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Impact Evaluation Report

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Project acronym: AMiCo

Project name: "Assessment of Migrants' Competences in the Elderly Care"

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Project duration: 01.10.2012 – 30.09.2014 (24 months)

Co-ordinator: beramì e.V. (DE)

Partners: P1 Balkanplan Ltd. (BG), P2 Hasociatia Habilitas (RO), P3 DRK (DE), P4 ANS (IT), P5 TRANSFER (PL) and P6 CJD Maximilansau (DE)

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1. INTRODUCTION

The following report aims to analyse the impact and the useful effects of the “Assessment of Migrants’ Competences in the Elderly Care - Amico” from which the partners in the project and the target groups in each country could benefit.

This impact report has been prepared by Balkanplan Ltd as a part of the internal evaluation process according to the Quality Management Plan (QMP) of the project “Assessment of Migrants’ Competences in the Elderly Care - Amico” agreed within the partnership. According to the QMP at the end of the 1st project year, the first impact report evaluation report had to be prepared. However the partners were not asked to respond to the self-evaluation questionnaire after the first year, as this part of the evaluation process is mainly focused on the dissemination activities and sustainability of the projects outcomes, and at the end of the 1st project year the project outcomes have not been finalised. The main dissemination and exploitation activities took place in the second project year and for this reason only one impact evaluation report has been prepared at the end the project covering the full project duration.

2. METHODOLOGY

In order to monitor and evaluate the impact of the project “Assessment of Migrants’ Competences in the Elderly Car- Amico”, Balkanplan Ltd elaborated a self-evaluation questionnaire.

The evaluation questionnaire is based on 8 open questions providing opportunity each respondent to state personal opinion, remarks and comments.

The evaluation of the project impact is based on 6 questionnaires filled by representatives of the following partner organizations in Amico project:

- Co-ordinator berami e.V. - 1 reply
- P1: Balkanplan Ltd. – 1 reply
- P2: Hasociatia Habilitas – 1 reply
- P3: DRK – 2replies
- P4 : Anziani e Non Solo – ANS – 1 reply
- P5: TRANSFER – 1 reply

3. RESULTS OF THE EVALUATION

The results of the evaluation questionnaires filled in by the Amico partners are presented below following the logic of the questions addressed to partners.

- **Question 1: “What were your expectations when joining this project?”**

The main reasons for joining the project expressed by the partners are related to the development of innovative and useful competency-based self-assessment tool, which has to be available on-line as a part of the new Amico website. These two instruments- the Amico self-assessment tool and the Amico website aim to support migrants in their decision to migrate to another country to work as care professionals or to help people who have already migrated, to work in the care sector.

Some of the partners stated also that joining this project they wanted to add their care professional contribution to the project consortium.

Another reason expressed by some of the German partners is their hope that through the Amico project they will contribute to the introduction of ECVET in the elderly care sector in their own country.

Gaining new experience, knowledge and competences were also highlighted by the partners as reasons for joining the project.

- **Question 2: To what extent have these expectations been achieved? Can you give examples?**

According to the answers received by the project partners, it can be concluded that the project implementation process met the expectations of the partners.

The partners are satisfied with the fact that the two main products of the project (the Amico-tool and Amico-website) have been successfully developed and now they are available to be used by various end-users.

One of the German partners stated that they have met a noticeable resistance towards ECVET in the German institutions responsible for the recognition of qualifications, but despite this fact it is an important step to make ECVET more familiar to stakeholders.

Despite some difficulties related to delays in the provision of some outcomes through the project lifetime, the partners highlighted that the project strategy of the project management has to be considered as successful.

- **Question 3: What impact has the project had on your own professional development? Can you give examples?**

All the partners agree that the participation in this project has been very useful for each of them.

Almost all of the partners state that through the Amico project they had the chance to improve their knowledge of the elderly care sector in the different partner-countries. Some of the partners also mentioned that acquiring this new knowledge made them more conscious of the differences (but also the similarities) in the care sector in a European dimension.

Some of the partners also shared that during the project lifetime they had the possibility to exchange their experience in the field of care services and the EU labor market which has led to the improvement of their own knowledge.

- **Question 4: What impact has the project had in your own institution (and beyond)? Can you give examples?**

According to the provided answers we can conclude that the Amico project has had significant impact for all the partner organizations.

The project coordinator shared that as their core competence is the adequate integration of migrants in the German labour market, with the Amico project they have developed instruments which are directly applicable in their vocational advising activities. The Amico self-assessment tool and the website are very important supportive instruments and their structures promote personal responsibility and autonomy which is directly related to the philosophy and strategies of their organization.

The Italian partner also expressed their satisfaction with the fact that the work through the Amico project made them more aware of the topic of pre-migration orientation and counseling and they would like to work more on that in future.

Some other partners also stated that they are glad that the Amico project has given to them the possibility to acquire new knowledge of different types of trainings for care professionals in the project countries, like OSS in Italy.

- **Question 5: What impact has the project had in the community it was tested on? What has changed? Can you give examples?**

According to the answers provided by the German partners the testing of the project's products by the community has helped them to get more familiar with the requirements for people who want to emigrate and work in elderly care.

In Italy the testing of the Amico products made the community more aware of the variety of skills they need to possess in order to work as care workers and as a consequence this fact also contributed to their personal willingness for empowerment in this field.

The Polish partner expressed their satisfaction with the fact that during the testing phase in Poland their own institution became more popular among the different end-users which are now aware of the challenges in front of the future immigrants willing to work as caregivers.

- **Question 6: What impact has the project had in the target group it was tested on? What has changed? Can you give examples?**

The project coordinator shared that the testers of the Amico self-assessment tool and home page (end users) were participants of their organisation's classes for elderly care helpers. All of the testers have been very interested in the outcomes of their own tests and have considered it interesting to be able to compare their competences with the competences requested in other countries. It has helped them to raise awareness and consciousness about the relevance of acquiring the skills requested by the labour market, in Germany and in Europe.

The other German partner shared that the testing of the project products provides to the end-users a comprehensive insight into the work area and all the information on the homepage is very useful. The target group, which the tools have been tested with, will be able to use and disseminate the self-assessment tool and will be better informed.

In Poland the target group of end-users have expressed their interest in using the Amico tool and homepage and expressed their willingness to help for their dissemination among the care sector.

- **Question 7: Did any unexpected impact result from the project implementation? If yes, please explain.**

Some of the partners also expressed their pleasant surprise of gaining a comprehensive insight into the work area from caregivers

- **Question 8: Please add any additional comments and recommendations**

On this question the project coordinator shared their opinion that the Amico self-assessment tool and website were ready in due time, according to the project time planning, but on the other side there was a short time left in order to consider the real impact of the project. Most of the persons participating in the project final conference declared that they will use the instruments in their professional activity and it would be very useful to receive from them a feedback in a few months.

Some other partners expressed their satisfaction of the good cooperation with the other organizations and mentioned that there are ready to participate in new initiatives in the field of caregivers.

4. CONCLUSIONS

According to the results, it can be concluded that all the partners have positive estimation regarding the extent to which their expectations for the project have been met.

The partners are satisfied that the main products of the project – the Amico self-assessment tool and website have been well developed and they are now fully functional. The project products/outputs had a positive impact on the professional development of the people involved in the project activities, as well as on their organizations.

During the project the partners were able to exchange good practices and to learn from each other experience. They have already received positive feedback regarding the usefulness of the Amico self-assessment tool and website during the piloting with final users. The partners have clear idea about the useful aspects of the Amico products for the community and the target groups, which have helped them to raise their awareness and consciousness about the relevance of acquiring the skills requested by the European labour market.

Through this project an important step to make ECVET more familiar to different stakeholders has been made. After the final conference ZAV – the German international placement agency decided to introduce the AMiCo-tool and Website as a part of their standard advising and placement activities and they already gave a positive feedback about their usefulness.