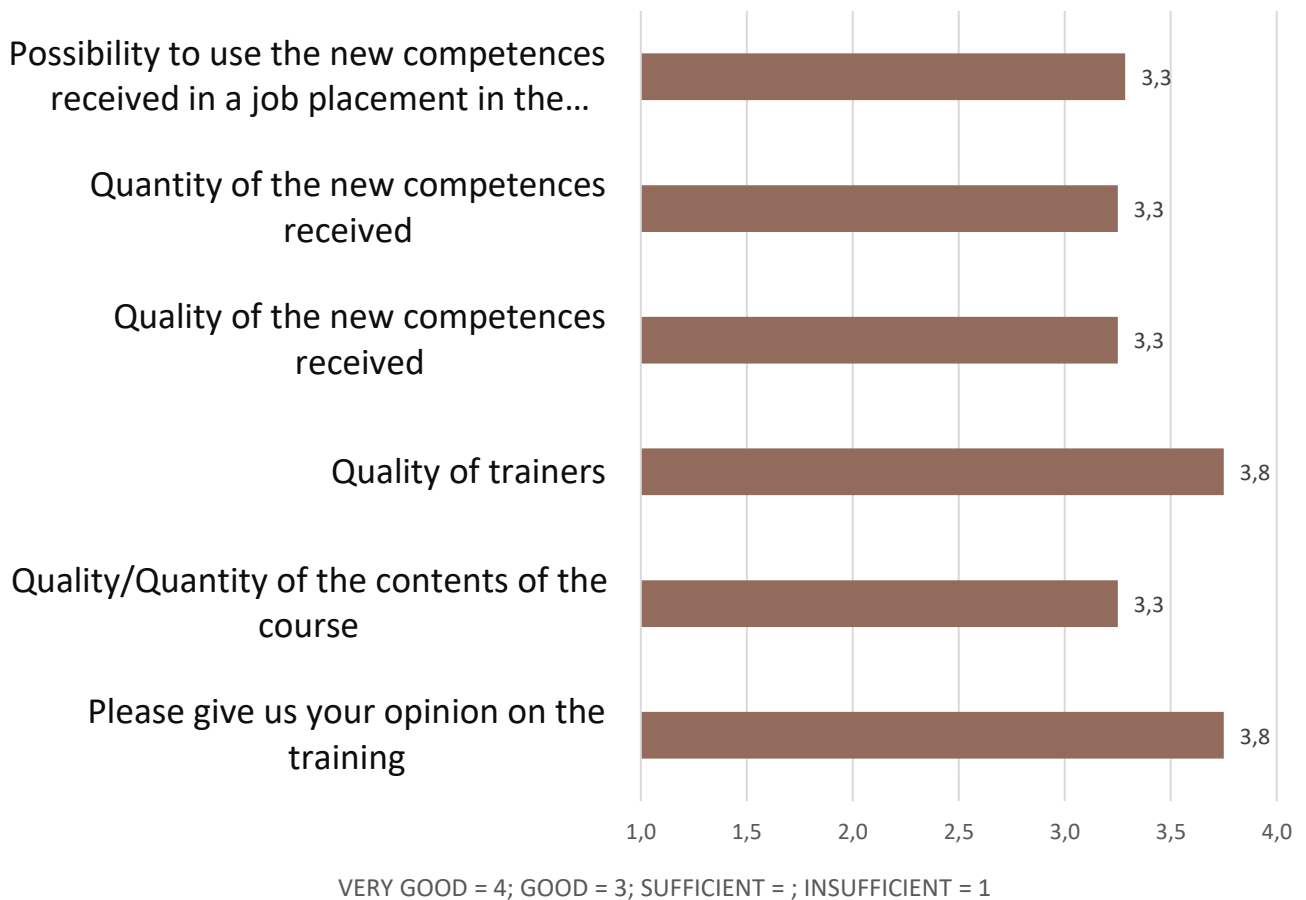
## PORTUGAL: TRAINING LOCATIONS



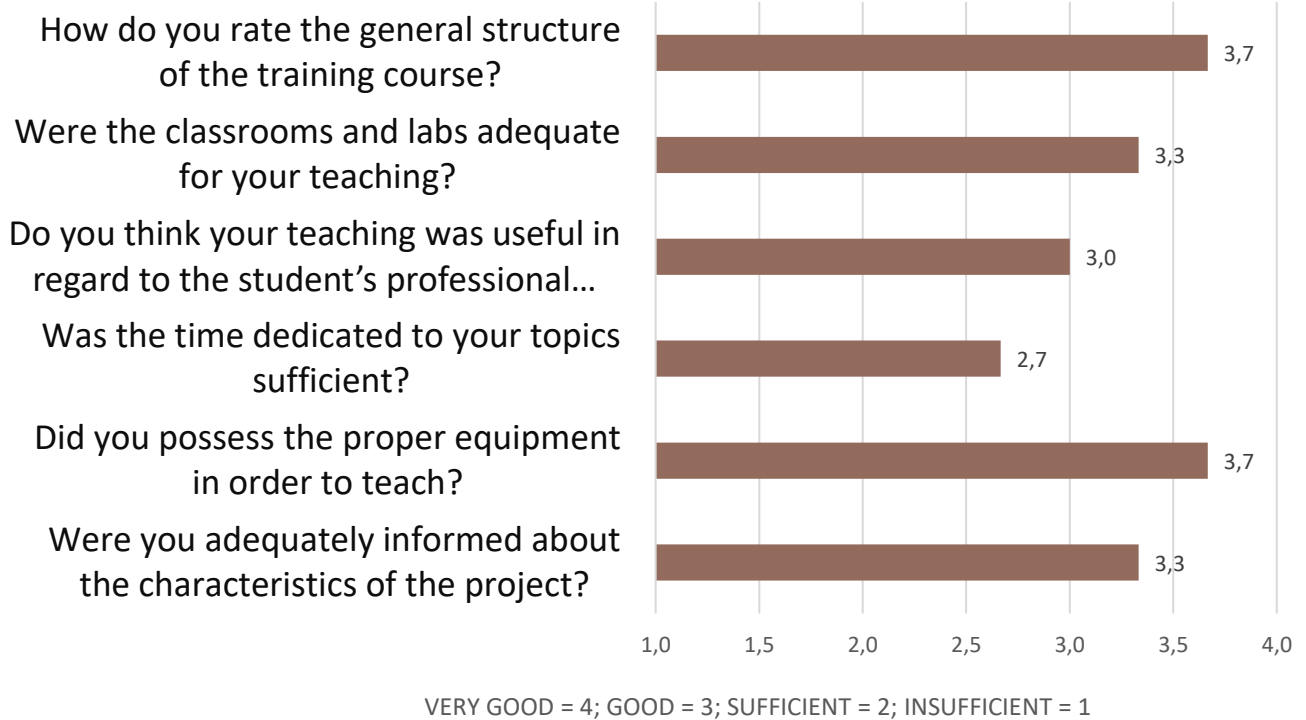
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**PORTUGAL: GENERAL SATISFACTION**

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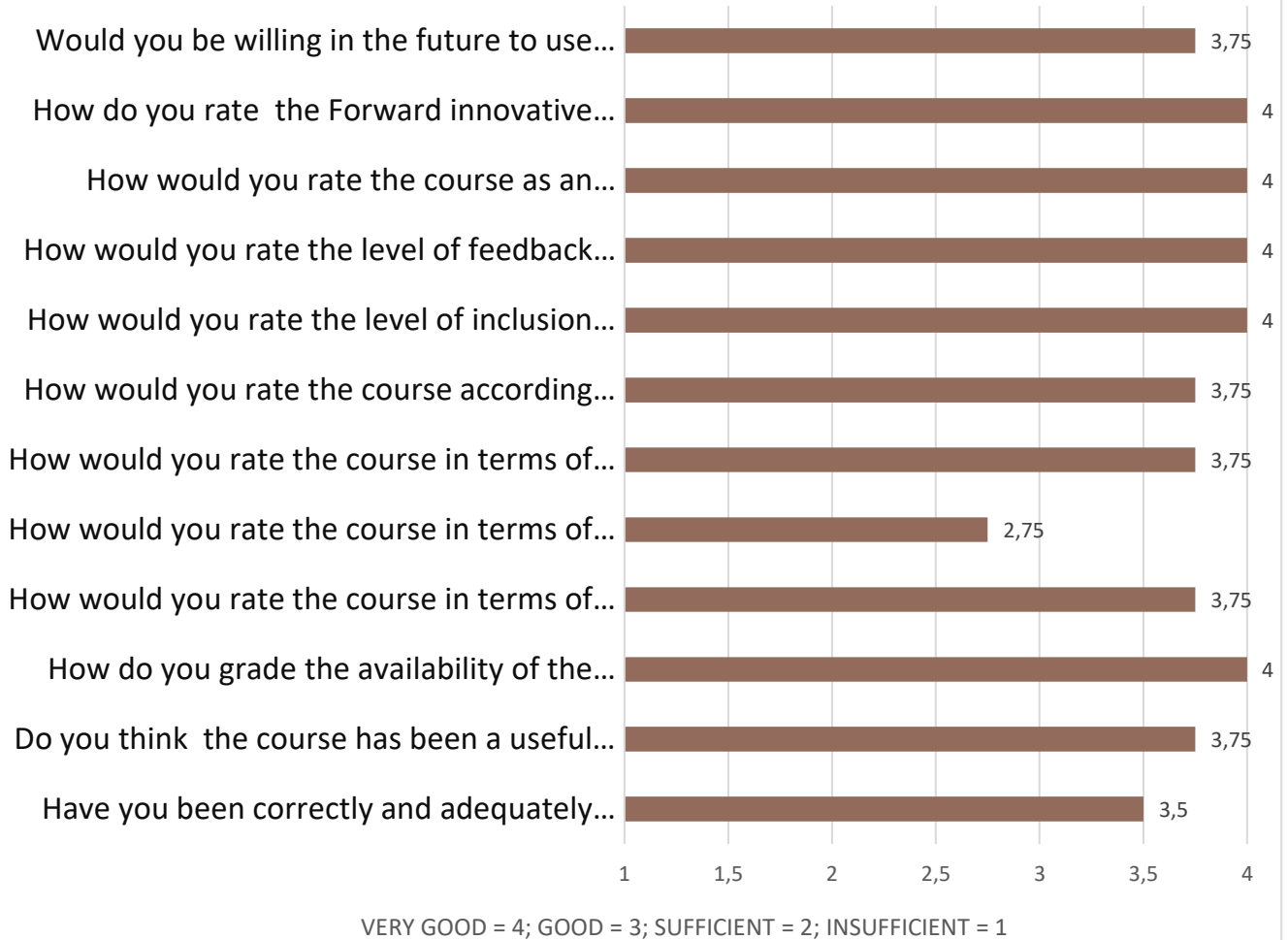
**PORTUGAL: PERSONAL EVALUATION**

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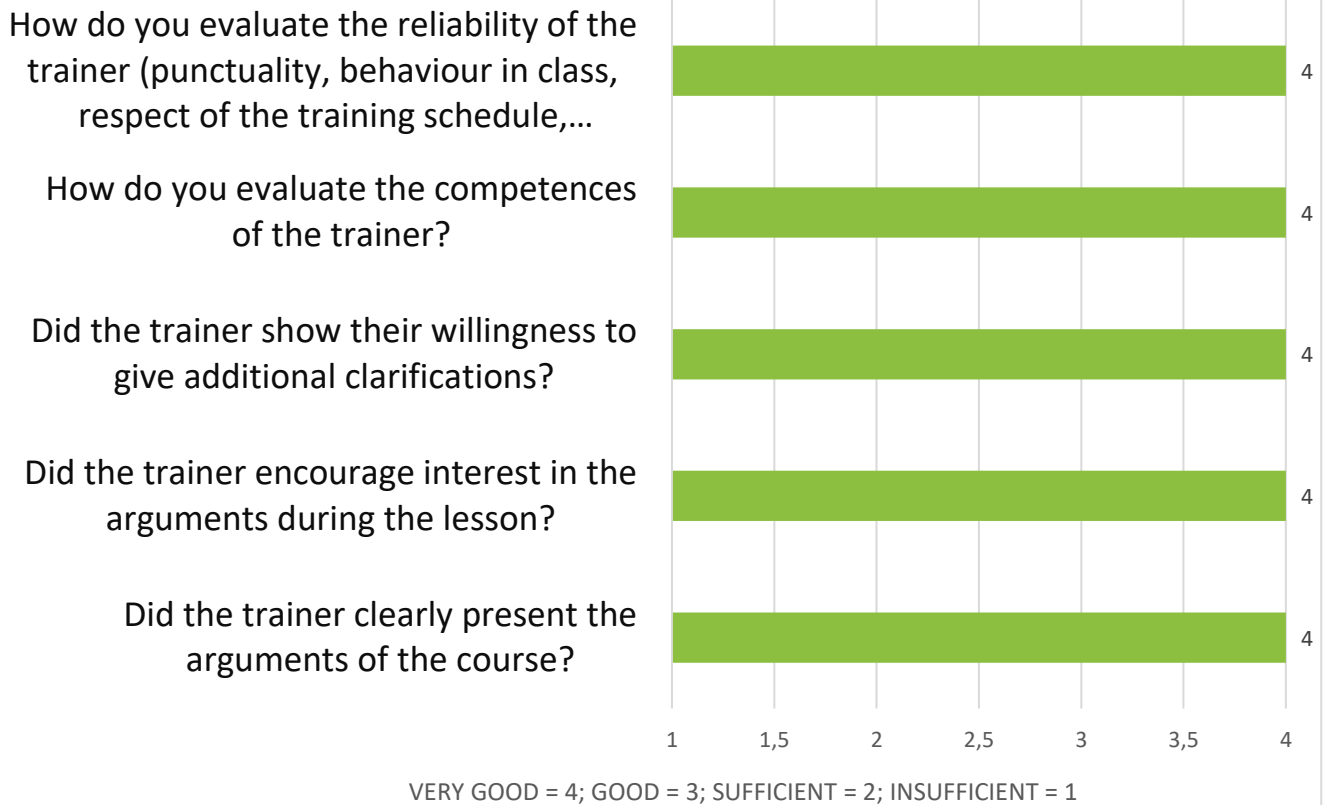
**PORTUGAL: FEEDBACKS FROM TRAINERS**

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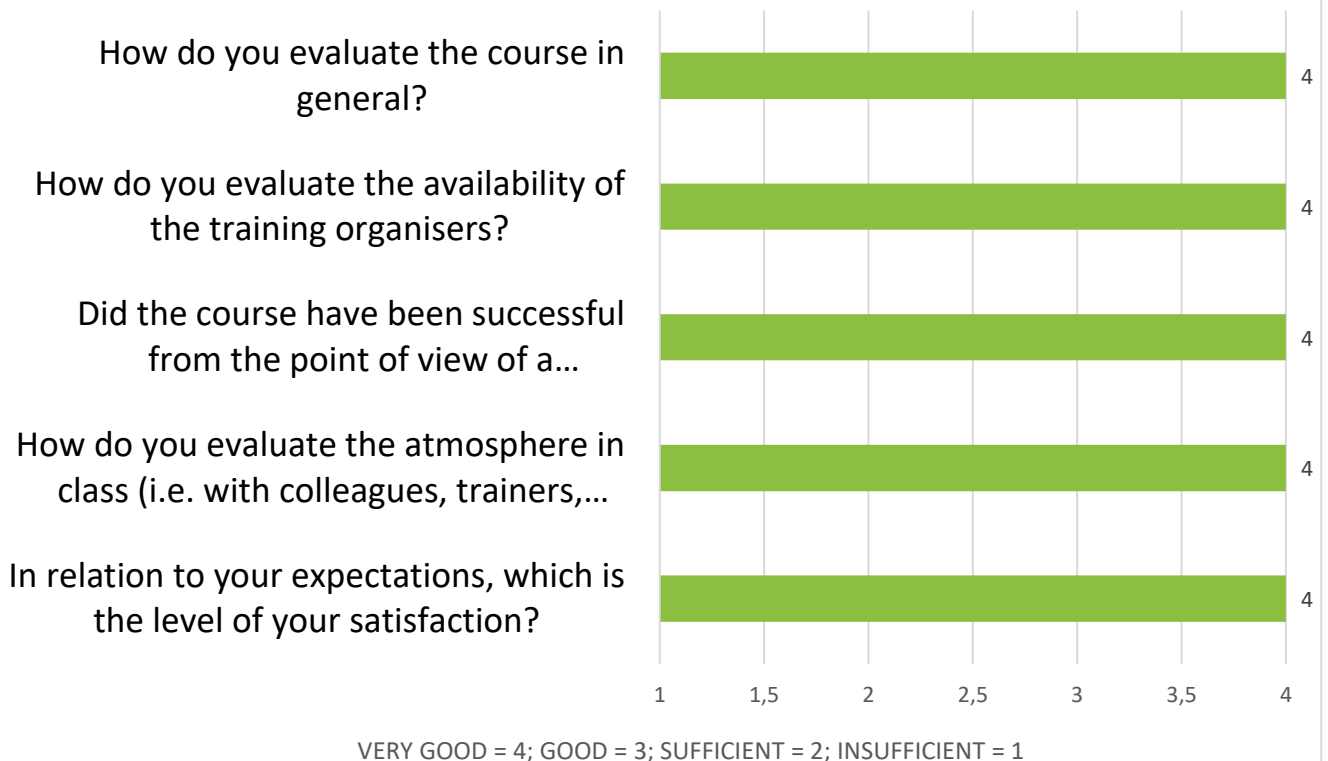
## PORTUGAL: FEEDBACKS FROM STAKEHOLDERS



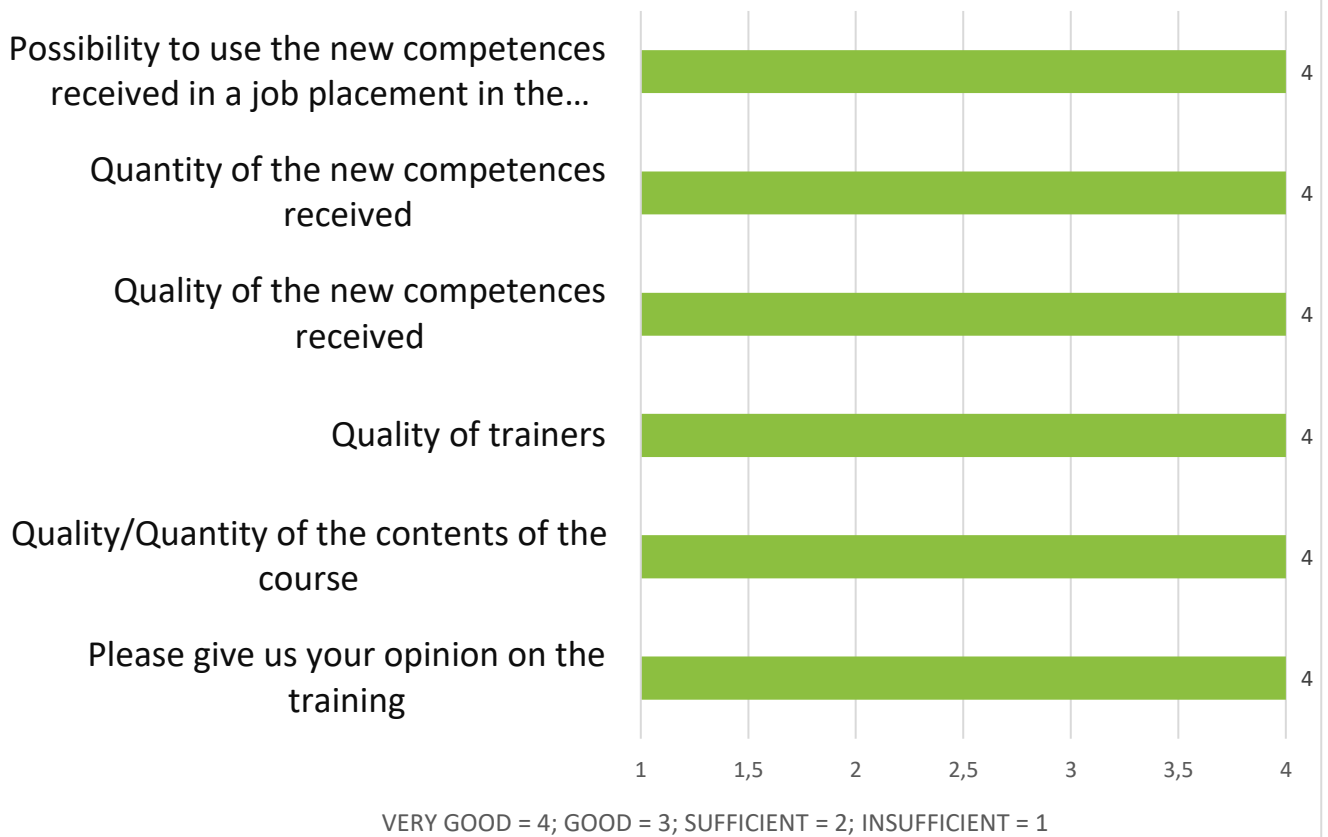
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**ROMANIA: TRAINING EVALUATION**

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**ROMANIA: TRAINING LOCATIONS****ROMANIA: GENERAL SATISFACTION**

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**ROMANIA: PERSONAL EVALUATION**

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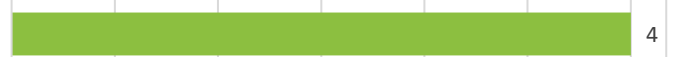


**ROMANIA: FEEDBACKS FROM TRAINERS**

How do you rate the general structure of the training course?



Were the classrooms and labs adequate for your teaching?



Do you think your teaching was useful in regard to the student's professional...



Was the time dedicated to your topics sufficient?



Did you possess the proper equipment in order to teach?



Were you adequately informed about the characteristics of the project?

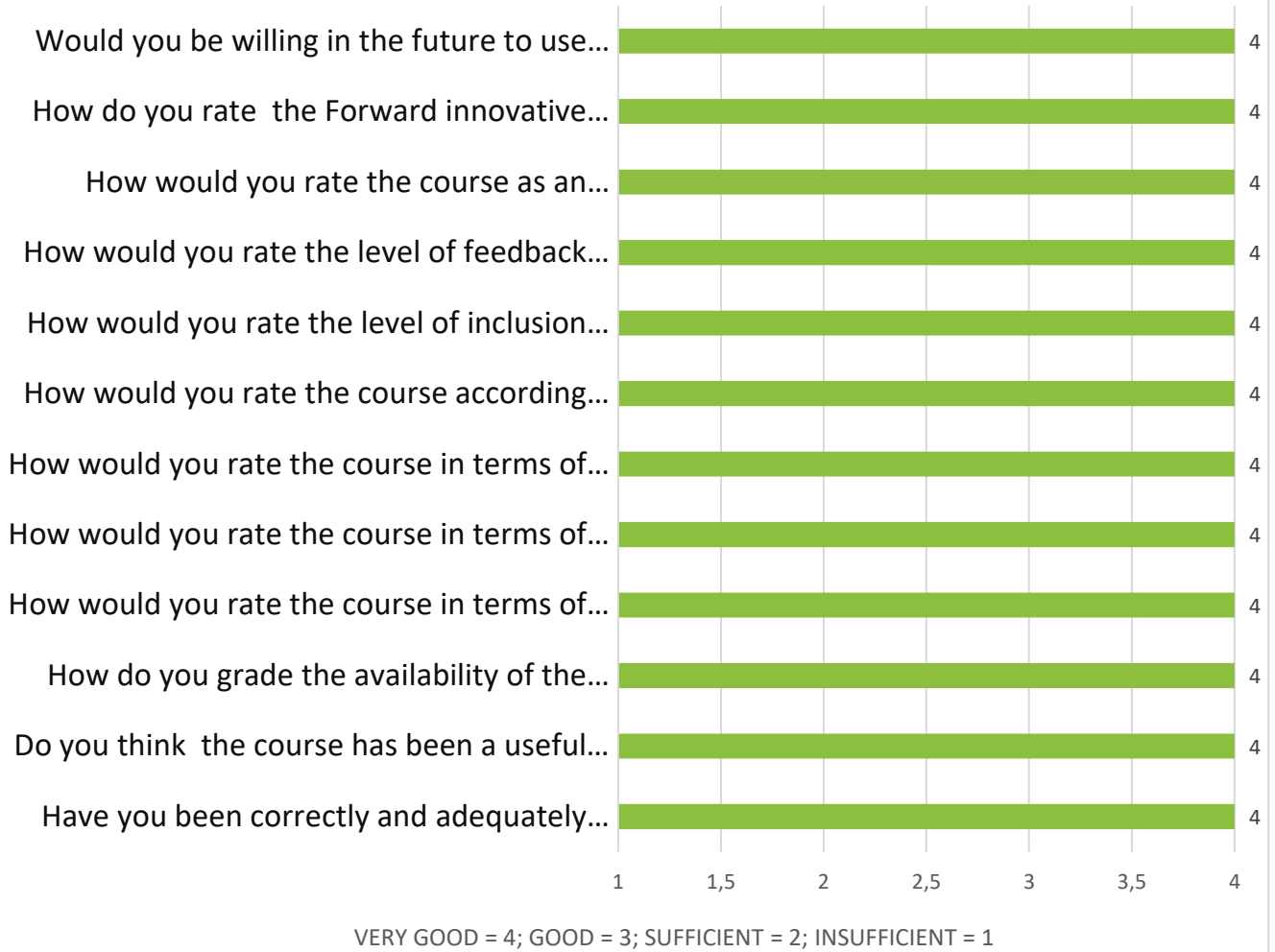


1 1,5 2 2,5 3 3,5 4

VERY GOOD = 4; GOOD = 3; SUFFICIENT = 2; INSUFFICIENT = 1

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## ROMANIA: FEEDBACKS FROM STAKEHOLDERS



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