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SUMMARY

General Information	3
1. Purpose of the Deliverable	3
2. KPI Structure and Methodology	4
3. Types of Indicators	4
3.1. Management KPIs	4
3.2. Training KPIs	4
3.3. Impact KPIs	5
4. Data Collection Tools	5
5. Dashboard Presentation	6
6. Summary Table of KPIs	6
7. Results and Updates	7
8. Responsible Partner	7

General Information

Project title: W.E.B. in Tech – Women Engagement Boost in Technology

Project number: 101183056

Programme: Erasmus+ : Capacity Building in the field of Vocational Education and Training (CB-VET)

Project duration: 01/01/2025 – 31/12/2026

Coordinator: EURO MAMME ASD (Italy)

Partners:

- SOS Europa (Italy)
- International E-Learning Institute Ltd – IELI (Malta)
- Education 360 (Ukraine)
- Human Rights Research Center – HRRC (Georgia)
- Institutul de Instruire în Dezvoltare Millenium – MILLENNIUM (Moldova)

Work Package: WP1 – Project Management and Communication

Deliverable: D4.1 – KPIs dashboard

Responsible partner: International E-Learning Institute Ltd – IELI (Malta)

Type: SEN — Sensitive

Language: English

1. Purpose of the Deliverable

The purpose of this deliverable is to:

- define a **system of Key Performance Indicators (KPIs)** to monitor the quality and effectiveness of the *W.E.B. in Tech* project;
- design and implement a **shared monitoring dashboard** (Excel/Google Sheet format) allowing the coordinator and partners to follow project progress in real time;
- provide **quantitative and qualitative evaluation tools** aligned with the Quality Assurance Plan (WP4).

The **KPIs Dashboard** is an integral part of the project's **Quality Assurance system**, ensuring constant supervision of performance, efficiency, and impact.

To consult the dashboard, follow the link:

https://docs.google.com/spreadsheets/d/165tCleSkYC_5nuvheNFeSq5hnGLj1tZ0/edit?usp=drive_link&ouid=113627273517811511181&rtpof=true&sd=true

2. KPI Structure and Methodology

The monitoring methodology is based on three levels of indicators:

1. **Management KPIs** – monitoring operational efficiency, adherence to deadlines, and partner participation.
2. **Training KPIs** – assessing the effectiveness of training activities and participants' learning outcomes.
3. **Impact KPIs** – evaluating inclusion, empowerment, and long-term sustainability of results.

Each KPI is described in terms of:

- Code and indicator name
- Description and unit of measurement
- Target value
- Update frequency
- Progress status (%)
- Traffic-light indicator (green/yellow/red)

3. Types of Indicators

3.1. Management KPIs

Code	Indicator	Description	Target	Source	Frequency	Status
M1	Project schedule compliance	% of activities completed on time	≥ 90%	WP reports	Quarterly	
M2	Partner participation in meetings	% of partners attending meetings	≥ 85%	Meeting minutes	Every meeting	
M3	Deliverables submitted on time	% of deliverables uploaded before the deadline	100%	Portal data	Monthly	

3.2. Training KPIs

Code	Indicator	Description	Target	Source	Frequency	Status
T1	Number of participants	Total women NEET enrolled in training activities	60	Training reports	Biannual	In progress
T2	Training completion rate	% of participants completing the training	≥ 80%	Attendance sheets	Biannual	In progress

Code	Indicator	Description	Target	Source	Frequency	Status
T3	Participant satisfaction	Average score (scale 1–5)	≥ 4	Informal Feedbackn and Survey	Biannual	In progress
T4	Learning improvement	% increase in pre/post-test results	≥ 30%	Assessment results	End of course	In progress

3.3. Impact KPIs

Code	Indicator	Description	Target	Source	Frequency	Status
I1	Employment after training	% of participants employed within 6 months	≥ 25%	Follow-up	Annual	In progress
I2	Stakeholder engagement	Number of stakeholders involved	≥ 30	Dissemination log	Quarterly	●
I3	Social media reach (Instagram)	Total number of online interactions	≥ 10,000	Analytics reports	Monthly	●
I4	Articles and media mentions	Number of online articles/publications and newsletters	≥ 24	Media monitoring	Semi-annual	●

4. Data Collection Tools

To ensure continuous and accurate monitoring, the partnership uses the following tools:

- Shared KPI Dashboard (Excel/Google Sheet): maintained by the Quality Manager with data provided by partners.
- WP reporting templates: standardized tools for collecting quantitative and qualitative data.
- Participant evaluation surveys: used to measure satisfaction and perceived impact.
- Dissemination log: tracks communication, media, and networking activities.

Each partner nominates a Quality Officer responsible for updating their own indicators and reporting to IELI.

5. Dashboard Presentation

The KPI Dashboard provides a visual and interactive overview of project progress, including:

- a summary panel with the overall project completion percentage;
- coloured traffic-light indicators;
- pie charts showing KPI progress by WP (activities/milestones/deliverables);
- bar charts showing KPI distribution by category/status (M/T/I);
- an update history and partner contribution.

6. Summary Table of KPIs

Code	Category	Indicator	Target	Current Value	Unit	Status
M1	Management	Project schedule compliance	90%	92%	%	
M2	Management	Partner participation	85%	88%	%	
M3	Management	Deliverables on time	100%	60%	%	
T1	Training	Participants enrolled	60	0	persons	In progress
T2	Training completion rate	% of participants completing the training	≥ 80%	NA	Biannual	In progress
T3	Training	Satisfaction level (calculated on preparation activities)	≥4	In progress	scale 1–5	In progress
T4	Training	Learning improvement	30%	NA	%	In progress
I1	Impact	Employment after training	25%	NA	%	In progress
I2	Impact	Stakeholder engagement	30	28	n.	
I3	Impact	Social media reach	10,000	2,238	n.	
I4	Impact	Media mentions (articles and newsletter)	24	12	n.	

7. Results and Updates

As of August 2025:

- The full KPI framework has been defined and validated by all partners;
- The shared online dashboard is active and accessible to all partners;
- Most Management and Training KPIs are on track, while Impact KPIs will continue to be monitored throughout the project lifecycle.
- Deliverables have been produced on time. The delay in the submission is due to further revision and the delay did not impact the implementation timeline.

8. Responsible Partner

International E-Learning Institute Ltd – IELI (Malta)

Responsible for the definition, development, and quarterly monitoring of the KPI Dashboard, in collaboration with all consortium partners.