

APTE

Evaluation report

12 evaluation follow-up after pathways
8 mid-term evaluations



Co-funded by the
Erasmus+ Programme
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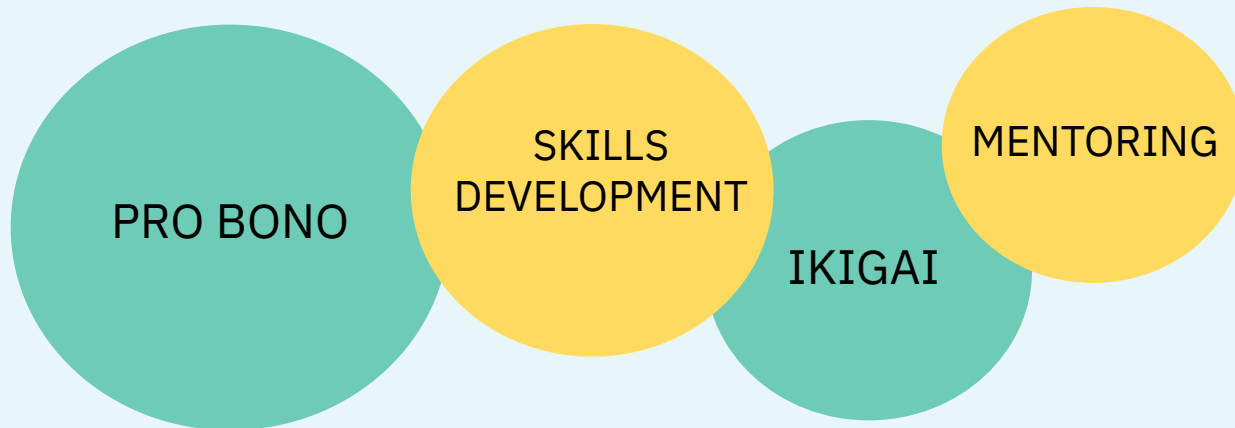
	France	Spain	Belgium	Hungary	Total
Nr of participants beginning	7	5	10	10	32
Nr of participants end	5	4	7	9	25
Nr of answers	5	4	1	10	20
Nr of organizations helped	1	1	1	1	4
New partnerships	5	2	0	5	12
Mentoring pairs	3	2	5	5	15
Would work in social sector	5			6	11
Most useful	Mentoring 2,5/5 Better in job search 71% Environmental awareness 4/5 New skills 100% Self-awareness 48%		Pro bono 8/10 Workshops 6/10 Mentoring 6/10	IKIGAI 6/10 Environmental 1/10 Soft skills 2/10 civil sphere 2/10	New skills Self-awareness Better job-search skills Knowledge
Usefulness overall	100%	90%		4,5/5 90%	93,30%

1st Pathway - Key figures

93,3% usefulness of pathway

- Most valued:**
- ➔ NEW SKILLS
 - ➔ SELF-AWARENESS
 - ➔ BETTER JOBSEARCH SKILLS
 - ➔ PROGRESS OF KNOWLEDGE

Most useful for job searching :



32 participants

4 organizations helped

12 new partnerships

15 mentoring pairs

11 would work in the social sector

Most valued:

- ➔ EXCHANGING EXPERIENCES
- ➔ MEETING PEOPLE
- ➔ OBJECTIVE AWARENESS

1st Pathway - Comments

France	Spain	Belgium	Hungary
1. Exploring SSE sector 2. Very good and inspiring personal experiences, good leadership 3. Self-confidence and skills development 4. Teamwork and active listening skills	1. Thankfulness 2. Professional program leading 3. Inspiring people 4. More focused on needs 5. Objective awareness, consciousness	1. Great values during the program 2. Very good group dynamics 3. Feeling useful because of pro bono mission	1. Importance of highlighting the existing soft skills 2. Feeling comfortable with people in the same situation 3. Useful contacts, links and starting points. 4. Very good mentoring opportunity

Highlighted



EXCHANGING OF EXPERIENCE & MEETING PEOPLE



HIGH QUALITY OF HOSTING AND LEADERSHIP



SKILLS DEVELOPMENT



OBJECTIVE AWARENESS

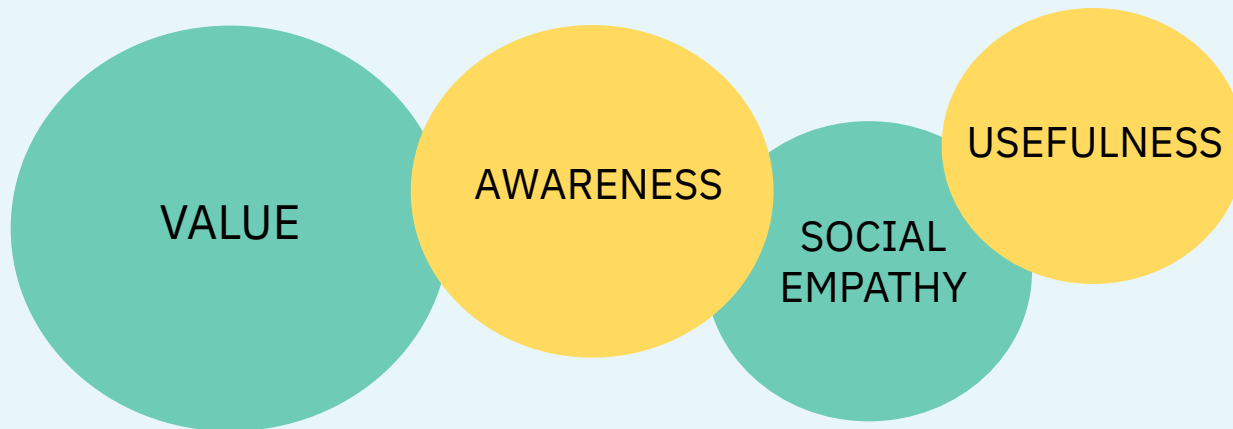
	France	Spain	Belgium	Hungary	Total
Nr of participants beginning	6	9	9	6	30
Nr of participants end	6	4	7	6	23
Nr of answers	6	3	1	6	16
Nr of organizations helped	2	1	1	1	5
New partnerships	5	4	7	5	21
Mentoring pairs	3	4	3	3	13
Most useful	Pro bono Co-development session Inter-knowledge Useful tools 83% Self-discovering	IKIGAI 5/5 Soft skills 5/5 Pro bono 4,5/5 Personal branding 4,5/5	Pro bono 7/10 Workshops 8/10 Mentoring 6/10	IKIGAI 3/6 Soft skills 2/6 Peer mentoring 3/6	Pro bono IKIGAI Mentoring Self-awareness
Consider working in social sector	6	2	2	4	14
Usefulness overall	100%	100%	100%	100%	100,00%

2nd Pathway - Key figures

100% usefulness of pathway

- Most valued:**
- ➔ *PRO BONO*
 - ➔ *SELF-AWARENESS*
 - ➔ *MENTORING*
 - ➔ *IKIGAI*

Most useful for job searching :



30 participants

5 organizations helped

21 new partnerships

13 mentoring pairs

14 would work in the social sector

Most valued:

- ➔ *USEFUL INFORMATION*
- ➔ *SEARCHING TIPS*
- ➔ *VALUE OF THE PATHWAY*

2nd Pathway - Comments

France	Spain	Belgium	Hungary
1. More capable of finding job	1. To begin to carry out short- and long-term goals	1. Complementing workshops	1. Deeper insight of non-profit sector
2. Business insight and experience	2. Capturing a vision of myself	2. Valuable facilitators	2. New opportunities and broad horizon
3. Development of interest in ecology	3. The concept of circular economy	3. Help to identify the strengths	3. Self-discovery is a journey
4. Improved analytical skills	4. Useful for the most vulnerable period of life	4. Awareness of capability	4. Useful information during pair mentoring
5. Fantastic atmosphere			
6. Professional/perfect project			

Highlighted



NEW TIPS AND INFORMATION



INTEREST IN ECOLOGY



SKILLS DEVELOPMENT



ATMOSPHERE

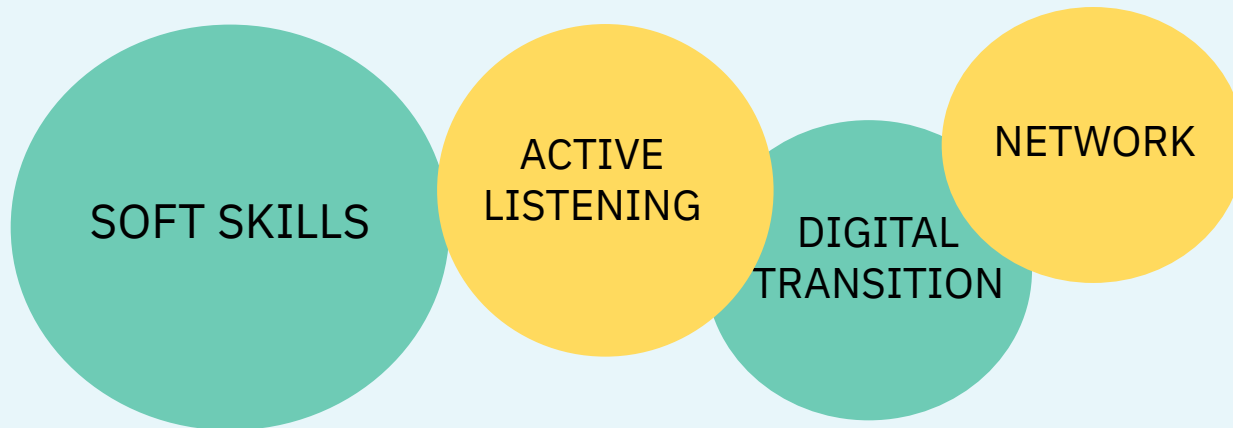
	France	Spain	Belgium	Hungary	Total
Nr of participants beginning	13	13	5	14	45
Nr of participants end	13	13	4	14	44
Nr of answers	7	3	1	12	23
Nr of organizations helped	2	2	1	5	10
New partnerships	10	2	2	4	18
Mentoring pairs	6	5	2	7	20
Most useful	Mentoring 4/5 Pro bono 3/5 Environmental (2Tonnes) 5/5 Ikigai Active listening Entrepreneurship	IKIGAI 5/5 Soft skills 5/5 Pro bono 4,5/5 Personal branding 4,5/5	Soft skills Preparation for interview, CV and cover letter Teamwork Environmental Critical analysis Ikigai	Digital transition 7/12 IKIGAI 4/12 Soft skills 3/12 Mentoring 1/12 CV and interview development 10/12	Pro bono IKIGAI Mentoring Self-awareness Tools used for jobsearching Networking
Consider working in social sector	13	3		6	22
Usefulness overall	86%	100%	100%	88%	93,50%

3rd Pathway - Key figures

93,5% usefulness of pathway

- Most valued:**
- ➔ *MENTORING*
 - ➔ *IKIGAI*
 - ➔ *PRO BONO*
 - ➔ *TOOLS FOR JOB SEARCHING*

Most useful for job searching :



45 participants

10 organizations helped

18 new partnerships

20 mentoring pairs

22 would work in the social sector

Most valued:

- ➔ *TOOLS*
- ➔ *SELF-AWARENESS*
- ➔ *ENVIRONMENTAL*

3rd Pathway - Comments

France	Spain	Belgium	Hungary
<p>1. It helped me to consolidate my thoughts on the world of the social economy.</p> <p>2. It has given me the desire to find out more about the missions on offer and put my skills to good use.</p> <p>3. APTE has opened up my field of possibilities by getting me interested in other subjects.</p> <p>4. Thank you for your guidance and advice!</p>	<p>1. More security to be able to help others</p> <p>2. This workshop helped me to value these moments of pause and to get to know parts of me.</p> <p>3. You managed to make this workshop very manageable and fun.</p>	<p>1. Collaborative work of mentoring</p> <p>2. The new concept</p>	<p>1. Self-discovery is a journey</p> <p>2. Broaden horizons</p> <p>3. Looking for new mentoring opportunities</p> <p>4. Useful to know the job-searching situation of younger generation</p> <p>5. It confirmed my decision to focus specifically on the civil sector.</p>

Highlighted



BROADEN THE FIELDS OF INTEREST



ENVIRONMENTAL CLARITY



MORE SECURE IN JOBSEARCH



BETTER KNOWN SOCIAL SECTOR

Mid-term follow-up - Data summary

	Total	
Nr of participants	107	
Nr of answers	48	
Usefulness of the workshop afterwards	4,35/5	
New job since the workshop	40,20%	
Use of what learned	90,90%	
Most useful	Networking Experience sharing Skill development Self-knowledge	Knowledge Consciousness Knowing SSE sector
Use of what learned about themselves	83,35%	
Most useful	Purposefulness Self-awareness Awareness in jobsearch Confidence Motivation	
Keeping contact with others	53,50%	
Comments	1. Confidence in job searching 2. Exchanges 3. Networking 4. Discovering new aspects	5. Discovering SSE sector 6. Collective dynamic, quality 7. Volunteering 8. Motivation

Key figures

4,35 / 5 points for usefulness of pathway

Most useful for jobsearching:

- ➔ NETWORKING
- ➔ SKILLS DEVELOPMENT
- ➔ EXPERIENCE SHARING
- ➔ SELF-KNOWLEDGE
- ➔ KNOWLEDGE & SSE
- ➔ CONSCIOUSNESS

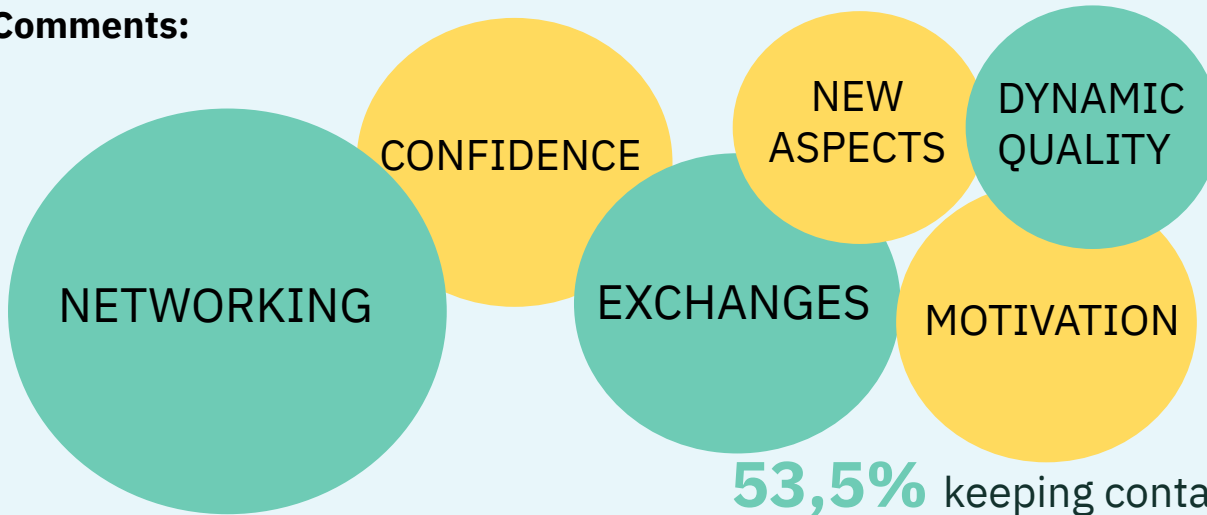
40,2% have found a new job



90,9% could use what learned during pathways

83,3% have learnt something new about her-/himself

Comments:



Most valued:

- ➔ PURPOSEFULNESS
- ➔ SELF AWARENESS
- ➔ AWARENESS IN JOBSEARCH
- ➔ SELF CONFIDENCE
- ➔ MOTIVATION

53,5% keeping contact with other participants