

# Evaluation Matrix for participation in #WorkBaL@EU

## Introduction

The following evaluation matrix will be used during the participants' selection procedure by the Selection Committee to define the list of the participants in the Erasmus+, KA1 Vet Learners mobility project #WorkBaL@EU, as promised in the proposal.

The evaluation matrix will be publicly announced to the participants wishing to apply for their participation in the project and the list with the collected points will also be publicly announced to guarantee the transparency of the procedure.

The matrix criteria are based on the factors that will provide a clear picture of the participant who will be mostly benefitted by taken part in the project.

## Schools Grades

School Grades have a vital role during the student's educational life. They express the students achievement imprinted on an appropriate educational scale through a procedure called educational evaluation. The school grades present the student's level of achievement in technological and vocational education & training courses carried out by the 1<sup>st</sup> Evening Vocational Senior High School of Egaleo. Their achievement can show clearly who will be benefitted as the higher their achievement, the higher their performance in the work placements. The matrix will take into consideration only their achievement in the courses of their specialty and not in the courses of their General Education. Greek High Schools use a 0-20 scale for the grades (0=Worse - 20=Excellent). The selection procedure of the participants, maps the school grades to a 5-point scale (0-5) according to the following table. The school grades are assigned the maximum weight of **0.20 (20%)** of the total points.

School Grade Interval (0-20 Scale)	Points
0-9	0
10-11	1
12-13	2
14-15	3
16-17	4
18-20	5

## English Knowledge Level

The knowledge of the English language is an important factor for an IT student. The Knowledge level allows the professional to use a great amount of technological information and opportunities in a globalized environment. Furthermore as a European citizen and as participants in this mobility project the level of the English language knowledge plays an important role. The participant who will be able to communicate in English during this project will be benefitted most during this project as he/she will be able to carry out the tasks of his/her work placement without much difficulty caused by communication failures and this lack of communication failures will enhance the experience of this mobility project as a whole. This is why the English Knowledge level is given the weight of **0.20 (20%)** of the total points. The knowledge is also mapped to a 5-point scale (0-5) according to the following

table. For those students that don't have a *Common European Framework of Reference for Languages* certificate, an interview will be carried out by English teachers inside the school to qualify the candidates to the above levels.

English Knowledge Level CEFR European Guideline	Points
No Level Group	0
A - Level Group	1
B1 - Level Group	2
B2 - Level Group	3
C1 - Level Group	4
C2 - Level Group	5

## Motivation

Motivation criteria present the level of benefit a participant will receive by taking part in the project. They show the way and the degree a participant will be benefitted most and, thus, they are essential for the selection procedure. Points will be allocated to each criterion depending on their importance regarding the benefit a participant can have according to the Erasmus+ criteria.

Motivation criteria	Points
Trainees with little or no experience	1
Trainees in need of improving their professional profile	1
Trainees from social minorities	1
Trainees with low social background	1
Trainees who are unemployed	1

Again each candidate will be credited with one point for each motivation factor summing up a total of 5 points. Motivation is given a weight of **0.20 (20%)**.

## Personality

Certain elements of the personality of a participant can guarantee the degree of the benefit by their participation in this project. Elements such as maturity, adaptation, credibility, reliability, team work etc can provide a solid foundation for a successful work placement to be built upon as well as a high degree of successful intercultural awareness which is also one of the most important benefits our project focuses on. Personality is given a weight of **0.20 (20%)**.

Personality criteria	Points
Maturity	1
Easy adaptation	1
Reliability	1
Credibility	1
Team work	1

### **Mobility experience**

Mobility experience criterion is a crucial one. The participants who have never experienced the benefits of a mobility of a work placement in EU should be assured that they will be preferred and promoted to participate over the ones who have already benefitted by an

Mobility criteria	Points
Trainees who have never participated in an Erasmus+ Mobility project	5

Erasmus+ KA1 mobility project. This way the consortium secures that a wider segment of their students will share the benefits provided by an EU mobility project. Mobility experience is given a weight of **0.20 (20%)**.