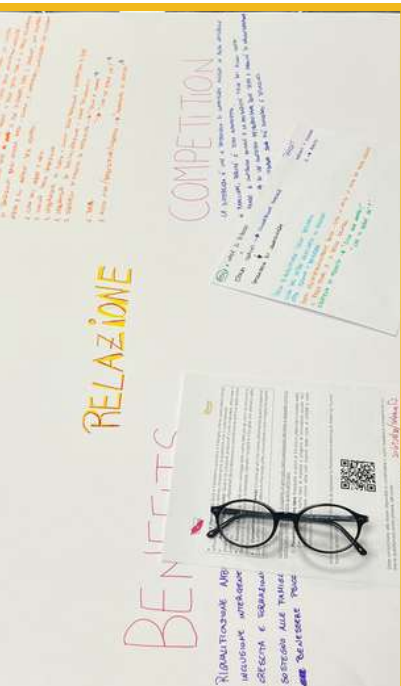


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BACKGROUND

The project contributes to two of the six European priorities. The "European Green Pact", by promoting sustainability-oriented training, combating climate change and contributing to the development of emerging green sectors; and "An economy at the service of people", as it seeks to boost youth employment and the development of small businesses to generate sustainable models and promote employment (EC, 2020).

GREEN UP is aligned with the EU's "Sustainable Development Strategy", by boosting development in the most vulnerable areas, and follows the "Council Recommendation" regarding the creation of new employment measures to promote job orientation, employability and sustainable competitiveness (EC, 2020).

The project is aligned with EU actions on youth entrepreneurship, such as the "Europe 2020 Strategy" and its initiatives: "New Skills for New Jobs", "Digital Agenda for Europe", "Innovation Union" and "Youth on the move". These initiatives aim to promote entrepreneurship, as well as the promotion of knowledge, skills and competences that can boost competitiveness and smart, sustainable and inclusive growth while reducing unemployment (EU, 2014). The need to create jobs through entrepreneurship is particularly pressing in rural areas which, despite representing 93% of the EU territory, have a per capita income well below the European average (EC, 2021). The young population is key to combating depopulation and creating new opportunities in the territory. To take advantage of the ecological transition towards more sustainable economic models, projects that are adapted to local environments are needed, thus taking into account the diversity between EU territories and their specific needs. GREEN UP is a project that focuses its action on certain groups particularly affected by unemployment: the rural population and youth; ensuring their training in the green skills most in demand by the sectors with the greatest potential for development. According to the bases of the action plan for a "Strong Social Europe for Just Transitions", training is key for acquiring skills adapted to current needs, and also for professional retraining (EC, 2010). In this way, "training for professionals working with young people" has been identified as a key element to generate a multiplier effect, making it possible to train a larger number of young people in rural environments.

Projects aimed especially at young people, innovation and entrepreneurship are necessary, on the one hand, because they are an important driver of employment and economic growth and, on the other, because of their ability to respond to new social and environmental challenges in an adapted and innovative way (EU, 2014). The GREEN UP YOURSELF project aims to "Promote entrepreneurship and employability of young people living in rural areas in Europe, through training in green and entrepreneurial skills, as well as through the promotion of green entrepreneurship".

Piloting Stages and Methodology

The piloting phase of the GREEN UP YOURSELF project was a critical component of the implementation process, involving two key participant groups: 60 Young Professionals (10 per country) and 300 Young People (50 per country). This phase was designed to thoroughly test the platform's usability and effectiveness, ensuring its readiness for broader application. To ensure consistency and comparability of the results across all partner countries, standardized tools were provided, including questionnaire templates and a summary template for capturing national piloting results. This structured approach allowed us to gather comparable data across diverse contexts.

The methodology for piloting the platform was centered on user testing, which offered valuable insights into the platform's functionality and its potential barriers to user engagement. The goal was not only to identify any technical difficulties or user misunderstandings but also to assess the platform's overall alignment with the needs of the target groups. Feedback collected during this stage has been instrumental in refining the platform, enhancing user experience, and addressing the specific needs of the young professionals and youth participants.

Piloting Procedure

- **Preparation:** Each partner country successfully recruited minimally 10 young professionals and 50 young people to take part in the piloting phase. These participants were carefully selected from a mix of internal networks, external associations, and collaborations with local companies and stakeholders. This diverse recruitment strategy helped ensure that the piloting sample reflected the wide range of contexts in which the platform would eventually be used. Additionally, recognizing the multilingual nature of the partnership, we provided the option for feedback questionnaires to be completed in participants' native languages. To facilitate this, the Google Drive template was made available for translation, ensuring greater accessibility and inclusivity for all involved.
- **Introduction:** Before beginning the testing phase, all participants were provided with an informative introduction to the project's goals, its objectives, and the specific purpose of the piloting. We made sure that participants understood how their feedback would contribute to the refinement of the platform. To support this introduction, a comprehensive set of project materials was made available, including newsletters, project leaflets, and guides. These resources offered participants a broader understanding of the project context and the expected outcomes of the piloting process. Moreover, they were given clear instructions on how to access the platform and navigate the materials available to them.
- **Conduction:** The piloting phase was implemented using two distinct methods of testing, depending on the participants' preferences and logistical considerations:
 - **Face-to-Face Testing:** In this format, participants were either provided with devices (tablets, smartphones, or computers) or asked to bring their own devices. Facilitators played a crucial role in guiding participants through the platform, providing support as needed, and answering any questions that arose. This direct, hands-on approach allowed us to observe user behaviors and interactions with the platform in real time, enabling immediate adjustments and troubleshooting. Testing was conducted either individually or in small group settings, depending on the participants' availability and the facilitators' capacity. The face-to-face

approach was especially useful for facilitating in-depth discussions and gathering nuanced feedback on participants' experiences.

- **Online Testing:** For participants who preferred an online approach, the testing was conducted remotely. Participants were given a brief introduction to the platform and specific instructions on the materials they were expected to review. The online format allowed for flexibility, as participants could engage with the platform at their own pace and convenience. However, facilitators remained available to provide support and answer any questions that arose during the testing process. This format was especially beneficial for participants in remote areas or those with scheduling conflicts, as it allowed for broader participation and engagement.

The duration of the piloting phase varied depending on the chosen testing format. Face-to-face testing generally took longer, as it involved more intensive interaction with the platform, while online testing offered more flexibility and allowed participants to engage with the materials on their own timeline. Both formats were valuable in providing a comprehensive view of the platform's strengths and areas for improvement.

- **Evaluation:** Upon completion of the testing, participants were asked to fill out comprehensive feedback questionnaires, which aimed to capture both quantitative and qualitative data on their experience with the platform. These questionnaires focused on key aspects such as usability, content relevance, technical performance, and overall satisfaction. In addition to the written feedback, face-to-face sessions included a debriefing component, during which participants were encouraged to share their experiences verbally. This allowed facilitators to gather richer, more detailed insights into participants' thoughts and reactions, providing valuable context to the written feedback.

The evaluation phase also included follow-up discussions with facilitators, who provided feedback on their observations during the testing process. This allowed the project team to cross-reference participant responses with the facilitators' observations, offering a fuller picture of the platform's performance. Overall, the feedback collected during the piloting phase was instrumental in refining the platform, identifying technical improvements, and ensuring that the materials were engaging, user-friendly, and relevant to the target groups.

Country-Specific Piloting Approaches

The piloting phase of the **GREEN UP YOURSELF** project was implemented across multiple partner countries, with each organization given the flexibility to structure and execute the process in a way that best suited their local context. While all partners followed the project's overarching framework and objectives, the specific **methodologies, tools, and engagement strategies** varied to reflect national circumstances, participant needs, and organizational expertise.

Each partner adapted the training and testing process to ensure **maximum impact and relevance** for Young Professionals and Young People in their respective countries. This approach allowed for **diverse insights and experiences**, enriching the overall project outcomes and ensuring that the piloting results were **comprehensive and reflective** of different regional challenges and opportunities.

The following sections detail the piloting experience in each country, showcasing how the organizations approached the process while maintaining alignment with the project's core goals.

PILOTING WORKSHOPS IN CYPRUS

CARDET, CYPRUS

This report outlines the results of the pilot phase conducted in Cyprus

Pilot Implementation

The pilot was carried out in partnership with two rural high schools in Cyprus: Agros High School in Limassol and Xenion High School in Famagusta. The sessions took place on October 29th and November 16th, respectively. Agros High School, a mountainous regional institution, specializes in hotel management and culinary studies, while Xenion High School, located on the island's coastline, focuses on international entrepreneurial studies.

Two in-person sessions were conducted, totaling eight hours, with trained professionals facilitating the piloting process for Young People. A total of 51 students (Young People), aged 16 to 18, and 11 Young Professionals (teachers and mentors) from various entrepreneurial backgrounds participated in the sessions.

The Young Professionals were first introduced to the Trainer's Platform: Classroom for Professionals by the CARDET representative. Afterward, they assisted in dividing students into groups, guiding them through the Trainees' e-course platform and its six modules. The sessions concluded with students collaboratively developing environmentally sustainable entrepreneurial business plans, which were illustrated on poster boards.

As a final stage, all participants reviewed the presentations and platforms. The feedback—explained in detail below—was predominantly positive, with only minor suggestions for improvement.

Piloting approach

Training of Young Professionals and Green Mentors:

Prior to the execution of the two piloting events, three out of the four Green Mentors of the project based in Cyprus agreed to participate in the training workshops to receive appropriate instruction on the six modules of the platform. Following their training, the Green Mentors attended the workshops at the aforementioned high schools in Cyprus. With the support of the selected teachers and the Principal's assistant, they collectively acted as Young Professionals/Trainers, aiding in the execution of the piloting events for Young People, the high school students.

The Green Mentors and Young Professionals completed a training session totaling approximately four hours. Before being introduced to the website and later the e-learning platform, the Trainers were assembled in reserved classrooms, where they engaged in basic interactive discussions on environmental sustainability, facilitated by CARDET's representative. These discussions were brief, as it was quickly established that all participants had at least a basic understanding of environmental sustainability and green entrepreneurship. The session then proceeded with a detailed presentation and examination of the six modules formulated for Young Professionals within the Classroom for Professionals. Short breaks and constructive discussions were incorporated between module presentations to maintain engagement among participants.

To foster interaction, ice-breaking activities were conducted after the holistic overview of the e-learning platform. One such activity involved sorting pre-collected recyclable materials into designated recycling bins. Another interactive exercise, facilitated by CARDET's representative, required participants to correctly arrange laminated pictures depicting climate change actions and their consequences. The final activity was led by the Climate Fresk organization.

Trainers concluded the workshop by completing final assessment exercises for each module, allowing them to reflect on the knowledge gained. The last stage involved a comprehensive discussion on how they would later engage with Young People, assist CARDET's representative in group formation and workshop execution, and complete the Young Professionals questionnaire.

Participant Engagement and Workshop Activities

The Young People participating in both piloting events—high school students from the aforementioned schools—were gathered in separate reserved classrooms. CARDET's representative, with the support of the Trainers, prepared various materials to make the workshops both engaging and educational. These included a plastic globe map with all countries labeled, the same recyclable materials used during the Trainers' workshop, A2 papers, and colored markers. Both piloting events were conducted entirely in Greek, including the completion of Young People questionnaires.

At the start, students were introduced to the Trainers beyond their own teachers. The session began with an initial environmental competency dialogue, aimed at assessing students' existing awareness of environmental sustainability and entrepreneurship. The discussion revealed that roughly 50% of participants had at least a basic understanding of these concepts, while the rest had little to no prior knowledge.

Icebreaking Activities

To encourage participation, students engaged in a series of icebreaking activities, during which they were asked the following questions:

- *What is environmental sustainability?*
- *What is green entrepreneurship?*
- *Can you correctly sort recyclable materials into the corresponding bin?*
- *Can you guess the country of origin of the raw materials used to produce the displayed recyclable items?*
- *Can you identify the country of origin where these materials were manufactured and distributed?*
- *What could be the environmental impact of these collected materials?*

Course Introduction

CARDET's representative, with the assistance of the Trainers, introduced students to the website and e-learning platform. The Green Mentors shared their success stories, illustrating how Young People could use these insights to develop their entrepreneurial skills, particularly in environmental sustainability.

Module Delivery

Participants were then divided into small groups of up to six students. Within these groups, they engaged in interactive discussions, sharing personal experiences and insights related to the previously asked questions. The discussions also explored the local impact of environmental issues within Cyprus.

Feedback Collection

Throughout the sessions, participants provided valuable feedback on both the course content and the delivery methods. This feedback will be instrumental in refining and enhancing the final deliverables of the project. Students, still working within their groups, completed the Young People questionnaire.

Development of Green Entrepreneurship Initiatives

During the final session, participants were asked to formulate an imaginary green entrepreneurship initiative within their groups. They outlined how their proposed organization would operate to promote environmental sustainability. Each group then created a visual representation of their ideas on A2 paper, using the provided colored markers. Finally, they presented their entrepreneurial concepts to the rest of the participants.

The two piloting sessions held across both high schools lasted a total of approximately four hours.

Young people evaluation summary

The feedback gathered from all 6 modules revealed strong consensus among participants regarding the effectiveness of the educational content and its practical applicability. Of the 51 attendees, 22 completed the final surveys. The remaining participants, due to time constraints with their academic schedules, provided verbal feedback, which was also consistently positive.

Questionnaire response results:

With both events held in partnership with two rural high schools in separate cities in Cyprus—Agros High School and Xenion High School in Limassol and Famagousta, on 29th October and 16th November, respectively—22 out of 51 students completed the Young People questionnaire. This was due to one member, or in some cases more, from each group filling out the questionnaire. Nevertheless, the 22 responses accurately reflected each module, ensuring a clear understanding in each evaluation response.

Content Evaluation

The content evaluation section revealed that the students assessed the quality and comprehensiveness of the six modules. A significant portion, 64%, found the clarity of the module

goals to be clear, with the remaining 36% divided between "Very clear" and "Somewhat clear." This showed that the overall feedback on module presentation was largely positive, with over 80% of respondents indicating clarity. In terms of structure, 73% strongly agreed that the content was well-organized, and an additional 27% agreed, resulting in more than 80% positive feedback overall.

Regarding the relevance of the topics, 64% of the participants agreed that the modules met their needs and expectations, while 18% strongly agreed, bringing the positive feedback to over 80%. However, 4 participants disagreed, highlighting areas for potential improvement. When evaluating the quality and usefulness of the content, 68% agreed that the content met the presented criteria, with 18% strongly agreeing. Again, this resulted in more than 80% positive feedback, although three students disagreed, indicating that some content could be improved. Finally, when asked if the content had everyday applicability, 68% agreed, and nearly 14% strongly agreed, making the positive feedback exceed 80%, although 18% disagreed, suggesting further refinement could be made.

Workshop Evaluation

The workshops for both events demonstrated effective implementation, with 59% of participants agreeing and 23% strongly agreeing that the workshops were clear, leading to over 80% positive feedback. The majority, 95%, also agreed or strongly agreed that the workshops were well-presented and organized. Over 86% of participants found the workshops relevant to their entrepreneurial needs, and more than 90% agreed that the workshops were practical and applicable to their everyday lives. These evaluations indicated a strong reception of the workshops' content and delivery.

E-learning Platform Evaluation

Moving to the E-learning Platform evaluation, all 22 participants found the platform's navigation to be either easy or very easy. Moreover, 21 participants reported no technical issues when accessing the module content. The platform itself was viewed favorably, with over 95% of respondents rating it as good or excellent in terms of its visual appeal and user-friendliness. The platform's activities and assessments were deemed appropriate for the students' knowledge levels, with 82% agreeing and 14% strongly agreeing that the content was adequate.

Impact and Satisfaction Evaluation

Regarding impact and satisfaction, the majority of respondents—59%, 14%, and 23%—reported varying levels of improvement in their green competencies and skills, with the remaining student indicating no improvement, though noting that the knowledge was familiar. Over 90% of respondents stated that they had increased their knowledge about the green market, both in Cyprus and internationally, as well as about green job opportunities and entrepreneurship. Positive feedback highlighted the usefulness of the Canvas applications, visual content, and the practical nature of the entrepreneurial methods taught. Participants also expressed appreciation for the applicability of the content to environmental improvements.

Constructive feedback suggested that additional examples and more interaction between trainers and participants could further enhance the workshops. Despite this, more than 90% of the respondents indicated they would recommend the platform to others, recognizing it as valuable for expanding involvement in the green market. Furthermore, the majority found the

Green Mentoring tool to be invaluable for networking and building synergies in the green entrepreneurial market.

Young Professionals evaluation summary

The Young Professionals, consisting of high school teachers and Principal Assistants from both piloting events in the aforementioned high schools, were gathered in separate, reserved classrooms. With the assistance of the Green Mentors from Cyprus, the CARDET representative collected various materials to enhance the workshops' educational and engaging qualities, such as recyclable materials and Climate Fresk flashcards. The piloting events were conducted in Greek, while the questionnaires were filled out in English.

An initial environmental competency dialogue was held to gauge the participants' level of environmental awareness and entrepreneurship. It was concluded that approximately 60% of the participants had at least a basic understanding of the presented concepts, while the rest were less familiar. During the icebreaking activities, the Young Professionals were asked the following questions:

- *What is environmental sustainability?*
- *What is green entrepreneurship?*
- *Can you sort recycling materials into their corresponding bins?*
- *Who can guess the country of origin for the materials used to make the presented recycling items?*
- *Who can identify the country where these materials were manufactured and distributed?*
- *What could be the environmental impacts of these collected materials?*

Course Introduction:

The CARDET representative, with the help of the Green Mentors, introduced the website and the e-learning platform to the participants. The Green Mentors shared their success stories, illustrating how these could be used as tools to help Young People expand their entrepreneurial skills, particularly in the realm of environmental sustainability.

Module Delivery:

The participants were divided into pairs and engaged in interactive discussions within their groups. They presented their insights based on the inquiries and personal experiences shared. Topics included understanding the previously asked questions and exploring their impact within Cyprus.

Development of Green Entrepreneurship Initiatives:

At the end of the third and final session, participants were tasked with formulating an imaginary green entrepreneurial organization and designing its operations to promote environmental sustainability. Young Professionals were also asked to discuss how they would engage with Young People on the proposed topics. The two sessions held at each high school lasted approximately 4 hours in total.

Feedback Collection:

Feedback was continuously collected throughout the sessions, with participants offering valuable input on the course content and delivery methods.

The feedback gathered for all 6 modules showed strong overall agreement from participants regarding the effectiveness and practical usability of the educational content. Out of the 11 attendees, 10 completed the final surveys. The remaining participant, due to academic time constraints, provided verbal feedback, which was equally positive. Consent was obtained from both the participants and the partnering institutions for the use of names and photos for project purposes.

Questionnaire response results:

The events, held in partnership with Agros High School and Xenion High School in Limassol and Famagousta, Cyprus, took place on 29th October and 16th November. Out of the 11 teachers, Principal Assistants, and Green Mentors involved, 10 completed the questionnaire for Young Professionals.

Content Evaluation:

The content evaluation results revealed unanimous agreement (100%) on the clarity of the module objectives, with the modules also being regarded as well-structured and organized. However, there was initially strong disagreement (40% and 50%) regarding the relevance of the modules to participants' needs and their usefulness. Upon further review, it was discovered that this disagreement stemmed from a survey formatting error, where the “strongly disagree” option was listed first, leading to confusion. Once clarified, the participants confirmed that the practical knowledge gained and the workshop objectives were, in fact, 100% positive.

Workshop Evaluation

The workshops, conducted during the two piloting events, demonstrated clear implementation by the CARDET representative. There was full agreement and strong agreement from participants regarding the clarity, structure, and organization of the workshops. The workshops successfully met the participants' needs and expectations, with 100% of respondents providing positive feedback.

Classroom for Professionals Evaluation

The evaluation of the Classroom for Professionals platform received a 100% positive overall impression. All respondents agreed on the platform's ease of navigation, user-friendliness, visual content, and the execution of the final assessments and exercises. Eight out of 10 respondents reported no technical issues while using the platform.

Green Mentoring Space Evaluation and Impact Satisfaction

In terms of impact and satisfaction, 90% of respondents agreed that they had improved their green competencies and skills, whether slightly, moderately, or significantly. The remaining respondent, who reported no improvement, explained that the course's execution was not applicable to the school environment. However, all participants agreed that they had significantly enhanced their knowledge of the existing green market, both in Cyprus and internationally, with a particular focus on green positions and entrepreneurship.

Conclusions from the Piloting

In conclusion, 100% of the respondents indicated they would recommend the platform to others, recognizing it as valuable for expanding involvement in the green market and entrepreneurship. Furthermore, all participants found the Green Mentoring tool to be an incredibly useful resource for expanding their network and creating synergies within the green entrepreneurial market.

PILOTING WORKSHOPS IN ITALY

CIAPE, ITALY

This report outlines the results of the pilot phase conducted in Italy

Pilot implementation

We reached out and recruited participants for the pilot through targeted communication and by incorporating the activities into the Erasmus Day event. This event attracted around 50 participants, including young professionals, non-formal education experts, and trainers with an interest in green and entrepreneurial topics. A total of 28 individuals actively engaged in the Green Up workshop. Of the 28 participants, 10 completed the questionnaires. Due to technical issues, the online version of the questionnaire did not work that day, so we had to send it by email for completion.

For the Young People segment, we partnered with Liceo Statale Marie Curie in Giulianova (Abruzzo), a school that had previously collaborated with CIAPE in the Growing Green project. This partnership ensured that the school's participation was in line with the project's sustainability and educational objectives. Two classes, with students aged 16 to 18, were selected for the pilot. A total of 50 students participated, and 41 questionnaires were collected in paper format.

Piloting approach

For the **Young Professionals**, we adopted a blended approach that incorporated both face-to-face and digital interactions to maximize engagement and learning. The participants were split into two groups for hands-on activities designed to encourage collaboration and critical thinking.

In Activity 1, one group worked together to design inclusive and sustainable solutions for Rome using the NABC Canvas, a strategic tool for developing ideas. This collaborative session enabled participants to tap into each other's expertise and creativity while focusing on building solutions that align with environmental sustainability goals. In Activity 2, the other group participated in a roundtable discussion where they shared insights on achieving the SDG 2030 goals, particularly through education. This session focused on discussing essential skills, methodologies, and strategies for creating effective public-private partnerships to drive sustainability. The combination of these activities, along with the use of the e-learning platform, provided a hybrid learning experience that blended traditional face-to-face interaction with the digital accessibility of online resources, ensuring a diverse and enriching educational approach.

For the **Young People**, the piloting approach also emphasized interactive learning, combining group activities with the Green Up e-learning platform. Students were divided into groups, each focusing on one of five environmental challenges: waste reduction, renewable energy accessibility, sustainable agriculture, sustainable mobility solutions, and sustainable fashion. This structure encouraged teamwork, with each group working collaboratively to brainstorm and develop innovative solutions for the challenges at hand. The face-to-face sessions provided the opportunity for students to engage in lively discussions, exchange ideas, and address real-world problems in a practical, hands-on way. The use of the e-learning platform further enriched their

learning experience by offering additional resources and tools that allowed them to dive deeper into each topic, enhance their solutions, and gain insights into sustainable practices. This combination of group work and digital learning facilitated both collaborative problem-solving and individual exploration, ensuring that the students developed green skills and entrepreneurial thinking throughout the process.

Young people evaluation summary

The feedback from the piloting phase of the Green Up modules and workshops with young people was generally positive, reflecting strong engagement and satisfaction. A majority of participants, 78%, found the module objectives to be clear or very clear, indicating that the learning goals were well-communicated and easy to understand. Additionally, 90% of participants agreed that the module content was well-organized, making it easier for them to follow the material. In terms of relevance, 85% of participants felt the topics covered in the modules aligned with their needs, particularly regarding green skills and sustainability. The course materials were also highly rated, with 85% of respondents finding them to be of high quality and useful for their learning.

When it comes to practical application, 85% of participants felt that the modules provided practical knowledge they could apply to their daily lives or work. This suggests that the modules successfully integrated real-world applications with theoretical learning, making the content more valuable for participants.

In terms of the workshops, 68% of participants rated the clarity of objectives as clear or very clear, which was slightly lower than the clarity rating for the modules. However, 93% of participants agreed that the workshops were well-organized, and 80% found the workshops provided valuable hands-on insights. Relevance to their needs was also noted, with 73% of participants feeling the workshop topics were pertinent to them.

The e-learning platform received high ratings for ease of use, with 88% of participants finding it easy or very easy to navigate. A similar percentage, 88%, reported no technical issues while using the platform, demonstrating its reliability. The platform's design and usability were highly rated as well, with 95% of participants rating it as good or excellent, indicating a positive user experience.

Regarding assessments, 85% of respondents agreed that the assessments were effective in measuring their knowledge. In terms of skill improvement, 83% reported significant improvements in their green skills, and 88% saw notable improvements in their understanding of green jobs. However, there is room for further enhancement in the entrepreneurship aspect, as 68% of participants reported improvement in this area.

When asked if they would recommend the course to others, 78% of participants responded affirmatively, though 12% had reservations. Some participants suggested adding more examples and case studies to improve their understanding of the material, as well as increasing interaction with trainers to deepen engagement. There were also recommendations for clearer guidance on using the e-learning platform and extending workshop durations to allow more time for hands-on activities.

Overall, participants enjoyed the group work, the creative freedom in project creation, and the supportive nature of the instructors. However, they suggested improvements to further enhance the learning experience, such as clearer platform guidance and more interactive elements during workshops.

Young professionals evaluation summary

The piloting questionnaire for Young Professionals revealed very positive feedback, with participants praising various aspects of the course and offering a few suggestions for improvement. Regarding the modules, 100% of respondents found the objectives clear, with 80% rating them as "Very clear" and the rest as "Clear." This indicates that the course objectives were effectively communicated. Furthermore, all participants agreed that the content was well-structured and relevant to their needs, with 40% strongly agreeing about the relevance. The quality of the materials also received strong approval, with all respondents finding them useful, and 60% strongly agreeing.

When asked about the practical application of the course, 100% of respondents felt the module provided applicable knowledge for their daily life or work, with 40% strongly agreeing. This reflects the course's focus on real-world relevance.

In terms of workshops, 100% of participants agreed that the workshop was well-organized, and 90% found the topics relevant, with only one participant feeling the content could have been more tailored. All respondents reported gaining practical knowledge from the workshop, demonstrating its effectiveness in delivering actionable insights.

The e-learning platform received highly favorable feedback, with 100% of participants finding it easy to navigate. However, 10% encountered technical difficulties, though most had a seamless experience. User-friendliness was also praised, with 60% rating the platform as "Excellent" and 40% as "Good."

The Green Mentoring Space mirrored these positive results, with 100% of participants finding it easy to navigate and 90% encountering no technical issues. 70% rated it as "Excellent" for user-friendliness, suggesting it was well-received overall.

In terms of assessments, 100% of participants felt the assessments effectively measured their knowledge, aligning well with the course content. The course also led to significant competency improvements. 60% of respondents reported substantial improvements in their green competencies, and the same percentage noted significant gains in their knowledge of green jobs. Regarding entrepreneurship knowledge, 40% experienced significant improvement, while 60% reported moderate improvements.

The feedback on the course was overwhelmingly positive, with participants appreciating embedded videos, clear content, practical information, and the connection to green trends and entrepreneurial opportunities. Unit 4 was particularly praised for its practical approach. However, some participants suggested adding more interactive exercises and enhancing clarity in certain sections of the module. A desire for further practical engagement was also expressed, with requests for additional activities to strengthen the learning experience.

Overall, participants were highly satisfied with the module, the e-learning platform, and the Green Mentoring Space, with most offering positive feedback and expressing appreciation for the course's value. A few minor suggestions for improvement were made, but overall the experience was considered very good.

Conclusions from the Piloting

The piloting phase offered valuable insights into the effectiveness and relevance of the modules, workshops, and e-learning tools, confirming the initiative's overall success in meeting its objectives. Participant feedback highlighted strong satisfaction, particularly in the clarity of objectives, relevance of content, and practical application of knowledge.

The results indicate that the project effectively equips learners with essential green and entrepreneurial skills, supporting both professional and personal development. The combination of structured content, interactive elements, and hands-on learning proved beneficial in engaging participants and fostering deeper understanding.

These findings reinforce the potential of the program to contribute meaningfully to sustainability education and green entrepreneurship, making it a valuable resource for young professionals and students alike.

Strengths of the Piloting Phase

The piloting phase demonstrated several key strengths, with participants consistently rating both the module and workshop objectives as clear and well-structured. Between 80% and 100% of respondents marked the objectives as "Very clear" or "Clear," reinforcing the effectiveness of the learning approach. This clarity helped establish well-defined learning outcomes, keeping participants engaged and motivated throughout the course.

The structure and organization of content were also highly praised, with all respondents agreeing that the materials were logically presented and easy to follow. In terms of relevance, 90%–100% of participants felt that the topics aligned well with their needs and expectations. The quality of course materials, including readings and videos, stood out as another major strength, with over 90% of participants finding them both useful and applicable to real-world scenarios. The piloting confirmed that the curriculum effectively combined theoretical knowledge with practical applications, making the learning experience more impactful.

The e-learning platform —both the Classroom for Professionals and the Green Mentoring Space—received positive feedback for their user-friendly design and ease of navigation. Over 90% of participants encountered no technical issues, and the majority rated the platforms as either "Excellent" or "Good." Additionally, the assessments were well-received, with all respondents agreeing that quizzes and assignments were fair, structured, and effective in measuring knowledge.

Improvements in Skills and Knowledge

The piloting phase proved highly effective in strengthening participants' green competencies, knowledge of green jobs, and entrepreneurial skills, aligning well with the project's objectives. A majority (60%–70%) reported significant improvements, while the remaining participants noted moderate progress in these areas. These findings highlight the program's success in equipping learners with the essential skills needed to tackle sustainability challenges and drive innovation in the green sector.

Areas for Improvement

While the overall feedback from the piloting phase was highly positive, a few areas for enhancement emerged. A small percentage (10%) of participants experienced technical difficulties with the platforms, highlighting the need for improved user support and

troubleshooting resources to ensure a seamless learning experience. Addressing these minor challenges will further enhance accessibility and engagement for future users.

Conclusions and Recommendations

The piloting phase confirmed the effectiveness of the modules, workshops, and e-learning tools in meeting their objectives. High satisfaction levels, notable improvements in skills, and positive feedback on usability and structure highlight the initiative's success.

To further enhance the impact, future efforts should focus on resolving minor technical issues, refining content to better suit specific audience needs, and continuously adapting to participants' evolving expectations. These improvements will strengthen the project's scalability and long-term relevance, ensuring it remains a valuable resource for green and entrepreneurial skill development.

PILOTING WORKSHOPS IN GREECE

IED, GREECE

This report outlines the results of the pilot phase conducted in Greece

Pilot implementation

For the pilot phase in Greece, we used a targeted approach to recruit both young people and young professionals.

Engaging youth workers proved to be a challenge, as this field is still emerging in Greece. To overcome this, we leveraged our network, promoted the opportunity through a dedicated Facebook page, and collaborated with the Agricultural Faculty. These efforts led to the successful recruitment of 11 youth workers, who participated in an online pilot workshop via Microsoft Teams on November 15, 2024.

In contrast, finding young participants was more straightforward, as the project's theme generated strong interest among schools. Several educational institutions expressed enthusiasm, allowing us to easily secure participants. The pilot session for young people took place at Private Secondary School Bakogiannis on December 17, 2024, with active participation from both students and school staff.

Both sessions provided valuable insights into the project's educational content and practical applications, helping validate its impact and relevance.

Piloting approach

The piloting phase in Greece was designed with two distinct approaches to cater to the different needs and availability of the participants.

For the young professionals, the pilot was conducted online, as the participants were spread across various regions of Greece. This format allowed for broader participation and encouraged engaging discussions. The focus was on the 'mentoring space,' which resonated strongly with the group. The session was structured around open discussions, giving young professionals the opportunity to share insights, ask questions, and explore the mentoring opportunities available on the platform.

On the other hand, the pilot with young people took place in-person at a school in Larisa. This face-to-face format provided a more interactive learning environment and included two energizer activities to actively engage the students. They were divided into small groups, fostering collaboration and deeper discussions on the project's themes. This hands-on approach enhanced participation, allowing students to share ideas and perspectives more effectively, while creating a dynamic, collaborative learning atmosphere.

Both approaches were carefully tailored to the specific needs of each group, ensuring a productive and engaging experience for all participants.

Young people evaluation summary

The piloting phase for young people, involving 50 participants, yielded overwhelmingly positive feedback, with respondents highlighting the course's clarity, structure, relevance, and practical application. Nearly all participants (98%) found the course objectives to be clear, with 48% rating them as "very clear" and 50% as "clear." The high level of understanding of the course goals suggests strong participant engagement. In terms of content organization, 98% of participants agreed that the course was well-structured, with 56% strongly agreeing, showing that the course flow was logical and easy to follow.

The course content's relevance received similarly strong feedback, with 60% of participants strongly agreeing that the topics aligned with their needs and expectations. The quality of the learning materials, such as texts and videos, was also highly rated, with 58% strongly agreeing that the materials were of high quality, and 42% agreeing. This shows that the course resources were both engaging and valuable.

The practical application of the course content was another area of success, with 56% of participants describing the module objectives as "very clear" and 44% as "fairly clear," indicating that the content not only provided theoretical knowledge but also practical insights for real-world situations, particularly in the green sector.

In terms of improving green skills, 94% of participants reported an improvement in their understanding of green jobs, with most noting "excellent" or "very good" knowledge gains. Additionally, 76% of participants strongly agreed that the course helped them improve their entrepreneurial knowledge, demonstrating the course's effectiveness in fostering skills for creating sustainable green solutions.

The course received universal praise, with all participants indicating they would recommend it to others. Most (54%) felt no improvements were necessary, although a few minor suggestions were offered. Feedback from participants highlighted their enjoyment of the course, particularly the engaging videos, examples, and interactive format.

The e-learning platform was deemed highly effective, with 96% of participants finding it valuable for learning about green employment and entrepreneurship. Overall, the pilot results indicate that the course successfully enhanced participants' understanding of green jobs and entrepreneurship, with a high level of satisfaction and a positive learning experience.

Young professionals evaluation summary

The piloting process involving 11 young professionals provided valuable feedback on the program, particularly regarding knowledge improvement, the usefulness of the e-course, and the Green Mentoring space. Most participants (72.7%) reported significant improvements in their knowledge of green jobs and entrepreneurship, while 18.2% noted moderate improvement, and 9.1% experienced slight gains. While the program had a positive impact, there may be opportunities to refine content delivery to better meet participants' learning needs.

All participants found the e-course to be a valuable resource for understanding green employment and entrepreneurship, highlighting the platform's effectiveness in addressing the participants' educational needs. Similarly, 100% of participants recognized the Green Mentoring space as an important tool for networking and fostering collaborations between youth and green entrepreneurs, demonstrating its potential for professional development.

Participants expressed overall satisfaction with the program, appreciating the practical activities, the site design, and the in-depth coverage of topics. The feedback indicates that both the e-course and Green Mentoring space were effective in supporting learning and professional growth, making the piloting phase a success.

Conclusions from the Piloting

The piloting phase with both young people and young professionals provided valuable insights into the overall effectiveness and impact of the project. The feedback highlighted the strengths of the e-Course and the Green Mentoring Space, while also identifying areas for refinement to better meet the needs of each group.

The face-to-face pilot with young people was particularly engaging, with group discussions and hands-on activities fostering a high level of interaction and participation. Over 80% of the young participants reported an increase in their knowledge about green jobs and entrepreneurship, and 100% agreed that the e-Course was a useful tool for their learning. Participants appreciated the structured, practical content and expressed enthusiasm about its relevance to their future career goals.

The online pilot with young professionals allowed for broader participation across different regions, but the virtual format did not offer the same level of interactivity as the face-to-face approach. Despite this, 100% of the professionals found the e-Course to be valuable, and the Green Mentoring Space was especially appreciated for offering networking opportunities and facilitating connections with green entrepreneurs. The mentoring component was identified as a major strength, offering practical advice and support that participants felt could positively impact their professional journeys.

Overall, the pilot phase confirmed that the project is successful in raising awareness and providing practical, actionable knowledge about green jobs and entrepreneurship. It also emphasized the value of the Green Mentoring Space as a key resource for fostering professional connections. Going forward, focusing on increasing interactivity in online formats and fine-tuning content to address specific needs could further enhance the program's impact and engagement.

PILOTING WORKSHOPS IN NORTH MACEDONIA

LAG AGRO LIDER, NORTH MACEDONIA

This report outlines the results of the pilot phase conducted in N. Macedonia

Pilot implementation

To identify pilot participants, LAG AGRO LIDER leveraged its established network in the Pelagonia Region of North Macedonia, collaborating with local non-governmental organizations, schools, and academic institutions. As part of the Green Up Self project, LAG AGRO LIDER organized an information event where the project's activities were presented, including the upcoming piloting of green skills and entrepreneurship training via an innovative digital platform. The event garnered interest from both secondary schools and civil society organizations, who expressed their enthusiasm for participating in the Green Up Yourself piloting program.

For recruiting young people, LAG AGRO LIDER signed a Memorandum of Cooperation with the Secondary Municipal School of "Orde Chopela" in Prilep, ensuring the involvement of students in green skills and entrepreneurship training. To further expand the reach, LAG AGRO LIDER also extended an invitation to the student association at South East European University (SEEU) in Tetovo, which welcomed the opportunity and confirmed their participation in the piloting workshops.

This approach helped ensure the inclusion of diverse young participants from various regions of North Macedonia, making the pilot more representative and accessible to a wider audience.

Piloting approach

LAG AGRO LIDER, in collaboration with the Secondary Municipal School "Orde Chopela" in Prilep and South East European University in Tetovo, organized face-to-face training sessions for young people. These sessions took place on-site at both the school in Prilep and the university in Tetovo, with a total of 62 young participants aged 16-21 taking part in the piloting training.

In addition, youth workers and educators participated in separate training sessions hosted at LAG AGRO LIDER's premises in Prilep and at the "Orde Chopela" High School. A total of 20 youth workers, including high school teachers and professors, engaged in the Green Up Yourself training.

The piloting approach was entirely face-to-face, allowing participants to engage directly with the content. In-person learning provided an interactive environment where participants could absorb information while actively participating in discussions, group work, and quizzes, fostering a deeper understanding of the material.

Both the training for young people and youth workers covered all six modules available on the Green Up Yourself digital platform. The training sessions combined presentations of the e-platform, brainstorming sessions, group activities, and quizzes. This interactive approach encouraged participants to share ideas, discuss challenges, and explore best practices in green skills and entrepreneurship. Additionally, the Green Up Yourself mentorship support helped participants tackle real-world challenges, fostering a forward-thinking, entrepreneurial mindset with a focus on sustainability.

Young people evaluation summary

A total of 62 young people from North Macedonia participated in the piloting phase of the Green Up Yourself project. Following the training, 51 participants completed online questionnaires, while 11 submitted paper forms. The evaluation aimed to assess the participants' reactions and overall satisfaction with the training, with a focus on engagement, content quality, and practical applicability.

In terms of module objectives and content, 97% of respondents rated the module objectives as clear or very clear, with only 3% rating them as somewhat clear. When asked about the relevance of topics, 98% agreed or strongly agreed that the content aligned with their needs and interests. All participants (100%) rated the course materials as high quality, and 97% felt the knowledge gained was practical and applicable in their daily lives.

Regarding the workshops, 97% of participants rated the objectives as clear or very clear. However, 19% experienced some technical issues, though they did not specify the nature of the problems. On the e-learning platform, 98% of participants found the platform easy to navigate and visually appealing, with the majority (97%) also rating the assessments as fair and appropriate.

Participants shared positive feedback on the module content, highlighting simplicity, engaging topics, and the relevance of the material to real-world applications. The focus on sustainable practices, such as reducing waste and using eco-friendly products, received particular praise. Many also appreciated the interactive elements, such as examples provided by the instructor.

Suggestions for improvement included adding more interactive elements like live discussions, hands-on activities, and real-world case studies. Some also recommended company visits to see green practices in action, while others suggested providing more detailed content to deepen participants' understanding of green businesses and sustainable entrepreneurship.

Overall, 98% of the young participants would recommend the training modules to others, and the same percentage found the e-course to be highly useful for acquiring knowledge on green employment and entrepreneurship. The Green Up Yourself project received overwhelmingly positive evaluations across the training modules, workshops, e-learning platform, and Green Mentoring Space, confirming its success in engaging and educating participants.

Young professionals evaluation summary

During the piloting phase, 20 young professionals participated in the Green Up Yourself project training. Of these, 15 engaged with all modules, while others participated in individual modules. When rating the clarity of the module objectives, 95% rated them as "Very Clear," with the remaining 5% rating them as "Clear."

All participants (100%) agreed that the module content was well-structured, organized, and aligned with their needs. They also rated the course materials, such as readings and videos, as high-quality and useful. Additionally, 100% of participants confirmed that the modules provided practical knowledge applicable to their daily lives or work.

Regarding the workshops, 70% of participants rated the clarity of the workshop objectives as "Very Clear," while 30% rated them as "Clear." All participants agreed that the workshop content was well-structured, relevant, and practical. No technical issues were encountered while

accessing or using the Classroom for Professionals or the Green Mentoring Space, which were rated as easy to navigate and user-friendly by all participants.

The feedback on green competencies and knowledge of green jobs revealed that 80% of participants reported significant improvement, with the remaining 20% indicating moderate improvement. Young professionals praised the content for being clear, simple, and focused on the essential aspects of green entrepreneurship. The modules, especially Modules 1 and 2, were appreciated for providing a solid understanding of green entrepreneurship, while the later modules were seen as offering practical tools for starting and promoting green businesses.

All participants (100%) stated that they would recommend the training modules to others and considered the Green Mentoring Space an invaluable resource for fostering networking opportunities and creating synergies between youth and green entrepreneurs.

Conclusions from the Piloting

The pilot phase of the *Green Up Yourself* course, along with the role of Moodle in fostering green skills and entrepreneurship, proved highly valuable. Young participants engaged in meaningful discussions with young professionals – youth workers, teachers, and professors – around core topics of environmental sustainability, employability, and green entrepreneurship.

The piloting phase in North Macedonia was notably successful. Through the *Green Up Yourself* training, young people developed a solid understanding of how environmental sustainability is reshaping business practices. They recognized the need for businesses to address environmental challenges while maintaining economic sustainability and promoting social responsibility.

Participants expressed high levels of motivation and creativity, actively engaging in discussions about green skills, green jobs, and green entrepreneurship. This is reflected not only in their positive responses on the post-piloting questionnaires but also in their high scores on quizzes taken through the digital platform.

Key outcomes from the pilot phase include:

- 94% of participants reported an increase in their knowledge of green jobs and entrepreneurship.
- 98% of participants viewed the *e-Course* as a useful tool for acquiring knowledge on green employment and entrepreneurship.
- 100% of participants found the *Green Mentoring* space to be an invaluable resource for networking and fostering synergies between youth and green entrepreneurs.

These results demonstrate the effectiveness of the training, with participants indicating that the material was both sufficiently challenging and clear. They also appreciated the course's ability to boost their skills and knowledge.

Both young people and young professionals found the *Green Up Yourself* platform to be clear, inspiring, and informative. The following advantages of the platform were highlighted by participants:

- User-friendliness: The platform allows users to access materials easily from anywhere, whether through reading or watching online resources.

- **Green Mentoring Space:** This feature provided participants with the opportunity to interact with mentors – experienced green entrepreneurs – for feedback, discussion, and idea sharing.
- **Accessible Learning:** The platform made learning about green skills and entrepreneurship easy, enabling both young people and young professionals to deepen their understanding.

The overall conclusion from the piloting phase is clear: the *Green Up Yourself* course not only equips youth workers and educators with the tools to promote green skills among young people, but it also educates youth on sustainability and entrepreneurship, empowering them to pursue green careers or start their own green ventures.

PILOTING WORKSHOPS IN SPAIN

FSMLR, SPAIN

This report outlines the results of the pilot phase conducted in Spain

Pilot implementation

To engage youth workers in the pilot phase, we began with an internal outreach effort, involving professionals within our organization who actively work with young people. While our organization does not run many employment programs exclusively for youth, we have a strong network of professionals experienced in supporting young people and other vulnerable groups. Their expertise in developing key employability skills made them ideal contributors to the GREEN UP platform pilot. Additionally, we extended our outreach to external organizations and educational institutions, inviting other professionals to participate and share their insights. This collaborative approach helped bring diverse perspectives and expertise to the project.

For the recruitment of young participants, we established direct communication with secondary schools across Spain, prioritizing rural areas where access to such opportunities is often more limited. We also partnered with organizations specializing in youth work within these communities, ensuring that the initiative reached those who could benefit the most. These collaborations played a key role in engaging a broad and inclusive group of young people for the pilot phase, helping to create a representative and meaningful testing environment for the GREEN UP platform.

Piloting approach

Our pilot implementation approach was designed to be highly flexible, allowing different entities and professionals to participate in a way that best suited their needs.

For young professionals, we provided the option to conduct one or multiple sessions, either in person or through an online workshop. Ultimately, all participants agreed that the most effective format was a single, extended online workshop. This session covered the key aspects of the GREEN UP project, including the methodology used in developing the materials and the outcomes achieved through collaboration among project partners. Participants were then introduced to the platform's modules, with an overview of the theoretical content and pedagogical objectives. Finally, they were given access to the platform, where they explored the different features and provided feedback through an evaluation questionnaire.

For young participants, all workshops were conducted within educational institutions. Sessions took place in a school in Cádiz, another in Madrid, and five workshops in Valladolid, all located in rural areas. The session length varied based on the time available at each school, ranging from 50-minute workshops (one class period) to 100-minute sessions (two class periods combined). The structure remained consistent across formats: an introduction to the modules and their benefits for professional and personal development, followed by hands-on exploration of two selected modules and the Green Mentoring Space. In longer sessions, additional training activities were included, while shorter sessions focused on content exploration and platform evaluation.

This adaptable approach ensured meaningful engagement and maximized the impact of the GREEN UP training for both young people and professionals.

Young people evaluation summary

A total of 110 young people participated in the survey, providing valuable insights into their experience with the program. The feedback was collected across several key areas, including content evaluation, workshop experiences, e-learning platform use, and overall impact and satisfaction.

The content received positive feedback, with many participants highlighting its ability to engage them and meet their learning needs. However, some participants encountered challenges related to language, as certain pages were not translated, requiring them to complete quizzes and other activities in English. This posed a barrier for some, particularly those who were not fully comfortable with the language. Additionally, there were technical difficulties, such as issues with platform access, which prevented some participants from engaging with the content effectively. These technical challenges highlighted the importance of ensuring the platform's reliability and accessibility.

Despite these setbacks, the overall experience was appreciated. Participants were particularly positive about the content itself, noting that it sparked interest and engagement. However, there were suggestions for improvement to make the platform more accessible to a wider audience. Providing full translations across all pages and addressing the technical issues, such as improving platform accessibility, would significantly enhance the user experience. By doing so, the platform would become more inclusive, ensuring that all participants could fully engage with the material and benefit from the course.

Young professionals evaluation summary

A total of 17 youth workers participated in the survey, providing valuable feedback on their experiences with the module. The content evaluation was overwhelmingly positive, with many participants appreciating the clarity and simplicity of the material. Respondents noted that the modules were easy to understand and practical, with an intuitive and visually appealing design. The content flow was also highly regarded for being clear, well-structured, and engaging. Participants found the module easy to navigate, with a well-paced structure that facilitated a positive learning experience.

The visual and aesthetic design of the module was another point of praise, with several respondents highlighting that it improved their overall learning experience. In addition, many participants expressed that the module had expanded their knowledge of green jobs and entrepreneurship, increasing their awareness of potential opportunities in these fields. Overall, the simplicity, clarity, and engaging design contributed to a highly positive reception of the module.

However, a few suggestions for improvement were provided. The most common recommendation was to deepen certain topics, especially in entrepreneurship, where participants felt more detailed insights could be beneficial. Additionally, respondents suggested incorporating more digital tools and links, particularly those mentioned in the content, to make the information more accessible and practical. The inclusion of multimedia elements like videos, interactive quizzes, and tutorials was also recommended to create a more engaging and dynamic learning environment. Some participants even proposed integrating supplementary resources

such as bibliographic materials and external links to websites related to the tools discussed in the course.

Another suggestion was to add more visual elements, such as graphs, to help clarify and reinforce the concepts being taught. While some participants felt that certain modules, like Module 1 and Module 4, were already well-structured and didn't require changes, others suggested introducing more dynamic elements to keep learners actively engaged.

In summary, while the module was well-received, the feedback suggests that small adjustments—such as the inclusion of multimedia content, deeper content in specific areas, and additional resources—could further enhance the learning experience. These changes would likely contribute to an even more engaging and comprehensive module for future participants.

Conclusions from the Piloting

Based on the feedback received from participants in Spain, the pilot phase of the Green Up Yourself project has been highly successful, with positive reactions across various aspects of the module, the Classroom for Professionals, and the Green Mentoring Space. Participants expressed a high level of satisfaction, with the majority indicating that the content was clear, engaging, and easy to use. Overall, the response to the resources provided was overwhelmingly positive, and no significant improvements were identified by most participants. The pilot phase met all evaluation criteria, with participants gaining valuable knowledge, finding the course materials useful, and appreciating the networking opportunities provided by the e-learning platform. While a few suggestions were made for improvement—such as making the platform more visually engaging—the overall feedback indicates that the project has had a positive impact and is well on track to contribute significantly to the development of green skills and entrepreneurship among young people.

PILOTING WORKSHOPS IN SLOVENIA

STEP institute, SLOVENIA

This report outlines the results of the pilot phase conducted in Slovenia

Pilot implementation

We recruited participants for the *Green Up Yourself* pilot through targeted communication and by hosting an information event in collaboration with local secondary schools, youth organizations, and educational institutions. This event attracted interest from both young people and professionals in Slovenia.

For the Young People segment, we partnered with the University of Primorska, where we integrated the green skills and entrepreneurship training into their existing curriculum. This collaboration ensured the program was aligned with the university's sustainability and educational objectives. In addition, we reached out to the Regional Development Agency Zasavje (RRA) to include young participants from different regions of Slovenia. We received a positive response, with several students eager to take part.

A total of 51 young participants and 10 young professionals were involved in the piloting phase. To ensure comprehensive feedback, we distributed questionnaires to all participants. Although some technical issues prevented the online version of the questionnaire from working, we promptly sent it via email, and the responses were successfully collected.

Piloting approach

The *Green Up Yourself* piloting approach combined both face-to-face and online elements, ensuring that participants engaged actively with the content and the platform. Training for young people was organized in collaboration with the University of Primorska and took place at the university's Faculty of Management. A total of 51 young participants, including students and faculty, attended the training sessions.

In addition, face-to-face training was held in partnership with the Regional Development Agency Zasavje (RRA), including young professionals and other stakeholders aged 18-40. These training sessions allowed for direct interaction with the material, fostering a deeper understanding of green skills and entrepreneurship through active participation.

The piloting covered all six modules on the *Green Up Yourself* platform. Each session incorporated a variety of methods, including presentations of the platform, group discussions, brainstorming activities, and interactive quizzes. This diverse approach ensured that participants not only absorbed information but were also able to apply their learnings in real-time.

This format encouraged dynamic discussions about green skills, entrepreneurial challenges, and sustainable practices, with participants gaining valuable insights into how to address both current and future environmental and business challenges. Additionally, the mentorship support provided after the sessions helped participants refine their ideas and develop green entrepreneurship skills further.

Young people evaluation summary

A total of 51 young participants from Slovenia took part in the piloting phase of the Green Up Yourself project and provided feedback via an online evaluation questionnaire. The feedback highlighted several positive aspects of the program, including the clarity, structure, relevance, and effectiveness of the modules, workshops, and digital platform.

Regarding the module objectives, 47 out of 51 participants found them either "clear" or "very clear," indicating strong alignment with their expectations. The structure of the content was also highly praised, with 98% of respondents agreeing that the material was well-organized. In terms of relevance, 82% found the topics applicable to their needs, although a few participants did express disagreement. Similarly, most participants found the course materials useful, with only 5 individuals expressing dissatisfaction.

When it came to practical knowledge, 86% of participants felt that the module provided insights that were applicable to daily life or work. Feedback on the workshops was similarly positive, with most participants rating the objectives as clear and the content well-organized. However, a small group did find the workshop topics less relevant. Despite this, most respondents agreed that the workshops were valuable in providing practical knowledge.

The e-learning platform received high marks for ease of use, with 96% of participants finding it "very easy" or "easy" to navigate. Only a few participants reported technical issues, mostly related to questionnaire malfunctions and internet connectivity. The platform's design and user-friendliness were also rated positively, with 96% giving it a "good" or "excellent" rating.

As for the assessments, nearly all participants (96%) felt that they were appropriate for measuring knowledge. In terms of personal growth, 69% reported a significant improvement in green competencies, while 31% indicated a moderate or slight improvement. Similar trends were observed for improvements in knowledge of green jobs and entrepreneurship.

Participants particularly appreciated aspects of the modules such as the creation of posters, the presentations, and the exploration of business models. Many noted the practical aspects of the course, with a focus on applying new knowledge to improve daily life. The final group workshops, where participants developed innovative solutions based on real examples, were especially well-received.

While most participants were satisfied with the module, some suggested improvements. A few recommended incorporating more practical work, real-life case examples, and tasks to make the learning experience more hands-on. There were also calls for a clearer user interface to enhance navigation, and some participants suggested a greater emphasis on sustainability practices. Overall, the feedback indicated that the module was well-structured and effective, with only minor suggestions for improvement.

Young professionals evaluation summary

As part of the piloting phase of the *Green Up Yourself* project, 10 young professionals provided feedback on the training module. Due to technical difficulties, responses were collected manually, but they still offered valuable insights into the module's clarity, structure, relevance, and impact.

Content Evaluation: Participants expressed high satisfaction with the module. 60% rated the module's objectives as "very clear," while 40% found them "clear." All participants agreed that

the content was well-organized, with 80% strongly agreeing. In terms of relevance, 100% of participants felt the topics aligned with their needs. While 70% considered the course materials useful, 30% rated them as particularly high quality. Additionally, all participants agreed that the module provided practical knowledge applicable to their work or daily life.

Workshop Evaluation: Similar to the module, the workshop was well-received. Half of the participants found the objectives "very clear," while the other half found them "clear." 80% agreed that the workshop was well-structured, and all participants felt the workshop topics met their expectations. However, 90% of participants found the workshop provided practical knowledge, with a small group (10%) expressing dissatisfaction.

Classroom for Professionals: The platform used for the "Classroom for Professionals" was rated as user-friendly, with no technical issues reported. 80% found it easy to navigate, and 50% rated the platform as "excellent." The assessments were also seen as fair and appropriate, with 80% agreeing and 20% strongly agreeing.

Green Mentoring Space: The "Green Mentoring Space" also received positive feedback. 60% found it very easy to use, and 70% rated its user-friendliness as "excellent." There were no technical issues, and 100% of participants found it easy to access.

Impact and Satisfaction: Participants reported an increase in green competencies and knowledge of green jobs and entrepreneurship. 40% felt their green competencies improved "a lot," and 60% felt some improvement. Regarding green jobs knowledge, 60% reported significant improvement, while 50% felt their entrepreneurship knowledge had also improved "a lot."

What Participants Liked: Participants praised the modules for being engaging, well-structured, and easy to understand. They particularly appreciated the variety of materials, including videos, quizzes, and interactive workshops. The real-world applicability of the content was highlighted, with participants finding the lessons on green entrepreneurship inspiring and relevant to practical situations.

Suggested Improvements: While feedback was mostly positive, participants suggested some improvements. Several expressed interest in more hands-on activities to make the learning process more interactive. One participant recommended more challenging quizzes, while others noted the absence of artificial intelligence-related content and suggested its inclusion. However, many felt the modules were already well-designed and did not require significant changes.

In summary, the feedback from the 10 young professionals indicates a positive experience, with high satisfaction regarding the clarity, structure, and relevance of the content, alongside practical knowledge that participants could apply to their work or daily life. Minor improvements were suggested, mainly focusing on enhancing interactivity and content variety.

Conclusions from the Piloting

The evaluation of the *Green Up Yourself* modules was conducted with 51 young people and 10 young professionals, yielding highly positive results and confirming its effectiveness and relevance. Despite initial technical issues that required manual data entry for the young professionals, participants provided valuable feedback that highlights the module's strengths and areas for potential enhancement.

Overall, both groups widely agreed that the modules were well-structured, practical, and aligned with their needs. The clarity of objectives received particularly strong ratings, with all respondents finding them either *clear* or *very clear*. The course materials, including readings and videos, were also well-received, with a majority agreeing they were useful and of high quality. Additionally, all participants stated that the module provided practical knowledge applicable to their work or daily life.

The workshop component was similarly well-rated, with participants acknowledging its structure, clarity, and relevance. While most found it highly practical, some suggested further improvements, particularly in incorporating more hands-on activities.

The digital learning spaces, including the *Classroom for Professionals* and the *Green Mentoring Space*, were easy to navigate and free of technical issues. Their user-friendliness and appearance were rated positively, though minor refinements could enhance the experience further.

Regarding impact, participants reported improvements in their understanding of green jobs, entrepreneurship, and sustainability. Many expressed a desire to expand the module further, suggesting more real-world applications, the inclusion of artificial intelligence topics, and the introduction of a certification upon completion.

Overall, the piloting phase confirmed that the module effectively delivers structured, relevant, and engaging content. While minor enhancements could be made, particularly in expanding practical activities, the overwhelmingly positive feedback from both young people and young professionals indicates that the module is a valuable tool for professional development in green employment and entrepreneurship.

SUMMARY

The piloting phase of the Green Up Yourself project, conducted across several countries, successfully met its key goals of raising awareness and providing practical knowledge about green jobs and entrepreneurship. The feedback from participants across the different regions highlighted the positive impact of the e-Course and the Green Mentoring Space, while also offering valuable insights for future improvements.

Country	Locations	Young People	Young Professionals	Session Format
Cyprus	- Agros High School, Limassol - Xenion High School, Famagusta	51 (aged 16-18)	11 (teachers & mentors)	2 in-person sessions (8 hours total)
Italy	- Rome - Liceo Statale Marie Curie, Giulianova	50 (aged 16-18)	28 (workshop participants)	In-person (school) & event-based
Greece	- Online - Private Secondary School Bakogiannis	50	11 youth workers	Online (professionals) & in-person (students)
North Macedonia	- Secondary Municipal School "Orde Chopela," Prilep - Southeast European University (SEEU), Tetovo - LAG AGRO LIDER premises, Prilep	62 (aged 16-21)	20 (youth workers, teachers, professors)	Face-to-face (schools & university)
Spain	- Various secondary schools across Spain Online	110	26	Mixed approach (school partnerships & outreach)
Slovenia	- University of Primorska - Regional Development Agency Zasavje (RRA)	51	10	Face-to-face (university & regional agency)

Evaluation criteria:

Increased Knowledge on Green Jobs & Entrepreneurship

- In Italy, 60-70% of participants reported significant improvements.
- In North Macedonia, 94% of participants stated their knowledge increased.
- In Greece, over 80% of young people noted an increase in knowledge.
- Other countries, including Cyprus, Slovenia, and Spain, also reported high levels of learning improvement, indicating that this target was successfully reached across the board.

e-Course as a Useful Tool for Learning

- In North Macedonia, 98% of participants found the e-Course useful.
- In Greece and Italy, 100% of young professionals rated the e-Course positively.
- In Cyprus, Spain, and Slovenia, feedback also confirmed that participants found the platform clear, structured, and relevant.
- Since all reports show strong satisfaction and usability, this indicator was effectively met.

Green Mentoring as a Valuable Networking Resource

- In North Macedonia and Greece, 100% of participants valued the Green Mentoring Space.
- In Cyprus, Slovenia, Italy, and Spain, the mentoring aspect was also widely appreciated for its role in connecting young people with green professionals.
- Some minor recommendations for improvement (such as more personalized mentorship) were suggested, but overall, the platform was deemed effective, meeting this indicator.

Key Outcomes:

Across all countries, participants generally reported significant improvements in their understanding of green jobs and entrepreneurship. In Italy, between 60-70% of participants noted significant improvements in these areas, while North Macedonia and Spain saw even higher percentages (94% and 98%, respectively). In Cyprus, the feedback was equally positive, with a majority of learners feeling they gained valuable knowledge on sustainability and entrepreneurship. The Green Up Yourself course proved effective in increasing knowledge, with participants across all countries confirming its relevance to both professional and personal development.

The e-Course was widely appreciated for its clarity, structure, and user-friendliness. In Cyprus, Greece, and Slovenia, the majority of participants found the course to be an invaluable tool for gaining knowledge on green employment and entrepreneurship. The platform's accessibility was a common strength across all countries, with Slovenia, Spain, and North Macedonia participants specifically praising its intuitive design. However, some areas for improvement were noted, such as the addition of more interactive features, multimedia elements, and deeper content, especially in the area of entrepreneurship.

The Green Mentoring Space, a feature of the e-learning platform, was also highly valued. In North Macedonia and Greece, 100% of participants found the mentoring space invaluable for networking and generating synergies between youth and green entrepreneurs. Similarly, Italy, Cyprus, and Slovenia also reported high levels of satisfaction with the mentoring feature. Participants appreciated the opportunity to interact with experienced green entrepreneurs, receive feedback, and build professional networks. However, some participants across countries suggested the addition of more personalized mentorship or support to increase the impact of this resource further.

Strengths Identified:

1. **Clear and Engaging Content:** Across all countries, participants consistently rated the modules for their clarity, structure, and practical application. The course materials, including readings, videos, and quizzes, were regarded as highly relevant and helpful in understanding sustainability, green entrepreneurship, and green jobs.
2. **User-Friendly Platforms:** Both the Classroom for Professionals and the Green Mentoring Space received positive feedback for their ease of use. In Cyprus, Greece, and Spain, the platforms were particularly appreciated for their intuitive design and ease of navigation.
3. **Interactive Elements:** The workshop components, particularly in Cyprus, Italy, and Greece, were well-received for their interactivity and practical approach. However, a few participants in Slovenia and Spain recommended incorporating even more hands-on activities to deepen engagement.

Areas for Improvement:

Despite the overall success, the piloting phase also highlighted areas where the project could be improved. In Cyprus, a few participants suggested that the content could be more tailored to specific regional needs, while in Spain, a call for deeper exploration into entrepreneurship and more multimedia elements (videos, quizzes) was raised. In Greece, the need for more interactive features and real-world examples was also suggested. Slovenia's feedback indicated the desire for more practical applications and the inclusion of artificial intelligence in future iterations. Additionally, addressing minor technical issues in some countries (such as those experienced in Slovenia) was recommended to ensure a seamless learning experience.

Conclusion:

The piloting phase of the Green Up Yourself project has been highly successful in all six countries, meeting its primary objectives of increasing knowledge about green jobs and entrepreneurship, and fostering valuable professional connections through the Green Mentoring Space. While some minor adjustments are recommended, the overall feedback suggests that the project has made a meaningful impact on participants' professional and personal development, and is well-positioned to continue contributing to the growth of green skills and entrepreneurship across Europe.



RESULTS REPORT

Appendix 1

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CARDET, CYPRUS

This report outlines the results of the pilot phase conducted in Cyprus

Young people evaluation summary

The feedback gathered from all 6 modules revealed strong consensus among participants regarding the effectiveness of the educational content and its practical applicability. Of the 51 attendees, 22 completed the final surveys. The remaining participants, due to time constraints with their academic schedules, provided verbal feedback, which was also consistently positive. Consent for the use of names and photos for project purposes was obtained from both the participants and the partnering institutions.

Questionnaire response results:

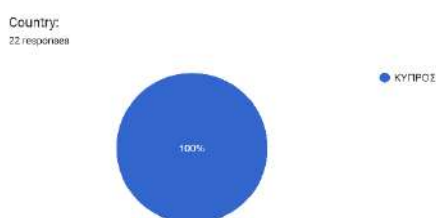


Figure 1: 22 student responses. KYΠPOΣ means CYPRUS in Greek

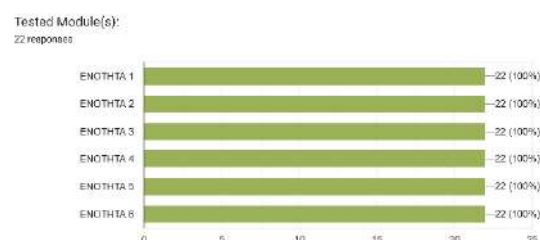
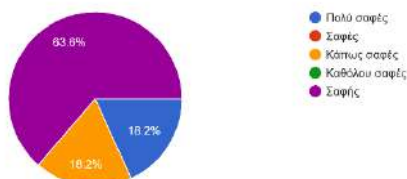


Figure 2: 22 responses per module in 6 modules. Note: ENOTHTA means MODULE in Greek

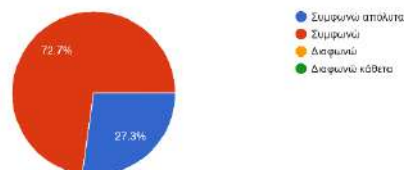
With both events held in partnership with two rural high schools in separate cities in Cyprus—Agros High School and Xenion High School in Limassol and Famagousta, on 29th October and 16th November, respectively—22 out of 51 students completed the Young People questionnaire. This was due to one member, or in some cases more, from each group filling out the questionnaire. Nevertheless, the 22 responses accurately reflected each module, ensuring a clear understanding in each evaluation response.

Content evaluation

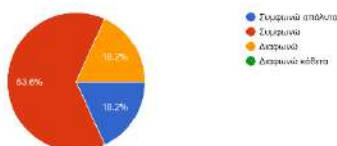
1. Πώς θα αξιολογούσατε τη σαφήνεια των στόχων της ενότητας;
22 responses



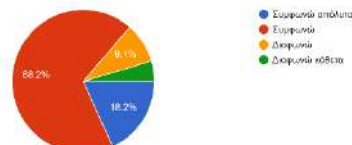
2. Ήταν το περιεχόμενο της ενότητας καλά δομημένο και οργανωμένο;
22 responses



3. Ήταν τα θέματα που καλύπτονταν στην ενότητα σχετικά με τις ανάγκες και τις προσδοκίες σας;
22 responses



4. Ήταν το υλικό του μαθήματος (αναγνώσεις, βίντεο κ.λπ.) υψηλής ποιότητας και χρήσιμο;
22 responses



5. Πιστεύετε ότι η ενότητα σας παρείχε πρακτικές γνώσεις που να εφαρμόζονται στην καθημερινή σας ζωή ή την εργασία σας;
22 responses

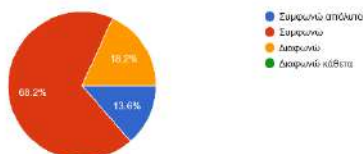


Figure 3: Content evaluation responses

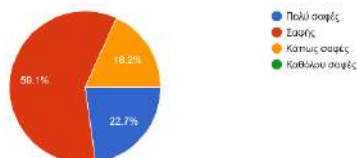
The first section that Young People responded to focused on content evaluation, where students assessed the quality and comprehensiveness of all 6 modules. The results, shown in Figure 3 above, indicate the following:

- i. Around 64% of the respondents found the clarity of each module's goals to be clear, while the remaining 36% was equally divided between “Very clear” and “Somewhat clear” ratings. Therefore, the overall feedback on the module presentation was clear, with more than 80% of responses being positive.
- ii. Approximately 73% of the participants strongly agreed that the content of each module was well structured and organised, while the remaining 27% agreed with this statement, resulting in more than 80% positive feedback overall.
- iii. Regarding whether the topics covered met the needs and expectations of the participants, 64% of participants agreed with this statement, and 18% strongly agreed, adding up to more than 80% overall positive feedback. The remaining 4 out of 22 respondents disagreed, highlighting room for improvement.
- iv. In terms of the quality and usefulness of the module content, 68% agreed that the content met the presented criteria, while 18% strongly agreed, adding up to more than 80% overall positive feedback. The remaining 3 respondents disagreed, indicating some areas for improvement.

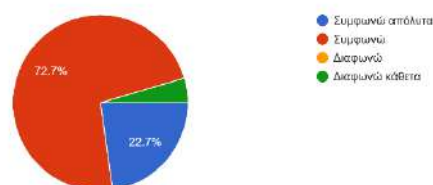
v. Finally, when asked if they believed the module content covered knowledge applicable for everyday use, 68% agreed, and nearly 14% strongly agreed, resulting in more than 80% overall positive feedback. The remaining 18% disagreed, again pointing to areas that could benefit from further refinement.

Workshop Evaluation

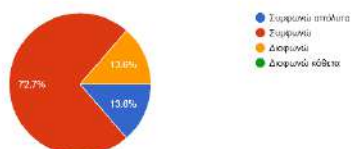
1. Πώς θα αξιολογούσατε τη σαφήνεια των στόχων του εργαστηρίου;
22 responses



2. Ήταν το περιεχόμενο του εργαστηρίου καλά δομημένο και οργανωμένο;
22 responses



3. Ήταν τα θέματα που καλύφθηκαν στο εργαστήριο σχετικά με τις ανάγκες και τις προσδοκίες σας;
22 responses



4. Πιστεύετε ότι το εργαστήριο σας παρείχε πρακτικές γνώσεις που να εφαρμόζονται στην καθημερινή σας ζωή ή την εργασία σας;
22 responses

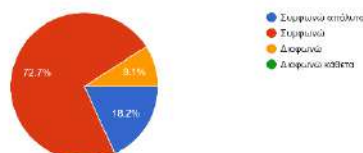


Figure 4: Workshop evaluation of 22 respondents for the 6 modules

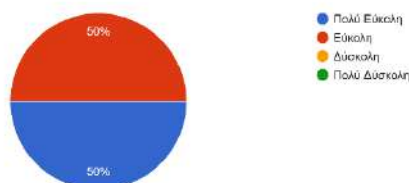
Overall, the workshops of the 2 piloting events demonstrated that their implementation by the CARDET representative and Young Professionals was clear. Around 59% agreed, and 23% strongly agreed, resulting in more than 80% positive feedback. The remaining 18% shared a somewhat positive opinion.

Similarly, over 95% agreed or strongly agreed (72% and 23%, respectively) that the workshops were well presented and organised. This led to the conclusion that more than 86% of respondents agreed or strongly agreed (73% and 14%, respectively) that the workshops were relevant to the students' entrepreneurial needs.

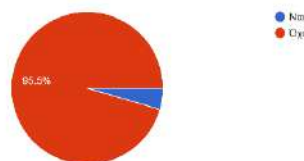
This also resulted in over 90% agreement or strong agreement (73% and 18%, respectively) that the workshops were implemented in a way that was practical for the everyday lives of the students.

E-learning Platform Evaluation

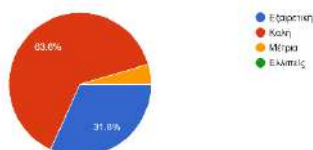
1. Πόσο εύκολη ήταν η πλοήγηση στην πλατφόρμα e-learning;
22 responses



2. Αντιμετωπίσατε τεχνικά προβλήματα κατά την πρόσβαση ή τη χρήση των υλικών της ενότητας;
22 responses



3. Πώς θα αξιολογούσατε την εμφάνιση και τη φιλικότητα προς τον χρήστη της πλατφόρμας;
22 responses



4. Πιστεύετε ότι οι αξιολογήσεις (κουίζ, εργασίες κ.λπ.) ήταν δίκαιες και κατάλληλη μέτρηση των γνώσεών σας;
22 responses

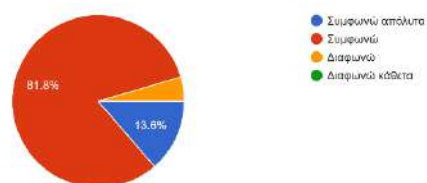
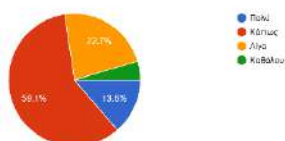


Figure 5: E-learning Platform evaluation of 22 respondents for the 6 modules

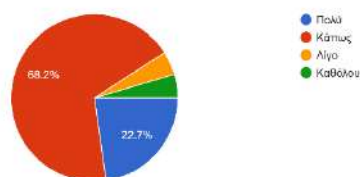
Moving on to the E-learning Platform evaluation, all 22 respondents found the platform navigation to be either easy or very easy, with 50% in each category. 21 participants reported facing no technical issues when accessing or using the module contents. The platform also appeared to be user-friendly, with visually appealing content, as over 95% rated it as good or excellent (64% and 32%, respectively). Additionally, the participants found all platform activities and assessments to be adequate for their level of knowledge, with 82% agreeing and 14% strongly agreeing.

Impact and Satisfaction Evaluation

1. Πιστεύετε ότι έχετε βελτιώσει τις πράσινες ικανότητές σας μετά την ολοκλήρωση της ενότητας;
22 responses



2. Πιστεύετε ότι έχετε βελτιώσει τις γνώσεις σας για τις πράσινες θέσεις εργασίας;
22 responses



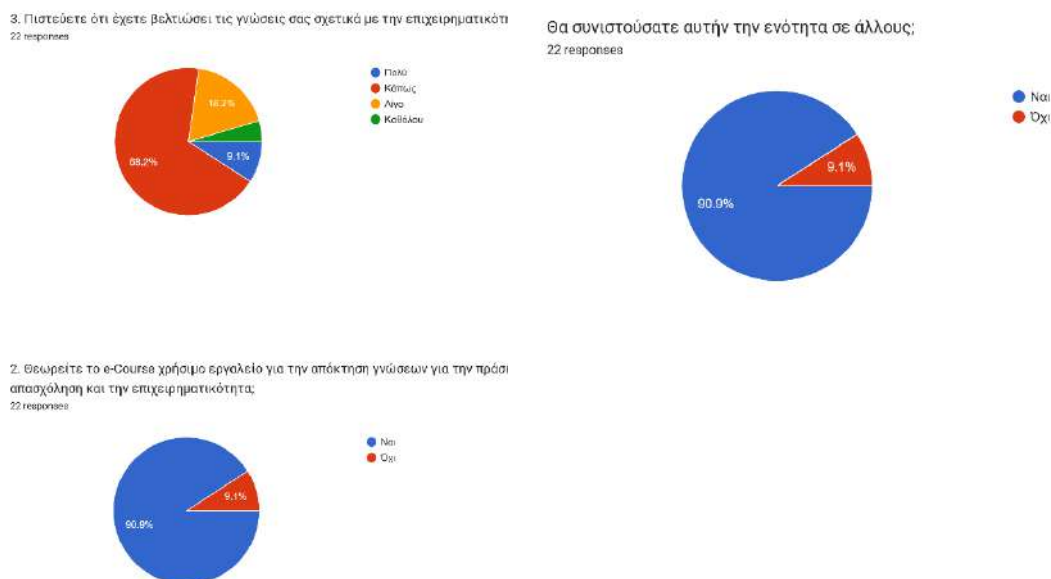


Figure 6: Impact and Satisfaction evaluation of 22 Young People respondents

In terms of impact and satisfaction, approximately 59%, 14%, and 23% of the respondents agreed that they had improved their green competences and skills somewhat, a lot, and a little, respectively. The remaining student, who reported no improvement, explained in a personal conversation with the CARDET representative that the knowledge was already familiar but still valuable for expanding their entrepreneurial competencies.

Furthermore, over 90% of respondents claimed they had enhanced their knowledge about the existing green market, both in Cyprus and internationally, as well as in relation to green job opportunities and entrepreneurship.

Some of the positive feedback included appreciation for the Canvas applications, visual content, entrepreneurship methods and approaches, artificial intelligence, and the applicability of the content in the environment. Participants also noted how the gained knowledge could help improve environmental quality.

The remaining constructive feedback suggested that more examples could be provided, time permitting, to make the workshops even more engaging. For future sessions, offering multiple examples and increasing interaction between trainers and Young People could enhance the experience further.

In conclusion, more than 90% of the respondents expressed that they would recommend the entire platform to others and found it valuable for expanding their involvement in the green market and entrepreneurship. Additionally, over 90% of the Young People considered Green Mentoring an incredibly useful tool for expanding their networking and building synergies in the green entrepreneurial market.

Young Professionals evaluation summary

The feedback gathered for all 6 modules showed strong overall agreement from participants regarding the effectiveness and practical usability of the educational content. Out of the 11 attendees, 10 completed the final surveys. The remaining participant, due to academic time constraints, provided verbal feedback, which was equally positive. Consent was obtained from both the participants and the partnering institutions for the use of names and photos for project purposes.

Questionnaire response results:

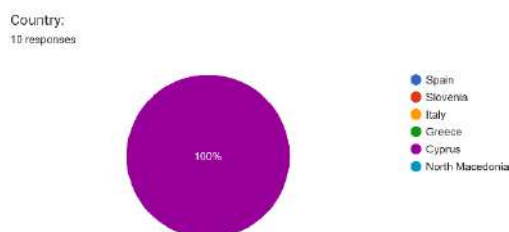


Figure 7: 10 teacher responses.

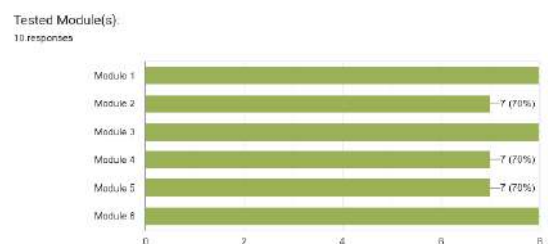
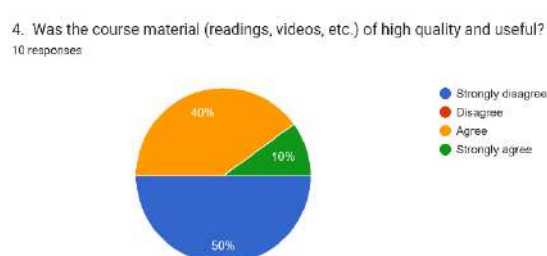
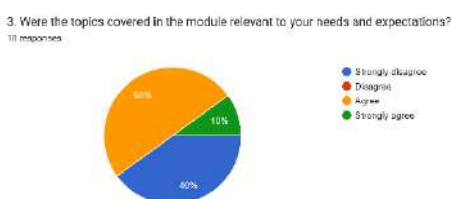
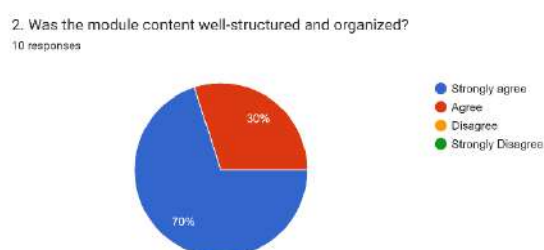
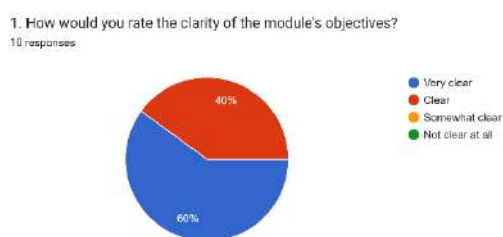


Figure 8: 8 responses for Modules 1, 3 and 6. 7 responses for Modules 2, 4 and 5

With both events held in partnership with two rural high schools in separate cities in Cyprus—Agros High School and Xenion High School in Limassol and Famagousta, on 29th October and 16th November respectively—out of the 11 teachers, Principal Assistants, and Green Mentors, 10 completed the questionnaire for Young Professionals.

Content Evaluation



5. Do you think the module provided you with practical knowledge applicable to your daily life or work?
10 responses



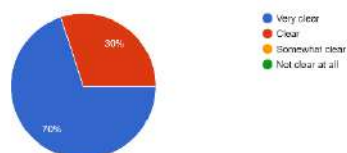
Figure 9: Content evaluation responses

The first section that Young Professionals responded to involved content evaluation, where they assessed the quality and comprehensiveness of the 6 modules in total. The results from Figure 3 above show the following:

There was unanimous agreement (100%) on the clarity of the module objectives, which were also seen as well-structured and organized. However, respondents expressed strong disagreement (40% and 50%) regarding the relevance of the modules to their needs and their usefulness, respectively. Upon further examination of the surveys by the CARDET representative, while still in the classroom with the Young Professionals, they were asked for clarification. It was discovered that 4 out of 5 respondents had mistakenly chosen 'strongly disagree' due to the survey's formatting—where that option was listed first, instead of the last, which is the usual format. The respondents expressed a desire to redo the survey. Unfortunately, due to time constraints, this was not possible, but the CARDET representative made a note of this and included it in the present study. This feedback was important, as participants later confirmed that they indeed found the practical knowledge gained and the workshop objectives to be 100% positive. This misunderstanding also applied to subsequent questions.

Workshop Evaluation

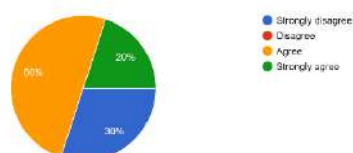
1. How would you rate the clarity of the workshop's objectives?
10 responses



2. Was the workshop content well-structured and organized?
10 responses



3. Were the topics covered in the workshop relevant to your needs and expectations?
10 responses



5. Do you think the workshop provided you with practical knowledge applicable to your daily life or work?
10 responses

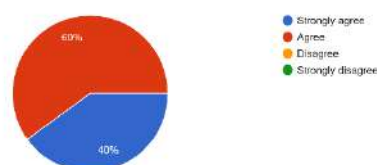


Figure 10: Workshop evaluation of 10 respondents for the 6 modules

Overall, the workshops of the two piloting events demonstrated clear implementation by the CARDET representative, with full agreement and strong agreement regarding the clarity of the

workshops' objectives, structure, and organization. The workshops also successfully met the participants' needs and expectations. 100% of respondents provided positive feedback, including in question 3, where the same misunderstanding as mentioned earlier was repeated.

Classroom for Professionals Evaluation

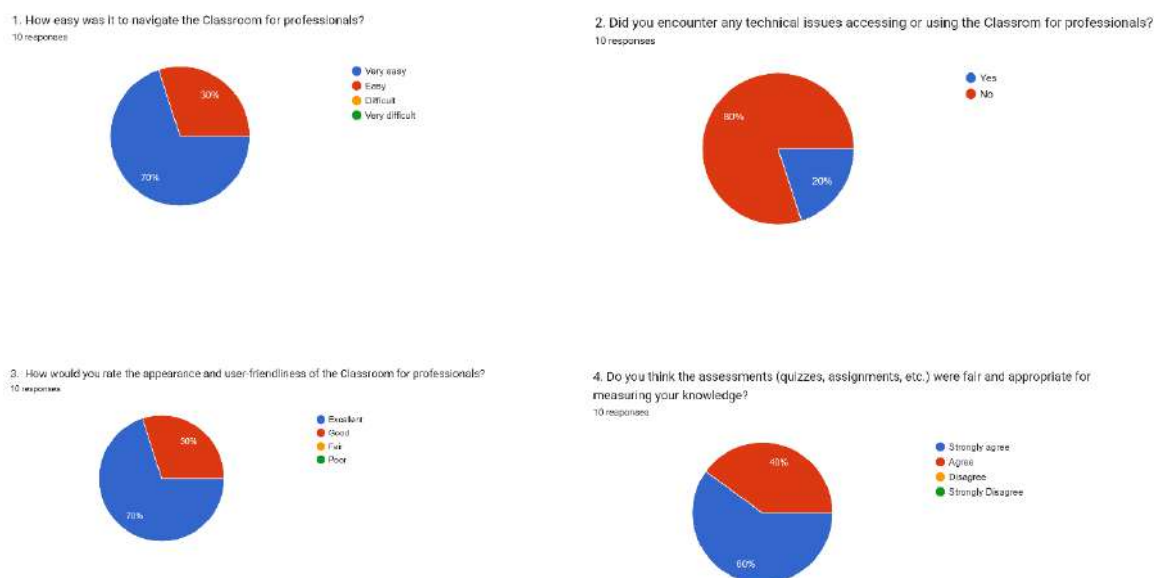
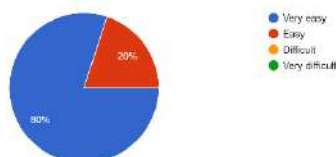


Figure 11: Classroom for Professionals evaluation of 10 respondents for the 6 modules

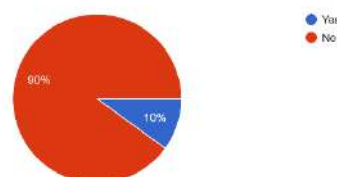
There was a 100% positive overall impression, with full agreement and strong agreement regarding the platform's navigation (8 out of 10 faced no technical issues), its user-friendliness, visual content, and the execution of the final assessment and exercises.

Green Mentoring Space Evaluation

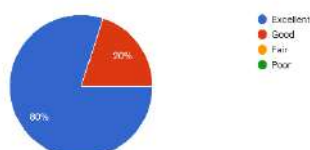
1. How easy was it to navigate the Green mentoring space?
10 responses



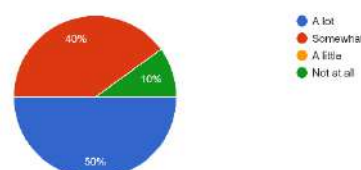
2. Did you encounter any technical issues accessing or using the Green mentoring space?
10 responses



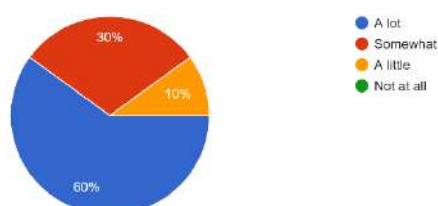
3. How would you rate the appearance and user-friendliness of the Green mentoring space?
10 responses



1. Do you feel you have improved your green competencies after completing the course?
10 responses



2. Do you feel you have improved your knowledge on green jobs?
10 responses



3. Do you feel you have improved your knowledge entrepreneurship?
10 responses

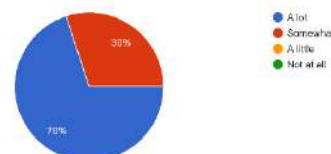


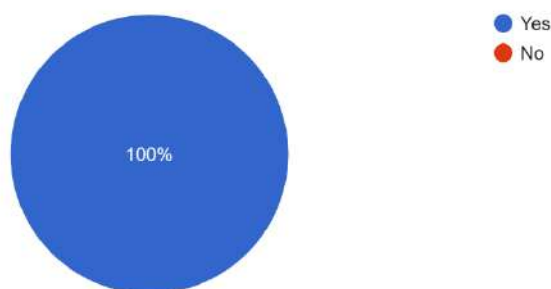
Figure 12: Green Mentoring Space and Impact and Satisfaction evaluation of 10 Young Professional respondents

In terms of impact and satisfaction, 90% of respondents agreed that they had improved their green competences and skills to some extent, whether a little, a lot, or somewhat. The remaining teacher who responded with "not at all" explained in a personal conversation with the CARDET representative that this was due to the course's execution not being applicable in the school environment. Moving forward, 100% of respondents stated that they had enhanced their knowledge about the existing green market, both in Cyprus and internationally, particularly in relation to green positions and entrepreneurship.

In conclusion, 100% of respondents would recommend the entire platform to others, finding it valuable for expanding their involvement in the green market and entrepreneurship. Additionally, in terms of evaluation indicators, 100% of Young Professionals considered Green Mentoring an incredibly useful tool for expanding their networking and creating synergies within the green entrepreneurial market.

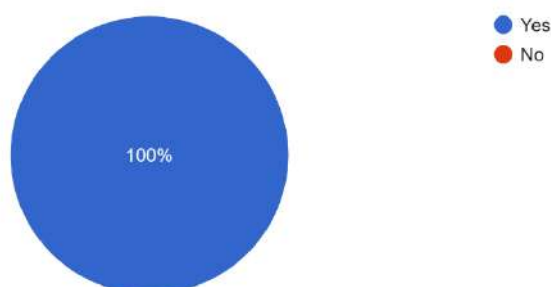
Would you recommend this module to others?

10 responses



2. Do you consider the 'Green mentoring space' a useful resource to generate networking and synergies between youth and green entrepreneurs?

10 responses



CIAPE, ITALY

This report outlines the results of the pilot phase conducted in Italy

Young people evaluation summary

The piloting of the Green Up modules and workshops with the target group of young people revealed generally positive feedback, indicating strong engagement and a favorable reception to the content, structure, and learning outcomes. The following summary highlights the average findings from the questionnaires completed by the students, outlining the key areas of module effectiveness, practicality, and satisfaction.

Module Objectives and Content

Clarity of Objectives

A strong majority of respondents, 78%, rated the module objectives as "Clear" or "Very clear." This suggests that the students found the learning objectives straightforward and easy to understand, helping to guide their participation and comprehension throughout the modules. This is a positive indicator that the structure and purpose of the modules were well communicated.

Content Structure

An impressive 90% of respondents agreed or strongly agreed that the module content was well-structured. This high percentage indicates that the sequence and presentation of the material were effective in delivering the concepts and information in a coherent and logical manner. The structure likely allowed students to easily follow along and grasp the key messages.

Relevance of Topics

85% of participants agreed or strongly agreed that the topics covered in the modules aligned with their needs. This suggests that the content was highly relevant to the students' personal and educational aspirations, especially in relation to green skills, sustainability, and entrepreneurship.

Quality of Materials

85% of students rated the course materials as high quality and useful. This feedback underscores the importance of well-prepared materials in engaging young people, with the resources being both educational and practical for further exploration.

Practical Application

Practical Knowledge

85% of respondents agreed or strongly agreed that the modules provided knowledge that was applicable to their daily life or work. This indicates that the modules successfully translated theoretical knowledge into practical insights, demonstrating the value of integrating real-world applications into the learning process. The students likely felt that the skills learned were not only academic but could also be applied in tangible situations related to their environment or future career paths.

Workshop Feedback

Clarity of Objectives

68% of the respondents rated the workshop objectives as "Clear" or "Very clear." While this is a strong result, it is slightly lower than the clarity rating for the modules. This could indicate that while the overall objective of the workshop was understood, some students might have found certain aspects of the workshop or its goals less well-defined or more challenging to grasp.

Content Structure

93% of participants agreed or strongly agreed that the workshop was well-organized. This high percentage suggests that the workshop itself was thoughtfully planned, with clear stages of engagement and smoothly executed activities that contributed to a positive learning environment.

Relevance

73% of students agreed or strongly agreed that the workshop topics were relevant to their needs. This is a strong result but leaves some room for improvement. The feedback suggests that the students were generally engaged with the content, though some felt that certain topics could be adjusted to better meet their individual or group interests.

Practical Knowledge

80% of the respondents reported that the workshop provided practical insights. This feedback highlights the effectiveness of the workshop in fostering hands-on learning experiences and practical problem-solving.

E-Learning Platform

Ease of Navigation

88% of the participants found the e-learning platform "Easy" or "Very easy" to navigate. This high satisfaction with the platform's usability indicates that students could quickly access the materials and engage with the content without experiencing significant barriers or frustrations.

Technical Issues

88% of respondents reported encountering no technical issues while using the platform. This is a positive result, demonstrating the platform's technical reliability and the smooth execution of the e-learning experience.

Design and Usability

An impressive 95% of students rated the platform as "Good" or "Excellent" in terms of design and usability. The overwhelmingly positive response points to the platform's effectiveness in creating an engaging, user-friendly environment that is visually appealing and intuitive.

Assessments and Skills Improvement

Suitability of Assessments

85% of respondents agreed or strongly agreed that the assessments effectively measured their knowledge. This feedback indicates that the assessments were appropriately aligned with the module content and were a valid method for gauging students' understanding of the material.

Improved Green Skills

83% of students reported notable improvements in their green skills after completing the modules. This suggests that the educational approach was successful in enhancing students' knowledge and competence in sustainable practices and green entrepreneurship.

Knowledge Gains

- **Green Jobs:** 88% of participants noted "A lot" or "Quite a bit" of improvement in their knowledge related to green jobs. This high percentage shows that the modules had a significant impact on students' understanding of careers in the green economy, providing them with valuable insights into opportunities for future employment.
- **Entrepreneurship:** 68% of students reported significant gains in entrepreneurial knowledge. While this is a positive result, there is an opportunity to further strengthen the content or delivery related to entrepreneurship to ensure even greater engagement and understanding.

Recommendation

Course Recommendation

78% of respondents indicated that they would recommend the course to others, while 12% disagreed. This high recommendation rate suggests that most participants found the course valuable and beneficial, though the remaining 12% may have had reservations or felt that certain aspects could be improved.

Comments and Suggestions

While the overall feedback was largely positive, some students expressed interest in seeing more examples and case studies integrated into the modules. They suggested that providing further examples could enhance their understanding of the practical applications of the topics discussed. Additionally, a few students noted that more interaction with trainers would be beneficial to facilitate deeper engagement and personalized learning.

Course Feedback Summary

Participants highlighted several key aspects they enjoyed about the course:

- Group work stood out as a favorite, with many appreciating the opportunity to collaborate and share ideas.
- The creative freedom in project creation was also highly valued, giving participants a chance to express themselves and explore their ideas.
- The supportive teachers received positive feedback, with many highlighting the instructors' guidance and expertise as a key factor in their learning experience.

However, there were also suggestions for improvement:

- Participants felt there could be clearer guidance on the e-learning platform, with more resources to help navigate and utilize it effectively.
- Extending the workshop duration was another recommendation, as this would allow for deeper engagement with the material and more time for hands-on activities.

Detailed Feedback from Modules 2, 3, and 4 (KPI)

How do you rate the clarity of the module objectives?	KPI
Clear	17
Very clear	15
Fairly clear	9
Not clear at all	0
Grand Total	41

Was the module content well-structured and organized?	KPI
Agree	27
Strongly agree	10
Strongly disagree	3
Disagree	1
Grand Total	41

Were the topics covered in the modules relevant to your needs and expectations?	Sum of Field2
Agree	22
Strongly agree	13
Disagree	4
Strongly disagree	2
Grand Total	41

Was the course material (readings, videos, etc.) of high quality and useful?	KPI
Agree	24
Strongly agree	11
Strongly disagree	4
Disagree	2
Grand Total	41

Did the modules provide practical knowledge applicable to your daily life or work?	KPI
Agree	23
Strongly agree	12
Disagree	4
Strongly disagree	2
Grand Total	41

How do you rate the clarity of the workshop objectives?	KPI
Clear	16
Fairly clear	12
Very clear	11
Not clear at all	1
Grand Total	40

Was the workshop content well-structured and organized?	KPI
Agree	23
Strongly agree	15
Disagree	2
Strongly disagree	1
Grand Total	41

Were the workshop topics relevant to your needs and expectations?	KPI
Agree	22
Strongly agree	8
Strongly disagree	6
Disagree	5
Grand Total	41

Did the workshop provide practical knowledge applicable to your daily life or work?	KPI
Agree	25
Strongly agree	8
Strongly disagree	5
Disagree	3
Grand Total	41

How easy was it to navigate the e-learning platform?	Sum of Field2
Easy	22
Very easy	14
Difficult	4
Very difficult	1
Grand Total	41

Did you encounter technical issues accessing or using the module materials?	KPI
Yes	5
No	36
Grand Total	41

How do you rate the design and usability of the platform?	KPI
Good	22
Excellent	17
Sufficient	1
Poor	1
Grand Total	41

Were the assessments (quizzes, assignments, etc.) suitable for measuring your knowledge?	KPI
Agree	28
Strongly agree	7
Disagree	5
Strongly disagree	1
Grand Total	41

Do you feel you have improved your green skills after completing the modules?	KPI
Quite a bit	24
A lot	10
A little	7
Not at all	0
Grand Total	41

Do you feel you have improved your knowledge about green jobs?	KPI
A lot	19
Quite a bit	17
A little	4
Not at all	1
Grand Total	41

Do you feel you have improved your knowledge of entrepreneurship?	KPI
Quite a bit	16
A lot	12
A little	11
Not at all	2
Grand Total	41

Would you recommend this course to others?	KPI
Yes	32
No	5
N/a	4
Grand Total	41

Do you think the e-Course is a useful tool for gaining knowledge about green jobs and entrepreneurship?	KPI
Yes	35
No	1
N/a	5
Grand Total	41

Young professionals evaluation summary

The piloting questionnaire for Young Professionals revealed overwhelmingly positive feedback, with respondents consistently highlighting key aspects of the course that were appreciated, as well as some areas for potential improvement.

Module Feedback

Clarity of Objectives

All respondents rated the module objectives as either "Very clear" (80%) or "Clear" (20%). This indicates that the course objectives were effectively communicated and well-understood.

Content Structure

100% of respondents agreed or strongly agreed that the content was well-structured. This suggests that the course flow and organization were optimal, ensuring ease of comprehension.

Relevance of Topics

100% of participants rated the topics as relevant, with 40% strongly agreeing. The relevance of the material to the participants' needs was clearly recognized.

Material Quality

All respondents found the materials useful, with 60% strongly agreeing. This demonstrates that the course materials provided met participants' expectations and added value to their learning experience.

Practical Knowledge

100% of respondents reported that the module provided applicable knowledge for daily life or work, with 40% strongly agreeing. This shows that the course content was not only theoretical but also had real-world applicability.

Workshop Feedback

Clarity of Objectives

The objectives of the workshop were rated as "Very clear" (60%) or "Clear" (40%). While most participants found the objectives clear, there is a slight indication that further clarification could benefit some individuals.

Content Structure

100% agreed or strongly agreed that the workshop was well-organized. This highlights the effective delivery and planning of the workshop.

Relevance of Topics

90% found the topics relevant, with one respondent (10%) strongly disagreeing. The general consensus was that the content was highly pertinent to their needs, though one participant felt it could have been more tailored.

Practical Knowledge

100% agreed or strongly agreed that practical knowledge was gained. This indicates that the workshop was successful in offering actionable insights and practical takeaways.

Classroom for Professionals

Ease of Navigation

100% found the e-learning platform easy or very easy to navigate. This indicates the platform's user-friendliness and accessibility.

Technical Issues

90% reported no issues, while one respondent (10%) encountered technical difficulties. The vast majority had a seamless experience with the technical side of the course.

User-Friendliness

60% rated the classroom environment as "Excellent," and 40% rated it as "Good." Overall, the platform's usability received high praise, with some participants offering suggestions for further improvement.

Green Mentoring Space

Ease of Navigation

100% found the Green Mentoring Space easy or very easy to navigate, ensuring participants had a smooth experience while using the platform.

Technical Issues

90% reported no technical difficulties, with 10% experiencing problems. While most had no issues, there is a small percentage who faced challenges, indicating a potential area for technical improvements.

User-Friendliness

70% rated the space as "Excellent," and 30% rated it as "Good." The Green Mentoring Space was overall well-received, though there may be room for fine-tuning to increase its overall effectiveness.

Assessments

Fairness and Appropriateness

100% of participants agreed or strongly agreed that the assessments effectively measured knowledge. This suggests that the assessments were well-aligned with the course content and accurately evaluated participants' understanding.

Competency Improvements

Green Competencies

60% of respondents reported significant improvement in their green competencies, while 40% noted moderate improvement. This reflects the course's strong impact on participants' environmental knowledge and skills.

Green Jobs Knowledge

60% experienced substantial gains in their understanding of green jobs, while 40% saw moderate gains. This indicates that the course had a positive effect on participants' awareness of the green job market.

Entrepreneurship Knowledge

40% of participants reported significant improvement in their entrepreneurial knowledge, and 60% noted moderate improvement. The course was successful in enhancing participants' entrepreneurial mindset, particularly in the context of green business opportunities.

Course Feedback Summary

Participants highlighted several aspects of the module that they particularly enjoyed:

- Embedded Videos were a standout feature, helping to clarify and visually support key concepts.
- The clarity of content was highly appreciated, with many participants noting that the information was easy to follow and well-structured.
- Practical and well-structured information was another aspect participants valued, as it made the content feel relevant and applicable to real-world situations.
- The connection to green trends and entrepreneurial opportunities resonated strongly with participants, reinforcing the module's relevance to current and future industry trends.
- The overall organization of the course and its ease of understanding contributed to a positive learning experience.

Specifically, Unit 4 was mentioned by participants as particularly useful due to its hands-on, practical approach.

In terms of improvement, the following suggestions were made:

- More interactive exercises were suggested to increase engagement and provide more opportunities for practical application of the content.
- Greater clarity in some sections of the module was mentioned by a few participants, though this was noted as a minor concern.
- A desire for more practical engagement was also raised, with participants requesting additional activities to enhance the learning experience.

Overall, the module received positive feedback, with many participants expressing satisfaction and only a few minor suggestions for enhancement.

Overall, participants expressed high satisfaction with the module, Classroom for Professionals, and the Green Mentoring Space. Most had no further comments or suggestions, indicating a positive experience. A few participants shared encouraging remarks, describing the course as “very good” and commending the team’s efforts with a simple but appreciative “Great work!”

Detailed Feedback from Modules 2, 3, and 4

How would you rate the clarity of the module's objectives?	KPI
Very clear	8
Clear	2
Grand Total	10

Was the module content well-structured and organized?	KPI
Strongly agree	8
Agree	2
Grand Total	10

Were the topics covered in the module relevant to your needs and expectations?	KPI
Agree	6
Strongly agree	4
Grand Total	10

Was the course material (readings, videos, etc.) of high quality and useful?	KPI
Strongly agree	6
Agree	4
Grand Total	10

Do you think the module provided you with practical knowledge applicable to your daily life or work?	KPI
Agree	6
Strongly agree	4
Grand Total	10

How would you rate the clarity of the workshop's objectives?	KPI
Very clear	6
Clear	4
Grand Total	10

Was the workshop content well-structured and organized?	KPI
Strongly agree	8
Agree	2
Grand Total	10

Were the topics covered in the workshop relevant to your needs and expectations?	KPI
Agree	6
Strongly agree	3
Strongly disagree	1
Grand Total	10

Do you think the workshop provided you with practical knowledge applicable to your daily life or work?	KPI
Strongly agree	6
Agree	4
Grand Total	10

How easy was it to navigate the classroom for professionals?	KPI
How easy was it to navigate the classroom for professionals?	7
Easy	3
Grand Total	10

Did you encounter any technical issues accessing or using the classroom for professionals?	KPI
No	9
Yes	1
Grand Total	10

How would you rate the appearance and user-friendliness of the classroom for professionals?	KPI
Excellent	6
Good	4
Grand Total	10

Do you think the assessments (quizzes, assignments, etc.) were fair and appropriate for measuring your knowledge?	KPI
Agree	6
Strongly agree	4
Grand Total	10

How easy was it to navigate the green mentoring space?	KPI
Very easy	7
Easy	3
Grand Total	10

Did you encounter any technical issues accessing or using the Green mentoring space?	KPI
No	9
Yes	1
Grand Total	10

How would you rate the appearance and user-friendliness of the green mentoring space?	KPI
Excellent	7
Good	3
Grand Total	10

Do you feel you have improved your green competencies after completing the module?	KPI
Do you feel you have improved your green competencies after completing the module?	6
Somewhat	4
Grand Total	10

Do you feel you have improved your knowledge on green jobs?	KPI
A lot	6
Somewhat	4
Grand Total	10

Do you feel you have improved your knowledge entrepreneurship?	KPI
Somewhat	6
A lot	4
Grand Total	10

Would you recommend this module to others?	KPI
Yes	10
No	0
Grand Total	10

IED, GREECE

This report outlines the results of the pilot phase conducted in Greece

Young people evaluation summary

The piloting phase for young people involved 50 participants who provided insightful feedback on their experiences with the course. The results indicate a high level of satisfaction with various aspects, including the clarity and structure of the content, the relevance of the material, and the practical application of the knowledge gained.

Clarity and Structure of the E-Course

An overwhelming 98% of participants found the objectives of the e-course to be clear. Specifically, 48% rated them as "very clear," and 50% rated them as "clear." Only a small portion, 2%, remained neutral regarding the clarity of the objectives. This suggests that the participants easily understood the goals of the course, which is essential for engagement and effective learning.

In terms of the organisation and structure of the content, 56% of participants strongly agreed that the course was well-structured, while 42% agreed. These figures highlight that the content was logically organized and easy to follow, helping participants grasp key concepts without confusion. The structure of the module met learners' expectations, ensuring a smooth learning experience.

Relevance and Quality of the Content

The relevance of the course topics received strong positive feedback. 60% of participants strongly agreed that the content aligned with their needs and expectations, while 40% agreed. This shows that the material covered was highly pertinent to the participants, addressing relevant issues in green jobs and entrepreneurship.

Regarding the quality and usefulness of the learning materials, such as texts and videos, 58% of respondents strongly agreed that the materials were of high quality, and 42% agreed. These responses suggest that the resources provided were both valuable and engaging, supporting participants in their learning process and enhancing the overall experience.

Practical Application of Knowledge

The course was well-received in terms of its practical application. 56% of participants described the module objectives as "very clear," while 44% rated them as "fairly clear." This indicates that the course not only delivered theoretical knowledge but also provided practical insights that could be applied in real-world situations. The participants found the content practical, addressing tangible needs and skills for their future careers, particularly in the green sector.

Improving Green Skills and Knowledge

The piloting phase showed that the course was effective in improving green skills and knowledge. When asked about their understanding of green jobs, an impressive 94% of participants reported an improvement, with responses indicating "excellent" or "very good" knowledge gains. This demonstrates the course's success in enhancing participants' understanding of green career opportunities.

Similarly, 76% of participants strongly agreed, and 24% agreed that the module helped them improve their knowledge of entrepreneurship. This indicates that the course was also effective in fostering entrepreneurial skills and knowledge, a crucial component for addressing sustainability challenges and creating green solutions.

1. Πιστεύετε ότι βελτιώσατε τις πράσινες ικανότητές σας μετά την ολοκλήρωση της ενότητας;

50 responses

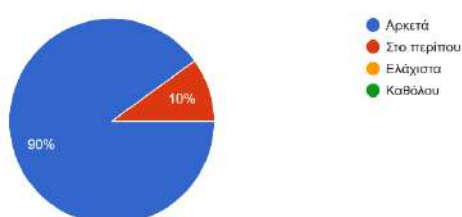


Figure 1 1. Do you think you improved your green skills after completing the module?

2. Πιστεύετε ότι βελτιώσατε τις γνώσεις σας σχετικά με τις πράσινες θέσεις εργασίας;

50 responses

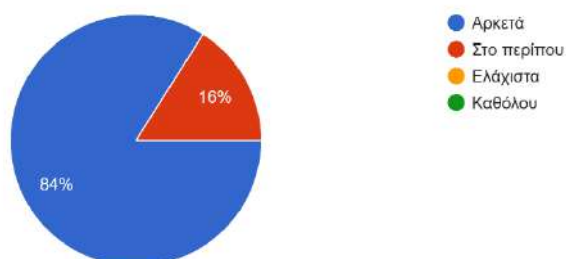


Figure 2 2. Do you think you improved your knowledge about green jobs?

Overall Satisfaction and Recommendations

All participants (100%) expressed that they would recommend the course to others, showcasing a strong level of satisfaction. When asked about areas for improvement, the majority (54%) felt that no changes were necessary. However, a few participants offered minor suggestions for enhancement, indicating that they were generally pleased with the course structure and content. Overall, the feedback suggests that the course met participants' expectations and provided a valuable learning experience.

Comments and Suggestions from Participants

Participants shared positive feedback, particularly appreciating the examples used throughout the course, the engaging videos, and the overall interactive format. Many highlighted their enjoyment, with comments such as "I liked everything," "The videos were great," and "The course was very informative." As for improvements, the majority felt that the course was already comprehensive and did not need significant changes.

Perceived Usefulness of the E-learning Platform

An impressive 96% of participants found the e-learning platform to be a valuable tool for gaining knowledge about green employment and entrepreneurship. This reinforces the platform's effectiveness as an educational resource, aiding participants in their understanding of the course topics.

Overall, the pilot results indicate a highly positive experience, with participants acknowledging the relevance, clarity, and effectiveness of the course in enhancing their knowledge of green jobs and entrepreneurship.

Young professionals evaluation summary

The piloting process engaged a total of 11 young professionals, and the feedback gathered provided valuable insights into their learning experiences and perceptions of the program.

Knowledge Improvement on Green Jobs and Entrepreneurship

The results regarding knowledge improvement in green jobs and entrepreneurship showed varied responses. A majority of participants (72.7%) felt they had gained significant knowledge ("a lot"), while 18.2% reported moderate improvement ("somewhat"), and 9.1% noted only slight gains ("a little"). These findings suggest that while the program made a positive impact, there may be opportunities to enhance the content delivery to better meet the expectations and learning needs of participants.

3. Do you feel you have improved your knowledge entrepreneurship?

11 responses

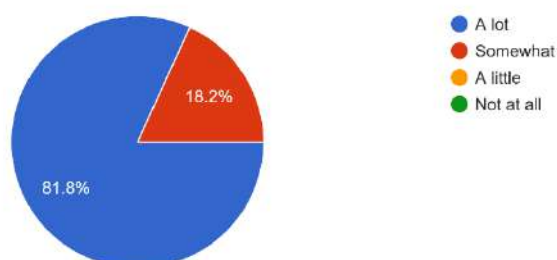


Figure 3 Improved your knowledge entrepreneurship

Usefulness of the E-Course

Every participant (100%) found the "e-Course" to be a valuable resource for gaining knowledge on green employment and entrepreneurship. This strong feedback highlights the effectiveness of the e-learning platform in providing relevant content and addressing the needs of young professionals interested in the green job market.

Green Mentoring as a Networking Resource

Equally, 100% of participants recognized the "Green Mentoring" space as an important tool for creating networking opportunities and fostering collaborations between youth and green entrepreneurs. This feedback reinforces the platform's potential to support professional connections and encourage the exchange of knowledge.

Participant Feedback

Participants expressed overall satisfaction with various aspects of the module, noting elements like "practical activities," "everything was perfect," "the site design," and "the subject covered in-depth topics." These comments reflect a high level of appreciation for both the content and the structure of the module.

2. Do you consider the 'Green mentoring space' a useful resource to generate networking and synergies between youth and green entrepreneurs?

11 responses

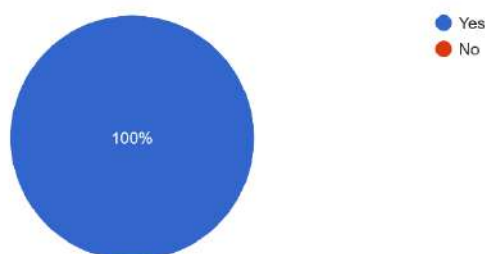


Figure 4 Mentoring Space

Overall, the piloting process with young professionals yielded positive feedback, with participants highlighting the e-Course and Green Mentoring space as valuable tools for learning and professional development.

LAG AGRO LIDER, NORTH MACEDONIA

This report outlines the results of the pilot phase conducted in N. Macedonia

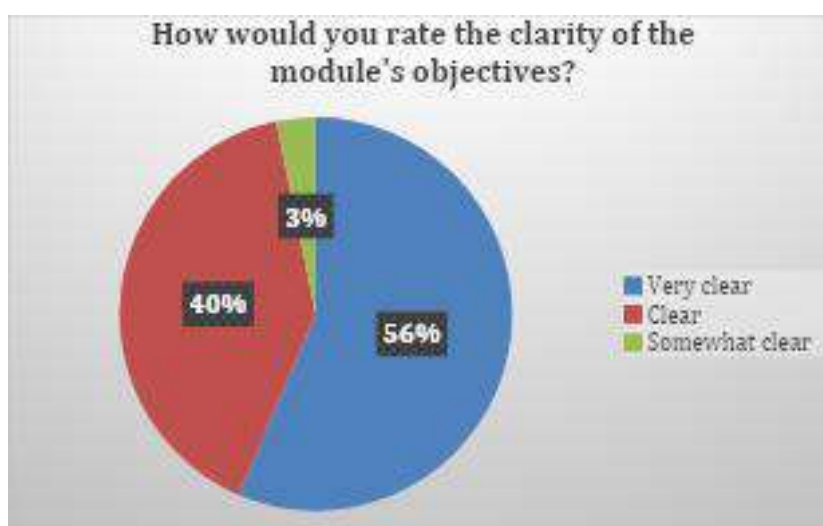
Young people evaluation summary

A total of 62 young people from North Macedonia participated in the piloting phase of the Green Up Yourself project. Following the completion of the training, participants were asked to complete evaluation questionnaires. Of these, 51 questionnaires were submitted online, while 11 were collected in paper format.

The evaluation process aimed to measure participants' reactions and overall satisfaction with the training. A training program is deemed successful when it is enjoyable and satisfying for participants, motivating them to engage with the content and apply what they have learned. Therefore, the success of the training process is closely linked to the participants' interest and motivation, as well as the quality of the content and how it was presented.

The feedback provided by participants regarding the Green Up Yourself learning modules, workshops, e-learning platform, and Green Mentoring Space is outlined in this report.

In the first section, participants were asked to share their opinions on the module objectives and content. When asked to rate the clarity of the module's objectives, 97% of respondents rated them as "Clear" or "Very clear." However, 3% of respondents found the objectives to be "Somewhat clear."

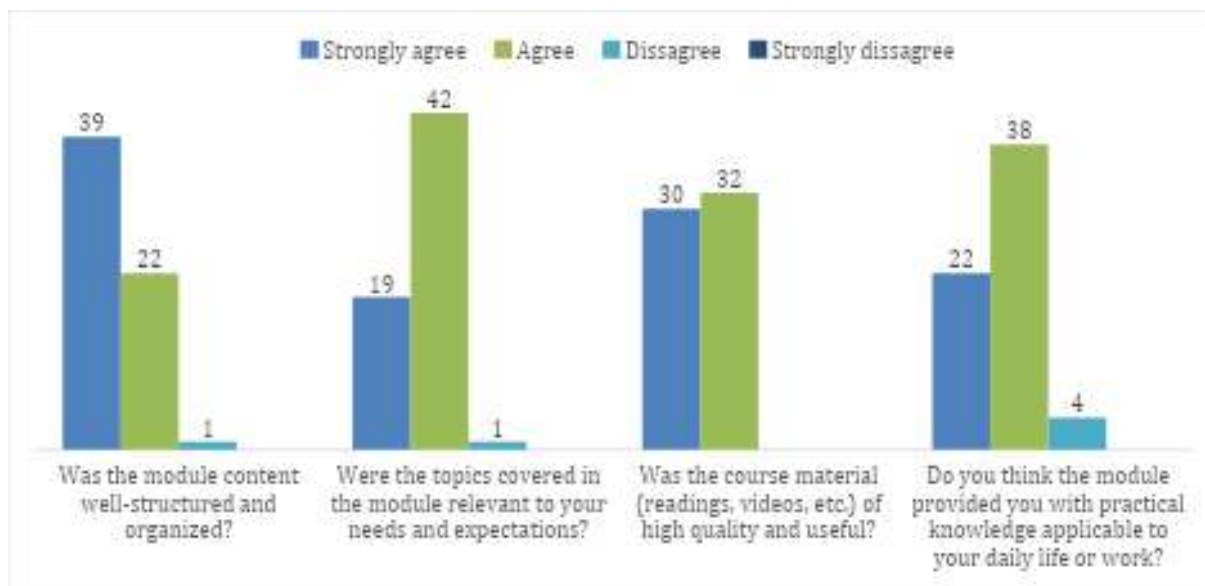


Feedback regarding the relevance of the module topics, the quality of materials, and the practical knowledge gained includes the following:

- **Relevance of Topics:** 98% of participants agreed or strongly agreed that the topics were aligned with their needs and interests.

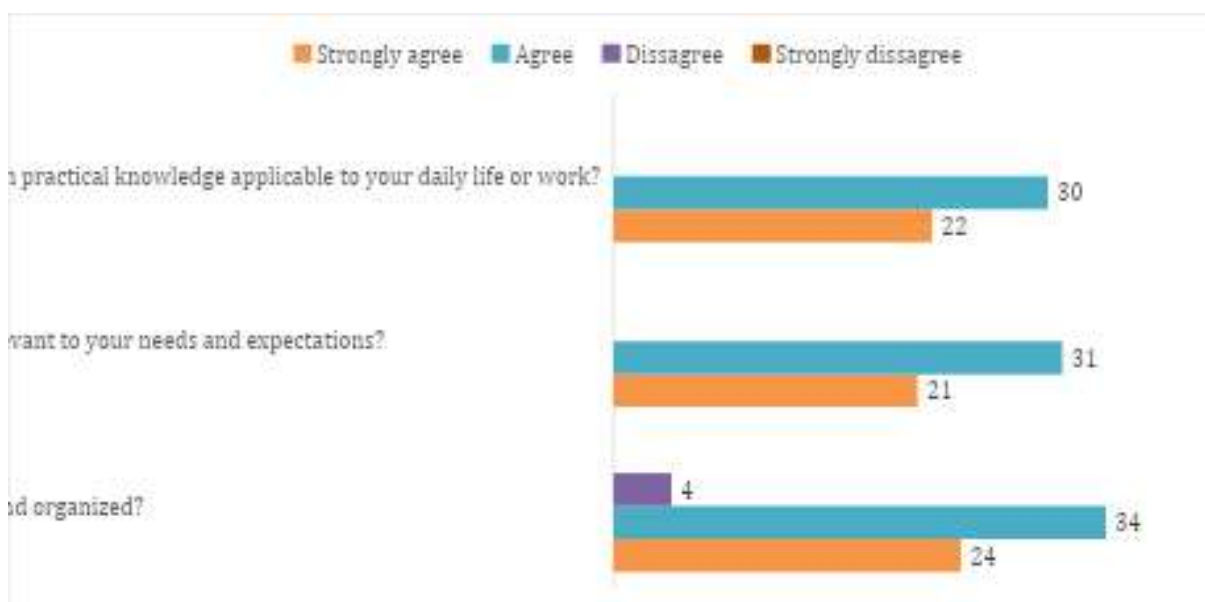
- **Quality of Materials:** 100% of participants found the course materials to be of high quality and highly useful.
- **Practical Knowledge:** 97% of respondents agreed or strongly agreed that the modules provided applicable knowledge that could be used in their daily life or work.

Respondents' answers are presented on the chart below



Feedback from participants regarding the workshop objectives indicated that the majority, 97%, rated the objectives as "Clear" or "Very clear."

The responses from young participants regarding the workshop content, its relevance, and the practical knowledge they gained are presented in the chart below.

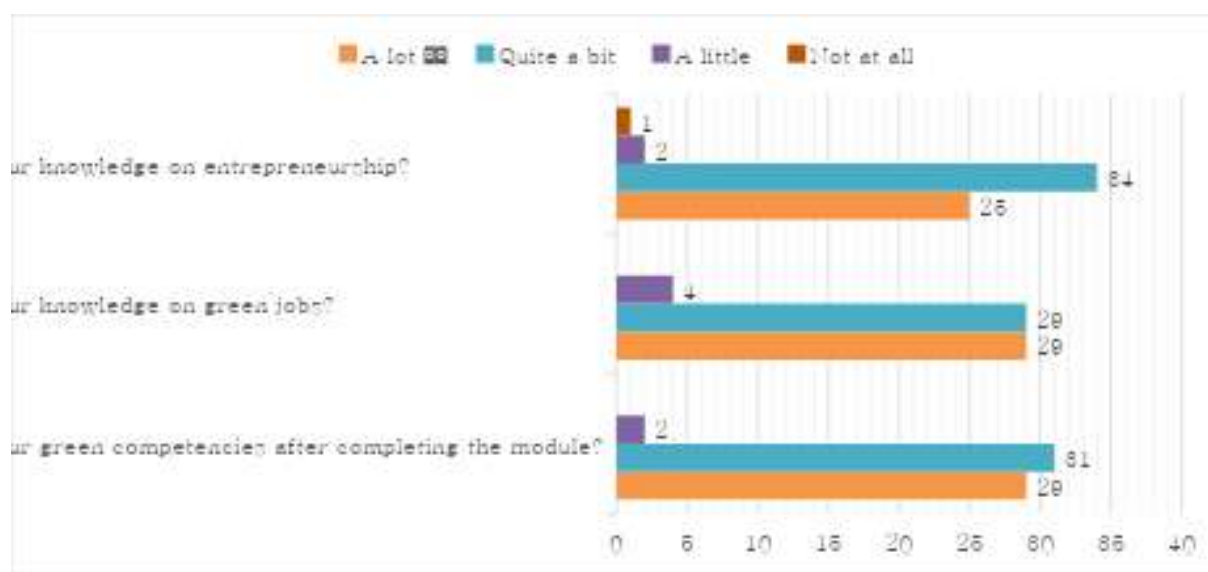


When asked, "Did you encounter any technical issues accessing or using the module materials?", 81% of respondents reported no issues, while 19% indicated they did encounter technical problems. However, none of the participants specified the nature of these issues.

The majority of participants, 98%, found the platform "Very Easy" or "Easy" to navigate, and 98% also rated the platform's appearance and user-friendliness as "Excellent" or "Good."

Regarding the assessments (quizzes, assignments, etc.), 97% of responders felt they were fair and appropriate for measuring knowledge, while 3% disagreed.

Feedback on participants' knowledge improvement in green jobs, entrepreneurship, and the development of their competencies after completing the module is shown in the chart below.



Participants shared positive feedback when asked, "What did you like the most about the module/s?" Below are some of the most common responses:

- **Simplicity, visual appeal, and engaging topics** were highlighted as key strengths.
- One participant appreciated the **clear objectives, well-structured content**, and how the **topics were relevant to real-world applications**. They also found the materials engaging, with the provided examples being especially helpful for understanding and applying the concepts.
- Another participant praised the **professor's clarity** and **competence** in delivering the content.
- Several mentioned the **clear structure of the module** and the **useful materials** that helped facilitate learning and develop practical skills.
- The **focus on sustainable practices** stood out to many, with one participant emphasizing how the module offered **concrete ways to improve our lives and the environment**. They appreciated the practical advice on **reducing waste, saving energy**, and using **eco-friendly products**, which empowered them to make small changes with a big impact.

- One participant simply expressed that they liked **almost everything** about the module.
- Many valued the **engagement during the lectures**, highlighting how the instructor actively **included participants**, shared **examples**, and made the learning experience more interactive.
- A few also appreciated the **presentations**, which they found informative and visually engaging.

When asked about aspects of the module that could be improved, participants provided the following feedback:

- Some participants suggested **more interactive elements**, such as **live discussions** or **hands-on activities**, to make the learning experience even more engaging. They also recommended providing **clearer guidance** on how to apply the concepts to various real-world scenarios. Additionally, including **more examples or case studies** could enhance the relevance and understanding of the material.
- One participant felt the module was **very well structured** and did not require any improvements, as it already met expectations excellently.
- Another suggestion was to incorporate **interactive activities**, such as **group discussions** or **practical projects**, to encourage greater student engagement.
- A few participants recommended **company visits** as a valuable addition to the learning experience, allowing them to see real-world applications firsthand.
- Some expressed a desire for **more details** in the content to further deepen their understanding.
- A suggestion was made to include **activities** that would give attendees a **clearer vision of green businesses**, helping them better grasp the practical aspects of sustainable entrepreneurship.

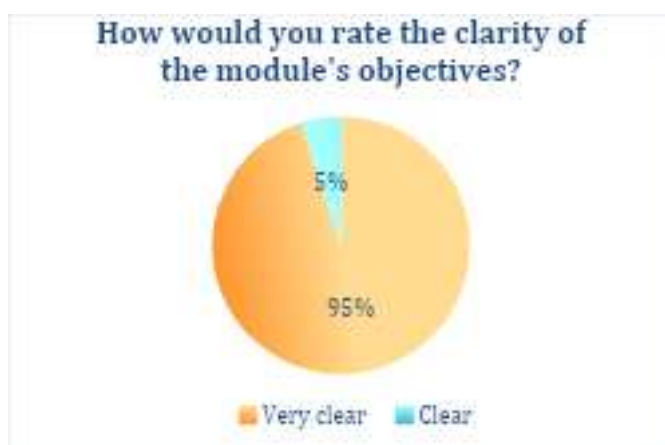
98% of young participants in the piloting phase stated that they would recommend the training modules to others. Additionally, the same percentage (98%) of respondents considered the e-Course to be a highly useful tool for acquiring knowledge on green employment and entrepreneurship.

Overall, the Green Up Yourself training modules, workshops, e-platform, and green mentoring space received exceptionally positive evaluations, as reflected in the results presented above.

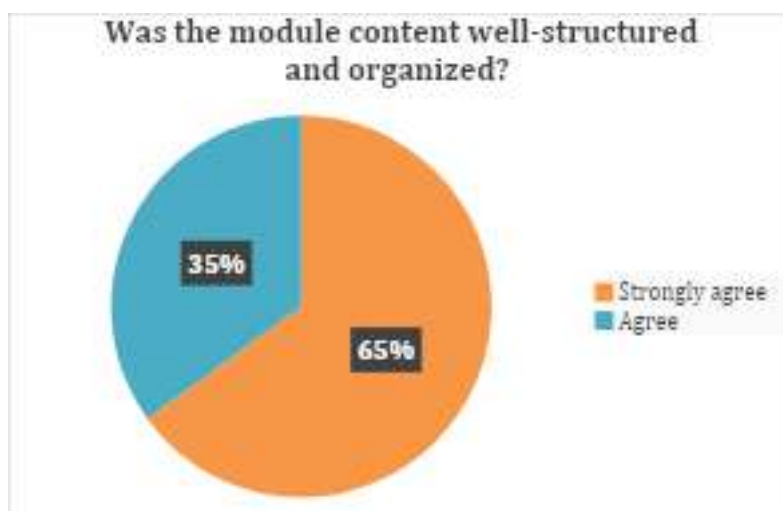
Young professionals evaluation summary

During the piloting phase, 20 young professionals participated in the training. Of these, 15 engaged with all modules, 3 participated in Module 6, 1 in Module 1, and 1 took part only in Module 5.

When asked to rate the clarity of the module's objectives, 95% of young professionals rated them as "Very Clear", while the remaining 5% rated them as "Clear".



100% of the participating young professionals agreed that the module content was well-structured and organized, with 65% strongly agreeing.



When asked whether the topics covered in the module were relevant to their needs and expectations, **100%** of participants agreed or strongly agreed that the topics aligned with their needs.

In terms of course materials, **100%** of responders agreed or strongly agreed that the course materials (such as readings and videos) were of high quality and useful.

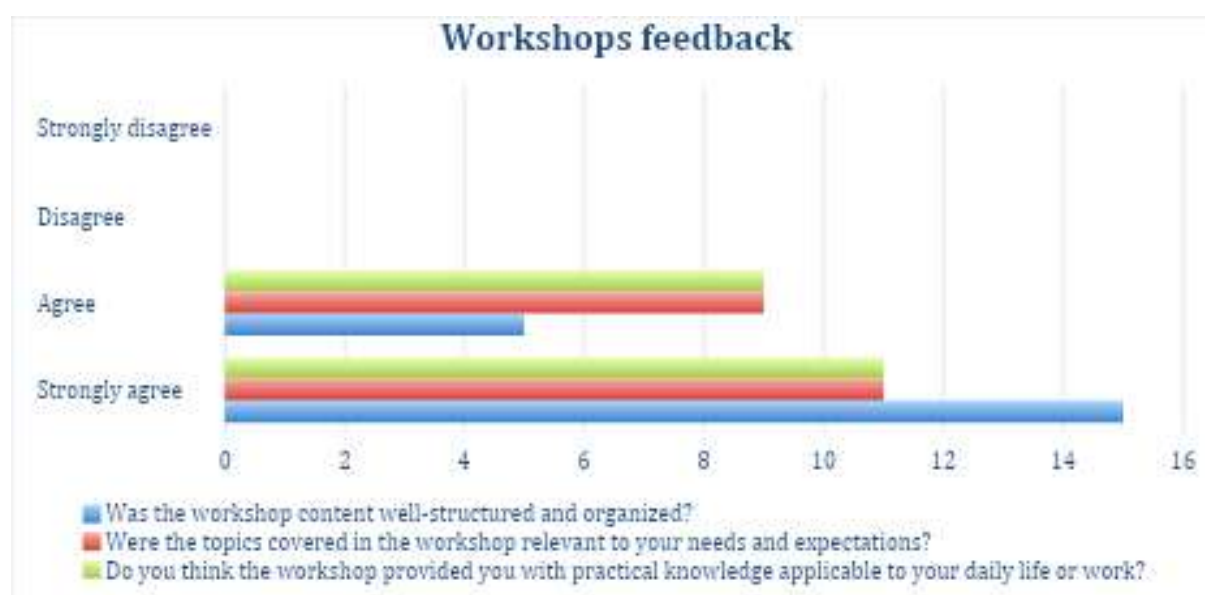
Furthermore, 100% of young professionals who participated in the piloting phase agreed or strongly agreed that the modules provided practical knowledge applicable to their daily life or work.

Regarding the workshops, 70% of participants rated the clarity of the workshop's objectives as "Very Clear," while 30% rated them as "Clear." No one selected "Fairly Clear" or "Not Clear at all."

Additionally, 100% of participants agreed or strongly agreed on the following:

- The workshop content was well-structured and organized.
- The topics covered in the workshop were relevant to their needs and expectations.
- The workshop provided practical knowledge applicable to their daily life or work.

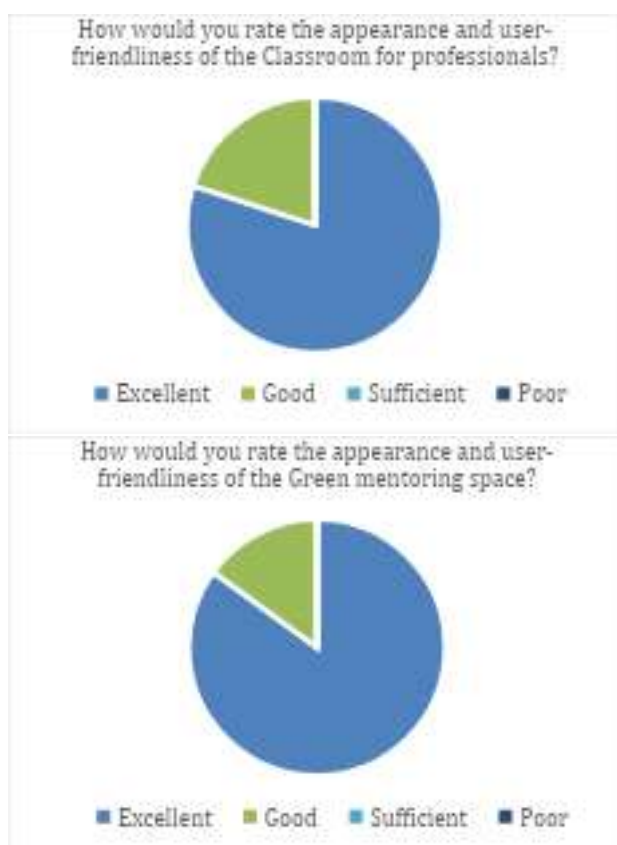
(These results are presented in the bar chart below.)



All participants stated that navigating the Classroom for Professionals or Green Mentoring Space was easy or very easy. (The results are presented in the chart below.)

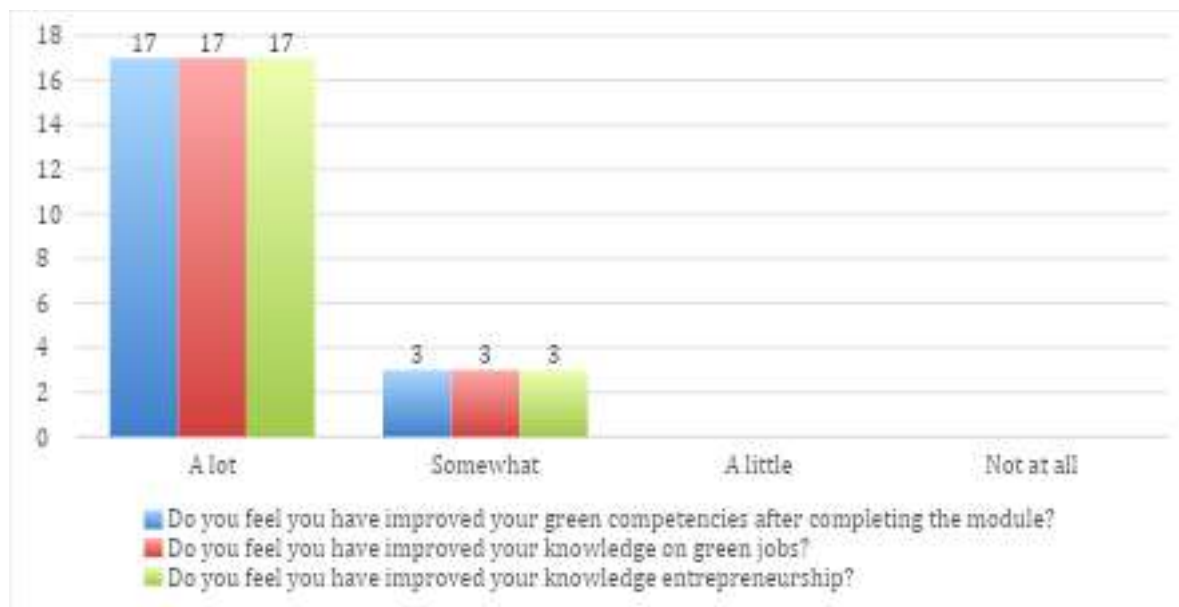


Young professionals who participated in the piloting phase rated the appearance and user-friendliness of the Classroom for Professionals and the Green Mentoring Space as either Excellent or Good.



None of the responders encountered any technical issues while accessing or using the Classroom for Professionals or the Green Mentoring Space.

Upon completing the piloting phase, the participating young professionals reported improvements in their green competencies, knowledge of green jobs, and understanding of entrepreneurship. Specifically, 80% indicated significant improvement ("A lot"), while 20% reported moderate improvement ("Somewhat").



Respondents shared their thoughts on what they liked most about the modules:

- The content is clear and simple, focusing on the most important aspects.
- Modules 1 and 2 provide a solid explanation of green entrepreneurship, while Modules 3, 4, 5, and 6 offer practical steps on starting a green entrepreneurship journey.
- The content and structure of the modules are simple, clear, and user-friendly.
- Drawing inspiration from real-life scenarios, the modules present practical, up-to-date solutions, including the latest tools and insights into potential funding for innovative concepts.
- Modules 1 and 2 offer a comprehensive understanding of green entrepreneurship and green jobs, while Modules 3, 4, and 5 provide valuable tools to kick-start the green entrepreneurship journey. Module 6 offers professional tools to promote green businesses and effectively communicate with colleagues, clients, etc.
- All modules provide crucial information and tools that assist young workers in their daily tasks, helping to strengthen the knowledge and skills of young people in green entrepreneurship and inspiring them to turn their green ideas into real businesses.

All young professionals – including youth workers, teachers, and professors – who took part in the piloting phase (100%) indicated that they would recommend these modules to others.

Furthermore, every participant considered the 'Green Mentoring Space' a valuable resource for fostering networking opportunities and creating synergies between youth and green entrepreneurs.

FSMLR, SPAIN

This report outlines the results of the pilot phase conducted in Spain

Young people evaluation summary

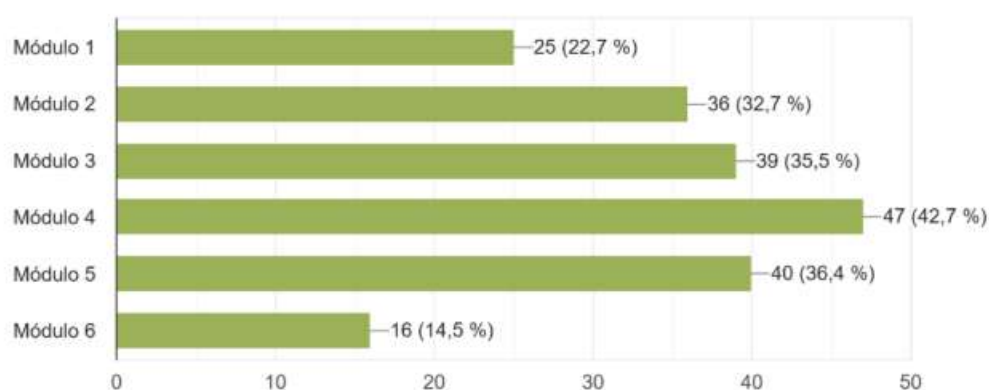
A total of **110 young people** participated in the survey.

Below are the graphical representations of the findings:

Content Evaluation

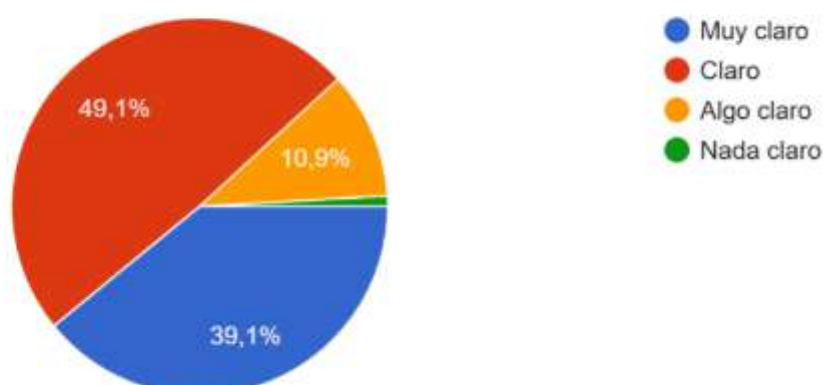
Módulo(s) testados

110 respuestas



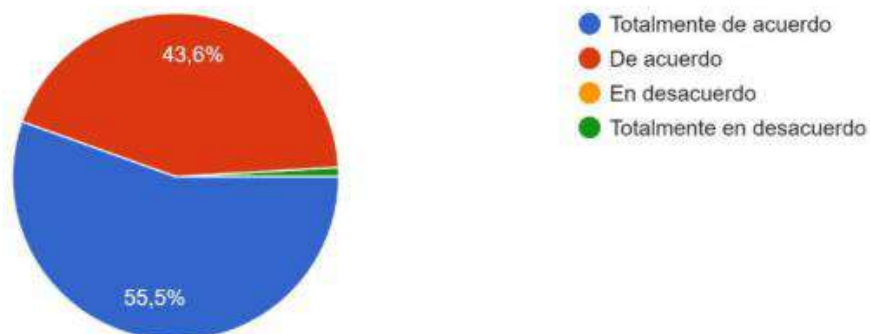
1. ¿Cómo calificarías la claridad de los objetivos del módulo?

110 respuestas



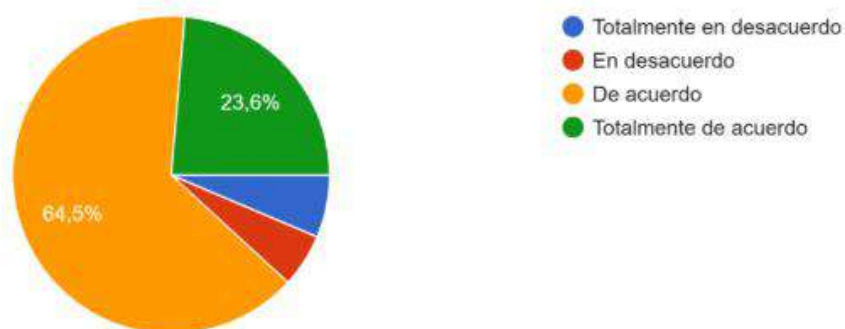
2. ¿El contenido del módulo estaba bien estructurado y organizado?

110 respuestas



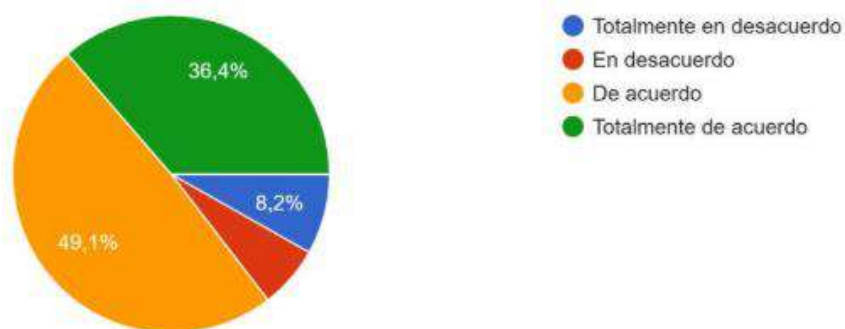
3. ¿Los temas tratados en el módulo respondían a tus necesidades y expectativas?

110 respuestas



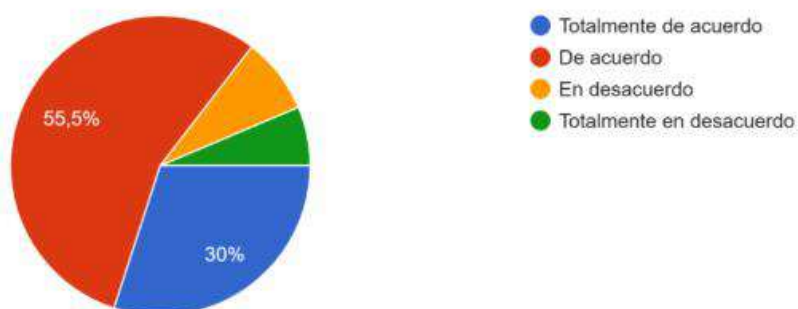
4. ¿El material del curso (lecturas, vídeos, etc.) era de calidad y útil?

110 respuestas



5. ¿Crees que el módulo te ha aportado conocimientos prácticos aplicables a tu vida diaria o a tu futuro trabajo?

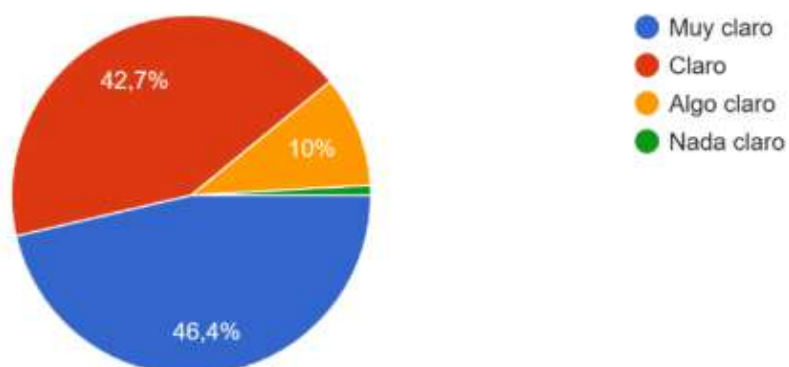
110 respuestas



Workshop evaluation

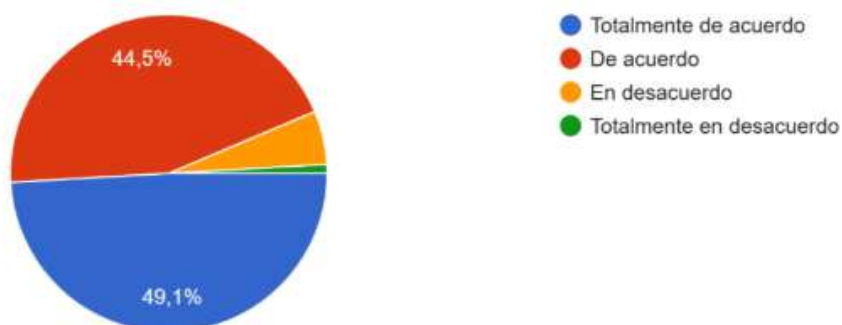
1. ¿Cómo calificarías la claridad de los objetivos del taller?

110 respuestas



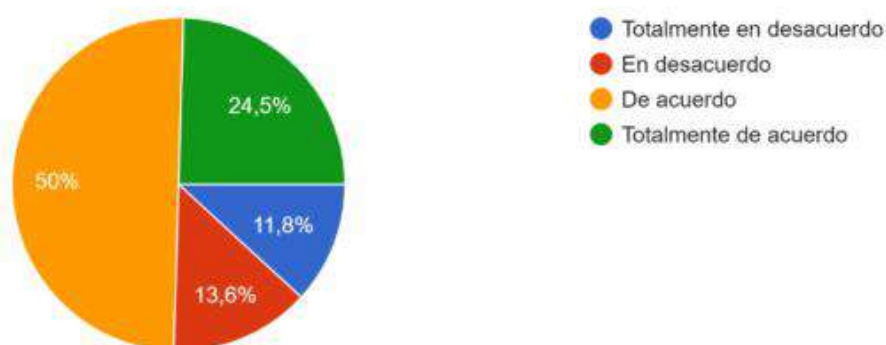
2. ¿El contenido del taller estaba bien estructurado y organizado?

110 respuestas



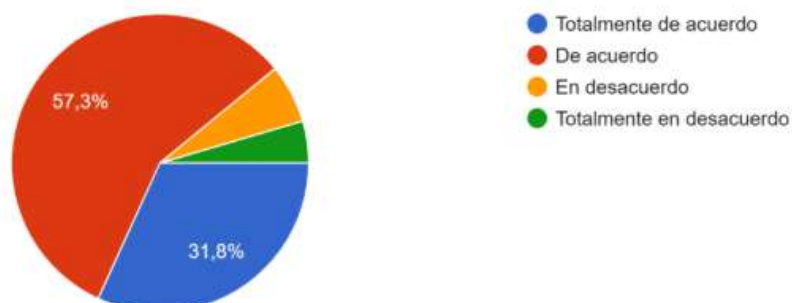
3. ¿Los temas tratados en el taller respondían a tus necesidades y expectativas?

110 respuestas



5. ¿Cree que el taller te ha aportado conocimientos prácticos aplicables a tu vida diaria o a tu futuro trabajo?

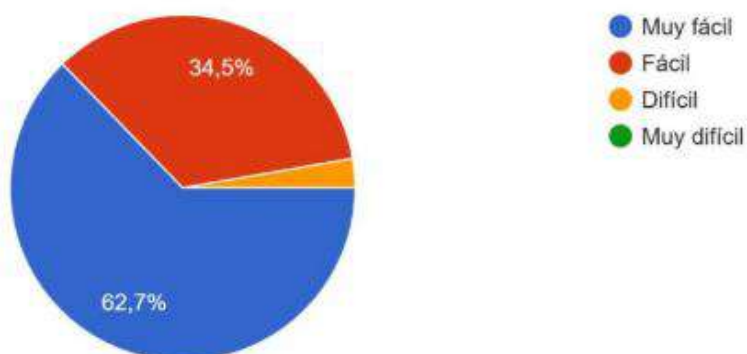
110 respuestas



e-learning Platform evaluation

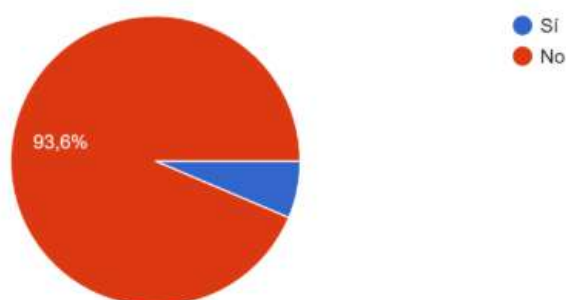
1. ¿Te resultó fácil navegar por la plataforma de e-learning?

110 respuestas



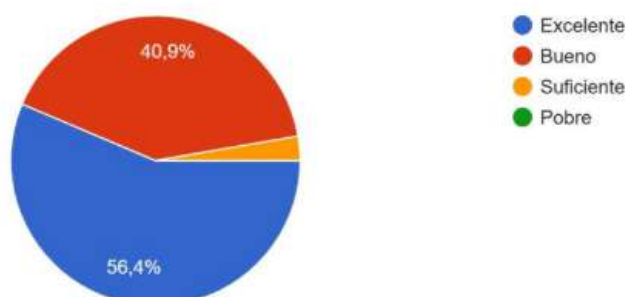
2. ¿Has tenido algún problema técnico para acceder o utilizar los materiales del módulo?

110 respuestas



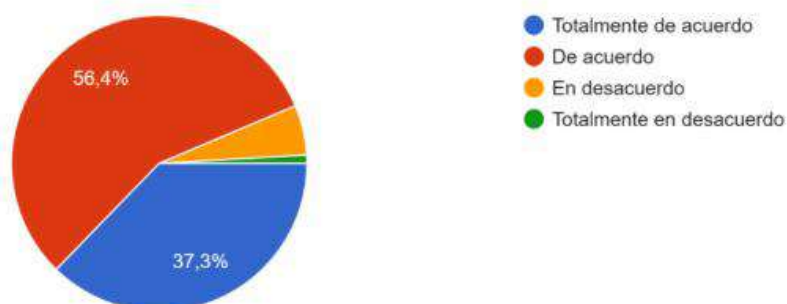
3. ¿Cómo calificarías el aspecto y la facilidad de uso de la plataforma?

110 respuestas



4. ¿Crees que las evaluaciones (cuestionarios, tareas, etc.) fueron suficientes y apropiadas para medir tus conocimientos?

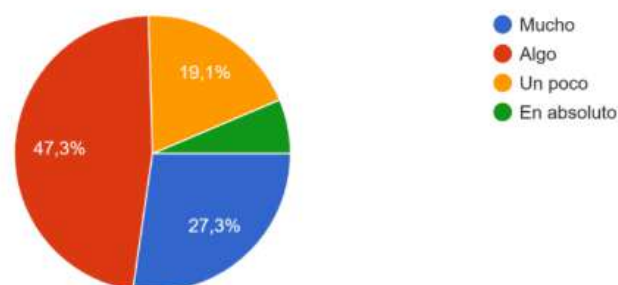
110 respuestas



Impact and satisfaction

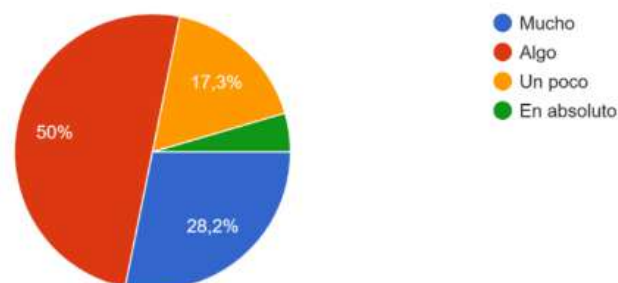
1. ¿Consideras que han mejorado tus competencias verdes (ecológicas) tras completar el módulo?

110 respuestas



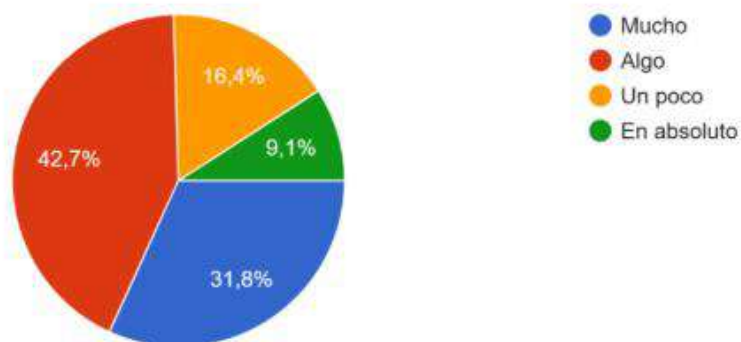
2. ¿Crees que han mejorado tus conocimientos sobre empleos verdes?

110 respuestas



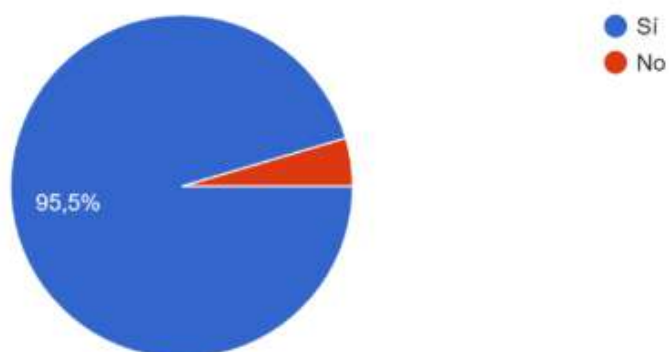
3. ¿Cree que han mejorado tus conocimientos sobre el espíritu emprendedor?

110 respuestas



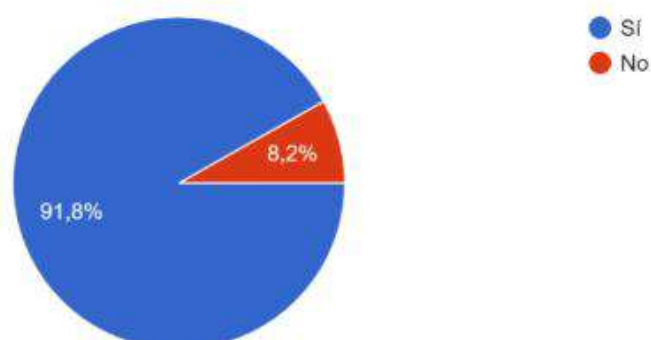
¿Recomendarías este módulo a otras personas?

110 respuestas



2. ¿Consideras que el curso es una herramienta útil para adquirir conocimientos sobre competencias verdes y emprendimiento ecológico?

110 respuestas



Participants provided valuable feedback regarding their experience with the platform. Some users encountered language-related issues, as certain pages were not translated, leaving them to complete quizzes and other activities in English. Additionally, there were reports of technical difficulties, such as issues accessing the platform, preventing some participants from engaging fully with the content.

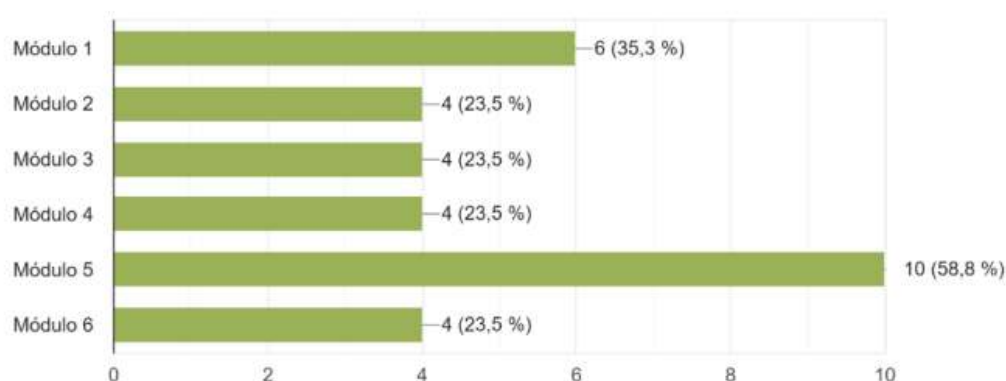
Despite these challenges, participants appreciated the overall experience, particularly in terms of content, which appears to have sparked engagement. However, ensuring full accessibility, such as offering complete translations and resolving technical access issues, would further improve the user experience and make the platform more inclusive.

Young professionals evaluation summary

A total of 17 youth workers participated in the survey.

Tested Module(s):

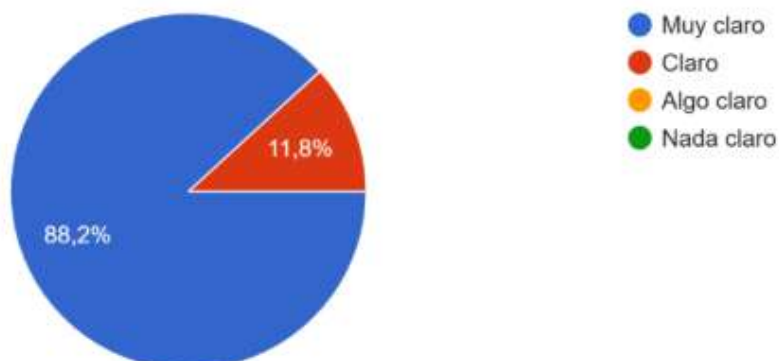
17 respuestas



Content evaluation

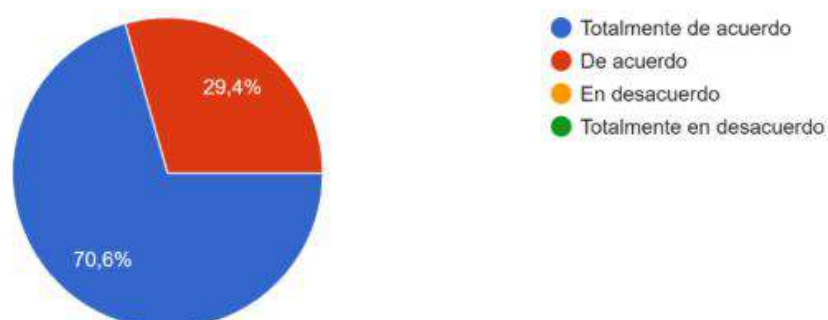
1. ¿Cómo calificaría la claridad de los objetivos del módulo?

17 respuestas



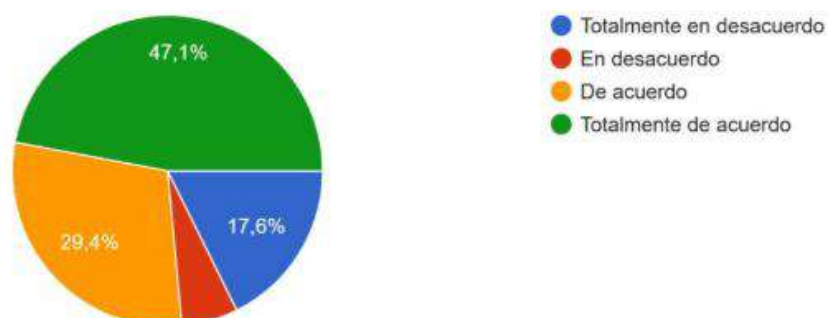
2. ¿El contenido del módulo estaba bien estructurado y organizado?

17 respuestas



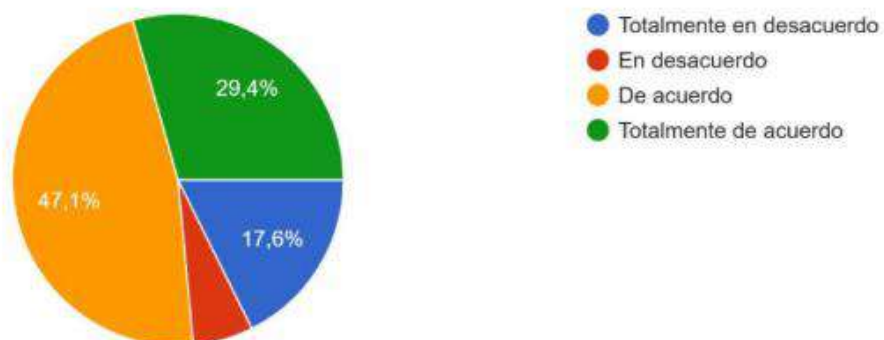
3. ¿Los temas tratados en el módulo respondían a sus necesidades y expectativas?

17 respuestas



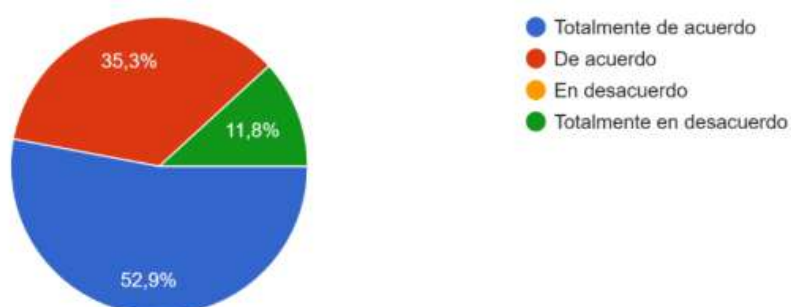
4. ¿El material del curso (lecturas, vídeos, etc.) era de calidad y útil?

17 respuestas



5. ¿Cree que el módulo le ha aportado conocimientos prácticos aplicables a su vida diaria o a su trabajo?

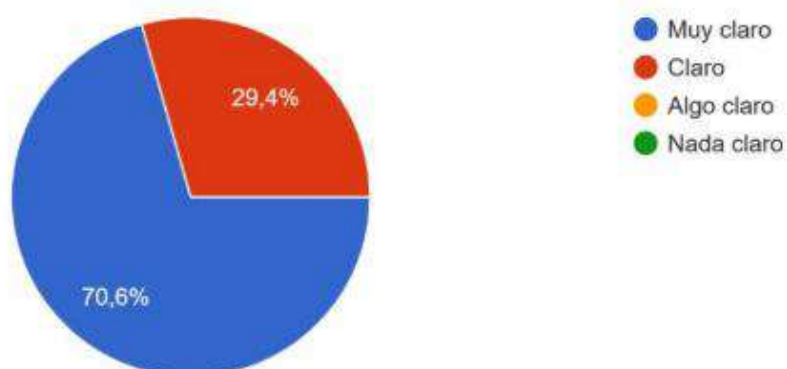
17 respuestas



Workshop evaluation

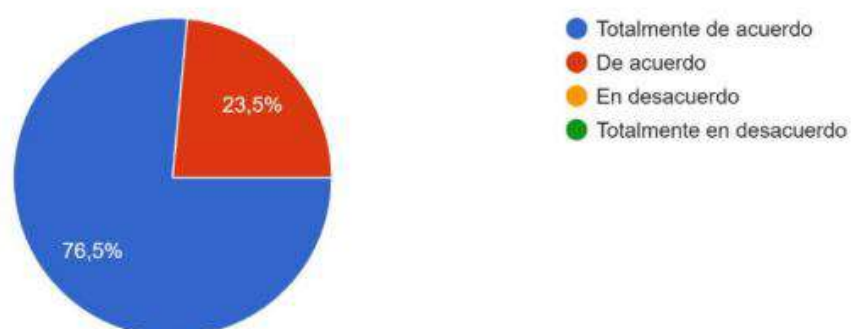
1. ¿Cómo calificaría la claridad de los objetivos del taller?

17 respuestas



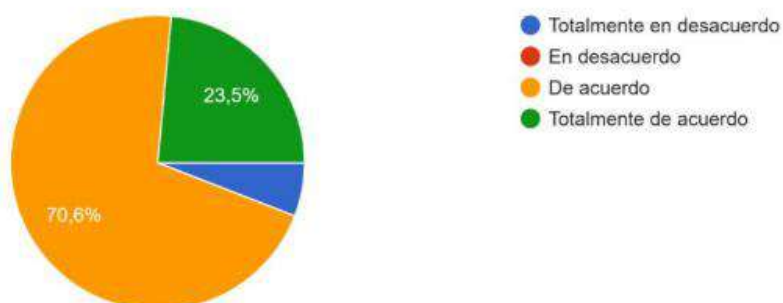
2. ¿El contenido del taller estaba bien estructurado y organizado?

17 respuestas



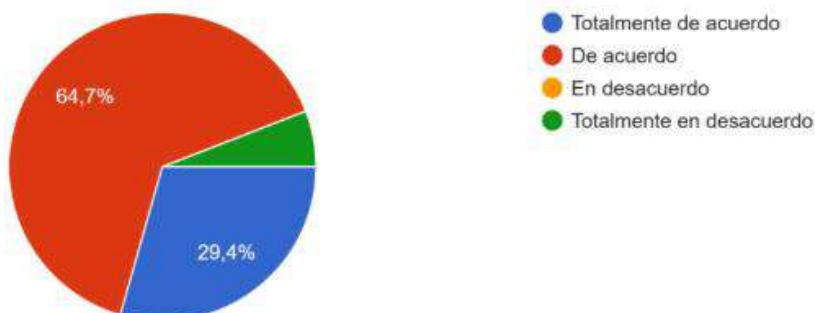
3. ¿Los temas tratados en el taller respondían a sus necesidades y expectativas?

17 respuestas



5. ¿Cree que el taller le ha aportado conocimientos prácticos aplicables a su vida diaria o a su trabajo?

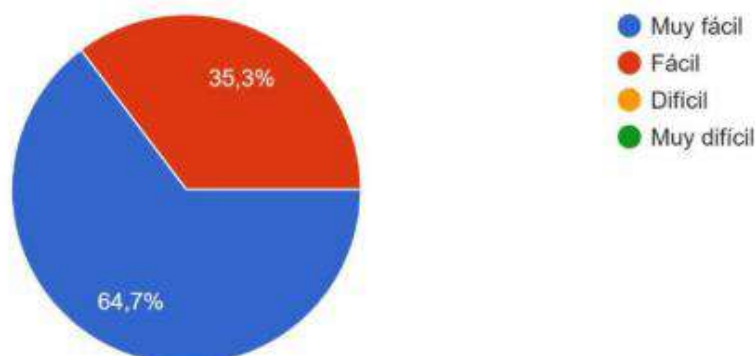
17 respuestas



Classroom for professionals

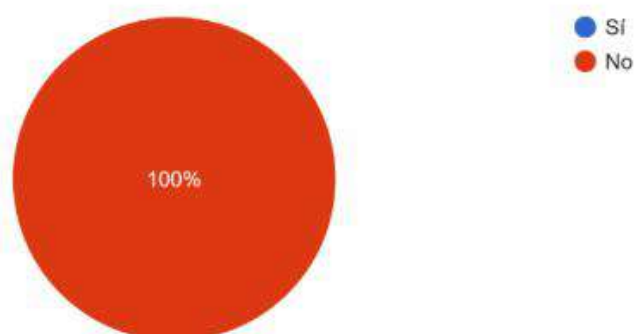
1. ¿Fue fácil navegar por el Classroom para profesionales?

17 respuestas



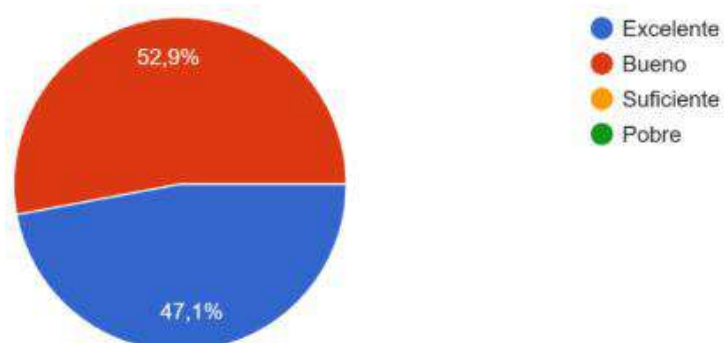
2. ¿Ha tenido problemas técnicos para acceder o utilizar el Classroom para profesionales?

17 respuestas



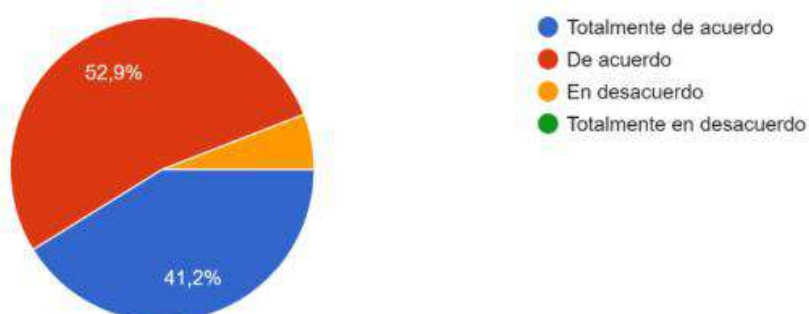
3. ¿Cómo calificaría el aspecto y la facilidad de uso del Classroom para profesionales?

17 respuestas



4. ¿Crees que las evaluaciones (cuestionarios, tareas, etc.) fueron suficientes y apropiadas para medir tus conocimientos?

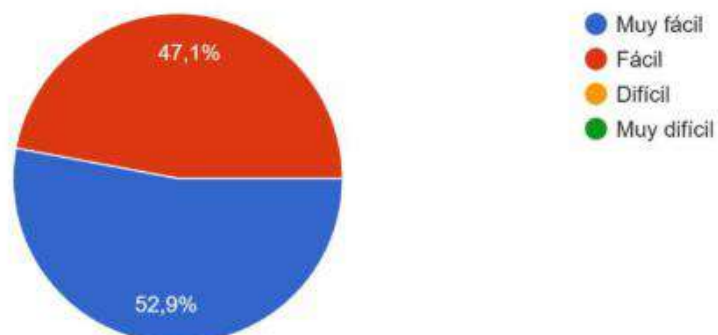
17 respuestas



Green mentoring space

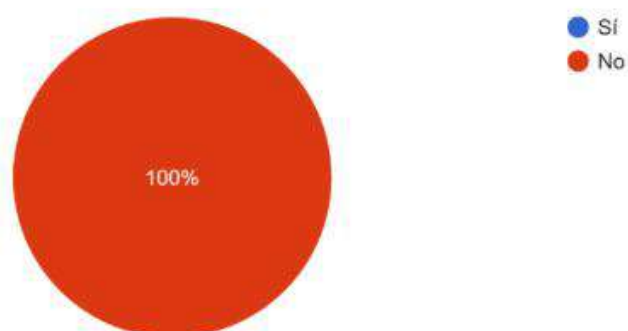
1. ¿Te resultó fácil navegar por el Espacio de Mentoring Verde?

17 respuestas



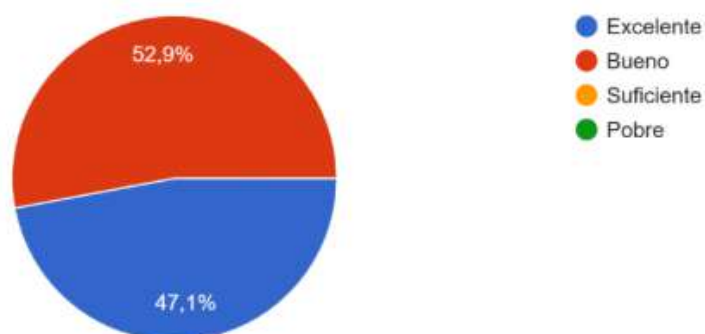
2. ¿Ha tenido problemas técnicos para acceder o utilizar el Espacio de Mentoring Verde?

17 respuestas



3. ¿Cómo calificaría el aspecto y la facilidad de uso del Espacio de Mentoring Verde ?

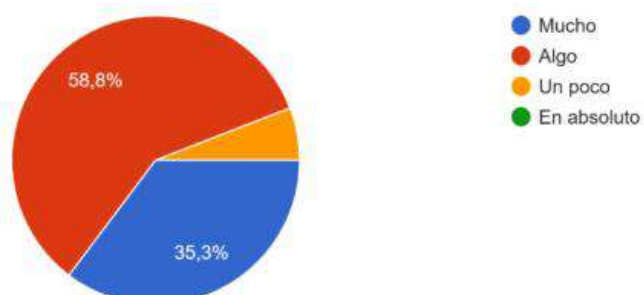
17 respuestas



Impact and satisfaction

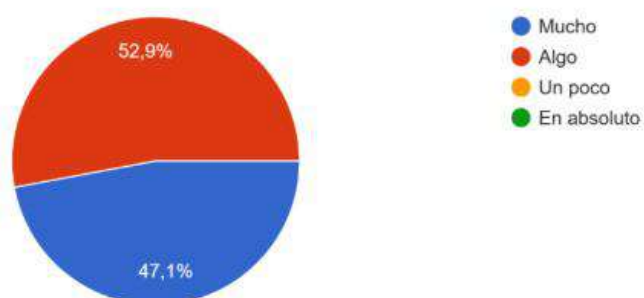
1. ¿Considera que ha mejorado sus competencias ecológicas tras completar el módulo?

17 respuestas



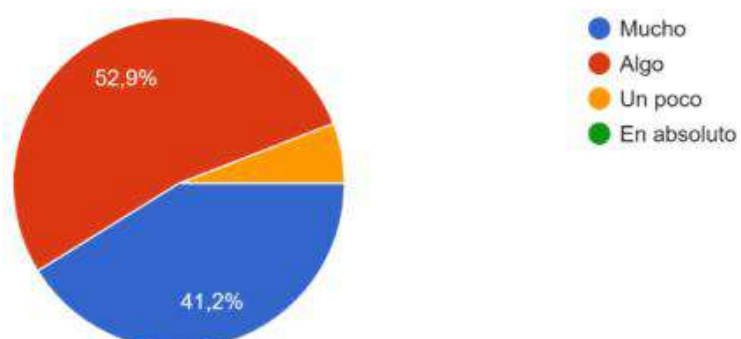
2. ¿Cree que ha mejorado sus conocimientos sobre empleos verdes?

17 respuestas



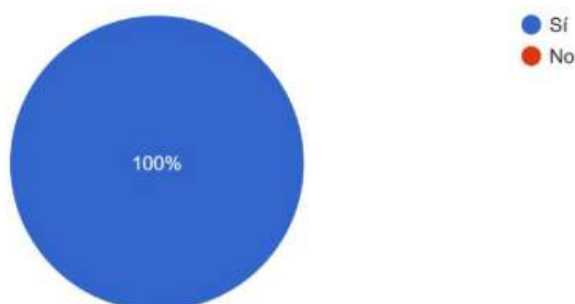
3. ¿Considera que ha mejorado sus conocimientos en emprendimiento?

17 respuestas



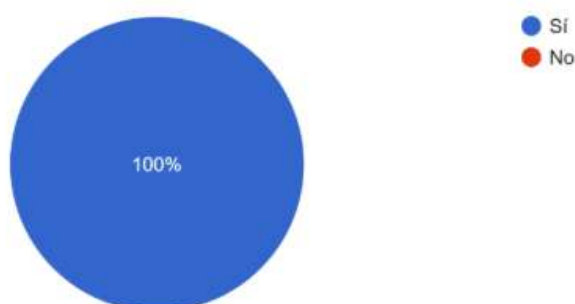
¿Recomendaría este módulo a otras personas?

17 respuestas



2. ¿Considera que el "Espacio de Mentoring Verde" es un recurso útil para generar redes y sinergias entre los jóvenes y los emprendedores verdes?

17 respuestas



What participants liked most about the module

The majority of participants appreciated the clarity and simplicity of the content. Many highlighted that the modules were easy to understand and practical, with some mentioning that the design was intuitive and visually appealing. The content flow was another positive aspect, as it was seen as clear, well-structured, and engaging. Respondents also valued the ease of interaction and readability, noting that the module was easy to navigate and well-paced.

The clean aesthetics and simplicity of the design were also praised, with several participants mentioning that these features helped improve their overall learning experience. Additionally, some respondents emphasized that the module successfully expanded their knowledge of green jobs and entrepreneurship, making them more aware of the potential in these areas.

Overall, the participants seemed to appreciate the module's straightforward approach, its visual and intuitive design, and the clarity with which the content was presented. These factors contributed to a highly positive learning experience.

Suggestions for Improving the Module

While many participants expressed overall satisfaction with the module, there were a few suggestions for improvement. The most frequent recommendation was to increase the depth of certain topics, particularly in the area of entrepreneurship, where some felt that the content could be expanded to provide more comprehensive insights. Participants also suggested that the module could benefit from additional digital tools and links, particularly those mentioned in the content, to make the information more accessible and practical.

Another common suggestion was to introduce multimedia elements such as videos, interactive quizzes, and tutorials to create a more engaging and dynamic learning experience. Some participants mentioned the potential to integrate supplementary materials like bibliographic resources and study data, along with links to external websites related to the discussed tools. Additionally, the idea of adding more graphs to visualize the concepts was also brought up to enhance understanding.

While some respondents felt that certain modules, like Module 1 and 4, were already well-structured and didn't require changes, others suggested introducing a more dynamic element to keep learners actively engaged throughout the modules.

In general, the feedback highlights that while the modules are well-received, small adjustments in terms of additional resources, multimedia content, and expanded information could further improve the learning experience.

STEP institute, SLOVENIA

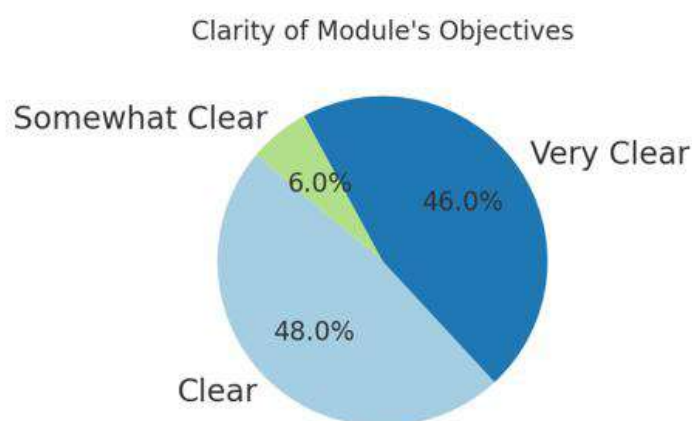
This report outlines the results of the pilot phase conducted in Slovenia

Young people evaluation summary

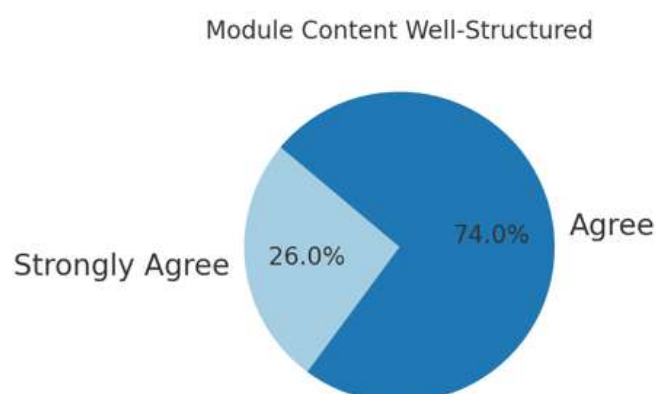
As part of the Green Up Yourself project, 51 young participants from Slovenia took part in the piloting phase. After completing the training, they provided feedback via an online evaluation questionnaire. The aim was to assess the clarity, structure, relevance, and effectiveness of the learning modules, workshops, and digital platform. Below is a summary of the key findings.

Module Objectives and Content

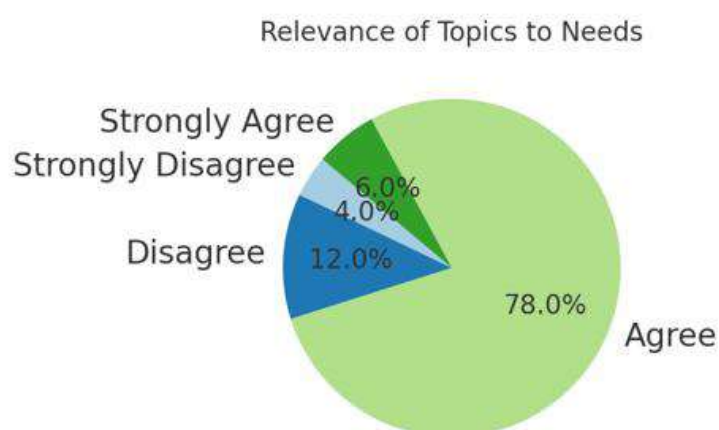
Participants were asked about the clarity of the module objectives. The majority (47 out of 51) found them either "clear" or "very clear," demonstrating strong alignment with participant expectations.



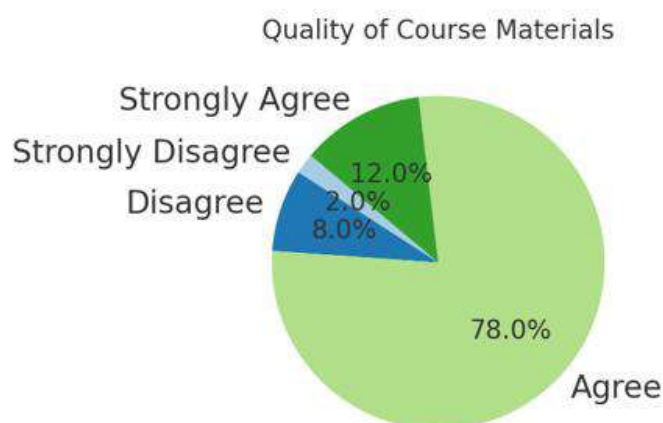
Regarding the structure and organization of the module content, 98% of respondents agreed that the content was well-structured, with 37 participants selecting "agree" and 13 choosing "strongly agree."



When asked about the relevance of topics, 82% of participants found them relevant, although 8 participants disagreed or strongly disagreed.

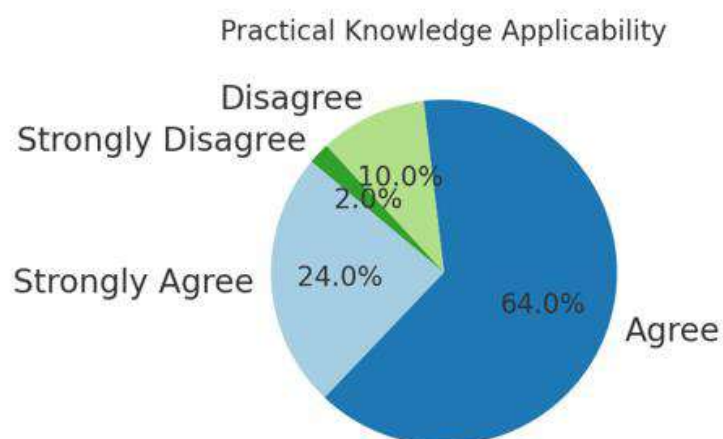


Similarly, when evaluating the quality and usefulness of course materials, the majority found them helpful, with only 5 participants expressing dissatisfaction.



Practical Knowledge and Workshop Effectiveness

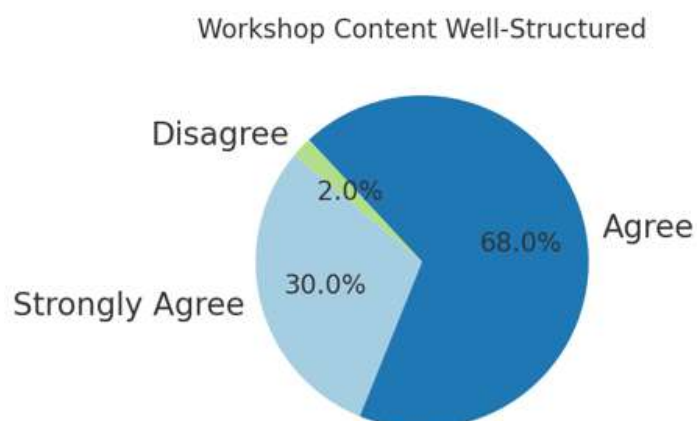
Participants were also asked whether the module provided practical knowledge applicable to daily life or work. Around 86% agreed that it did.



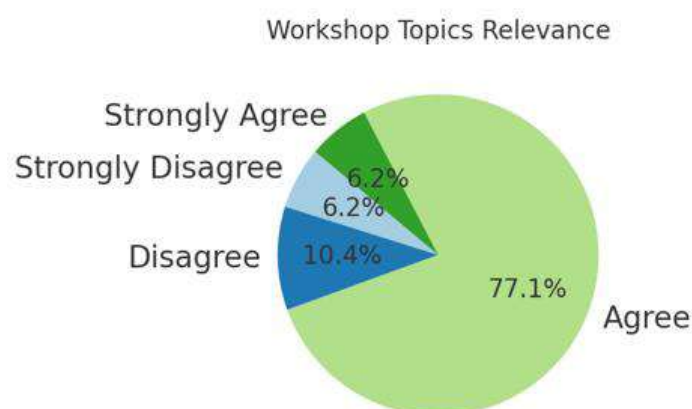
When asked about the clarity of workshop objectives, most participants rated them as "clear" or "very clear."



Additionally, feedback on the workshop structure was positive, with 49 out of 51 participants agreeing that the content was well-organized.



Regarding the relevance of workshop topics, the majority of participants found them appropriate, though a small group of 8 participants expressed disagreement or strong disagreement.

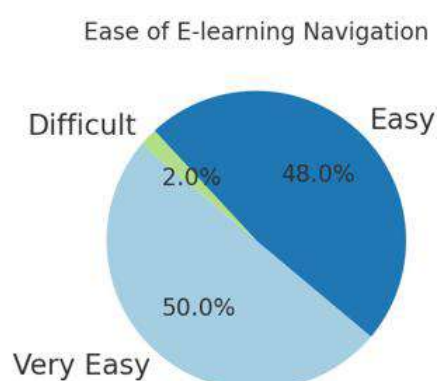


Most participants agreed that the workshops provided them with useful, practical knowledge.



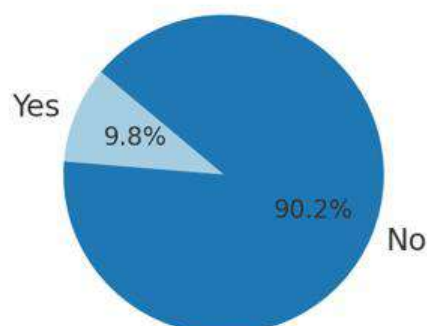
E-Learning Platform Experience

Ease of navigation on the e-learning platform was another key aspect evaluated. 96% of participants found it "very easy" or "easy" to use



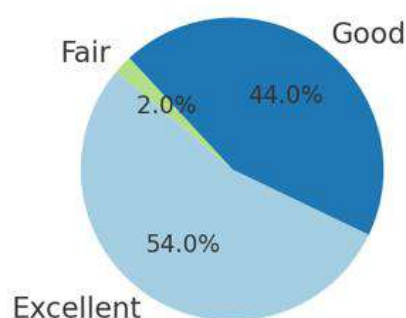
Only 5 participants reported experiencing technical issues, primarily related to questionnaire malfunctions and internet connectivity.

Technical Issues Encountered



The platform's design and user-friendliness were well-received, with 96% of respondents rating it as "good" or "excellent."

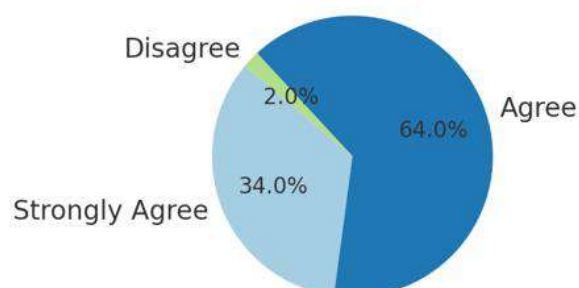
User-friendliness of Platform



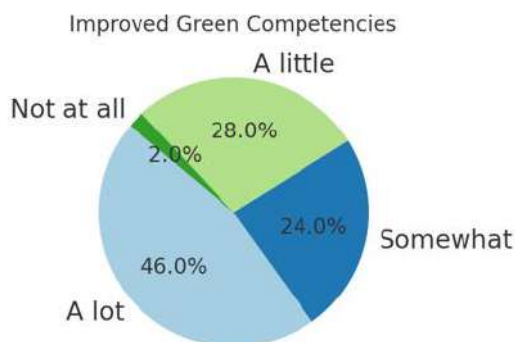
Assessment and Competency Improvement

Participants were also asked about the fairness and appropriateness of assessments. Almost all (96%) agreed they were suitable for measuring knowledge.

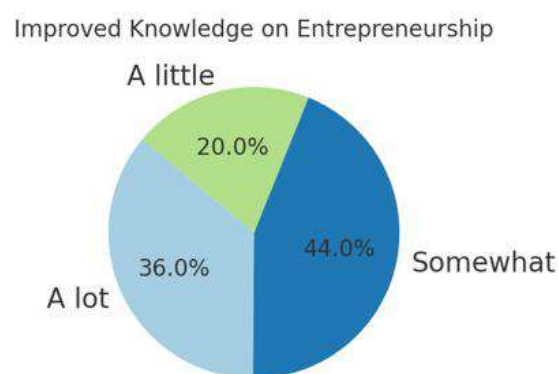
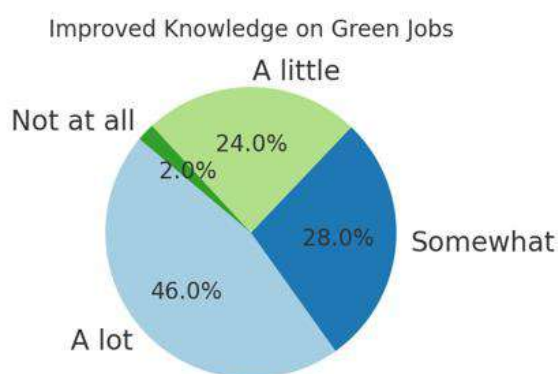
Fairness of Assessments



Additionally, when assessing personal growth, 69% reported a significant improvement in green competencies, while 31% indicated a moderate or slight improvement.



Similar trends were observed in knowledge improvement regarding green jobs and entrepreneurship.



What participants liked most about the modules

The feedback from participants regarding the piloting workshop was overwhelmingly positive. Many respondents stated that they liked "everything" about the module. Specific aspects that stood out included the creation of posters, the presentation, and learning about the business model. Participants appreciated the informative and educational content, gaining new knowledge and ideas and the final group workshops where they developed new innovations based on real examples.

Additionally, the module's structure, the opportunity to visualize business solutions through drawing, and the broad range of new information were highlighted. Some participants valued the practical aspect of the module, mentioning that they learned things that could improve their daily lives. Others appreciated the clarity and directness of the content and the awareness it raised. Overall, the feedback indicates that the module was engaging, informative, and well-received.

Suggested Improvements for the Modules

Overall, most participants were satisfied with the module, with several stating that no improvements were necessary. However, some respondents suggested areas for enhancement.

A key recommendation was to incorporate more practical work and real-life case examples and tasks to make the learning experience more hands-on and applicable.

A few participants mentioned that certain aspects of the module were confusing, and one suggested improving the user interface to make navigation clearer. There was also a mention of making the content "greener", possibly referring to a stronger emphasis on sustainability practices.

Despite these suggestions, the general consensus was that the module was already well-structured and effective.

Young professionals evaluation summary

As part of the piloting phase of the *Green Up Yourself* project, 10 young professionals took part in the evaluation. Due to technical difficulties, they were unable to complete the online questionnaire immediately after the training. Instead, their responses were collected on paper and later manually entered into the system.

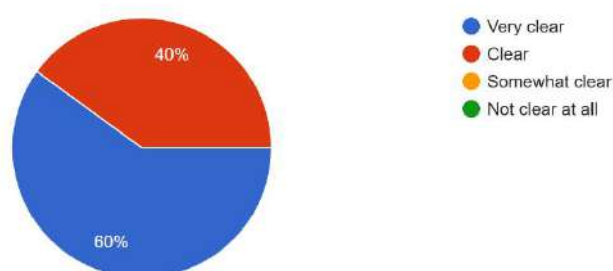
The feedback gathered offers valuable insights into the clarity, structure, and relevance of the module, as well as its overall impact. The results show high satisfaction, with participants particularly appreciating the clear objectives, practical applicability of knowledge, and user-friendly digital platforms.

Content Evaluation

Participants rated the module highly in terms of structure, clarity, and relevance.

Clarity of Objectives: 60% of participants found the module's objectives very clear, while 40% rated them as clear.

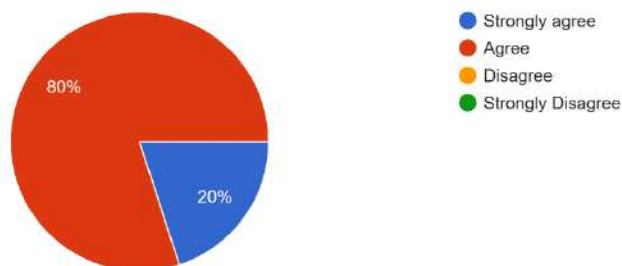
1. How would you rate the clarity of the module's objectives?
10 odgovorov



Organization of Content: All participants agreed that the module was well-structured, with 80% agreeing and 20% strongly agreeing.

2. Was the module content well-structured and organized?

10 odgovorov



Relevance to Needs: 100% of participants agreed that the topics covered aligned with their expectations.

3. Were the topics covered in the module relevant to your needs and expectations?

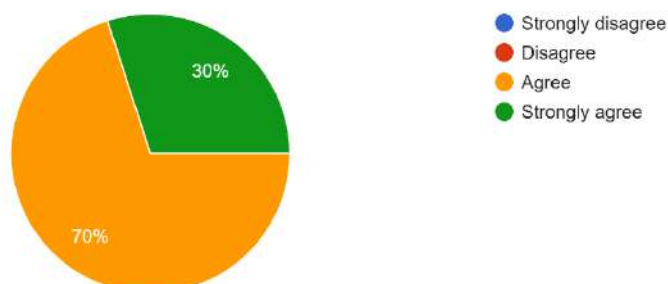
10 odgovorov



Quality of Materials: While 70% agreed that the course materials were useful, 30% rated them as particularly high quality.

4. Was the course material (readings, videos, etc.) of high quality and useful?

10 odgovorov



Practical Knowledge: All participants (100%) agreed that the module provided them with practical knowledge applicable to their work or daily life.

5. Do you think the module provided you with practical knowledge applicable to your daily life or work?

10 odgovorov



Workshop Evaluation

Similar to the module, the workshop was well-received, with positive feedback on structure and clarity.

Clarity of Objectives: Half of the participants (50%) rated the workshop objectives as very clear, while the other 50% found them clear.

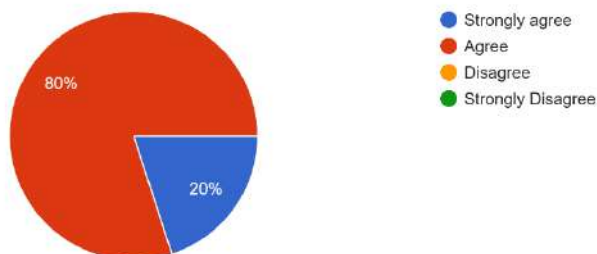
1. How would you rate the clarity of the workshop's objectives?

10 odgovorov



Organization of Content: 80% agreed the workshop was well-structured, while 20% strongly agreed.

2. Was the workshop content well-structured and organized?
10 odgovorov



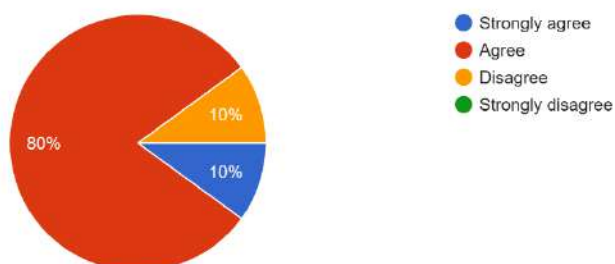
Relevance to Needs: All participants (100%) agreed that the workshop topics met their expectations.

3. Were the topics covered in the workshop relevant to your needs and expectations?
10 odgovorov



Practical Knowledge: The majority (90%) found the workshop provided practical knowledge, while 10% disagreed.

5. Do you think the workshop provided you with practical knowledge applicable to your daily life or work?
10 odgovorov



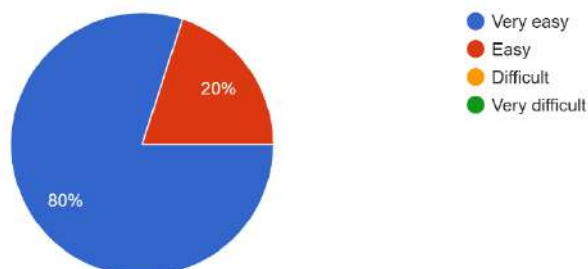
Classroom for Professionals

The Classroom for Professionals was rated as user-friendly, with no reported technical issues.

Ease of Navigation: 80% of participants found the platform very easy to navigate, while 20% rated it as easy.

1. How easy was it to navigate the Classroom for professionals?

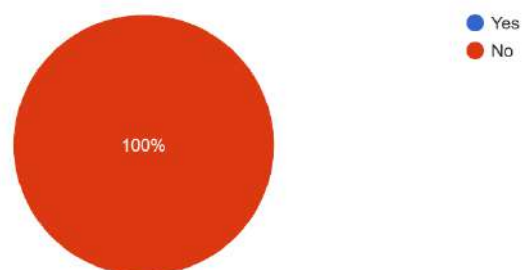
10 odgovorov



Technical Issues: No participants (0%) reported encountering any technical problems.

2. Did you encounter any technical issues accessing or using the Classroom for professionals?

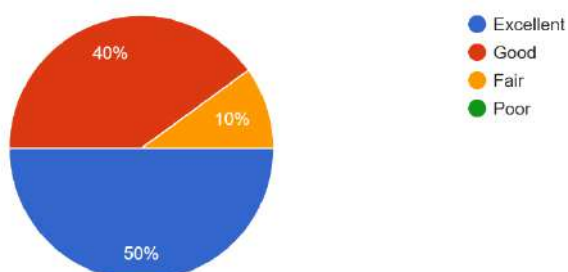
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User-Friendliness: Half of the participants (50%) rated the platform as excellent, 40% as good, and 10% as fair.

3. How would you rate the appearance and user-friendliness of the Classroom for professionals?

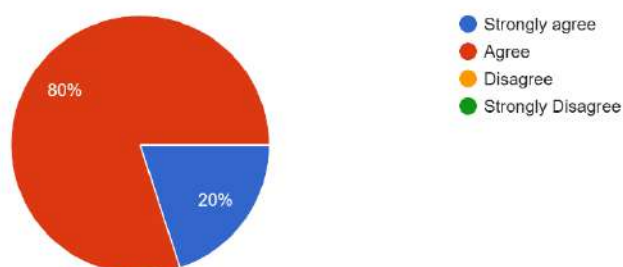
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Assessments: 80% agreed that the assessments were fair and appropriate, while 20% strongly agreed.

4. Do you think the assessments (quizzes, assignments, etc.) were fair and appropriate for measuring your knowledge?

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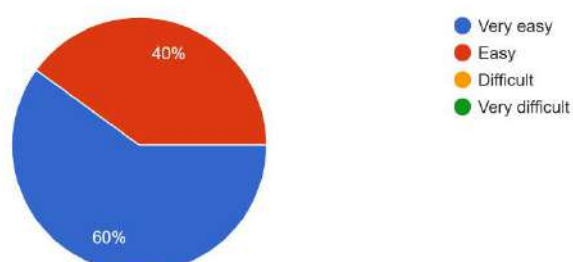
Green Mentoring Space

The Green Mentoring Space was similarly well-received, with no technical issues reported.

Ease of Navigation: 60% found it very easy to use, while 40% rated it as easy.

1. How easy was it to navigate the Green mentoring space?

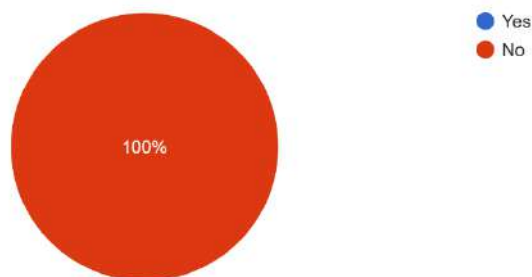
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Technical Issues: No participants (0%) encountered difficulties accessing the platform.

2. Did you encounter any technical issues accessing or using the Green mentoring space ?

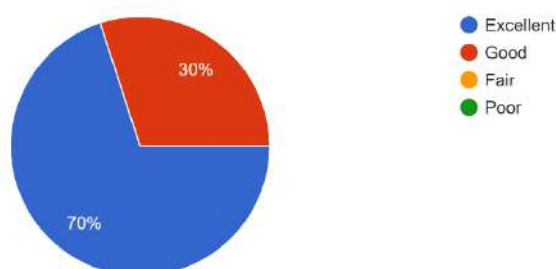
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User-Friendliness: 70% rated it as excellent, while 30% rated it as good.

3. How would you rate the appearance and user-friendliness of the Green mentoring space?

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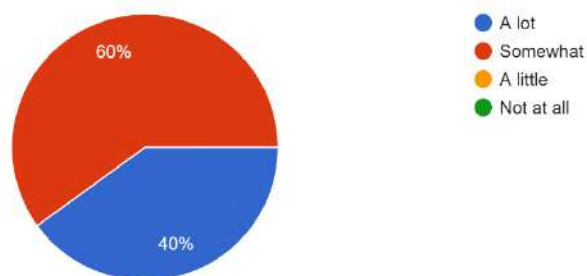
Impact and Satisfaction

Participants reported an increase in green competencies, knowledge on green jobs, and entrepreneurship.

Improvement in Green Competencies: 40% felt they improved a lot, while 60% reported some improvement.

1. Do you feel you have improved your green competencies after completing the module?

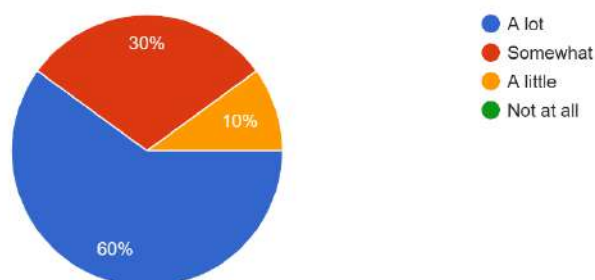
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Knowledge on Green Jobs: 60% felt they improved a lot, 30% somewhat, and 10% a little.

2. Do you feel you have improved your knowledge on green jobs?

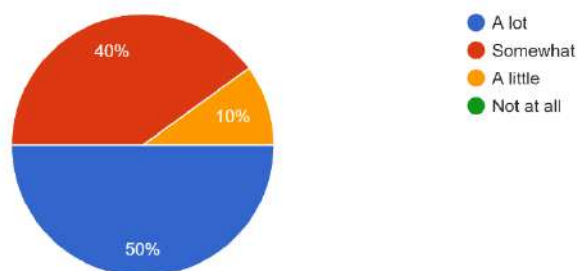
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Entrepreneurship Knowledge: 50% improved a lot, 40% somewhat, and 10% a little.

3. Do you feel you have improved your knowledge entrepreneurship?

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What participants liked most about the modules

Participants found the modules engaging and well-structured, highlighting the variety of materials, such as videos, quizzes, and interactive workshops, as a key strength. Many appreciated its clarity and ease of understanding, making it simple to follow. The real-world applicability of the content was particularly valued, with participants noting that they could directly relate what they learned to practical situations. Learning about green entrepreneurship was seen as inspiring, while real-life examples helped bring the concepts to life. Additionally, the module provided a fresh perspective on sustainability and green jobs, further enhancing its impact.

Suggested Improvements for the Modules

Overall, participants were satisfied with the modules, but some suggested improvements to enhance engagement. Several respondents expressed interest in more hands-on activities to make learning more interactive. One participant mentioned that the quizzes could be more challenging to better assess knowledge. Additionally, some participants noted the absence of artificial intelligence-related content and suggested its inclusion. While some feedback highlighted areas for improvement, others stated that the modules were already well-designed and required no changes.