Biomimicry Design for Sustainability Skills in VET

KA220-VET-00620D4B

Quality Evaluation – Interim Report

Elaborated by

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EL FOMENTO DEL
DESARROLLO Y
LA FORMACIÓN

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Introduction

The project LET'S MIMIC aims to make vocational education and training (VET) systems more sustainable and relevant, equipping young people with the skills needed to contribute to and benefit from sustainable development. Under sustainability, the project supports the integration of eco-conscious practices into VET curricula across Europe, emphasising environmental management and promoting eco-education. It encourages collaboration among stakeholders to enhance VET delivery and fosters public appreciation for technical careers, promoting a culture of lifelong learning. In terms of relevance, LET'S MIMIC seeks to align VET with evolving labour market demands. This includes skills forecasting, competency-based training, and making vocational pathways more attractive to learners. The project also promotes the creation of industry-responsive programs at the secondary level and the use of digital learning tools to modernise training delivery. By combining sustainability and relevance, LET'S MIMIC helps build future-ready VET systems that empower both learners and communities.

The project has five Work Packages (WP):
- WP1. Project Management.
- WP2: Biomimicry Process Design for Sustainability Skills.
- WP3. Training Modules on Biomimicry Process Design.
- WP4. Biomimicry Platform Development.
- WP5. Dissemination and Exploitation.

This report presents the consolidated evaluation results from two interim questionnaires conducted within the Let´s MIMIC partnership.
- The first questionnaire gathered feedback on overall **project management and the perceived impact** of the project.
- The second focused on assessing the quality of **general communication among partners**.

All six Let´s MIMIC partner organisations actively participated in the interim evaluation process. The evaluation questionnaires had a set of several Likert-scale questions. Each question was assigned a grade on a scale of 1 to 5, with 5 being the highest (fully agree) and 1 the lowest (fully disagree). Respondents were also asked for open comments and suggestions. They will assist with synthesising the results and managing the project.

Evaluation of Let´s MIMIC Project Management & Impact

Feedback concerning the Let´s MIMIC Project Management and Project Impact was gathered via an online questionnaire distributed to the partnership. Partners were asked to rate a series of statements divided into three categories: Project Plans, Project Partnership, and Project Results & Impact, according to the level to which they agreed with them. The statements were as follows:

Project Plans:
- The project objectives were clearly set.
- The project activities were well-described.
- The project timeline was realistic.
- The roles of the project partners were clear.
- The expected project impact was achievable.
- The allocation of resources (time, staff days, budget) was adequate for reaching the project objectives.

Project Partnership:
- If the partnership has accomplished the objectives and results set for this period.
- The project activities ran in line with the project timeline or with only minor deviation.
- The project results and outcomes produced are following the project objectives.
- Any adjustments and changes made in the process (if any) of implementation have not compromised the quality of results.
- The planned project tasks up until the end of the project can be realised within the given time frame.

Project Results & Impact:
- A description of activities partners have implemented so far for all work packages
- Whether there are any differences between the planned activities and the implemented activities, including redistribution of partner's tasks
- How partners have shared and promoted the projects and its results to date – types of tools and activities used and main target groups involved
- This project is important for our organisation as an opportunity to increase our capacity.
- The project will produce quality and meaningful results.
- The project will reach its targets and produce the desired impact.
- The project will have a positive impact on target groups (target users and beneficiaries)
- We have had a positive response from target users and relevant organisations regarding the project, its impact and expected results.
- The project has contributed to a better understanding of the background and dynamics in WBL in partner countries and the EU
- The project will have a positive impact on partner organisations and staff, at different levels.
- The project has improved professional skills thanks to exposure to other working models.
- The project has enhanced expertise in addressing the needs of the project specific target groups.

- The project has encouraged our organisation to optimise resources and methodologies applied for training, assessment and evaluation addressed to similar/ same target groups.
- So far, the partnership has achieved the goals we set out to achieve.
- Time and effort spent on this project is worthwhile.
- The project has increased opportunities for international collaboration.
- This partnership motivates us to collaborate with the partners in future projects.
- An outline of the projects' impact so far on a/your organisation, b/target groups and c/other relevant stakeholders.
- If already applicable, the impact of the project at a local, regional, European and/or international level.
- Comments/recommendations?

Project Plans

As part of the interim quality evaluation, the Let's MIMIC partners were surveyed to assess their satisfaction with the project's planning and overall coordination. The survey focused on several key elements of project design and implementation that are essential for successful collaboration and delivery of results.

Firstly, partners were asked whether the objectives of the Let's MIMIC project had been clearly defined. Clarity in objectives is a crucial factor in aligning efforts across all work packages and ensuring that each partner contributes effectively toward common goals. They were also asked to reflect on whether the planned project activities were well described and easy to understand, allowing for efficient planning and execution.

Another point of inquiry was the realism of the project timeline. Respondents were invited to consider whether the scheduling of deliverables and milestones had been practical and achievable within the set framework. Additionally, the survey assessed the clarity and appropriateness of the roles assigned to each partner organisation within the project structure.

The partners also evaluated whether the expected impact of the project seemed realistic and attainable, considering the scope and scale of the initiative. Lastly, the adequacy of allocated resources — including time, staff involvement, and budget — was reviewed to determine whether these had been sufficient to reach the stated objectives.

The results from this interim survey revealed that all partners felt either completely satisfied or satisfied with every aspect mentioned above. This high level of agreement underscores a strong foundation in project planning and management, which is contributing positively to the successful delivery of the Let's MIMIC project.

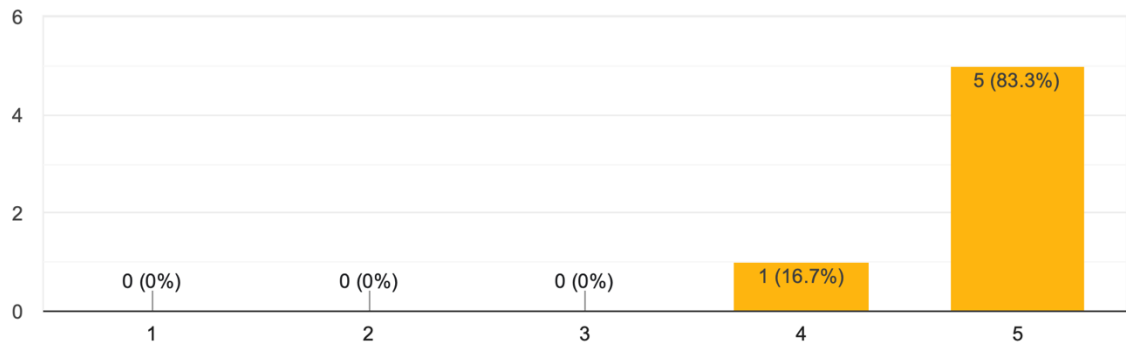Below are the specific questions and provided answers:

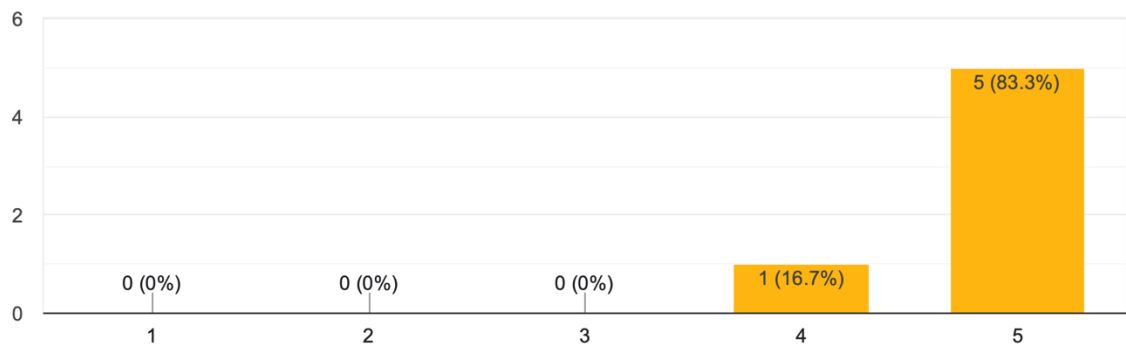## 1.1. The project objectives were clearly set.

6 responses

	1	2	3	4	5
	0 (0%)	0 (0%)	1 (16.7%)	0 (0%)	5 (83.3%)
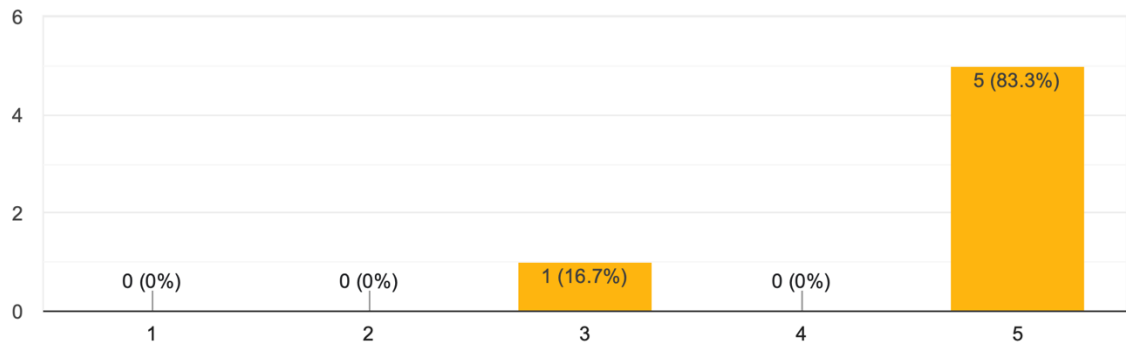
1.2. The project activities were well-described.

6 responses

	1	2	3	4	5
	0 (0%)	0 (0%)	0 (0%)	1 (16.7%)	5 (83.3%)

1.3. The project timeline was realistic.

6 responses

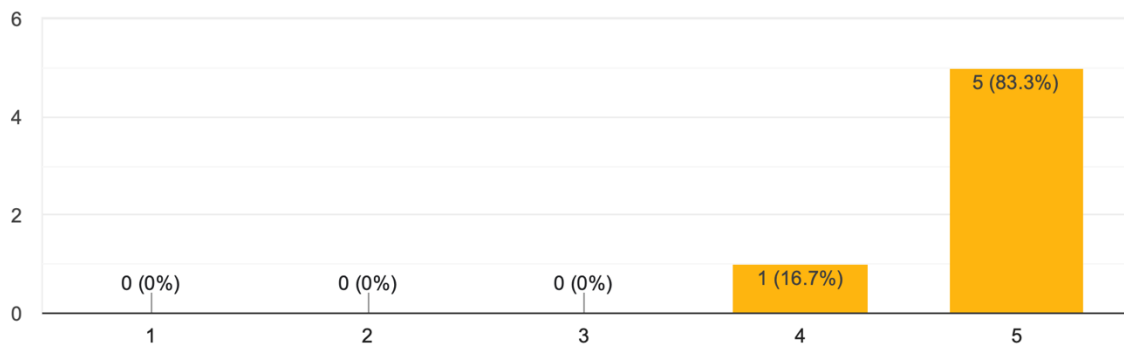|	1	2	3	4	5
	0 (0%)	0 (0%)	0 (0%)	1 (16.7%)	5 (83.3%)

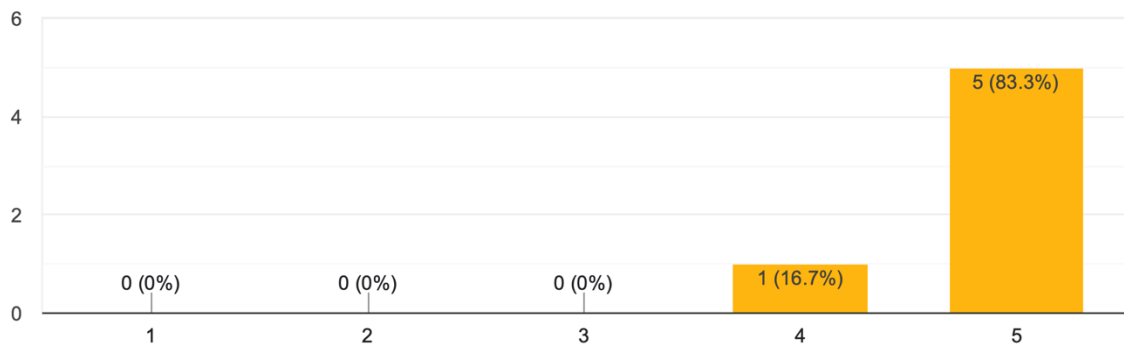## 1.4. The roles of the project partners were clear.
6 responses
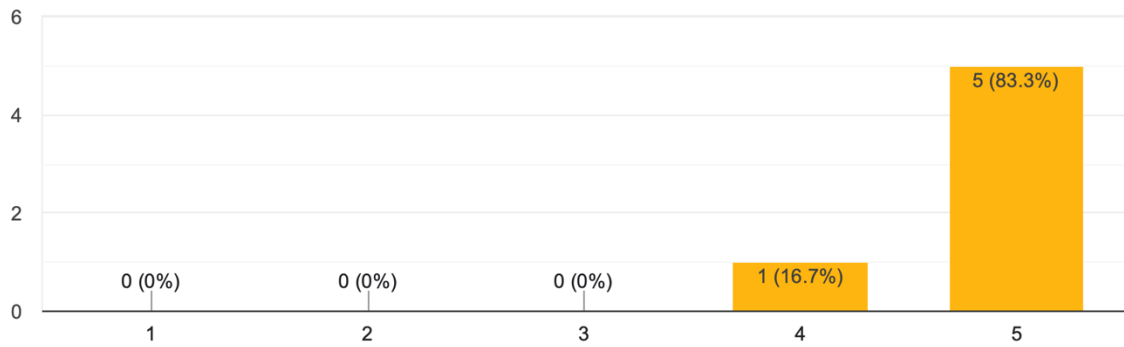
1.5. The expected project impact was achievable.
6 responses

1.6. The allocation of resources (time, staff days, budget) were adequate for reaching the project objectives.
6 responses

Project Partnership

Regarding Project Partnership, the interim evaluation included a survey assessing the satisfaction of Let's MIMIC partners with the collaborative aspects of the project. The evaluation explored how effectively the partnership has functioned over the first period of project implementation and whether project expectations are being met.

Partners were first asked whether the objectives and expected results for this period had been successfully accomplished. This question aimed to measure the collective progress made by the consortium in fulfilling the work plan. Secondly, respondents assessed whether the project had proceeded according to the proposed timeline or with only minor delays, an important indicator of effective coordination and time management.

Another focus of the survey was whether the results and outputs generated so far are aligned with the initial objectives of the project. Partners also reflected on whether any adjustments or changes made during implementation had impacted the quality of the results. Maintaining high quality despite necessary modifications is essential for the integrity of the project outcomes.

Lastly, partners evaluated whether the remaining tasks planned until the end of the project could realistically be completed within the existing timeframe. Their insights provide confidence in the feasibility of the project's continuation and completion.

Overall, the Let's MIMIC partners expressed a high level of satisfaction, indicating that they feel satisfied or completely satisfied with all aspects of the project partnership. This positive feedback reflects strong collaboration, shared commitment, and a solid foundation for successfully achieving the remaining project goals.

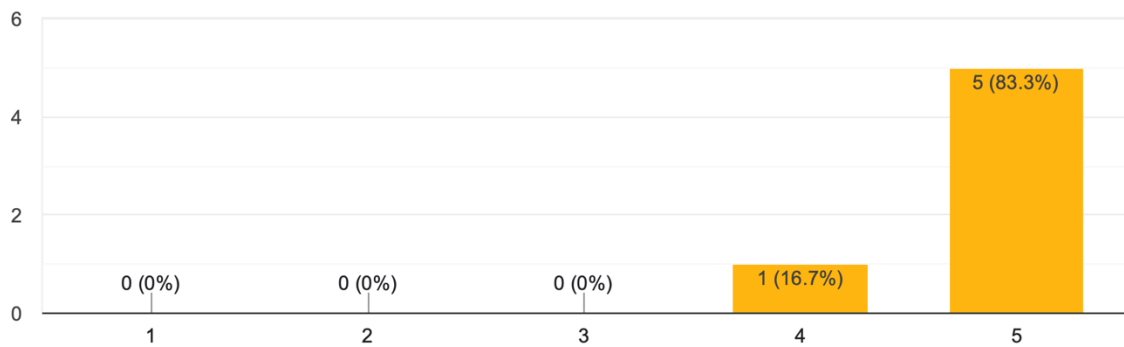Below are the specific questions and provided answers:

2.1. Since the beginning of the project until the Interim reporting period, the partnership has accomplished the objectives and results set for this period.
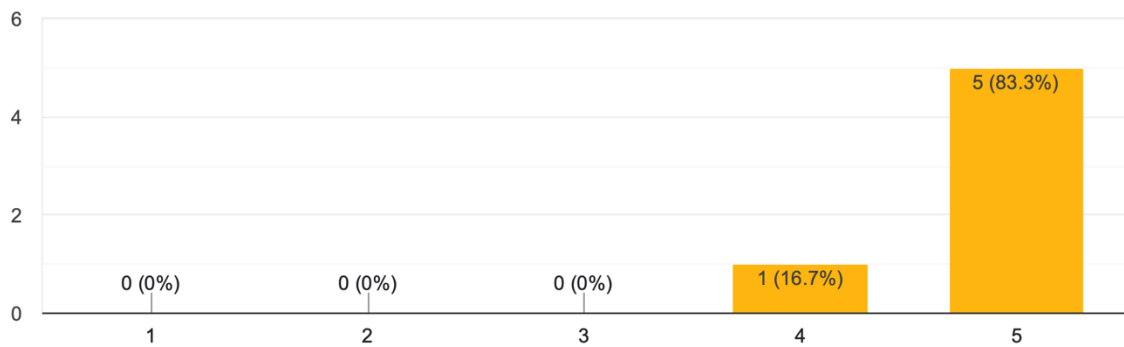6 responses
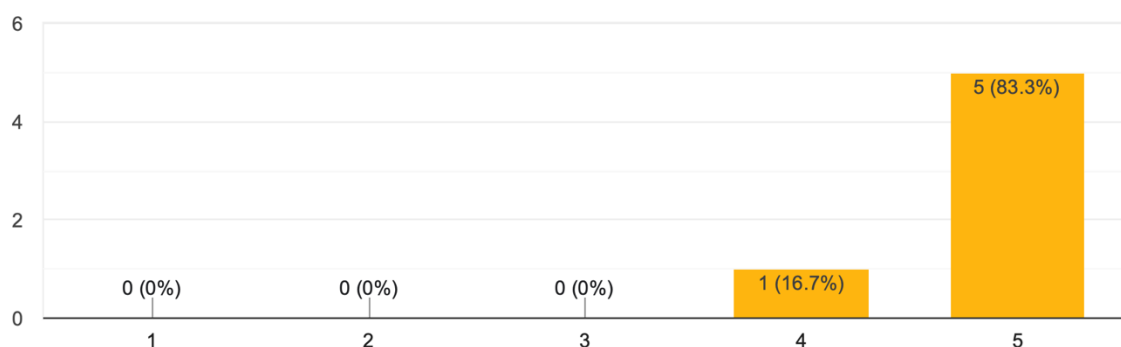
2.2. The project activities ran in line with the project timeline or with minor deviation.
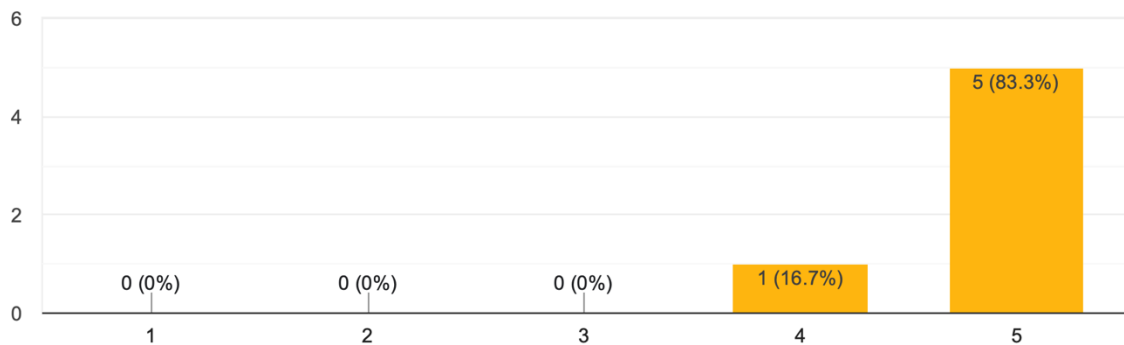
6 responses

Value	Count
1	0 (0%)
2	0 (0%)
3	0 (0%)
4	1 (16.7%)
5	5 (83.3%)

2.3. The produced project results and outcomes are in accordance with the project objectives.

6 responses

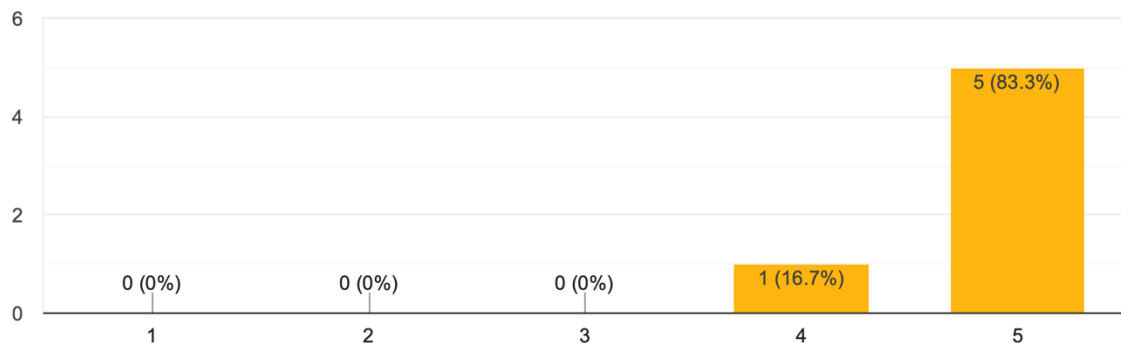| Value	Count
1	0 (0%)
2	0 (0%)
3	0 (0%)
4	1 (16.7%)
5	5 (83.3%)

2.4. Any adjustments and changes made in the process (if any) of implementation have not compromised the quality of results.

6 responses

Value	Count
1	0 (0%)
2	0 (0%)
3	0 (0%)
4	1 (16.7%)
5	5 (83.3%)

2.5. The planned project tasks up until the end of the project can be realised within the given time frame.

6 responses

Project Results and Impact

Under the "Project Results and Impact" section, Let's MIMIC partners were invited to evaluate their level of satisfaction with the outcomes and influence of the project to date. The survey explored several dimensions: the implementation of activities across the work packages, any variations from the original plans (including task reallocations), and how partners have disseminated the project results using different tools and targeting specific audiences. Partners also reflected on the significance of the project in strengthening their organisation's capacity, its potential to yield high-quality results, and whether it is likely to reach its intended goals and impact.

The responses were overwhelmingly positive, with all partners reporting that they were either satisfied or completely satisfied with the project's results and impact thus far. They shared comprehensive accounts of the work carried out in each work package and outlined the tools used for dissemination, along with the audiences reached. The feedback demonstrates that Let's MIMIC is already contributing meaningfully at the organisational level by enhancing expertise in sustainability and biomimicry, enriching training approaches, and promoting the adoption of innovative methodologies.

The impact on target groups, particularly VET teachers and learners, has also been notable. The project has sparked greater awareness of biomimicry, equipping educators with useful tools and offering learners engaging, real-world learning opportunities. In parallel, it has helped forge stronger links with key stakeholders, such as environmental organisations and educational institutions, setting the stage for wider collaboration and long-term influence.

While it may still be early to assess the project's full impact at local, national, or European levels, early signs are promising. The project is gaining visibility thanks to dissemination efforts and has laid a strong foundation for future progress, particularly in fostering green skills development. Although direct engagement with some target groups has been limited to

date, the initial feedback has been encouraging, suggesting a strong potential for meaningful, widespread impact in the next phases.

Below are the specific questions and provided answers:

***Regarding WP2: "Biomimicry Process Design for Sustainability Skills" implementation, please provide a description of the activities you have implemented so far.
Is there any major differences between the planned activities and the implemented activities, including redistribution of partner's tasks?***

- ATS has been involved in A1. Learning Outcomes Matric for Sustainability Skills In VET Learners and A2. Project-based Learning Framework through Biomimicry Process Design, carrying out the desk research for Romania and distributing two extended online questionnaires (one for VET learners and one for VET teachers). ATS has designed the Biomimicry Platform (A.3). The planned activities were implemented as scheduled.
- Providing content, review of the draft version and providing feedback. There is no difference.
- No differences.
- INFODEF is the WP leader and prepared the work programme for the deliverables. Specifically, INFODEF led the completion of the Learning Outcome Matrix for Sustainability skills in VET learners. It also conducted desk-based research, disseminated a questionnaire on biomimetic processes to both teachers and students, and provided feedback on the final output of the WP—the learning outcomes matrix. All activities were carried out as initially planned, with no modifications to the distribution of tasks among partners.
- Within this WP, we have been involved in all the activities proposed by the leaders of the activities: desk research, distribution of a questionnaire on biomimetic processes to teachers and students and providing feedback on the final product of this WP - learning outcomes matrix. There were no changes to the planned activities and allocation of tasks to partners.
- No.

Regarding WP3: "Training Modules on Biomimicry Process Design" implementation, please provide a description of the activities you have implemented so far. Is there any major differences between the planned activities and the implemented activities, including redistribution of partner's tasks?

- ATS has developed the Self-Regulated Learning Kit (A1) and learning resources on biomimicry (challenges, solutions, and case studies). It has provided seven training modules on Biomimicry Process Design (A2). No deviations have occurred.
- Providing content, review of the draft version and providing feedback. There is no difference.
- no differences
- INFODEF contributed to the creation of content for the Self-Regulated Learning Kit, including challenges, solutions, and case studies, as well as the development of one training module. The activities were implemented as originally scheduled, with no alterations to the task distribution among partners.
- The same applies to this WP. In it, we have carried out the tasks assigned to us, namely: developing the content for the self-regulated kit (challenges, solutions, and case studies) and

creating the training module. There were no changes to the planned activities and allocation of tasks to partners.

- No.

Regarding WP4: "Biomimicry Platform Development" implementation, please describe the activities you have implemented so far. Are there any significant differences between the planned activities and the implemented activities, including the redistribution of partners' tasks?

- ATS has created the Biomimicry platform manual and has coordinated the platform testing, collecting feedback from partners. No deviations have occurred.
- Providing content/translations, review of the beta version and providing feedback. There is no difference.
- No differences.
- INFODEF´s contribution has primarily involved providing feedback to the partners responsible for platform development. We also took part in the alpha testing phase. The activities have proceeded as planned, with no modifications to the original task allocation.
- Since this WP is more focused on specific and technical tasks, we've been contributing to it by giving feedback to the partners in charge of the development of the platform. We've also participated in the alpha testing of this WP. There were no changes to the planned activities, and the task is being implemented as expected.
- No.

Regarding WP5: "Dissemination & Exploitation" implementation, please provide a description of the activities you have implemented so far. How have you shared and promoted the project and it's results to date? Please outline the types of tools and activities you have used and the main target groups involved?

- ATS has carried out several dissemination activities, has created the project logo, has designed and managed the project website, and has translated the newsletters. No deviations have occurred.
- Mostly through social media.
- Yes.
- INFODEF has actively promoted the project through our social media channels, sharing updates whenever new developments occur, such as online meetings, newsletter releases, dissemination materials, or progress within the work packages. Furthermore, we consistently highlight the Let's Mimic project during training sessions and events involving the target groups, including VET teachers and students.
- We've been disseminating information about the project on our social media, posting updates whenever there is news (for instance, about our online meetings, the publication of newsletters or other dissemination materials, and progress updates on the Work Packages). Additionally, we are also promoting Let's Mimic every time we conduct trainings and events with the target groups of the project (VET teachers and students).
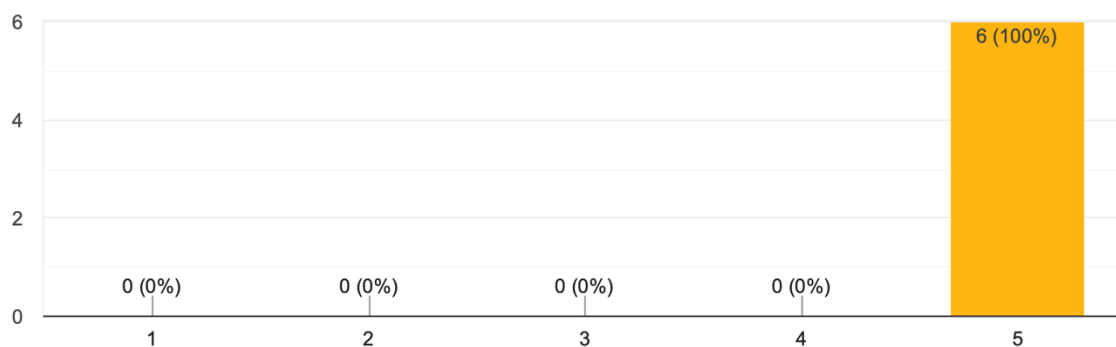- No.

3.1. This project is important for our organisation as an opportunity to increase our capacity. .
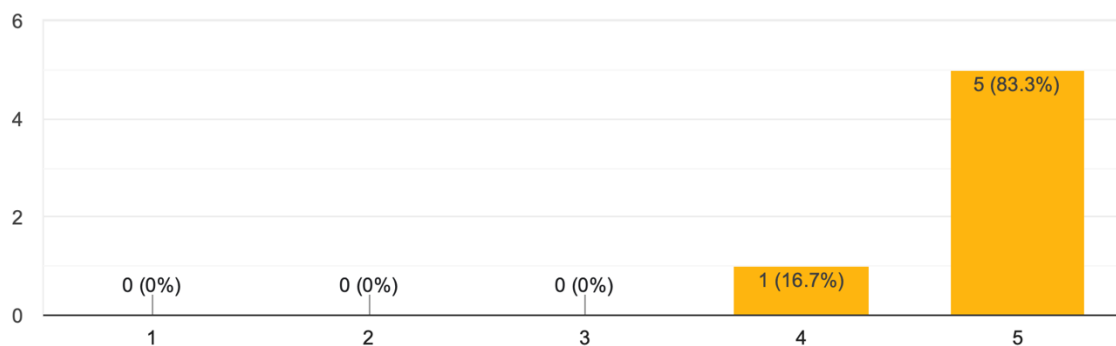
6 responses
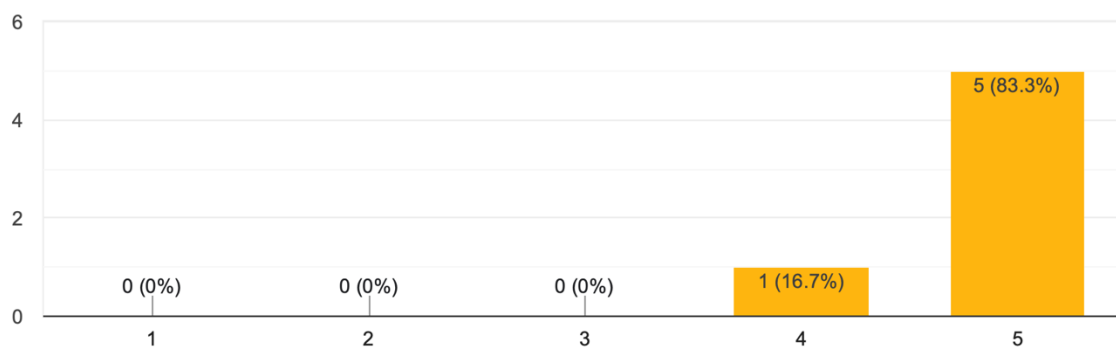
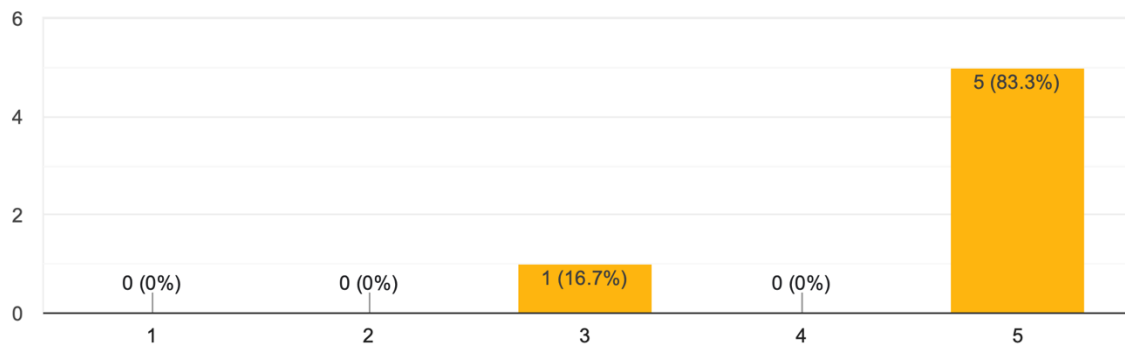## 3.2. The project will produce quality and meaningful results.

6 responses

3.4. The project will have a positive impact on the target groups (target users and beneficiaries).
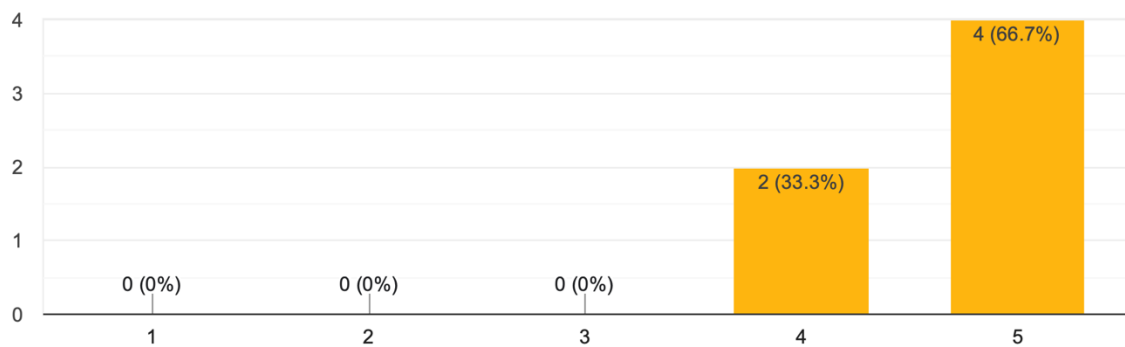
6 responses

3.5. We have had a positive response from target users and relevant organisations regarding the project, its impact and its expected results.
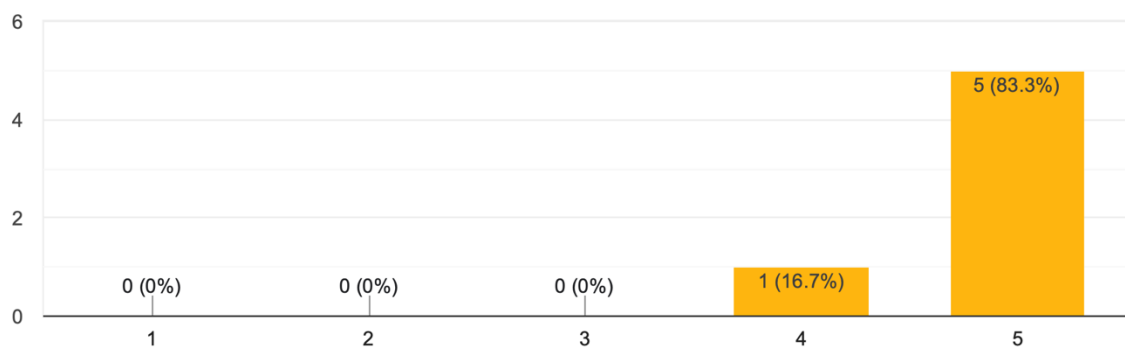
6 responses

3.6. The project will have a positive impact on partner organisations and staff, at different levels.
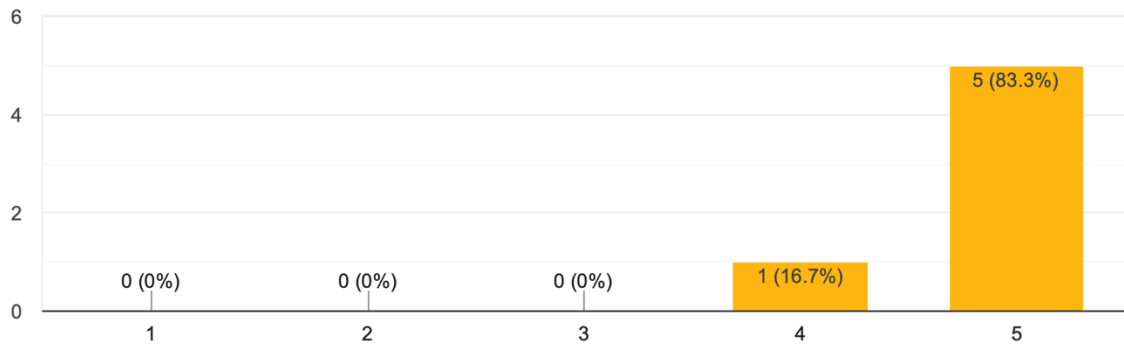
6 responses

3.7. The project has improved professional skills thanks to exposure to other working methodologies.
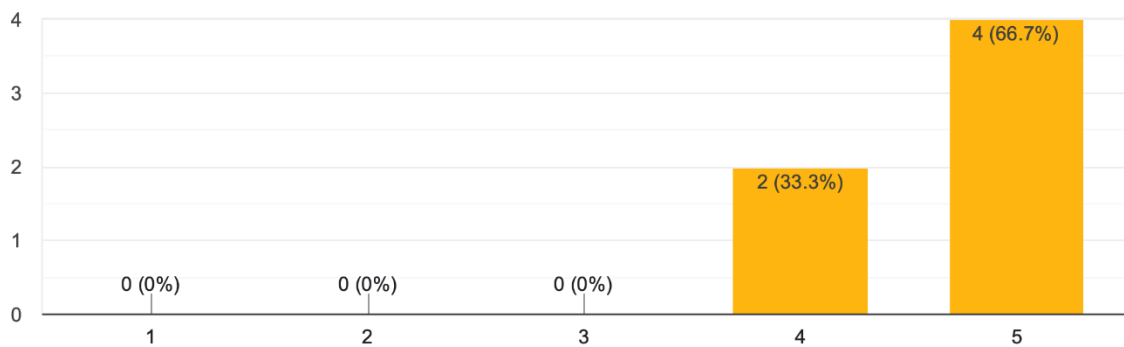
6 responses

3.8. The project has enhanced expertise in addressing the needs of the project specific target groups.
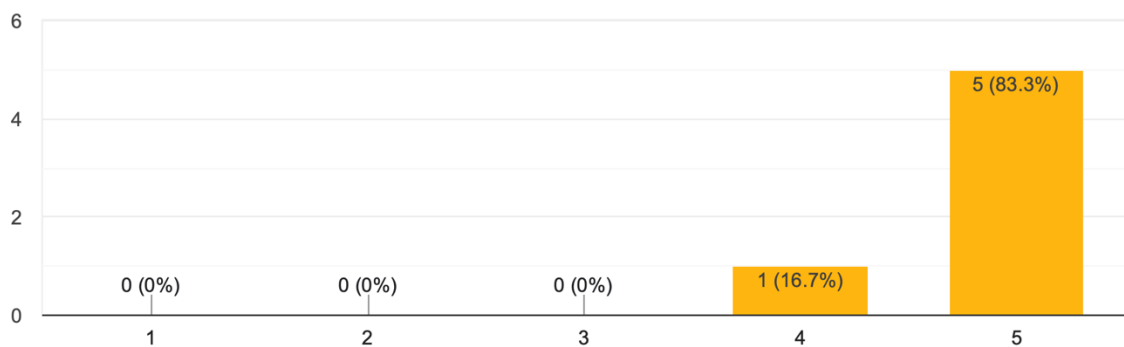
6 responses

3.9. The project has encouraged our organisation to optimise resources and methodologies applied for training, assessment and evaluation addressed to similar/same target groups.
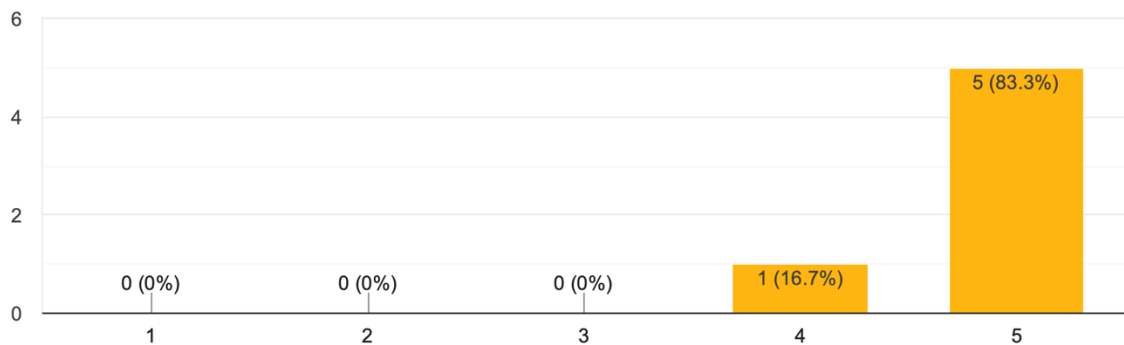
6 responses

3.10. So far the partnership has achieved the goals we set out to achieve.
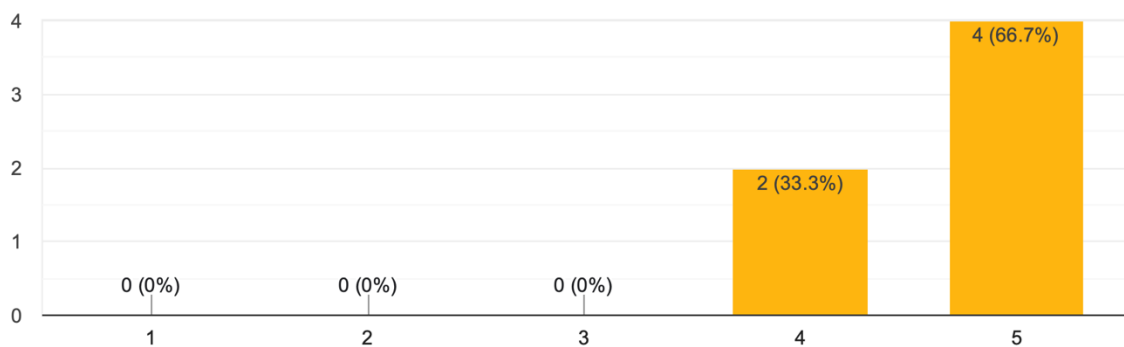
6 responses

3.11. Time and effort spent on this project is worthwhile.
6 responses

3.12. The project has increased opportunities for international collaboration
6 responses

3.13. Please outline the project's impact so far on: a/your organisation, b/ target groups, and c/ other relevant stakeholders

ECC:
a/ Better internal understanding of biomimicry and VET needs.
b/ Raised awareness among trainers and learners.
c/ Stronger connections with educational and environmental stakeholders.

ATS:
The Let's mimic project significantly enhances ATS's role as a catalyst for innovation and sustainability in education. All the project results will be actively used by the ATS Training Centre to enrich its courses, workshops, and practical activities. The outcomes will also be leveraged in collaborations with high schools, universities, and VET providers, ensuring a broad dissemination of innovative, nature-inspired educational practices.

YAKACIK:
a) Teachers have an idea about what biomimicry is and how they integrate it into their classes

b) Students now know about what biomimicry is, and teachers have an idea of how to integrate it into classes

c) Better knowledge of what Erasmus+ is and an awareness of biomimicry and its relevance in different subjects

UTH:

Project activities (methodologies, learning content, instructor support, digital learning platform) are integrated into existing courses at the University of Thessaly, such as Technology in Education and Design Thinking. In addition, the organisation has organised events with external stakeholders on biomimicry processes, including the High School of Dimini in the area of Magnesia. It plans additional related activities in the future.

INFODEF:

a) Impact on our organisation (INFODEF): Let's Mimic has enhanced INFODEF's expertise in biomimicry and sustainable education. The results are being integrated into our training programmes, strengthening our innovation capacity and educational offer.

b) Impact on target groups: VET teachers and students are more aware of biomimicry. Teachers are using practical tools in class, while learners engage in real-world, sustainability-focused challenges that build key skills.

c) Impact on other stakeholders: The project has strengthened our collaboration with VET centres, environmental groups, and policymakers, raising awareness of biomimicry and Erasmus+ across educational networks.

Virtual Campus:

a) The project has had a positive impact on our organisation, as it has allowed us to explore a new and interesting theme and methodology.

b) The same applies to the target groups. The theme of the project is not that well-known, especially among the students, so the project will contribute to increasing the knowledge of biomimetic processes.

c) So far, we haven't made contact with many stakeholders, but the project will be an asset to various organisations that are interested in the area.

3.14. If already applicable, what is the impact of the project at the local, regional, European and/or international levels?

- N/A.
- Local/regional engagement increased. Project gaining visibility at the EU level via partner dissemination.
- Opportunities for developing green skills for broader groups of learners, including school and vocational education
- At this stage, it is still too early to fully assess the impact of the project at the local, regional, European, or international levels. While initial activities have laid a strong foundation, measurable impact is expected to become more evident as the project progresses and results are further disseminated and implemented.

- Given that only one of the project's activities has so far allowed us to contact the project's target groups directly (WP2 - distribution of questionnaires), we have not yet been able to assess the project's real impact. However, the feedback received on this activity was positive.

General Communication within the Project Partnership

This section presents the feedback collected from the Let´s MIMIC partners through an online questionnaire designed to evaluate the quality and effectiveness of internal communication. The aim was to assess how well the communication processes have supported collaboration, transparency, and a positive working environment throughout the project implementation.

Partners were invited to express their level of satisfaction with several key aspects of communication within the partnership. These included the effectiveness of communication procedures, the overall spirit and cohesion of the team, the openness with which information was shared, and the clarity of rules related to conflict resolution. They also assessed whether any critical issues or conflicts had arisen during the past six months, and if so, whether these had been managed effectively in the best interest of the project.

Additionally, the questionnaire explored potential concerns about future conflicts by asking partners whether they anticipated any challenges ahead, and what measures could be taken to prevent them. Finally, respondents were encouraged to offer suggestions or comments to improve communication dynamics in the partnership moving forward. The responses gathered provide valuable insights into the project's strengths and areas for improvement in its internal communication framework.

The Let´s MIMIC partnership reported overall satisfaction with the general communication within the project. Most partners expressed that communication procedures were adequate, the partnership spirit was high, and cooperation and openness were strong. Conflict management was considered clear and practical, with no significant issues reported. While one partner expressed neutrality on some points, this did not affect the overall positive feedback.

No future conflicts are anticipated, as the partnership is cohesive and the project is well-managed. However, some suggestions for improvement were made, including keeping meeting minutes in a shared folder, preparing agendas in advance, and using structured formats to enhance clarity and coordination across the team.

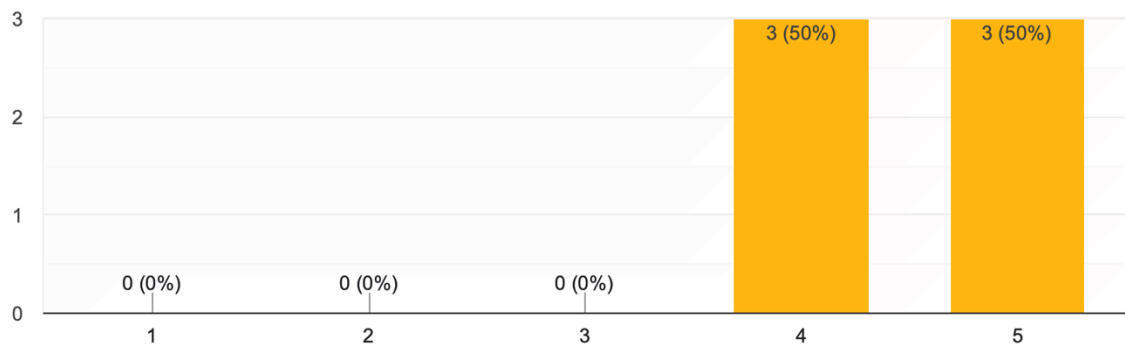Below are the specific questions and provided answers:

The communication procedures within the partnership have been effective.
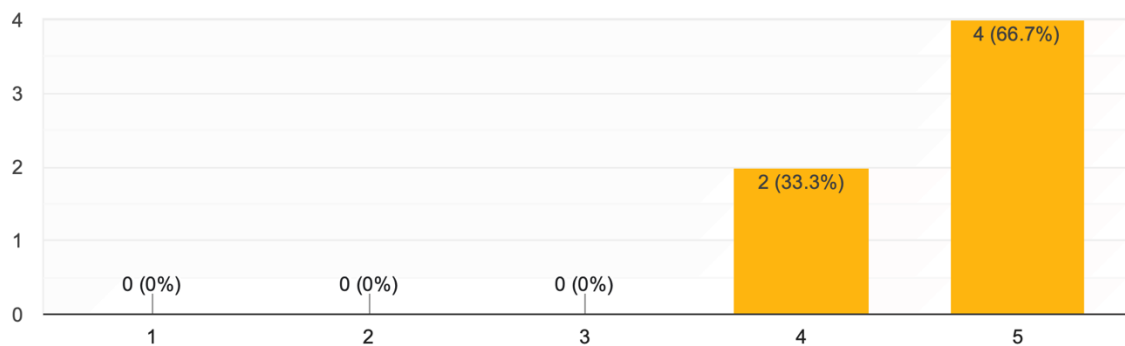
6 responses
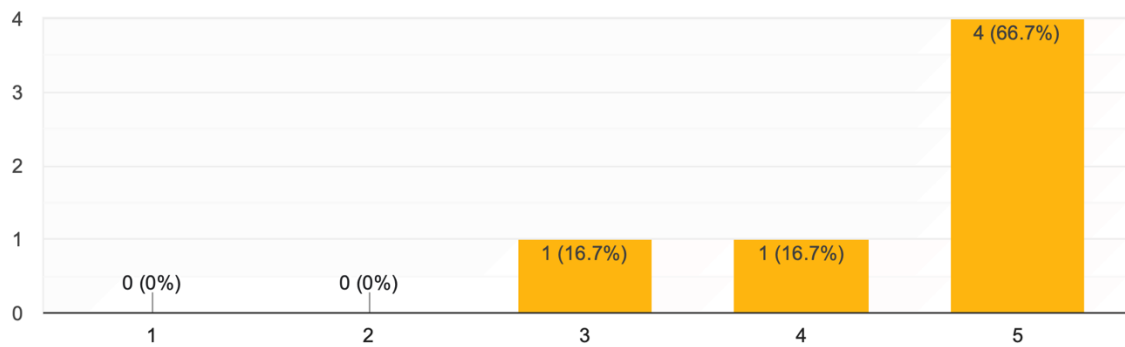
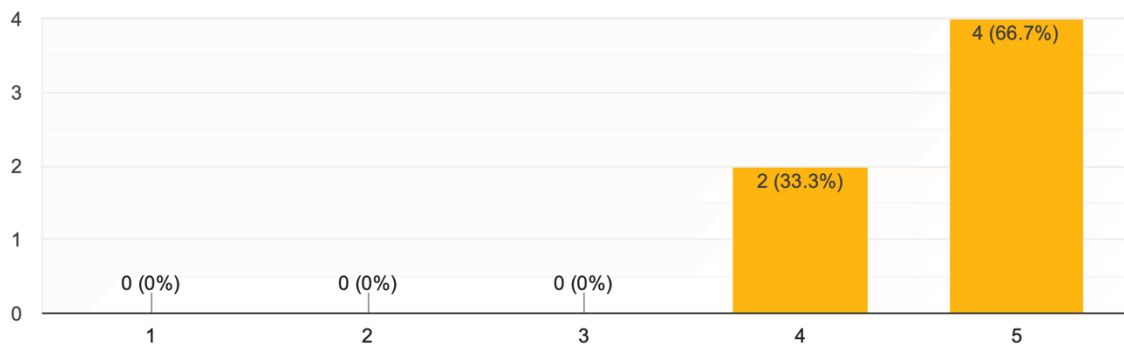## The overall spirit of the partnership has been high.

6 responses

There has been a good level cooperation between the partnership.
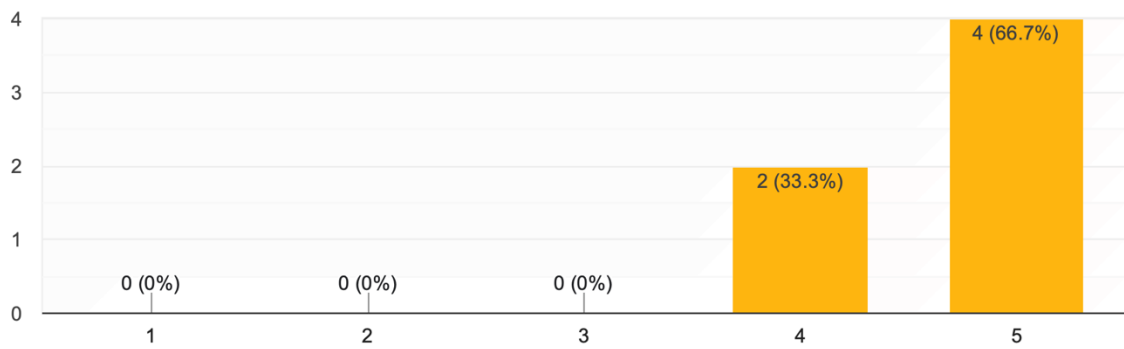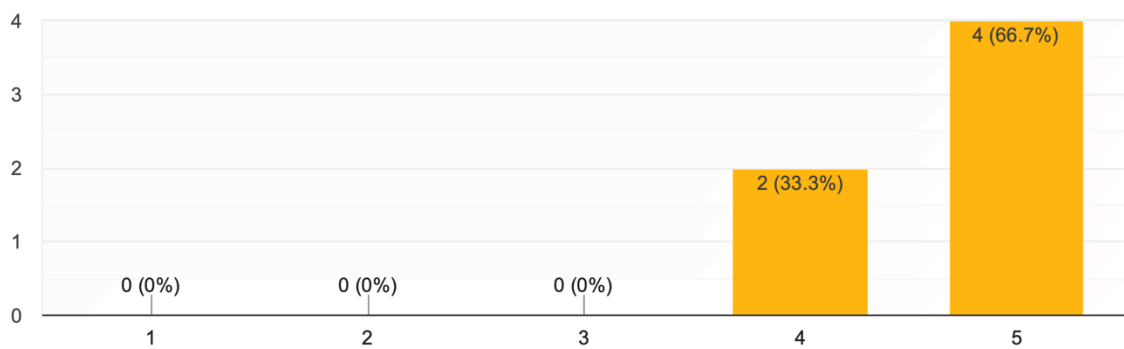
6 responses

The project partners have maintained open communication and have felt free to share information.

6 responses

There have been clear rules concerning conflict management.

6 responses

Conflicts have been solved in the best way for the project, if applicable.

6 responses

Conclusions and Recommendations

Conclusions

- **High partner satisfaction:** All project partners expressed being either satisfied or completely satisfied with all aspects of project management, partnership dynamics, and project results so far.
- **Strong project planning:** Objectives, timelines, roles, and resource allocations were considered clear and realistic by all partners.
- **Effective collaboration:** The project partnership has functioned smoothly, with timely implementation of tasks and no significant deviations from planned activities.
- **Quality results:** The work packages and their deliverables were seen as pedagogically sound, innovative, and relevant to VET contexts, particularly for sustainability and biomimicry education.
- **Positive impact on organisations:** Partners reported improved internal capacities, enriched training programmes, and better understanding of sustainability education and biomimicry methodologies.
- **Growing awareness among target groups:** VET teachers and students are increasingly aware of biomimicry principles, supported by accessible tools and engaging content.
- **Dissemination efforts are in place: Partners have been actively** promoting the project through social media, websites, newsletters, and training events.
- **Limited stakeholder engagement so far:** Though stakeholder collaboration is improving, the direct impact on broader audiences is still developing.
- **Internal communication is effective:** Most partners reported effective procedures, a positive team spirit, and strong cooperation; minor improvements were suggested.
- **Project alignment with sustainability goals:** The project aligns well with EU green skills development and modernisation of VET systems.

Recommendations

- **Enhance stakeholder engagement:** Increase direct collaboration with local, national, and European stakeholders (e.g., schools, environmental organisations) in the following phases.
- **Consolidate dissemination:** Strengthen visibility of project results by using coordinated, cross-platform dissemination strategies, including press releases, newsletters, and webinars.
- **Improve meeting coordination:** Ensure meeting agendas are prepared in advance and shared minutes are systematically stored in a central, accessible location.
- **Use structured communication formats:** Adopt uniform formats (e.g. Word templates with deadlines) for follow-ups to improve clarity and project alignment.
- **Promote replication and sustainability:** Encourage partner organisations to integrate project outputs into regular training offers and seek long-term collaborations beyond the project's lifespan.