



D6.2.Co-created WP-specific Impact Cases

A Result-oriented Analysis

Paula Manuela Cengiz
EQuIP

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All AI-generated suggestions were carefully reviewed, adapted, and validated by the author to guarantee the accuracy and appropriateness of the final content.

The author takes full responsibility for the final content presented in this document.

1. Executive Summary

1.1. Introduction

Purpose of the report:

This report evaluates the AMR EDUCare project's progress, highlighting key achievements, challenges, and areas for improvement while documenting the formal implementation of co-created Impact Cases.

The Intended audience includes the project management team, the project's Monitoring and Evaluation (M&E) experts, and the European Commission, as well as any stakeholders interested in similar projects.

1.2. Methodology:

The AMR EDUCare project was structured around three Impact Case cycles, each focused on co-creating and refining impact objectives and Impact key performance indicators (KPIs) for the specific cycle. The first cycle focused on WP-specific Impact Cases, while the second and third cycles introduced project-level impact cases alongside WP-specific impact cases for WP1, 6, and 8, enhancing coordination across work packages and external partners.

The M&E team from EQUIP used the Impact Tracking tool to monitor progress toward achieving Impact KPIs.

1.3. Findings:

The AMR EDUCare project has demonstrated strong progress across its three Impact Case cycles, with 89% of impact objectives met or exceeded. While some objectives were postponed due to resource limitations, ongoing adjustments have ensured continuous improvement.

The AMR EDUCare training program consists of 15 modules within three courses: Antimicrobial Prescribing Optimisation (9 modules), Antimicrobial Waste Management (3 modules), and Communication and Patient Empowerment (3 modules). These courses target medical doctors, nurses, community pharmacists, and healthcare managers. Behavioural change components and digital skills were seamlessly integrated to promote responsible antimicrobial practices. All training modules were nationally adapted and translated into the languages of the six participating countries.

National training implementation has begun in Greece, Portugal, Hungary, and Spain, with promising initial participation numbers. In addition, citizen-oriented materials, the World Antimicrobial Awareness Week (WAAW) campaigns in Kaunas (2023) and Barcelona (2024), along with social media dissemination, have enhanced public and professional awareness of antimicrobial resistance challenges.

Key achievements include the successful development of training content, the completion of a Train-the-Trainer event (training 33 out of 36 targeted trainers), and the digitisation of

courses on the Lecturio Academy platform. The project also refined evaluation methods, creating assessments and surveys to measure impact effectively.

To enhance efficiency, Half Double tools were implemented, leveraging online workspaces, visual tools, and structured reporting templates. Establishing a rhythm for key events improved coordination and stakeholder engagement. The ongoing development of the Business Model remains crucial for ensuring the long-term sustainability of the training program.

Overall, the project is on track, with key milestones achieved and strategies in place to maximise impact and engagement moving forward.

1.4. Conclusions and Recommendations

Conclusions

The AMR EDUCare project has made significant progress in achieving its objectives. Despite these achievements, some tasks remain ongoing across various work packages. Continuous monitoring and reporting are essential to track progress and ensure that all remaining objectives are met.

The Business Model development should remain a priority to secure the long-term sustainability of the training platform. Additionally, reinforcing stakeholder engagement through structured communication channels and regular check-ins will help maintain alignment and momentum.

Recommendations

To maximise impact and ensure the long-term success of the project, the next steps would be beneficial for the project:

- **Complete remaining tasks** across all work packages, ensuring alignment with intended objectives.
- **Maintain continuous monitoring and reporting** to assess progress toward targets and identify areas requiring additional support.
- **Strengthen stakeholder engagement** by fostering collaboration and encouraging active participation in project activities.
- **Finalise the Business Model** to ensure long-term availability and accessibility of the training platform.
- **Expand national training efforts**, leveraging insights from early implementation to enhance outreach and participation.

2. Introduction

Purpose and scope of the report

This report provides a result-oriented analysis of the AMR EDUCare project's progress, assessing whether its activities align with the expected impacts outlined in the Call.

By integrating real-time feedback and data-driven insights, it highlights achievements, challenges, areas for improvement, key learnings, and future recommendations. This analysis supports informed decision-making, enhances transparency, and strengthens the project's overall effectiveness, ensuring continuous improvement and long-term impact.

Marking the end of the project's Impact Case cycles, this report also documents the formal implementation of co-created Impact Cases in the AMR EDUCare project.

Intended audience:

This deliverable is intended for the project management team, the project's M&E experts, and the European Commission. Other key stakeholders include project participants and external individuals or organisations interested in similar projects and interventions.

Project Objectives and Expected Impacts

The AMR EDUCare project aims to develop and conduct a comprehensive training programme that equips healthcare professionals in Greece, Hungary, Italy, Lithuania, Portugal, and Spain to combat antimicrobial resistance. The intervention aims to improve awareness, enhance communication, and drive behavioural change towards responsible antimicrobial practices among the training participants.

The project's target groups include medical doctors, nurses, community pharmacists, and healthcare managers.

The project's key WP-specific objectives are included in the box below.

AMR EDUCare Key WP-specific Objectives

- Co-create transversal training modules on antimicrobial prescribing optimisation, antimicrobial waste reduction and management, and on communication and patient empowerment.
- Embed digital (health) skills and behavioural change components into the above-mentioned modules.
- Engage and consult with health professionals working groups, advisory board, and patient representatives to co-design the training programme.
- Host the training content on an online e-learning platform.
- Conduct outreach actions for general public during the World Antimicrobial Awareness Week (WAAW 2023 and 2024).
- Monitor the project's success through a set of impact, outcome, and output indicators (i.e., action-level indicators).
- Assess the competencies and skills gained by training participants.
- Train the trainers for the delivery of the training courses through a dedicated training event.
- Translate and nationally adapt the developed modules.

- Conduct national training activities for all target groups in the six target countries.
- Ensure academic partners provide CPD accreditation for clinical staff and microcredential certificates to healthcare managers completing the training.
- Maintain ongoing communication about the project to various target groups, including partners, stakeholders, and the scientific community.
- Develop a Business Plan to secure the long-term availability and accessibility of the e-learning platform.

3. Methodology

The AMR EDUCare project is structured around the Half Double Methodology, a project management approach which prioritises value creation. A detailed description of the Half Double methodology can be found in Chapter II. of D6.1. Monitoring and Evaluation Framework.

At the project level, the methodology was adapted to focus on Impact, using tools such as *Hierarchy of Objectives*, *Pulse Checks*, *co-created Impact Cases*, and iterative adjustments to refine strategies and ensure project partners remain aligned with the intended impact.

The EQuIP M&E team facilitated the adaptation of Half Double tools to the evolving project context, adjusting tools as necessary to fit the project's dynamic needs.

Impact Case Cycles and Implementation

The AMR EDUCare project was structured around three Impact Case (IC) cycles:

- IC Cycle 1 (M8–M13)
- IC Cycle 2 (M14–M19)
- IC Cycle 3 (M20–M24).

Each cycle involved sprint planning and active engagement of partners to create value.

WP-specific Hierarchies of Objectives were developed and validated at the start of the first Impact Case cycle and have been used throughout the project, primarily by the M&E team, and by WP- and task-leaders during the co-creation of Impact Cases.

The Hierarchy of Objectives visually links tasks, deliverables, KPIs, and work package goals to the overall project impact. An example of a Hierarchy of Objectives is presented in Appendix 1.

Co-creation of Impact Cases

Impact Cases map the steps (impact objectives) required to attain goals. While the goals remain constant, the impact objectives are continuously refined to ensure they remain feasible and effective.

Throughout each cycle, EQuIP facilitated Impact Case workshops with key stakeholders – first, to co-create the initial Impact Cases and their intended impact KPIs, and later, to assess

and refine their feasibility. This iterative process allowed for the continuous refinement of methods to generate early impact.

In the first cycle, work package-specific Impact Cases were developed as planned. However, as tasks became increasingly interconnected across work packages and academic partners, a partial shift toward project-level Impact Cases was necessary. In the second and third cycles, project-level Impact Cases were introduced to align efforts across work packages 2, 3, 4, 5, and 7, ensuring better coordination within the consortium and with external partners like Lecturio or Working Groups. Meanwhile, WP-specific Impact Cases continued for WP1 (Management), WP6 (Monitoring & Evaluation), and WP8 (Sustainability).

Impact Measurement Tracking

The tracking of the intended impact KPIs was achieved through:

- Regular reporting by work package leaders on KPI progress.
- Continuous participation of the EQuIP M&E representative in project-level meetings to monitor project progress.
- Ongoing collaboration with the project coordination team throughout the project.

The M&E team used the Impact Tracking tool to monitor progress toward achieving Impact KPIs. Updates were shared during consortium and one-on-one meetings, as partners found it impractical to regularly report progress on the Miro board. To streamline the process, the M&E team managed templates and facilitated discussions during meetings.

At the end of each Impact Case cycle, constructive evaluations were conducted with WP team members to assess progress, identify lessons learnt, and define next steps for improvement.

Data was collected through these evaluations, with the latest consultations occurring before the submission of this deliverable (the end of the third Impact Case cycle).

4. Results

In this chapter, the impact results are presented systematically per Impact Case cycle, with a final sub-chapter analysing the overall findings across all three cycles.

Tables 1-3 provide a quantitative overview of the impact objectives assessed during each impact case cycle, outlining the extent to which objectives were achieved. An analysis of the overall findings follows each table.

4.1. Impact Case Result-Oriented Analysis of the First Impact Case Cycle

During the first Impact Case Cycle, WP-specific impact cases were co-created for all work packages. All these impact cases, their respective impact tracking, and additional notes (where relevant) are provided in Appendix 2. The versions presented in the appendix reflect the most up-to-date iterations.

Table 1. Overview of the 1st Impact Case Cycle's Results (Quantitative findings)

Metric	Results								
	WP1	WP2	WP3	WP4	WP5	WP6	WP7	WP8	Overall Σ
Total Impact Objectives Assessed	4	10	13	15	11	16	15	6	90
Objectives Meeting/Exceeding Target (incl. adjusted targets)	3	9	9	14	10	15	13	4	77
Objectives Slightly Below Target	1	-	-	-	1	1	-	2	5
Objectives Significantly Below Target	-	1	4	1	-	-	2	-	8
Objectives postponed for next cycle (from unmet targets)	-	1	3	1	-	-	2	-	7

Interpretation of the First Impact Case Cycle's Results

The first Impact Case Cycle results indicated strong overall performance, with 77 out of 90 impact objectives (86%) having met or exceeded their targets. However, several objectives fell short of their targets.

Five objectives (6%) were **slightly below target**, due to issues such as incomplete confirmation of advisory board members, fewer meetings or workshop participants than planned, and lower partner engagement in providing feedback or attending meetings. Despite these shortfalls, the quality of input or representation was maintained through alternative measures, resulting in minimal or no negative impact on project progress.

Eight objectives (9%) were **significantly below target**, mainly related to delays in module development, limited consultations or feedback, challenges in the integration of digital skills, and timely translation or technical documentation. The primary reasons for these issues included resource constraints, communication gaps, changes in partner roles, and delays in external partner engagement (e.g., sub-contracting Lecturio). Most of these shortfalls were temporary, with corrective actions taken in the following cycle to address content completion, feedback incorporation, and technical integration. The overall negative impact of these unmet objectives ranged from low to moderate, with no critical effects on the project's core outcomes.

These findings suggest that while the project was largely on track, focused efforts were needed to address underperformance and ensure all objectives aligned with the intended impact. Despite these challenges, significant progress was made in multiple areas, demonstrating the project's effectiveness in achieving its intended outcomes.

A summary of the key achievements of the first Impact Case cycle is provided on the following page.

Key achievements during this first Impact Case cycle include:

Topic	Key Achievement
Consultations with Working Groups, Patient Representatives, and other stakeholders	A multidisciplinary and international working group (WG) actively participated in a co-creation workshop on antimicrobial waste management (conducted in Lisbon). They also contributed to the Identification of skill gaps in antimicrobial waste management.
	Catalan working groups, comprising patient representatives and healthcare professionals, were engaged in the co-creation of training modules on Communication and Patient Empowerment. Multiple rounds of consultation, piloting, and validation ensured high-quality training content.
	Consultations were held with academic, industry, and international working groups to explore the potential of IT tools for behavioural change. The team also experimented with and validated the behavioural change components of the training.
Development of Training Modules:	Seven training modules on antimicrobial prescription optimisation were developed, incorporating digital and behavioural skills elements. Each module underwent three rounds of revision and was validated by 10 clinical experts.
	One module on Waste Management was developed, integrating behavioural change components.
Conduct outreach actions for general public	World Antimicrobial Awareness Week (WAAW) 2023 Event: The event was successfully organised in Kaunas, further strengthening public and professional engagement in antimicrobial stewardship.
Citizen-oriented materials	The first batch of citizen-oriented materials for patients was translated in 6 languages and uploaded to the website for public access.
Competency Framework Development	The overall structure of the competency framework was drafted, along with the initial version of the consensus list of competencies.
Half Double Methodology workshop	The HDM workshop for consortium members was used to explore and discuss the tailoring of the HDM to the project's needs and context.
Train-the-Trainers Event	The working solution team for the organisation of the Train the Trainers event was assigned in January 2024. The planning of the Train the Trainer event commenced in January 2024, 8 months before the event. This provided sufficient time to organise it thoroughly and prepare everything needed, including logistics, agenda, and documents for and before the training, enabling the early recruitment of trainers to join the in-person event.
Business Model Development	The first draft of the Business Model was created and presented to the consortium for feedback.
Ongoing Project Communication & Dissemination	Project news and newsletters were disseminated on social media channels and other communication channels, with 8 partner organisations disseminating the news.

Key limitations and challenges

A leadership transition in WP3 caused initial delays, resulting in only one of three training modules being developed by the end of the first Impact Case cycle. However, the remaining modules were completed in the second cycle, ensuring alignment with the project timeline outlined in the Grant Agreement.

In the early stages of WP4, ISGlobal advanced the development of the digital components to maintain project momentum, with ISCTE providing constructive feedback and input during the second IC cycle.

4.2. Impact Case Result-Oriented Analysis of the Second Impact Case Cycle

In the second cycle, a project-level Impact Case was developed by the project coordinator and the M&E team, while WP-specific Impact Cases were created for Work Packages 1 (Management), 6 (Monitoring & Evaluation), and 8 (Sustainability) by their respective WP leaders and teams. These Impact Cases, along with impact tracking data and relevant notes, are provided in Appendix 3.

Table 2. Overview of the 2nd Impact Case Cycle's Results (Quantitative findings)

Metric	Results				
	WP1	WP6	WP8	Project level	Overall Σ
Total Objectives Assessed	8	18	8	17	51
Objectives Meeting/Exceeding Target (%)	8	18	7	16	49
Objectives Slightly Below Target (%)	-	-	1	1	2
Objectives Significantly Below Target (%)	-	-	-	-	-
Objectives postponed for next cycle (from unmet targets)	-	-	-	-	-

Interpretation of the Second Impact Case Cycle's Results

The overall performance is very strong, with nearly 96% of the objectives meeting or exceeding targets and only 4% slightly below. The absence of significantly underperforming or postponed objectives indicates that the project's strategies are effective and on track to deliver the intended outcomes.

The two objectives that were slightly below target are related to collecting formal written feedback for the Final Business Model and achieving full external validation of all training modules. In both cases, the shortfalls were minor: verbal feedback was gathered through collaborative working meetings, and internal expert validation ensured the quality of all training modules. These gaps had no negative impact on project progress or outcomes.

Key Achievements during the second Impact Case cycle include:

Topic	Key Achievement
Training Content	All training content has been finalised and delivered to Lecturio.
Module Piloting	The working group piloted select training modules, with active feedback from the consortium and working group informing improvements by WP leaders and content developers.
National Course Composition	All academic partners selected the module composition for their national courses.
Internal Communication	An internal newsletter with visibility tracking was implemented, ensuring regular dissemination of project news.

Project Flow and Efficiency	Tools and methods—including co-location and regular weekly meetings—were implemented at the project level to enhance agility.
Train the Trainer event	The Train the Trainer event was conducted in Seville, with representative trainers of each academic partner organisation joining in person and online. Recordings were uploaded on Intranet for further use for training the trainers.
Evaluation Methodology	Expert consultations resolved issues with the units of measurement defined in the GA, replacing the previous metric on volume (DDD/1000 inhabitants per day) with the frequency of antibiotics prescribed.

Key Postponements

The delivery of the MS18. ‘Mid-term Evaluation’ and MS21. ‘Mid-term Dissemination’ reports have been strategically postponed from M14 to M18 to cover the entire period from M1 to M18, aligning it with the technical report’s reporting period. This adjustment was intended to enhance value creation for the project, with findings from these reports being integrated into the technical report.

All the milestones from this cycle (MS9, MS12, MS13, MS14, MS15, MS16, MS18, MS21) were attained as planned.

Challenges Encountered

The *coordination of content delivery* took longer than expected, particularly for digital skills content, requiring extra support. This extended process enhanced collaboration and improved content quality, ultimately ensuring successful delivery to Lecturio by the due date.

Engaging working group members in piloting and validating modules proved challenging. To address this, the WP1 solution team employed various communication strategies to secure timely feedback. Tailored messaging was effective in engaging people in the piloting processes. Key barriers included the holiday season (summer time) and work overload.

4.3. Impact Case Result-Oriented Analysis of the Third Impact Case Cycle

As in the second cycle, the third cycle included a project-level Impact Case created by the project coordinator and M&E team, along with WP-specific Impact Cases for Work Packages 1, 6, and 8, developed by their respective teams.

The Impact Cases and Impact tracking data, and relevant notes are provided in Appendix 4.

Table 3. Overview of the 3rd Impact Case Cycle’s Results (Quantitative findings)

Metric	Results				
	WP1	WP6	WP8	Project level	Overall Σ
Total Objectives Assessed	13	11	9	12	45
Objectives Meeting/Exceeding Target (%)	13	10	9	7	39
Objectives Slightly Below Target (%)	-	1	-	2	3
Objectives Significantly Below Target (%)	-	-	-	3	3
Objectives postponed for next cycle (from unmet targets)	-	1	-	5	6

Interpretation of the Third Impact Case Cycle's Results

The results of the third Impact Case Cycle demonstrate strong overall performance, with most objectives (87%) meeting or exceeding their targets. A small number of impact objectives (7%) fell slightly below target, including minor delays in finalising data export templates, one missed regular meeting due to the organiser's illness, and pending national accreditation from one academic partner. These shortfalls had no or only minor impact on overall project progress and are expected to be resolved in the upcoming period.

Another 7% of objectives were significantly below target, mainly due to delays in launching national training courses across all intended target groups, slow or delayed trainee recruitment, and limited progress in mainstreaming project materials into academic curricula. These issues were caused by varying partner readiness, logistical and accreditation challenges, and complex approval processes, posing moderate to high risks to achieving related KPIs.

These findings indicate that the project is largely on track to achieve its intended outcomes, with some areas requiring further attention and refinement in the next project period to ensure full alignment with project goals.

All the unmet targets will be postponed to the next cycle (until the end of the project). Continuous focus and priority will be given to the commencement of national training for all target groups and the effective, ongoing recruitment of trainees. Discussions on the inclusion of AMR EDUCare resources or modules will be intensified from mid-spring 2025.

Key achievements attained during the third Impact Case Cycle are presented below.

Key Achievements during the third Impact Case cycle

Topic	Key Achievement
Training Module Adaptations	National adaptations of training modules and courses were finalised, with all modules translated into six languages (GR, HU, IT, LT, PT, ES).
National Accreditation	Almost all national accreditations were secured. Five countries obtained approval, with Italy still awaiting final confirmation from its national accreditation body.
Course promotion	A comprehensive dissemination plan for course promotion was secured for all countries.
National Training Launch	National courses were launched in four countries (GR, HU, PT, ES), with trainings commencing for all intended target groups.
Impact Evaluation	A new evaluation timeline and plan were communicated to academic partners
	All evaluation surveys were finalised and validated internally and externally (with behaviour change components validated by AB)
	The Competencies Framework was finalised.
	Workflow Standardisation: Initial drafts of a codebook and a data export template were shared with Lecturio in December 2024; finalisation is scheduled for March 2025.
WAAW 2024 Campaign	ISGlobal successfully organised the WAAW 2024 Campaign in Barcelona and online, featuring videos, murals on public transport, a social media campaign, a series of talks, pamphlet distribution, and the DAU Festival. Videos were disseminated in English, Spanish, and Catalan.

Donor Mapping and Business Plan	The donor mapping exercise was updated, and the latest Business Plan was uploaded to the intranet following two consortium workshops to define program maintenance costs.
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Key limitations and challenges

Academic partners remain dependent on their respective National Accreditation Bodies, which directly impacts the timely commencement of training courses. For example, the Italian training course has been postponed pending official approval from the Italian Accreditation Body.

While discussions have been initiated regarding the integration of e-learning training modules into CPD courses offered by Academic Partners (e.g. ISCTE and LSMU already have a plan for it), this task has not yet been prioritised. Efforts to advance integration will continue in the upcoming period.

4.4. Overall Impact and Progress

Interpretation of the Overall Results

Across the three Impact Case cycles, the project demonstrated strong progress, with most objectives meeting or exceeding targets. Of the 186 impact objectives assessed, 165 (89%) met or surpassed their targets, while 10 (5%) fell slightly below and 11 (6%) were significantly below target.

To ensure impact creation, all unmet objectives were postponed to the next cycle, totalling 13. The first cycle had the highest number of unmet targets, but subsequent cycles showed steady improvements. By the third cycle, performance remained strong, with only minor deviations and a few postponed objectives. These results confirm that the project is on track, with ongoing adjustments supporting continuous improvement.

While some challenges and delays were encountered, particularly in the first cycle, improvements in execution have strengthened alignment with project targets. The postponed objectives reflect ongoing efforts to enhance implementation and maximise impact.

The various project activities conducted throughout the three cycles have directly contributed to achieving the specific work package (WP) objectives outlined in the Grant Agreement. The table below provides an overview of these WP objectives and their progress status.

Key WP-specific objectives	Status
Co-create transversal training modules on antimicrobial prescribing optimisation, antimicrobial waste reduction and management, and on communication and patient empowerment	Completed
Embed digital (health) skills and behavioural change components into the above-mentioned modules.	Completed
Engage and consult with health professional working groups, advisory board, and patient representatives to co-design the training programme	Completed
Translate and nationally adapt the developed modules.	Completed
Host the training content on an online e-learning platform.	Completed

Train the trainers for the delivery of the training courses through a dedicated training event	Completed
Conduct outreach actions for general public during the World Antimicrobial Awareness Week (WAAW 2023 and 2024).	Completed
Conduct national training activities for all target groups in the six target countries.	Ongoing
Monitor the project's success through a set of impact, outcome, and output indicators (i.e., action-level indicators).	Ongoing
Assess the competencies and skills gained by training participants.	Ongoing
Ensure academic partners provide CPD accreditation for clinical staff and microcredential certificates to healthcare managers completing the training.	Ongoing in Italy, Completed for all the other countries.
Maintain ongoing communication about the project to various target groups, including partners, stakeholders, and the scientific community.	Ongoing
Develop a Business Plan to secure the long-term availability and accessibility of the e-learning platform.	Ongoing

Based on the co-created impact cases, the main achievements attained during the project period M8–M24 are detailed in the following sub-chapter.

Key Achievements Overview (M8 – M24 period)

Sub-contracting Lecturio

During the first Impact Case cycle, efforts were set on negotiations with Lecturio and consultations with the European Commission to identify the online learning platform to host the AMR EDUCare training course.

Subcontracting Lecturio was deemed to be the most beneficial platform for the project's needs and characteristics. However, the process has been demanding and complex, requiring significant efforts from the project coordination team and project partners.

No specific Impact Case was initially created for this objective. However, in retrospect, it became evident that a key focus during the first impact case cycle was subcontracting Lecturio as a service provider for the AMR EDUCare. Given the significant efforts invested by WP1 and WP7 leaders throughout this period, we have included this objective as an additional Impact Objective, analysed from a retrospective perspective.

Development of digital skills and behavioural change components for training materials

Input from healthcare professionals was essential to ensure that the behaviour change- and digital skills and tools- components integrated into the AMR EDUCare training modules met end-user needs. To support this, the project coordinator organised three meetings with Working Groups members where ISCTE team conducted semi-structured interviews. This process mapped the needs, challenges, and resources related to behaviour change and digital skills and tools for stakeholders in Work Packages 2–4. Insights from the interviews informed use case definitions, operational concepts, and the needs of health professionals. Additionally, an online workshop engaged end-users, ensuring their feedback shaped the development of digital skills and tools, adding significant value to the project.

Development of transversal training modules

The focus for Work Packages 2 to 5 during the first and second Impact Case Cycle was the development of transversal training modules, ensuring a seamless integration of digital skills and behavioural change components in the main training courses.

All content and materials address the identified needs of healthcare professionals and meet the learning objectives, while aligning with the World Health Organisation Competencies Framework and the 7 ECDC Knowledge Topics.

The transversal training modules' content was finalised and delivered to Lecturio in September.

Train the Trainers

The Train the Trainer event was successfully conducted on the 5th and 6th of September 2024 in Sevilla. During the event, all the AMR EDUCare training modules were introduced to trainers and project partners from the six participating countries in the AMR EDUCare project. The program included a two-hour hands-on session on module delivery, as well as presentations on national-level KPIs, course accreditation, course dissemination, and the WAAW 2024 campaign. Additionally, a session focused on leveraging the Lecturio platform to maximise learning impact in target countries was delivered.

Trainers engaged with module developers to explore how they can adapt and effectively deliver the content in their national contexts. The event was recorded, and the recordings were uploaded on the AMR Knowledge Portal to facilitate future trainer involvement.

During this training event, 22 trainers were trained: 7 in Spain, 5 in Greece, 2 in Hungary, 2 in Italy, 3 in Lithuania, and 3 in Portugal.

The current trainers count per country is provided below.

Country	Target	Trainers Trained (reach)	% of target achieved
All countries	36	33	91,7%
Greece	3	12	400%
Hungary	3	6	200%
Italy	3	2	66,7%
Lithuania	3	3	100%
Portugal	3	3	100%
Spain	6	7	116,7%

The overall training was nearly met, with 33 trainers trained out of 36 (91,7% achievement). Except for the Italian partners, who need to identify one additional trainer, all academic partners met or exceeded their respective targets.

National Recruitment Methodologies

Outreach methodologies for recruiting trainees vary by country, as each national academic partner has designed tailored recruitment strategies that best serve their specific needs and national context.

The overview below summarises the outreach strategies of each country.

Country	Outreach Methodology
Greece	Recruitment started in late summer 2024 and continues until May 2025, focusing on the two largest university hospitals in Athens. On top, early trainees will also be responsible to promote the course among their colleagues.
Hungary	Outreach is coordinated through key national institutions-the National Directorate of Health for doctors, the Chamber of Healthcare Professionals for nurses and health managers, and Semmelweis University for health managers. The course is promoted via newsletters from the national healthcare association, accreditation websites, and partner institutions' advertisements
Italy	FORMAS, the national accreditation body, promotes the course through healthcare professional societies and its own channels such as mailing lists and the official website.
Lithuania	The Lithuanian University of Health Sciences' Centre for Postgraduate Studies hosts the courses and promotes them during professional qualification events. Additional outreach is done via national healthcare professional associations through mailing lists, social media, and the Medical Electronic Improvement Management System (METAS).
Portugal	Recruitment is conducted through ISCTE University, private hospitals, and private academy hospitals, with special outreach to general practitioners through hospital networks.
Spain	The SEMIC accreditation platform (4,000 members) notifies healthcare workers about the course. Additional targeted emails are sent to nursing schools, doctors, pharmacists, healthcare managers, and general practitioner associations. The course enrollment is time-limited to encourage prompt participation.

While these are the outreach methodologies currently in place, they may be adjusted in future based on the success of trainee recruitment and progress toward targets. Any changes or additions will be documented in the final evaluation report (D6.4), which will also include an analysis of the most effective recruitment strategies.

National Trainings Implementation

To date, four of the six countries have started national trainings for the designated target groups. Greece and Portugal conducted hybrid workshops, while Hungary and Spain implemented their courses exclusively online.

The tables below provide an overview of the number of healthcare professionals who registered and started the training, as of the 26th of February 2025, noting that these figures may increase daily.

Country: Greece		
Target Group	Reach Target	Current reach (Registered and started)
Medical doctors	250	34
Nurses	250	44
Pharmacists	100	23
Healthcare Managers	50	12

Country: Portugal		
Target Group	Reach Target	Current reach (Registered and started)
Medical doctors	100	32
Nurses	40	56
Pharmacists	40	6
Healthcare Managers	20	16

Country: Hungary		
Target Group	Reach Target	Current reach (Registered and started)
Medical doctors	250	149
Nurses	500	1
Pharmacists	0	7
Healthcare Managers	100	0

Country: Spain		
Target Group	Reach Target	Current reach (Registered and started)
Medical doctors	500	5
Nurses	200	2
Pharmacists	200	0
Healthcare Managers	50	0

Of all healthcare professionals who started the course, 94 healthcare professionals finalised and completed the satisfaction survey in Greece, 2 in Spain, 74 in Hungary, and 191 in Portugal (data retrieved from the Steering Committee meeting presentation slides from the 26th of February 2025).

The satisfaction survey conducted as the final assessment in the training process serves as an additional indicator of full course completion. Participation in the surveys is optional.

These early figures provide a promising baseline for future growth. In Greece, while engagement currently remains below 25%, the initial uptake offers a solid foundation to build upon. In Portugal, nurse participation exceeded targets, and the encouraging numbers among other professional groups suggest strong potential for increased engagement. Hungary's nearly 60% reach among medical doctors reflects significant interest, and the emerging numbers among nurses and healthcare managers highlight clear opportunities for targeted efforts. Although Spain's early engagement appears modest, it is explained by the pre-launch phase of the training, and it represents a starting point from which we anticipate substantial improvement as the training gains further traction and promotion.

Overall, these initial results are very promising, and we are confident that continued outreach and program maturation will drive even greater participation across all target groups.

Translation and National Adaptation of Training Modules

All translations and adaptations for the national training courses were completed and made available on the Lecturio Academy platform by the end of February 2025. The English training course is also ready and can be accessed on the same platform. All non-accredited courses are also available on the platform.

Evaluation methods

Expert consultations resolved issues with the measurement units defined in the GA, replacing the previous metric on *volume* (DDD/1000 inhabitants per day) with the *frequency* of antibiotics prescribed. The frequency of antibiotics prescribed will be compared to the baseline (pre-intervention) frequency collected before the training.

A total of 15 post-module assessments, 1 test (the 7 ECDC Knowledge Questions), and 5 types of surveys were developed by the WP6 team in collaboration with key internal and external experts to evaluate the project's impact. All post-module assessments and evaluation surveys were finalised and translated into the six languages of the participating countries.

Understanding the sustainability options for post-project completion

An updated version of the Business Model was uploaded on the Intranet in February 2025, but the work for this task is ongoing. Workshops with consortium members in general and with content creators and academic partners in particular are planned for the upcoming period. During these meetings, the Business Model developers will explore and collect feedback on sustainability scenarios, future course updates costs, pricing strategies, post-project access rights, budget planning, marketing approaches, and more.

The Business Model plays a significant role in understanding the sustainability of the AMR EDUCare training post-project completion.

Timely delivery of intended milestones and reports

To date, all deliverables have been submitted by the due date. Some challenges were encountered in the attainment of certain project milestones (i.e., MS19. The Module Technical HandbAt the original milestone deadlineook), but to date, all milestones have been reached.

Project Flow and Efficiency

To improve project flow and efficiency, the following Half Double tools have been implemented:

To improve communication, collaboration and alignment at both work package and project levels, the AMR EDUCare consortium utilised shared online *co-workspaces* for real-time collaboration and project monitoring. These include the AMR EDUCare Help Centre (Intranet), the Miro board, a Dashboard, and meeting online platforms like Zoom and Google Meet.

Visual tools were frequently used to simplify complex processes, enhance alignment, and provide clear overviews for stakeholders. Tools such as the Hierarchy of Objectives, Impact Cases, Impact Tracking templates, timelines, logic models, dashboards, and diagrams were used to break down intricate concepts and processes.

Moreover, the M&E team utilises user-friendly Excel templates to track progress toward KPIs. Academic partners are currently expected to regularly report on progress, particularly regarding national training outcomes, to ensure accuracy, monitor progress, and address potential risks proactively.

Rhythm in Key Events

Creating a rhythm in key events was highly beneficial for the project, as it allowed for smoother communication and collaboration. Establishing regular meetings with clear and repetitive timelines and meeting rooms enabled partners to focus on project-related matters without the burden of constantly negotiating meeting dates and times.

These rhythms were established at various levels, ranging from micro-level (internal meetings within individual organisations) to meso-level (work package-specific and cross-work package meetings) and macro-level (project-wide and Steering Committee meetings).

A summary of the regular key events organised within the AMR EDUCare project, including their frequency and the stakeholders involved, is presented in Table 4 on the following page.

Table 4. Regular Key Events in the AMR EDUCare Project

Regular Key Events	Purpose & Implementation Requirement	Event Frequency	Involved Stakeholders	Attendance Requirement	Total no. of key events
Pulse Checks	Ongoing monitoring of partners' satisfaction with working in the project. <i>Strongly Recommended</i>	Bi-monthly	All consortium members.	Optional	10
Steering Committee Meetings	To ensure alignment, address challenges, and make high-level decisions. <i>Mandatory</i>	Monthly	Project coordination team, SC representatives.	Mandatory	21
			All consortium members	Optional	
Lecturio Meetings	Weekly updates on cross-collaboration progress and planning next steps with the Lecturio team. <i>Strongly Recommended</i>	Weekly	Lecturio team	Mandatory	40
			Academic partners, content developers, Coordination team, M&E team	Strongly Recommended	
			All AMR ED. partners	Optional	
Regular Consortium Meetings	To provide partners a space for informal discussion, updates, collaboration, and support. <i>Optional, but strongly recommended</i>	Weekly	All partners	Optional	30
M&E and Coordination Team Meetings	M&E and Coordination Team Meetings <i>Optional, but strongly recommended</i>	Weekly	M&E team, coordination team	Mandatory	41
Regular WP-Specific Meetings	Internal meetings to align, report, and plan next steps/tasks at the WP level. <i>Optional</i>	Weekly/ Bi-weekly	WP leaders and team members	Mandatory	No data available

Continuous Monitoring of Stakeholders' Satisfaction

Bi-monthly Pulse Checks were conducted to monitor internal stakeholder satisfaction in real-time, helping the M&E team identify potential challenges, motivation shifts, and collaboration issues. Results were promptly shared with the project coordinator, ensuring timely actions to address concerns, maintain partner engagement, and project flow.

Low response rates in Pulse Checks posed *challenges* in fully capturing stakeholder satisfaction. To address this, mid-term semi-structured interviews and focus groups were conducted with members from all eight work packages (in August-September 2024). These interviews provided deeper insights into partners' experiences, revealing improvements in communication and collaboration, particularly with the coordination team and Lecturio.

A comparative analysis of the pulse check results is provided in Appendix 5.

5. Key Lessons Learnt

- **Effective project execution** requires a balance between structured methodologies and adaptive strategies.
- **Internal alignment** at both project and work package levels was essential for smooth coordination and decision-making.
- **Active stakeholder engagement** with shared documents ensured progress, especially for feedback and implementation.
- **Task postponement** to the next cycle was sometimes necessary when resources were insufficient or priorities shifted.
- **Half Double Methodology (HDM) implementation** required significant time and effort, highlighting the need for strong partner buy-in.
- **Impact Cases were valuable** but resource-intensive, limiting full participation; earlier HDM adoption could have reduced delays.
- **A balanced monitoring approach** combining real-time Pulse Checks and qualitative interviews improved engagement.
- **Mid-term interviews compensated for low Pulse Check response rates**, offering deeper insights into communication and collaboration.
- **Proactive feedback response and regular reporting** to the project coordinator enabled timely interventions, sustaining motivation and efficiency.

Appendix 1. Hierarchy of Objectives – Example

WP2 Hierarchy of Objectives

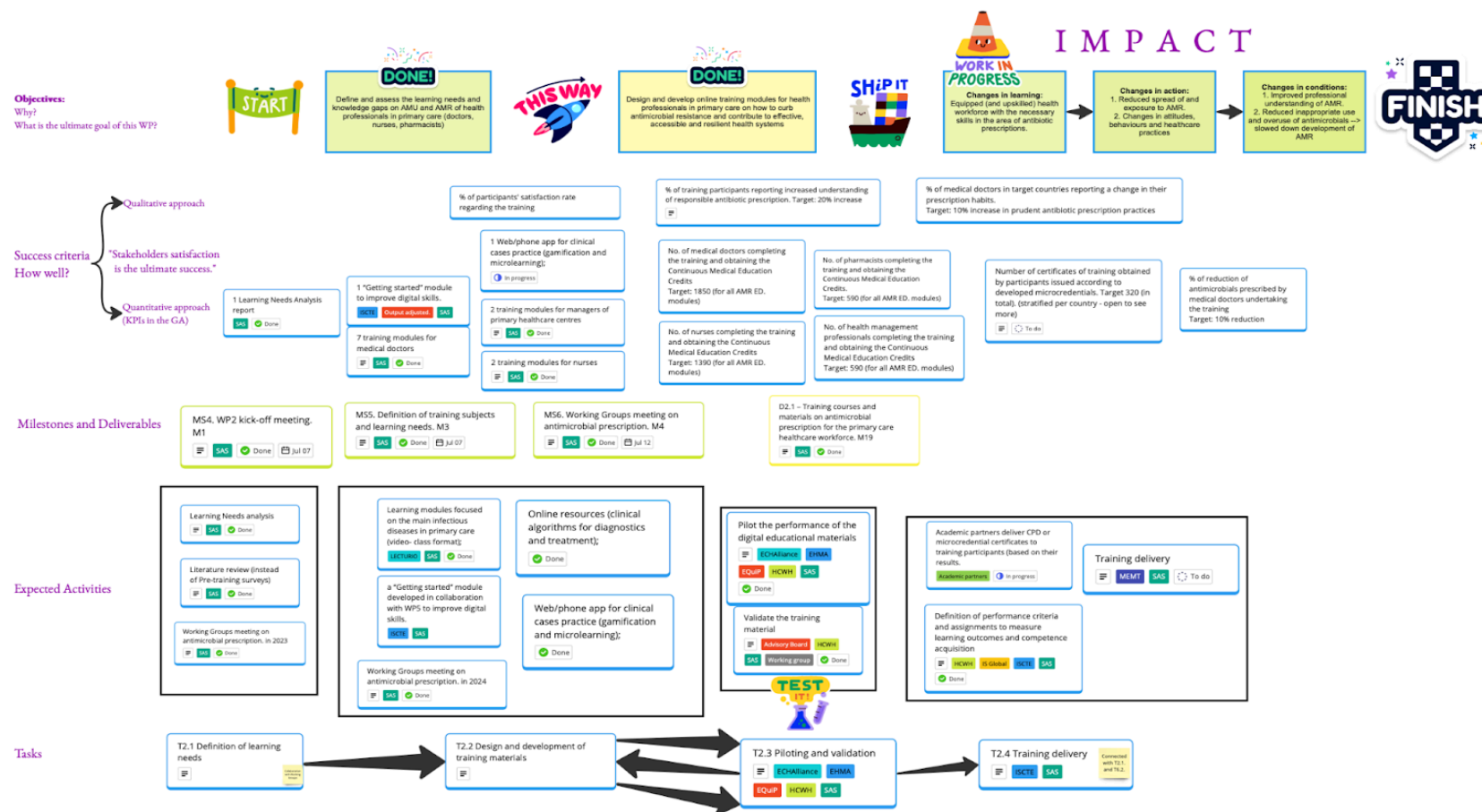


Figure 1. The Hierarchy of Objectives of WP2 in AMR EDUCare

Appendix 2.

The WP-specific Impact Cases Developed During the First Impact Case Cycle

(M8 – M13: October 2023 – March 2024)

List of Abbreviations

BS = Baseline
HCP = Healthcare Professionals
IC = Impact Case
WG = Working Groups
WP = Work Package

Notes:

The terms ‘national representatives’, ‘national institutions’, and ‘academic partners’ are used interchangeably and refer to those project partners responsible for conducting the national trainings in the six target countries (Greece, Hungary, Italy, Lithuania, Portugal, Spain).

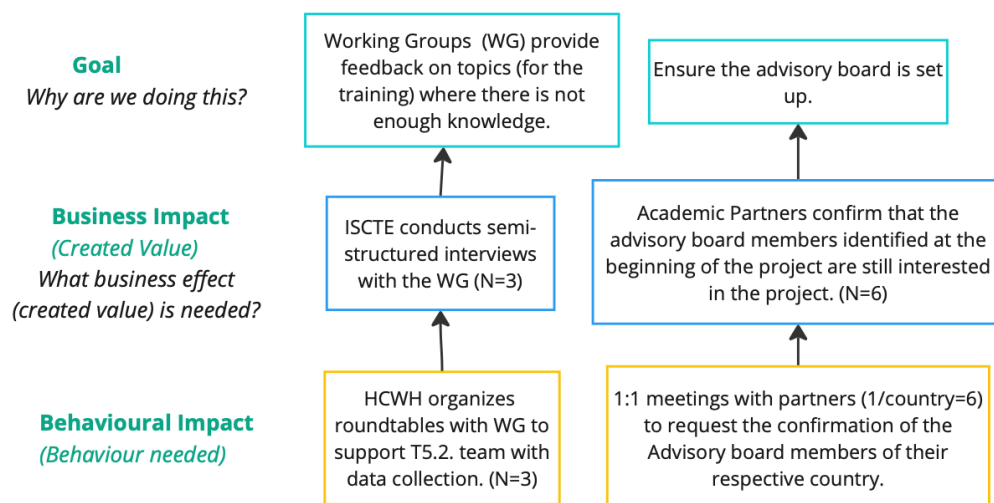
The numbers presented in the table reflect cumulative progress rather than the number of KPIs achieved within each specific month. For instance, if two events took place in November and one additional event was held in December, the table will display 'Nov: 2' and 'Dec: 3,' representing the total count up to that point. Moreover, when the target was achieved (or exceeded), the number is written in bold.

The table below illustrates this approach.

Example of an Impact Measurement Tracking template:

Type of Impact	Impact Objectives	Impact Measurement Tracking. 1st IC Cycle: M8 – M13								
		KPI / Measure	BS	Target	Oct	Nov	Dec	Jan	Feb	Mar
BUSINESS IMPACT	The first drafts of the AMR EDUCare Training modules are finalised.	No. of finalised drafts of AMR EDUCare training modules.	0	15	0	1	3	6	10	12
BEHAVIOURAL IMPACT	Content developers work transversally to produce the training modules including digital skills and behavioural change components.	No. of transversal modules produced.	0	15	1	3	6	9	10	15

WP1. Impact Case. M8 - M13 (Oct 23 - Mar 24)



WP1 Impact Case and Impact Tracking: M8 – M13

Figure 2. Co-Created Impact Case of WP1.

Table 5. WP1 Impact Case Tracking for the M8–M13 period.

Type of Impact	Impact Objectives	Impact Measurement Tracking. First IC Cycle: M8 – M13								
		KPI / Measure	BS	Target	Oct.	Nov	Dec	Jan.	Feb.	Mar
BUSINESS IMPACT	ISCTE conducts semi-structured interviews with the Working Groups	Semi-structured interviews / Focus Groups conducted by team ISCTE	0	3	0	0	0	0	1	3
	Academic Partners confirm the continued membership of the advisory board members	Number of Academic partners confirming their Advisory Board members	0	6	0	2	2	2	5	5
BEHAVIOURAL IMPACT	HCWH organised the ISCTE-WG meetings	Number of organised meetings	0	3	0	0	0	0	2	3

	1:1 meetings with academic partners to select the members of the Advisory Board	Number of 1:1 meetings	0	6	6	6	6	6	6	6
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WP2 Impact Case and Impact Tracking: M8 – M13

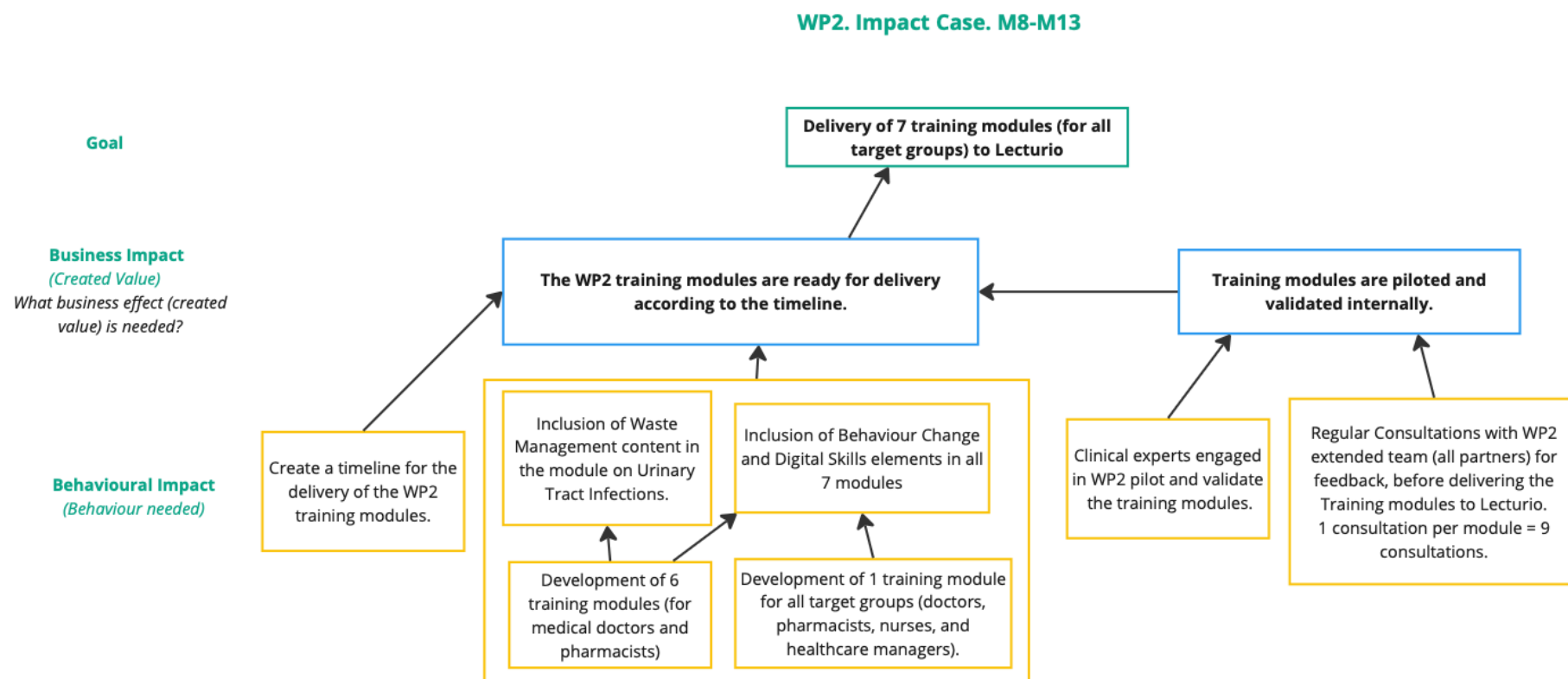


Figure 3. Co-Created Impact Case of WP2.

Table 6. WP2 Impact Case Tracking for the M8–M13 period.

Type of Impact	Impact Objectives	Impact Measurement Tracking. First IC Cycle: M8 – M13									
		KPI / Measure	BS	Target	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Notes
BUSINESS IMPACT	The WP2 Training Modules are ready for delivery according to timeline.	No. of WP2 Training modules ready for delivery to Lecturio.	0	7	0	1	1	3	4	7	
	Training modules are piloted and validated internally.	No. of training modules validated internally.	0	7	0	0	1	2	4	7	All WP2 training modules were piloted and validated by the clinical experts engaged in WP2.
BEHAVIOURAL IMPACT	Create a timeline for the delivery of the WP2 training modules.	The timeline is created in Miro.	0	1	0	1	1	1	1	1	
	Develop 6 training modules for medical doctors and pharmacists.	No. of training modules developed specifically for medical doctors and pharmacists.	0	6	0	1	1	2	3	6	Two additional modules were developed in April 2024 (1 for nurses and 1 for healthcare managers).
	Develop 1 training module for all target groups (doctors, pharmacists, nurses, and healthcare managers).	No. of training modules developed for all target groups.	0	1	0	0	0	1	1	1	
	Inclusion of Waste Management content in the module on Urinary Tract Infections (UTI).	1 sub-chapter on 'Managing Waste in Clinical Practice' is included in the UTI module.	0	1	0	1	1	1	1	1	
	Inclusion of Behaviour Change and Digital Skills elements in all 7 modules.	No. of training modules including behaviour change and digital skills elements.	0	7	0	1	1	3	4	7	
	Clinical experts engaged in WP2 pilot and validate (P&V) the training modules.	No. of clinical experts engaged in the P&V process.	0	7	0	3	5	10	10	10	10 clinical experts from the WP2 institutions revised each module text and clinical case. There were 3 rounds of revision per module.
		No. of modules undergoing validation.	0	7	0	0	1	3	4	7	

	Regular consultations with WP2 extended team (all partners) for feedback, before delivering the training modules to Lecturio.	Feedback consultations with WP2 extended team. (1 consultation per module = 7 consultations).	0	7	0	0	0	0	0	0	3	These consultations were sufficient, thanks to the clinical experts' extensive feedback.
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WP3 Impact Case and Impact Tracking: M8 – M13

WP3 Impact Case. M8 - M13

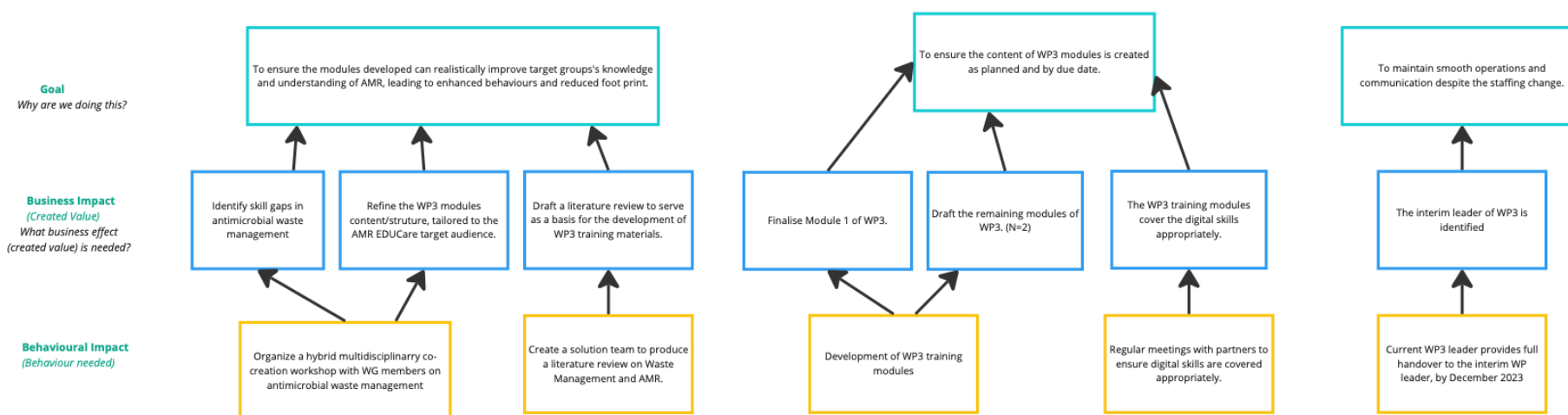


Figure 4. Co-Created Impact Case of WP3

Table 7. WP3 Impact Case Tracking for the M8–M13 period.

Type of Impact	Impact Objectives	Impact Measurement Tracking. First IC Cycle: M8 – M13									
		KPI / Measure	BS	Target	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Notes
BUSINESS IMPACT	Identify skill gaps in antimicrobial waste management	Needs Assessment Report	0	1	0	1	1	1	1	1	
	Refine the WP3 modules' content/structure, tailored to the AMR EDUCare target audience.	All the 3 modules' outlines are presented in 1 report.	0	1	0	0	1	1	1	1	
	Draft a literature review to serve as a basis for the development of WP3 training materials.	A Literature Review document	0	1	0	1	1	1	1	1	
	Finalise Module 1 of WP3	Percentage of completion	0	100%	20%	80%	100%	100%	100%	100%	
	Draft Modules 2 and 3 of WP3	Percentage of completion for Module 2 draft	0	100%	20%	20%	20%	20%	20%	20%	The modules were completed during the 2nd IC cycle.
		Percentage of completion for Module 3 draft	0	100%	10%	10%	10%	10%	10%	10%	
	The WP3 training modules cover the digital skills appropriately	No. of modules including digital skills	0	3	0	0	0	0	0	0	The target KPI was adjusted from 3 modules to 1, following WG's feedback from the Lisbon workshop.
	The WP3 interim leader is identified.	The interim leader is assigned	0	1	0	1	1	1	1	1	
BEHAVIOURAL IMPACT	Organise a hybrid multidisciplinary co-creation workshop with WG members on antimicrobial waste management.	1 co-creation workshop is organised in Lisbon	0	1	1	1	1	1	1	1	
	Create a solution team to develop a literature review on Waste Management and AMR.	A solution team is created.	0	1	0	1	1	1	1	1	
	Development of WP3 training modules	Percentage of completion	20%	100%	17%	37%	43,3%	43,3%	43,3%	43,3%	
	Regular meetings with partners to ensure digital skills are covered appropriately.	No. of meetings with WP5 partners	1	5	2	3	4	5	7	9	
	Current WP leader provides full handover to the WP3 interim leader.	1:1 physical meetings for full handover	0	3	0	1	3	3	3	3	

WP4 Impact Case and Impact Tracking: M8 – M13

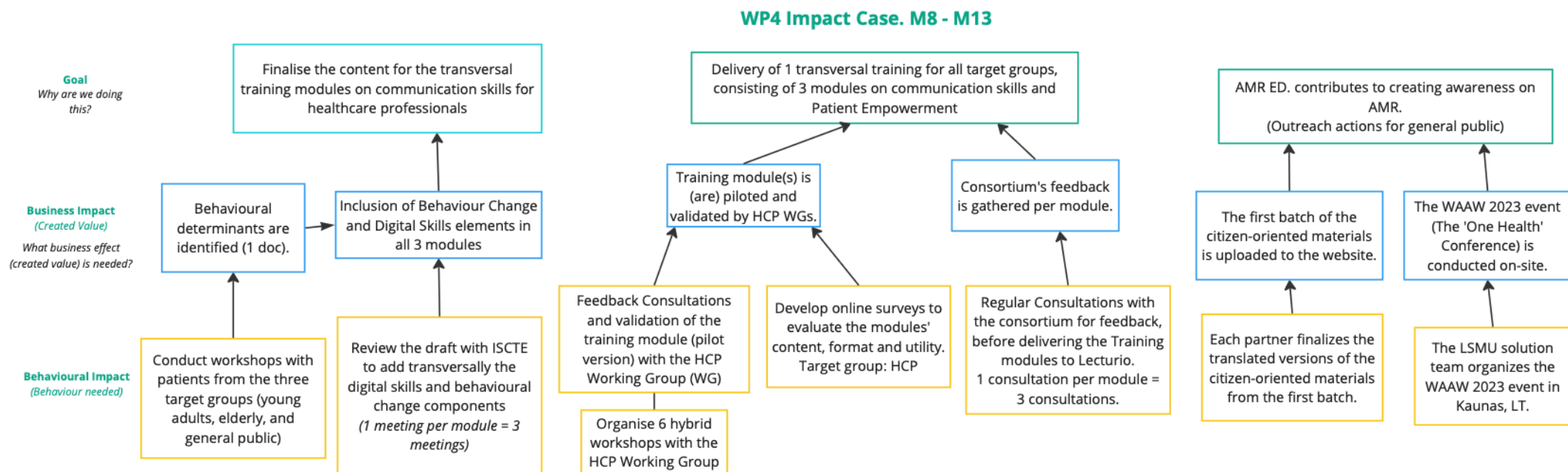


Figure 5. Co-Created Impact Case of WP4

Table 8. WP4 Impact Case Tracking for the M8–M13 period.

Type of Impact	Impact Objectives	Impact Measurement Tracking. First IC Cycle: M8 – M13									
		KPI / Measure	BS	Target	Oct.	Nov	Dec	Jan.	Feb.	Mar	Notes
BUSINESS IMPACT	Behavioural determinants are identified.	One document on behavioural determinants is created.	0	1	0	0	1	1	1	1	
	Inclusion of behaviour change and digital skills elements in all three modules.	No. of modules including digital skills components.	0	3	0	0	0	0	3	3	
		No. of modules including behaviour change components.	0	3	0	1	2	3	3	3	
	Training module(s) is (are) piloted and validated.	No. of training modules piloted and validated with healthcare professionals of Catalonia.	0	3	0	0	0	0	3	3	
	Consortium's feedback is gathered per module	No. of modules shared for feedback.	0	3	0	1	2	3	3	3	
	The first batch of the citizen-oriented materials for patients is uploaded to the website	No. of citizen-oriented materials uploaded to the website	0	3	0	0	3	3	3	3	
	The WAAW 2023 event (the 'One Health' Conference) is conducted on site.	No. of conducted on-site WAAW 2023 events.	0	1	0	1	1	1	1	1	
BEHAVIOURAL IMPACT	Conduct workshops with patients from the three target groups (young adults, elderly, and general public).	A workshop with young adults is conducted.	0	1	2	2	2	2	2	2	
		A workshop with elderly is conducted.	0	1	0	0	2	2	2	2	
		A workshop with general public is conducted.	0	1	0	2	2	2	2	2	
	Review the draft with ISCTE to add transversally the digital skills and behavioural change components.	No of meetings with ISCTE on behaviour change (1 meeting / module)	0	3	0	0	1	3	6	6	
		No of meetings with ISCTE on digital skills (1 meeting / module)	0	3	0	0	0	0	0	0	Due to a lack of clear communication with ISCTE, ISGlobal led the development of the digital component of WP4 modules with feedback provided

											by ISCTE at a later stage (during the 2nd IC cycle).
Organise 6 hybrid workshops with the HCP working group.	No. of hybrid workshops organised	0	6	5	5	5	5	8	10		
Feedback consultations and validation of the training module (pilot version) with HCP working groups	No. of feedback & validation consultations with Catalan HCP.	0	4	0	0	0	0	4	7		
Develop online surveys to evaluate the modules' format, content, and utility.	No. of surveys developed.	1	3	3	3	3	3	3	3	The surveys were disseminated during the above-mentioned consultations (3 surveys per module).	
Regular consultations with the consortium for feedback, before delivering the modules to Lecturio.	No. of feedback consultations with the consortium (1/module)	0	3	0	0	0	3	3	3		
Each partner finalises the translated versions of the citizen-oriented materials from the first batch.	The translated versions are finalised by each partner.	0	6	0	0	4	4	4	4	Languages available: English, Spanish, Catalan, Lithuanian, Hungarian and Greek.	
The LSMU solution team organises the WAAW 2023 event in Kaunas.	Event Agenda / Programme	0	1	1	1	1	1	1	1		

WP5 Impact Case and Impact Tracking: M8 – M13

WP5. Impact Case. First IC Cycle M8-M13

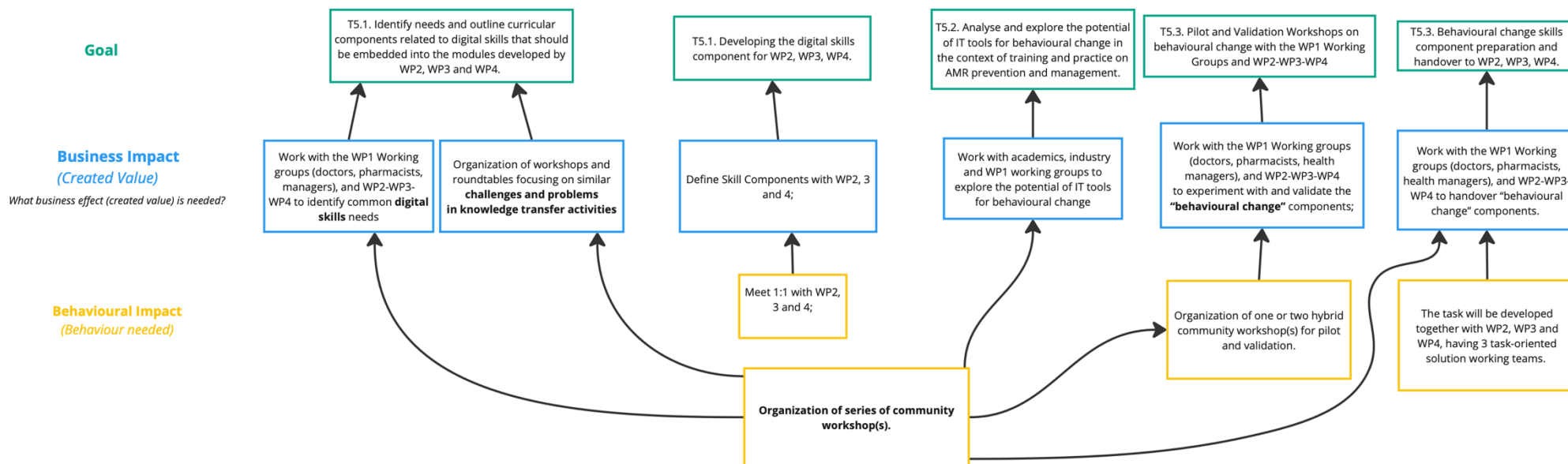


Figure 6. Co-Created Impact Case of WP5

Table 9. WP5 Impact Case Tracking for the M8-M13 period

Type of Impact	Impact Objectives	Impact Measurement Tracking. First IC Cycle: M8 – M13								
		KPI / Measure	BS	Target	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.
BUSINESS IMPACT	Work with the WP1 Working Groups and WP2-WP3-WP4 to identify common digital skills needs	1 document on common digital skills / Meeting's agenda	0	1	0	1	1	1	1	1
	Organisation of workshops and roundtables focusing on similar challenges and problems in knowledge transfer activities.	Meeting minutes/report	0	1	0	0	0	0	2	3
	Define Skill Components with WP2, 3 and 4	List of Skill Components defined	0	1	0	1	1	1	1	1
	Work with academics, industry and WP1 Working Groups to explore the potential of IT tools for behavioural change	Meeting Agenda	0	1	0	0	1	1	1	1
	Work with WP1 WG and WP2-WP3-WP4 to experiment with and validate the behavioural change components.	Meeting Agenda	0	1	0	0	0	0	0	1
	Work with WP1 WG and WP2-WP3-WP4 to handover "behavioural change" components.	Draft of Behavioural Change components created (1/WP, 3 in total).	0	3	0	0	1	2	3	3
		No. of meetings with the solution team and WP1 Working Groups	0	1	0	0	0	0	0	1
BEHAVIOURAL IMPACT	Organisation of series of community workshops	No. of series of community workshops organised.	0	2	0	0	0	0	1	2
	Meet 1:1 with WP2, 3 and 4 to define skill components.	No. of meetings with WP2	0	4	0	0	0	2	3	4
		No. of meetings with WP3	0	4	1	2	3	3	3	3
		No. of meetings with WP4	0	4	0	0	1	2	3	4
	Organisation of one hybrid community workshop on exploring the potential of IT tools for behavioural change	No. of hybrid community workshops organised.	0	1	0	1	1	1	1	2
	Organisation of community workshop(s) for pilot and validation.	No. of pilot & validation workshops organised	0	2	0	0	0	0	2	3
	Developing the 'behaviour change' components in concert with WP2, WP3, and WP4, having 3 task-oriented solution working teams.	No. of task-oriented solution working teams	0	3	0	0	2	2	3	3

WP6 Impact Case and Impact Tracking: M8 – M13

WP6 Impact Case. M8-M13

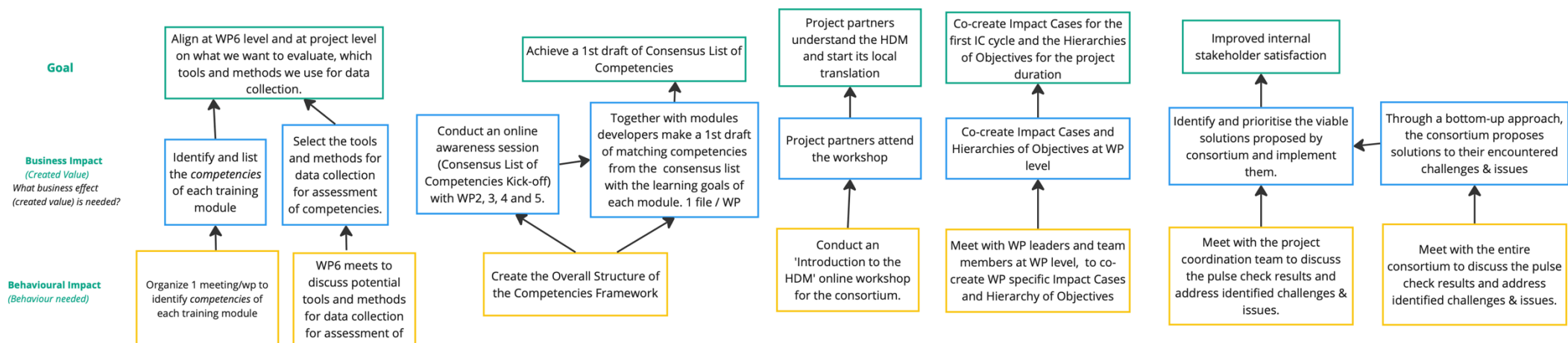


Figure 7. Co-Created Impact Case of WP6

Table 10. WP6 Impact Case Tracking for the M8-M13 period

Type of Impact	Impact Objectives	Impact Measurement Tracking. First IC Cycle: M8 – M13									
		KPI / Measure	BS	Target	Oct.	Nov	Dec	Jan	Feb	Mar	Notes
BUSINESS IMPACT	Identify and list the competencies of each training module	No. of modules where the competencies were identified (1st draft)	0	15	0	0	0	9	12	15	Adjustments to these initial lists of competencies followed during the entire process of developing the Consensus List of Competencies.
	Select the tools and methods for data collection for assessment of competencies	A draft plan for the assessment of competencies' data collection.	0	1	0	0	0	0	0	1	Online post-module assessments tests were identified as the tool and method for data collection.
	Conduct an online awareness session (Consensus List of Competencies Kick-off) with WP2, 3, 4 and 5.	Conduct a Consensus List of Competencies Kick-off meeting with key stakeholders.	0	1	0	0	0	1	1	1	
	Together with modules developers make a 1st draft of matching competencies from the consensus list with the learning goals of each module	A 1st draft of the Consensus List of Competencies is created. (1 excel document).	0	1	0	0	0	0	0	1	
	Project partners attend the 'Introduction to the HDM' workshop	No. of participants (Target: 1 representative per organisation(N=14))	0	14	0	0	10	10	10	10	
	Co-create Impact Cases and Hierarchies of Objectives at WP level	No. of Hierarchies of Objectives created	1	8	6	8	8	8	8	8	
		No. of WP-specific Impact Cases created	0	8	1	4	4	7	7	8	
	Through a bottom-up approach, the consortium proposes solutions to their encountered challenges & issues	List of Proposed Solutions (doc)	0	1	0	0	1	1	1	1	
	Identify and prioritise the viable solutions proposed by consortium and implement them.	An action plan for improving stakeholders' satisfaction is created.	0	1	0	0	0	0	1	1	

BEHAVIOURAL IMPACT	Organise 1 meeting per transversal WP to identify competencies for each training module.	No. of kick-off meetings conducted with WP2, 3 and 4 and the WP5 representatives.	0	3	0	0	0	3	3	3	Following these meetings, multiple 1:1 meetings were facilitated with content developers during the rest of the cycle, and the entire process of creating the Consensus list of competencies.
	WP6 meets to discuss potential tools and methods for data collection.	No of WP6 internal meetings conducted for this topic.	0	2	0	0	0	1	1	2	
	Create the overall structure of the Competencies Framework	The overall structure of the Competencies Framework is created.	0	1	0	0	0	1	1	1	
	Conduct an 'Introduction to the HDM' workshop	No. of workshops conducted	0	1	0	1	1	1	1	1	
	Meet with WP leaders and team members at WP level, to co-create WP-specific Impact Cases	No. of Impact Case workshops (1/WP = 8)	0	8	2	6	6	9	9	11	For the co-creation of some ICs, it was essential to meet several times to ensure the feasibility of the intended impact objectives.
	Meet with the entire consortium to discuss the pulse check results and address identified challenges and issues.	No. of Pulse Check- related meetings conducted with the consortium	0	1	0	0	1	2	2	3	
	Meet with the project coordination team to discuss the pulse check results and address identified challenges and issues.	No. of Pulse Check-related meetings with the coordination team.	0	3	1	1	2	2	3	3	

WP7 Impact Case and Impact Tracking: M8 – M13

WP7. Impact Case. First IC Cycle M8-M13

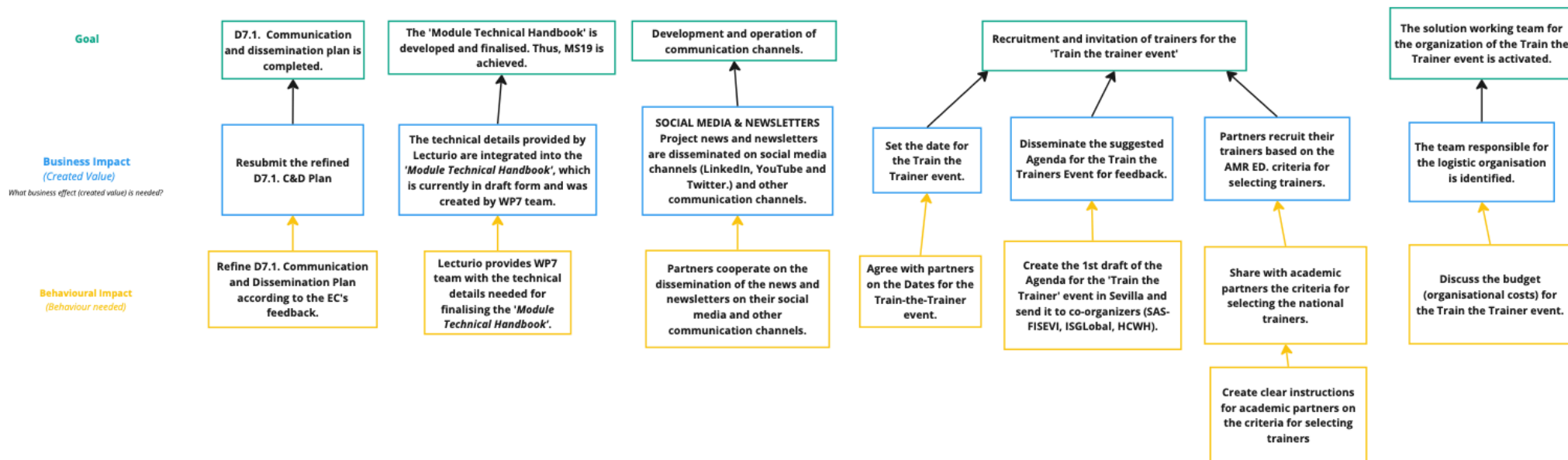


Figure 8. Co-Created Impact Case of WP7

Table 11. WP7 Impact Case Tracking for the M8-M13 period

Type of Impact	Impact Objectives	Impact Measurement Tracking. First IC Cycle: M8 – M13									
		KPI / Measure	BS	Target	Oct	Nov	Dec	Jan	Feb	Mar	Notes
BUSINESS IMPACT	Resubmit the refined D7.1 Communication & Dissemination (C&D) Plan	The 'D7.1.C&D Plan' is submitted to the EC platform.	0	1	0	0	1	1	1	1	
	The technical details provided by Lecturio are integrated into the 'Module Technical Handbook'.	One chapter on the technical details provided by Lecturio is integrated into the 'Module Technical Handbook' existent draft.	0	1	0	0	0	0	0	0	A one-page summary per module was delivered in September 2024 (instead of M4). The delay was due to the lengthy selection process of Lecturio whose involvement changed and upgraded the originally planned course creation process. The content was finalised in cooperation with Lecturio. Note: The Methodology Handbook was continuously upgraded, with the final version completed by the end of August 2025, and shared at the Seville workshop in September 2025.
	Project news and newsletters are disseminated on social media channels and other communication channels.	No. of news and newsletters disseminated on the various communication channels.	0	4	0	2	3	3	4	4	
	Set the date for the Train-the-Trainer event.	The date for the Train-the-Trainer event is officially set.	0	1	0	0	0	1	1	1	
	Disseminate for feedback the suggested Agenda for the Train-the-Trainers event.	The proposed agenda is disseminated to key partners via email (first draft).	0	1	0	0	0	1	1	1	
	Partners recruit their trainers based on the AMR ED. criteria for selecting trainers.	No. of trainers recruited/ identified. (2 per academic partner)	0	12	0	0	0	4	8	12	For this cycle, the target was to identify trainers who would join the event in person.
	The team responsible for the logistical organisation of the Train the Trainers event is identified.	A working solution team is designated for the task.	0	1	0	0	0	1	1	1	The assigned team included representatives from FISEVI, MEMT and HCWH Europe.

BEHAVIOURAL IMPACT	Refine D7.1. Communication and Dissemination Plan according to the EC's feedback.	D7.1. is refined accordingly.	0	1	0	0	1	1	1	1	
	Lecturio provides WP7 team with the technical details needed for finalising the 'Module Technical Handbook'	Inputs from Lecturio are gathered via e-mail.	0	1	0	0	0	0	0	0	Lecturio provided the technical details only after the contract with them was signed, which occurred in the 2nd Impact Case cycle (April 2024) and the Handbook was completed by September 2024.
	Partners cooperate on the dissemination of the news and newsletters on their social media and other communication channels.	No. of partners disseminating the AMR EDUCare news and newsletters.	0	7	0	7	7	7	7	8	Partners who disseminated the news: HCWH Europe, ISGlobal, EQuIP, ECHA, EHMA, FISEVI, AEMPS, MEMT, University of Athens, Lithuanian University.
	Agree with partners on the Dates for the Train-the-Trainer event.	An email communication thread addressing this topic is facilitated by MEMT.	0	1	0	0	1	1	1	1	
	Create the 1st draft of the Agenda for the Train-the-Trainer event in Sevilla and send it to co-organisers for review.	The Agenda is sent for review via email.	0	1	0	0	1	1	1	1	
	Create clear instructions for academic partners on the criteria for selecting trainers.	The instructions for academic partners on the criteria for selecting trainers are developed (1 doc).	0	1	0	0	1	1	1	1	
	Share with academic partners the criteria for selecting the national trainers.	The Trainers' selection criteria are shared with academic partners via email.	0	1	0	0	0	1	1	1	
	Discuss the budget (organisational costs) for the Train-the-Trainer event.	WP7 conducts a meeting with key partners.	0	1	0	0	1	1	1	1	This aspect was discussed both in-person and via e-mail.

WP8 Impact Case and Impact Tracking: M8 – M13

WP8. Impact Case. First IC Cycle M8-M13

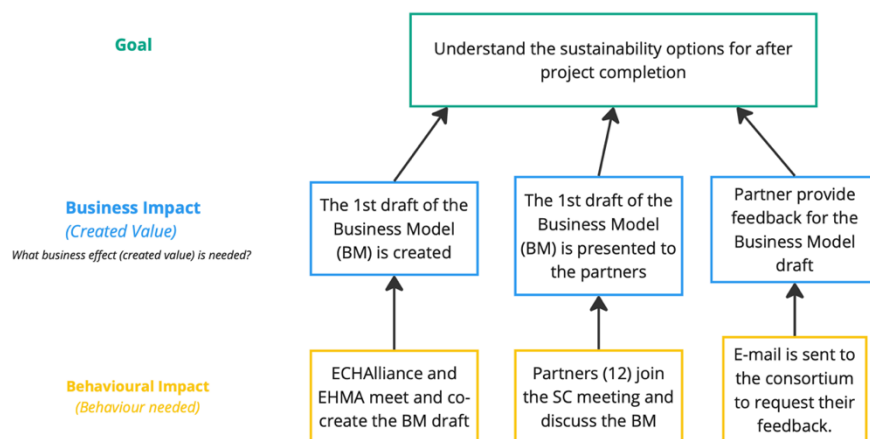


Figure 9. Co-Created Impact Case of WP8.

Table 12. WP8 Impact Case Tracking for the M8-M13 period.

Type of Impact	Impact Objectives	Impact Measurement Tracking. First IC Cycle: M8 – M13								
		KPI / Measure	BS	Target	Oct.	Nov	Dec	Jan.	Feb.	Mar
BUSINESS IMPACT	The 1st draft of the Business Model is created	The Business Model report – 1st draft	0	1	0	1	1	1	1	1
	The 1st draft of the Business Model (BM) is presented to partners.	Presentation of the Business Model to partners	0	1	0	1	1	1	1	1
	Partners provide feedback for the BM draft.	No. of partners providing written or verbal feedback.	0	12	1	7	7	7	7	7
BEHAVIOURAL IMPACT	ECHAlliance and EHMA meet and co-create the Business Model draft.	Number of meetings between ECHAlliance and EHMA.	0	2	1	2	2	2	2	2
	Partners join the SC meeting and discuss the BM.	No. of partners joining the SC meeting and discussing the Business Model	0	12	0	10	10	10	10	10
	E-mai is sent to the whole consortium to invite them to provide feedback.	E-mail sent for requesting feedback.	0	1	0	0	1	1	1	1

Appendix 3.

The WP-specific Impact Cases Developed During the Second Impact Case Cycle (M14 – M19: April – September 2024)

List of Abbreviations

BS = Baseline

HDM = Half Double Methodology

WG = Working Groups

WP = Work Package

Notes:

The terms ‘national representatives’, ‘national institutions’, and ‘academic partners’ are used interchangeably and refer to those project partners responsible for conducting the national trainings in the six target countries (Greece, Hungary, Italy, Lithuania, Portugal, Spain).

The numbers presented in the table reflect cumulative progress rather than the number of KPIs achieved within each specific month. For instance, if two events took place in November and one additional event was held in December, the table will display 'Nov: 2' and 'Dec: 3,' representing the total count up to that point. The table below illustrates this approach.

Table Example:

Type of Impact	Impact Objectives	Impact Measurement Tracking. 2nd IC Cycle: M14 – M19								
		KPI / Measure	BS	Target	Oct	Nov	Dec	Jan	Feb	Mar
BUSINESS IMPACT	The AMR EDUCare Training is ready to launch on the Lecturio Academy	No. of Learning Paths ready to launch on the Lecturio academy	0	4	0	1	3	4	4	4
BEHAVIOURAL IMPACT	Content developers and key stakeholders approve the digitised learning paths developed by Lecturio.	No. of learning paths approved.	0	4	1	3	4	4	4	4

WP1 Impact Case and Impact Tracking: M14 – M19

WP1. Impact Case. M14 - M19 (Apr 24 - Sept 24)

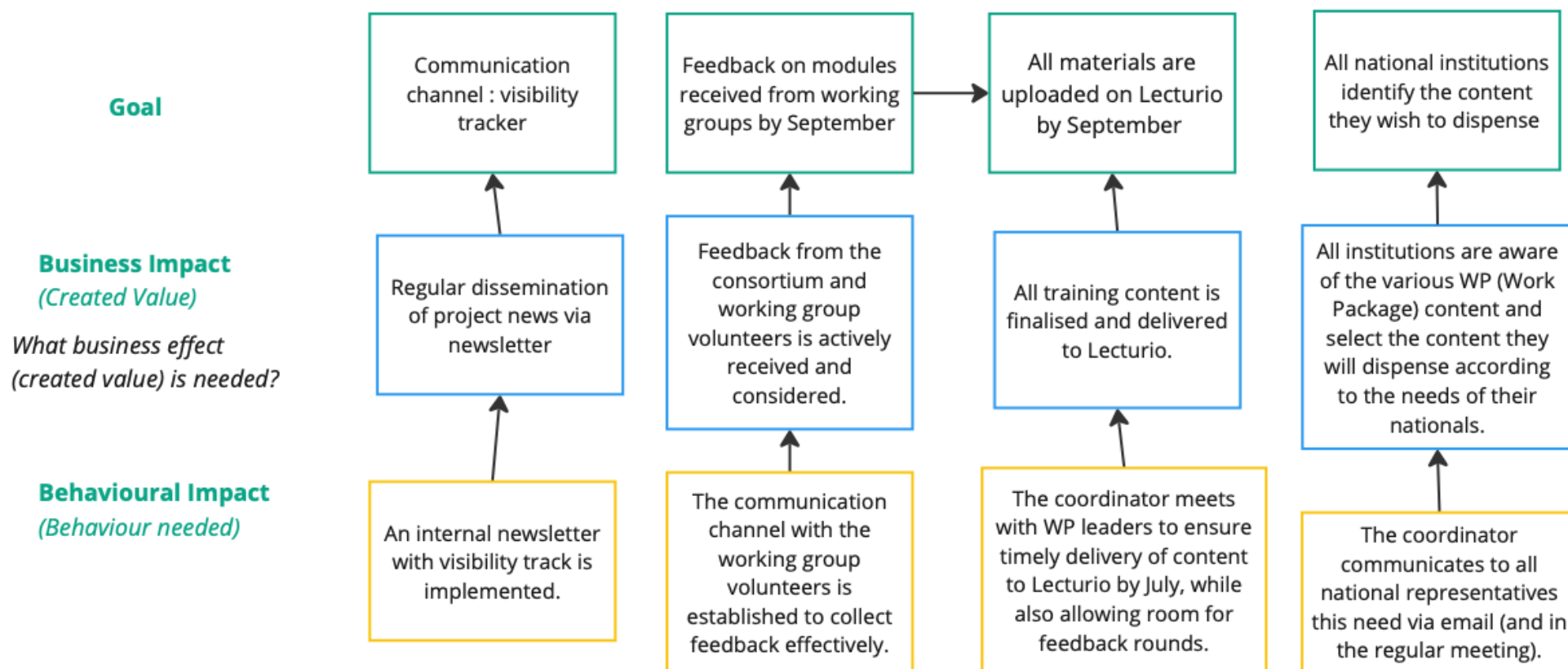


Figure 10. Co-Created Impact Case of WP1, 2nd IC cycle.

Table 13. WP1 Impact Case Tracking for the M14–M19 period.

Type of Impact	Impact Objectives	Impact Measurement Tracking. 2nd IC Cycle: M14-M19									
		KPI / Measure	BS	Target	Apr	May	Jun	Jul	Aug	Sep	Notes
BUSINESS IMPACT	Regular dissemination of project news via newsletter	No. of newsletters disseminated	0	4	0	0	0	2	3	4	
	Feedback from the consortium and working group is actively received and considered	The received feedback from WG is collected in one (1) folder in G-drive.	0	1	0	0	0	1	1	1	The folder was updated regularly as soon as feedback was received.
		Feedback from WG is shared with WP2-5 leaders and the content developers via email. (1 email /WP team)	0	4	0	0	0	2	4	5	
	All training content is finalised and delivered to Lecturio	No. of modules delivered to Lecturio	0	15	0	0	0	0	0	15	
	All institutions are aware of the various WP content and select the content they will disperse according to the needs of their nationals.	Creation of a consolidated document outlining the module composition for each national course.	0	1	0	0	0	0	0	1	
BEHAVIOURAL IMPACT	An internal newsletter with visibility track is implemented	The internal newsletter is implemented	0	1	0	0	0	1	1	1	
	The communication channel with the working group (WG) volunteers is established to collect feedback effectively.	Clear instructions on the delivery of qualitative feedback are prepared	0	1	0	0	1	1	1	1	
		A survey is created to collect feedback.	0	1	0	0	1	1	1	1	
	The coordinator meets with WP leaders to ensure timely delivery of content to Lecturio by July, while also allowing room for feedback rounds.	No. of meetings with WP leaders of the content creating work packages (WP2-5). (1 meeting/organisation)	0	4	0	4	7	12	16	16	Multiple meetings were required regarding the delivery of digital skills content.
	The coordinator requests all national representatives to provide their inputs on the module composition of their specific national course).	No. of emails sent to all academic partners.	0	1	0	0	0	0	0	1	
		The coordinator communicates this need orally in a regular consortium meeting.	0	1	0	0	0	0	0	1	

WP6 Impact Case and Impact Tracking: M14 – M19

WP6 Impact Case. M14 - M19 (April - September 2024)

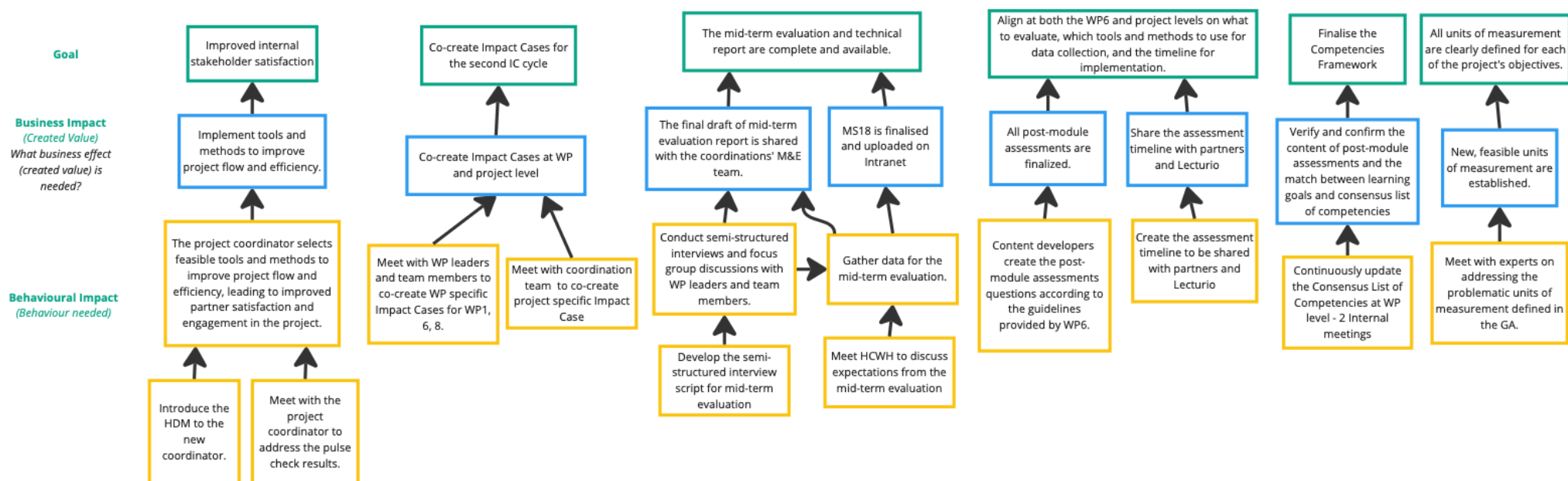


Figure 11. Co-Created Impact Case of WP6, 2nd IC cycle.

Table 14. WP6 Impact Case Tracking for the M14–M19 period.

Type of Impact	Impact Objectives	Impact Measurement Tracking. 2nd IC Cycle: M14-M19									
		KPI / Measure	BS	Target	Apr	May	Jun	Jul	Aug	Sep	Notes
BUSINESS IMPACT	Implement tools and methods to improve project flow and efficiency.	No. of tools and methods implemented by the new coordinator.	0	3	0	1	3	3	3	3	Co-location and regular weekly meetings facilitated a more agile approach, which improved flow and efficiency.
	Co-create Impact Cases at WP and project level	No. of WP-level Impact Cases co-created.	0	3	0	3	3	3	3	3	
		1 project-level Impact Case is co-created.	0	1	0	0	1	1	1	1	
	The final draft of mid-term evaluation report is shared with the coordination's M&E team.	The final draft of the mid-term process evaluation is submitted to the coordination's M&E team.	0	1	0	0	0	0	0	1	
	MS18 is finalised and uploaded on the Intranet	The MS18 Mid-term evaluation of the Training Intervention report is uploaded on the Intranet	1	1	0	0	0	0	1	1	In lieu of the mid-term Evaluation of the Training Intervention, a detailed mid-term report was produced. This report consists of two parts: an evaluation of the training intervention (piloted training modules), finalised in August, and a process evaluation of the project, finalised in September 2024.
	All post-module assessments are finalised	No. of post-module assessments finalised.	0	15	9	12	15	15	15	15	
	Share the Assessment Timeline with partners and Lecturio	The Assessment Timeline is presented to partners in the meeting and via email.	0	1	0	0	0	0	0	1	
		The Assessment Timeline is shared with Lecturio via email.	0	1	0	0	0	1	1	1	
	Verify and confirm the content of post-module assessments and the match between learning goals and the consensus list of competencies.	1 final internal meeting is conducted.	0	1	0	0	0	0	1	1	
		The MS16 Consensus List of Competencies document is finalised.	0	1	0	0	0	0	1	1	

	New, feasible units of measurement are established.	No. of new, feasible units of measurement established to replace the problematic one.	0	1	0	0	0	0	0	0	1	Volume of antimicrobial prescribes (DDD/1000 inhabitants per day) was replaced with frequency of antibiotics prescribed.
BEHAVIOURAL IMPACT	Introduce the HDM to the new coordinator.	1 HDM workshop is conducted for the new project coordinator.	0	1	0	1	1	1	1	1		
	Meet with the project coordinator to discuss the pulse check results	No. of meetings between EQuIP and HCWH to address stakeholders' satisfaction.	0	1	0	1	2	2	2	2		
	The project coordinator selects feasible tools and methods to improve project flow and efficiency, leading to improved partner satisfaction and engagement in the project.	No. of selected tools and methods to improve partners' satisfaction and engagement in the project.	0	3	0	3	3	3	3	3		Half Double tools and methods were presented. Co-location, Project-level Impact Case, and Rhythm in Key events (regular meetings) were selected to improve clarity and project flow.
	Meet with WP leaders and team members to co-create WP specific Impact Cases for WP1, 6, and 8.	No. of Impact Case workshops conducted.	0	3	0	3	3	3	3	3		
	Meet with the coordination team to co-create project-specific Impact Cases		0	1	0	0	1	1	1	1		
	Develop the semi-structured interview script for mid-term evaluation.	The semi-structured interview script is created (1 doc):	0	1	0	0	0	0	1	1		
	Conduct semi-structured interviews and focus groups discussions with WP leaders and team members.	No. of interviews and focus groups conducted. (1 per WP = 8)	0	8	0	0	0	0	6	9		
	Meet HCWH M&E team to discuss expectations from the mid-term evaluation	No. of meetings on mid-term evaluation with HCWH M&E team.	0	1	0	0	0	1	1	1		Follow-up was done via e-mail.
	Gather data for the mid-term evaluation.	1 draft document structuring data at WP-level and project level is created.	0	1	0	0	0	1	1	1		
	Content developers create the post-module assessments questions according to the guidelines provided by WP6.	No. of post-module assessments created by content developers and sent for review to WP6 team.	0	15	9	12	15	15	15	15		

	Create the assessment timeline to be shared with partners and Lecturio	A visual representation of the Assessment Timeline is created.	0	1	0	0	1	1	1	1	
	Continuously update the Consensus List of Competencies at WP level.	No. of internal meetings conducted.	0	2	0	0	0	0	1	3	
	Meet with experts on addressing the problematic units of measurement defined in the GA.	No. of roundtables conducted with key experts within the consortium.	0	2	0	0	0	0	0	3	Follow-up work was done using online working documents.

WP8 Impact Case and Impact Tracking: M14 – M19

WP8 Impact Case. Second IC Cycle: M14 - M19 (Apr 24 - Sep 24)

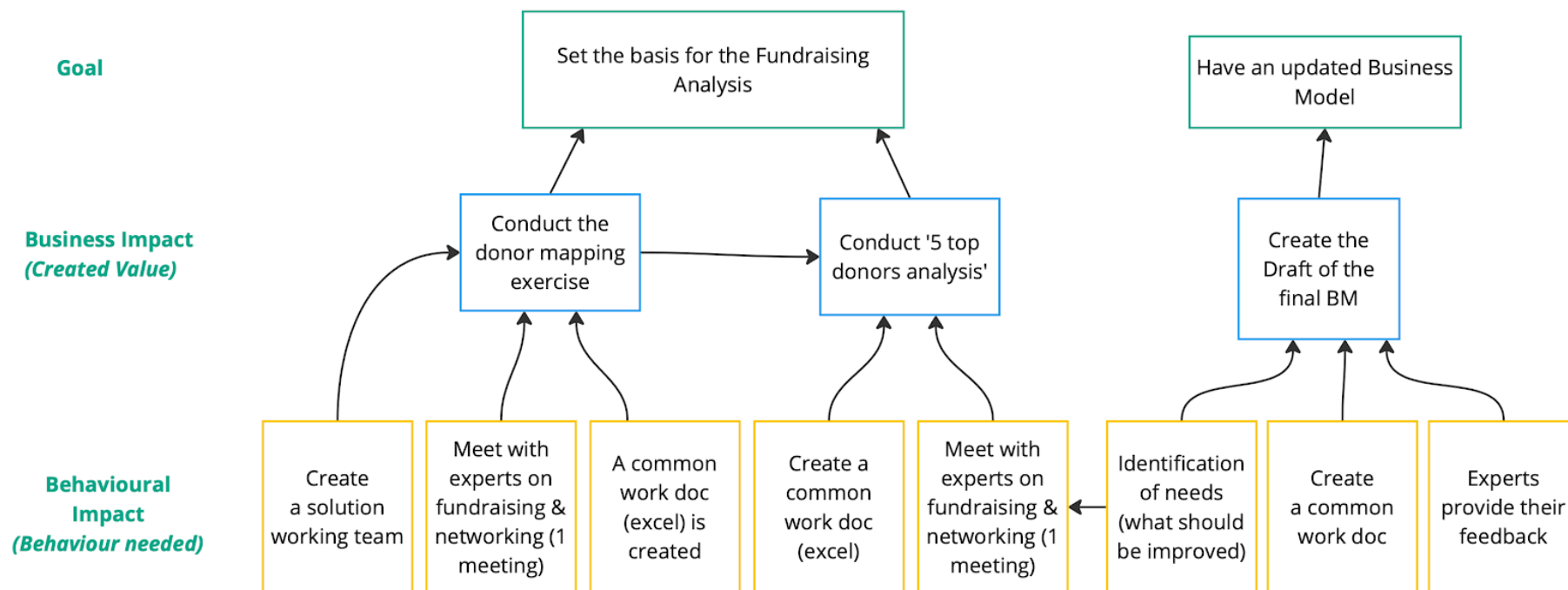


Figure 12. Co-Created Impact Case of WP8, 2nd IC cycle.

Table 15. WP8 Impact Case Tracking for the M14–M19 period.

Type of Impact	Impact Objectives	Impact Measurement Tracking. 2nd IC Cycle: M14-M19								
		KPI / Measure	BS	Target	Apr	May	Jun	Jul	Aug	Sep
BUSINESS IMPACT	Conduct the donor mapping exercise.	A list of donors (mapping exercise in excel).	0	1	0	0	0	0	0	1
	Conduct the '5 top donor analysis.	A first draft presenting the 5 top donors for analysis.	0	1	0	0	0	0	0	1
	Create the draft of the final Business Model	A draft of the Final Business Model report.	0	1	0	0	0	0	0	1
BEHAVIOURAL IMPACT	Create a solution working team for Fundraising Mapping and Analysis tasks.	A solution working team is created.	0	1	0	0	1	1	1	1
	Meet with experts on fundraising and networking	Meeting Agenda / meeting minutes / meeting summary.	0	1	0	0	0	1	1	1
	Identification of needs (what should be improved) for the Final Business Model	Self-assessment work – comments are provided in the common document. 1 feedback/organisation (2 in total)	0	2	0	0	0	0	0	0
		A meeting with the working team.	0	1	0	0	0	1	1	1
	Create a common work doc (word)	A work document is created in G-drive.	0	1	0	0	0	1	1	1
	Experts provide their feedback on the proposed Business Model	The feedback is collected in 1 document.	0	1	0	0	0	0	1	1

Project-level Impact Case and Impact Tracking: M14 – M19

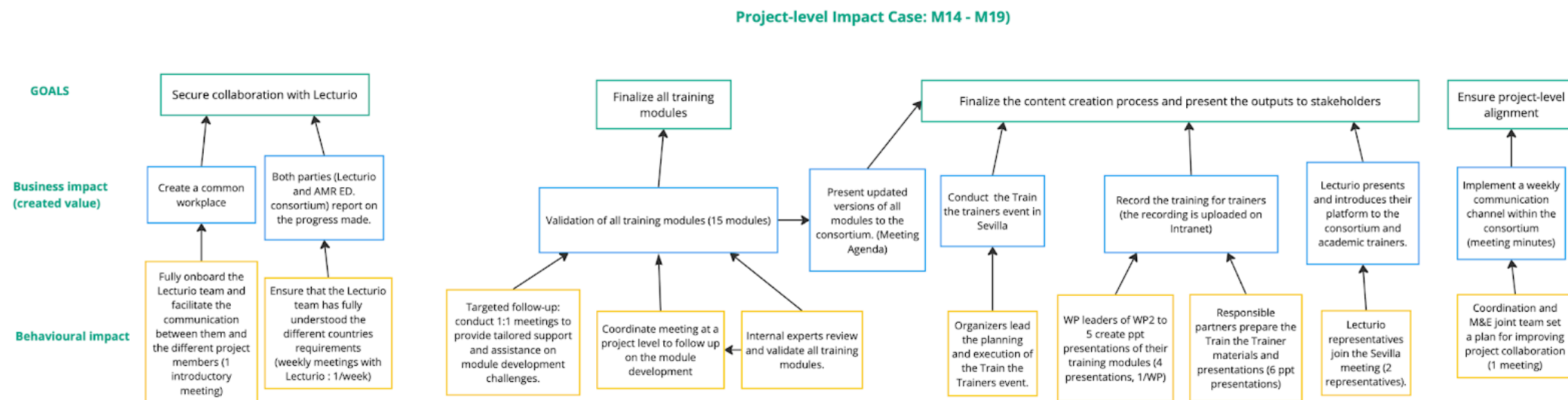


Figure 13. Co-Created Impact Case at Project level, 2nd IC cycle.

Table 16. AMR EDUCare Project-level Impact Case Tracking for the M14 – M19 period.

Type of Impact	Impact Objectives	Impact Measurement Tracking. 2nd IC Cycle: M14-M19								
		KPI / Measure	BS	Target	Apr	May	Jun	Jul	Aug	Sep
BUSINESS IMPACT	Create a common workplace for Lecturio and AMR EDUCare consortium.	1 folder in G-drive is created.	0	1	0	1	1	1	1	1
	Both parties (Lecturio and AMR EDUCare) report on the progress made.	Meeting minutes are taken (1 doc).	0	1	0	1	1	1	1	1
	Validation of all training modules by internal and external reviewers.	No. of validated training modules by international working groups.	0	15	0	0	0	0	6	10
		No. of validated training modules by internal and external reviewers (not members of international WG).	10	15	10	12	15	15	15	15
	Present to the consortium updated versions of all modules.	Meeting agenda	0	1	0	0	0	0	1	1
	Conduct Train the Trainers event in Sevilla	No. of trainers attending the Training in person (1/country)	0	6	0	0	0	0	0	12
		No. of trainers attending the Training online	0	12	0	0	0	0	0	10
	Record the training for trainers.	The recordings are uploaded on Intranet in 1 folder.	0	1	0	0	0	0	0	1
	Lecturio presents and introduces their platform to the consortium and academic trainers.	No. of ppt presentations prepared and uploaded on Intranet.	0	1	0	0	0	0	0	1
	Implement a weekly communication channel within the consortium.	Meeting minutes of the weekly communication are constantly taken in 1 doc.	0	1	0	0	0	0	1	1
BEHAVIOURAL IMPACT	Fully onboard the Lecturio team and facilitate the communication between them and the different project members.	1 introductory meeting.	0	1	0	1	1	1	1	1
	Ensure that the Lecturio team has fully understood the different countries requirements.	Lecturio weekly catch-up calls are implemented. (1 meeting/week = 18 meetings)	0	18	0	1	5	10	14	18
	Coordinate meeting at project level to follow up on the module development.	Meeting minutes are taken (1 living document)	0	1	0	1	1	1	1	1
	Targeted follow-up: coordinators conduct 1:1 meetings to provide tailored support and assistance on module development challenges.	No. of 1:1 meetings with WP2-5.	0	4	4	4	4	4	4	4
	Internal experts review and validate all training modules.	No. of experts who reviewed and validated the training modules.	0	10	10	10	10	10	10	10

	Organisers lead the planning and execution of the Train the Trainers event.	Registration for Train the Trainer event is open and disseminated to all partners (link via email).	0	1	0	1	1	1	1	1
		The info booklet (pdf) on key logistic details & Training Programme is disseminated to all partners.	0	1	0	0	0	1	1	1
	WP leaders of WP2 to 5 create ppt presentations of their training modules.	No. of presentations created (1 per WP = 4 presentations)	0	4	0	0	0	0	4	4
	Responsible partners prepare Train the Trainer materials and presentations.	No. of ppt presentations prepared and uploaded on Intranet.	0	6	0	0	0	0	3	13
		A brief for the Academic project partners and their trainers is created and shared with partners before the Train the Trainer event. (1 doc)	0	1	0	0	0	0	1	1
	Lecturio representatives join the Sevilla meeting (Train the Trainer event)	No. of Lecturio representatives joining in-person the Train the Trainer event.	0	2	0	0	0	0	0	2
	Coordination and M&E joint team set a plan for improving project collaboration.	No. of meetings conducted on the topic.	0	1	0	1	1	1	1	1

Appendix 4.

The WP-specific Impact Cases Developed During the Third Impact Case Cycle

(M20 – M24: October 2024 – February 2025)

List of Abbreviations

AB = Advisory Board

BS = Baseline

WG = Working Groups

WP = Work Package

Notes:

The terms 'national partners' and 'academic partners' are used interchangeably and refer to those project partners responsible for conducting the national trainings in their own countries (Greece, Hungary, Italy, Lithuania, Portugal, Spain).

The numbers presented in the table reflect cumulative progress rather than the number of KPIs achieved within each specific month. For instance, if two events took place in November and one additional event was held in December, the table will display 'Nov: 2' and 'Dec: 3,' representing the total count up to that point. The table below illustrates this approach.

Table Example:

Type of Impact	Impact Objectives	Impact Measurement Tracking. 2nd IC Cycle: M14 – M19							
		KPI / Measure	BS	Target	Oct	Nov	Dec	Jan	Feb
BUSINESS IMPACT	The AMR EDUCare National Trainings are being conducted.	No. of National Trainings for medical doctors launched	0	6	0	1	2	2	3
BEHAVIOURAL IMPACT	Academic partners recruit training participants for their AMR ED. national trainings.	No. of countries starting the recruitment process	0	6	1	2	2	3	5

WP1 Impact Case and Impact Tracking: M20 – M24

Camille

WP1. Impact Case. M20 - M24 (Oct 24 - Feb 25)

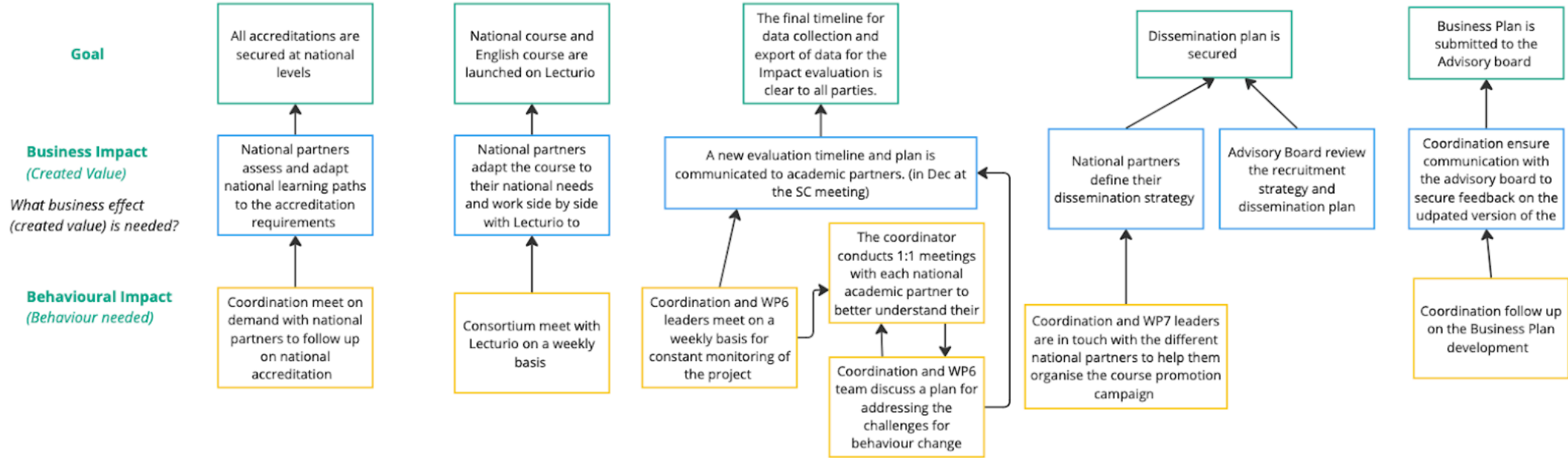


Figure 14. Co-Created Impact Case for WP1, 3rd IC cycle.

Table 17. WP1 Impact Case Tracking for the M20–M24 period.

Type of Impact	Impact Objectives	Impact Measurement Tracking. 3rd IC Cycle: M20-M24								
		KPI / Measure	BS	Target	Oct	Nov	Dec	Jan	Feb	Notes
BUSINESS IMPACT	National partners assess and adapt national learning paths to the national accreditation requirements.	The national accreditation bodies are identified (1/partner = 6)	2	6	3	4	8	8	8	Both Hungary and Greece use two accreditation bodies, serving different target groups.
		The national accreditation requirements are identified by each partner and compiled in one document at project level.	0	1	0	0	0	0	1	
	National partners adapt the course to their national needs and work closely with Lecturio to implement those changes.	The six tracking change files are completed and finalised. (1 per country = 6)	0	6	0	0	0	0	6	
	A new, adjusted timeline and plan for the behaviour change evaluation is communicated to academic partners.	EQuIP communicates to academic partners the new evaluation plan and timeline during the Steering Committee meeting. (SC Meeting Minutes)	0	1	0	0	1	1	1	
	National partners define their dissemination strategy	The six dissemination strategies are defined and consolidated in one shared document.	0	1	0	0	0	0	1	
	Advisory Board review the recruitment strategy and dissemination plan	Feedback is collected in one document.	0	1	0	0	0	1	1	
	Coordination team ensures communication with the Advisory Board to secure feedback on the updated version of the Business Plan	Coordination contacts the AB on this matter via email (no. of emails sent to the AB members)	0	2	0	0	1	2	2	
BEHAVIOURAL IMPACT	Coordination team meets on demand with national partners to follow up on national accreditation.	No. of meetings conducted. (1 per academic partner = 6)	0	6	6	9	12	12	12	
	Consortium meet with Lecturio on a weekly basis (except official holidays).	No. of meetings conducted.	0	20	5	9	12	16	20	
	Coordination and WP6 leaders meet on a weekly basis for constant monitoring of the project.	No. of meetings conducted between HCWH and EQuIP.	0	20	5	9	12	16	20	

	The coordination team and WP6 team discuss a plan for addressing the challenges for behaviour change evaluation.	No. of meetings conducted	0	1	0	1	3	4	4	
	The coordinator conducts 1:1 meetings with each national academic partner to better understand their recruitment strategies and timeline, and informs WP6 on these insights via a consolidated document.	No. of 1:1 meetings conducted.	0	6	0	0	6	6	6	
		An overview of the implementation timeline of each national training is created (1 consolidated document is created).	0	1	0	0	1	1	1	
	Coordination team and WP7 leaders are in touch with the different national partners to help them organise the course promotion campaign.	No. of coordination meetings or touchpoints between WP7 leaders and national partners regarding course promotion. 1 meeting per country	0	6	0	1	7	8	9	
	Coordination team follow up on the Business Plan development.	No. of meetings conducted. (Target: bi-monthly)	0	10	3	5	6	8	10	

WP6 Impact Case and Impact Tracking: M20 – M24

WP6 Impact Case. M20 - M24 (Oct 2024 - February 2025)

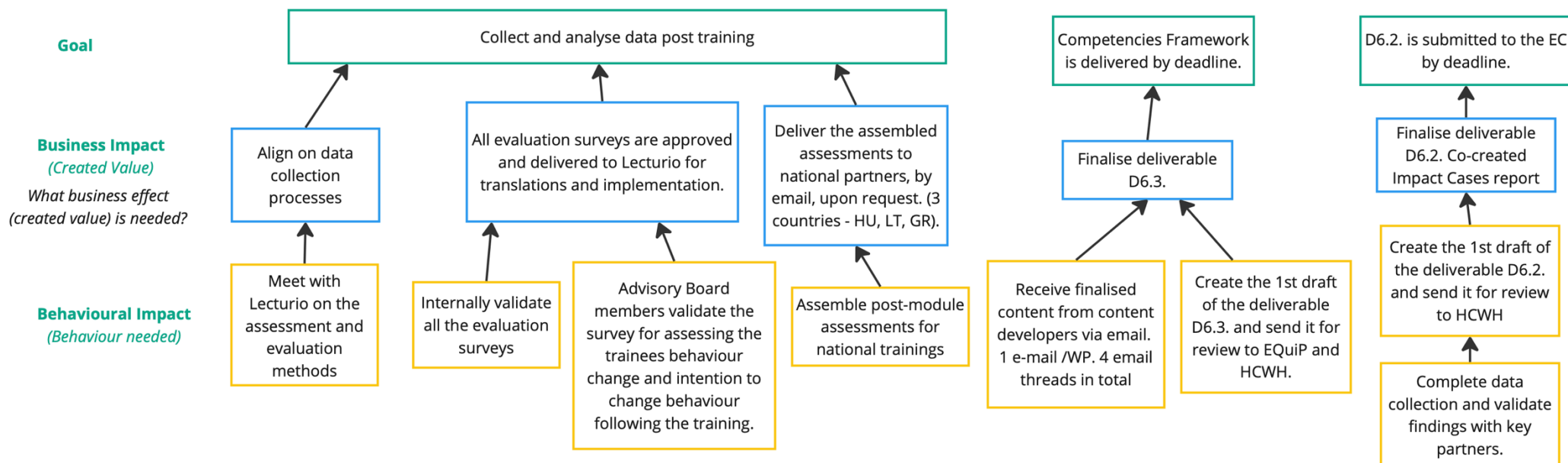


Figure 15. Co-Created Impact Case for WP6, 3rd IC cycle.

Table 18. WP6 Impact Case Tracking for the M20–M24 period.

Type of Impact	Impact Objectives	Impact Measurement Tracking. 3d IC Cycle: M20-M24								
		KPI / Measure	BS	Target	Oct	Nov	Dec	Jan	Feb	Notes
BUSINESS IMPACT	Align on data collection processes	Workflow standardisation: no. of standardised data collection templates developed and shared, including two codebooks and one data export template.	0	3	0	0	1	2	2	First drafts of one codebook and the data export template were shared with Lecturio in December 2024. The internal deadline for finalising all templates is March 2025.
	All evaluation surveys are approved and delivered to Lecturio for translations and implementation.	No. of surveys approved and sent to Lecturio.	0	6	6	6	6	6	6	Surveys produced: Demographics, Baseline, immediately post-training, 7ECDC KQ, satisfaction survey, and 3-months follow-up.
	Deliver the assembled post module assessments to national partners upon request. (HU, LT, GR).	No. of countries to which the assembled assessments were delivered.	0	3	3	3	3	3	3	The post-module assessments are accessible to all partners on intranet.
	Finalise deliverable D6.3. Competencies Framework	D6.3. report is finalised, submitted to the EC, and uploaded on the intranet.	0	1	1	1	1	1	1	
	Finalise deliverable D6.2. Co-created Impact Cases report	D6.2. is finalised, submitted to the EC, and uploaded on the Intranet.	0	1	0	0	0	0	1	
BEHAVIOURAL IMPACT	Meet with Lecturio on the assessment and evaluation methods.	WP6 team attends the Lecturio weekly calls to ensure clarity and alignment on assessment and evaluation methods. KPI: No. of weekly calls attended by WP6 team representatives.	0	20	5	9	12	16	19	1 meeting was cancelled by organisers due to illness. Thus, our objective was 100% attained.
		No. of meetings between the EQuIP and ISCTE representatives and the Lecturio data experts to clarify the project's assessment and evaluation requirements, focusing on data collection and export methods.	0	2	0	0	1	2	2	
	Internally validate all the evaluation surveys	The evaluation surveys are reviewed and approved internally by partners (in an online working doc).	0	1	1	1	1	1	1	
	Advisory Board members validate the survey for assessing the trainees	No. of AB members reviewing the survey.	0	2	3	3	3	3	3	The feedback was then reviewed by a solution

	behaviour change and intention to change behaviour following the training.									working team comprising HCWH M&E experts, the coordinator, and WP6 team.
	Receive finalised content from content developers via email.	Content developers provide their finalised content via email. 1 e-mail/WP = 4 e-mail threads in total.	0	4	4	4	4	4	4	
	Create the 1st draft of D6.3. and send it for review to EQuIP and HCWH	HCWH and EQuIP provide their feedback for D6.3. via email. (no. of feedback emails received)	0	2	2	2	2	2	2	
	Complete data collection for D6.2. and validate findings with key partners.	Partners provide their inputs for D6.2. and validate findings via e-mail. 1 email thread /WP = 8	0	8	0	0	0	0	8	The accuracy of data for all impact case measurements was re-verified with all WP leaders, before submitting D6.2.

WP8 Impact Case and Impact Tracking: M20 – M24

WP8 Impact Case. Third IC Cycle M20 - M24

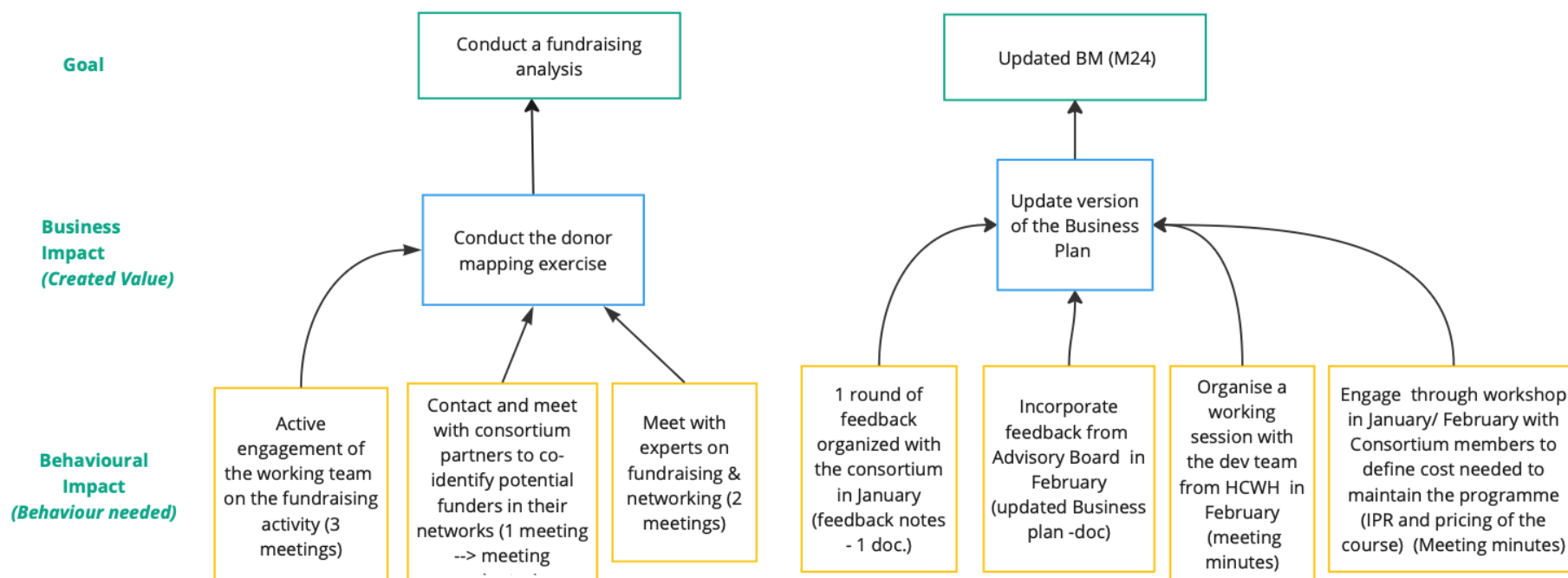


Figure 16. Co-Created Impact Case for WP8, 3rd IC cycle.

Table 19. WP8 Impact Case Tracking for the M20 – M24 period.

Type of Impact	Impact Objectives	Impact Measurement Tracking. 3rd IC Cycle: M20-M24								
		KPI / Measure	BS	Target	Oct	Nov	Dec	Jan	Feb	Notes
BUSINESS IMPACT	Conduct the donor mapping exercise	The list of donors (mapping exercise in excel) is updated.	0	1	0	0	0	0	1	
	Update version of the Business Plan	The latest version of the Business Plan is uploaded on Intranet.	0	1	0	0	0	0	1	
BEHAVIOURAL IMPACT	Active engagement of the working team on the fundraising activity.	No. of internal meetings conducted	0	3	0	0	1	2	3	
	Contact and meet with consortium partners to co-identify potential funders in their network (one meeting).	Meeting minutes are uploaded on Intranet.	0	1	0	0	1	1	1	
	Meet with experts on fundraising & networking matters.	No. of meetings or e-mail exchange	0	2	0	0	0	1	2	
	Coordinate a round of feedback with the consortium to review the Business Plan.	Feedback notes.	0	1	0	0	0	1	1	
	Incorporate feedback from the Advisory Board.	Updated Business Plan doc.	0	1	0	0	0	0	1	
	Organise a Business Plan working session with the HCWH development team.	Meeting minutes	0	1	0	0	0	0	1	
	Engage through workshop with Consortium members to define cost needed to maintain programme (PR and pricing of the course)	Meeting minutes	0	1	0	0	0	1	2	

Project-level Impact Case and Impact Tracking: M20 – M24

Project-level Impact Case: The third IC cycle (M20 – M24)

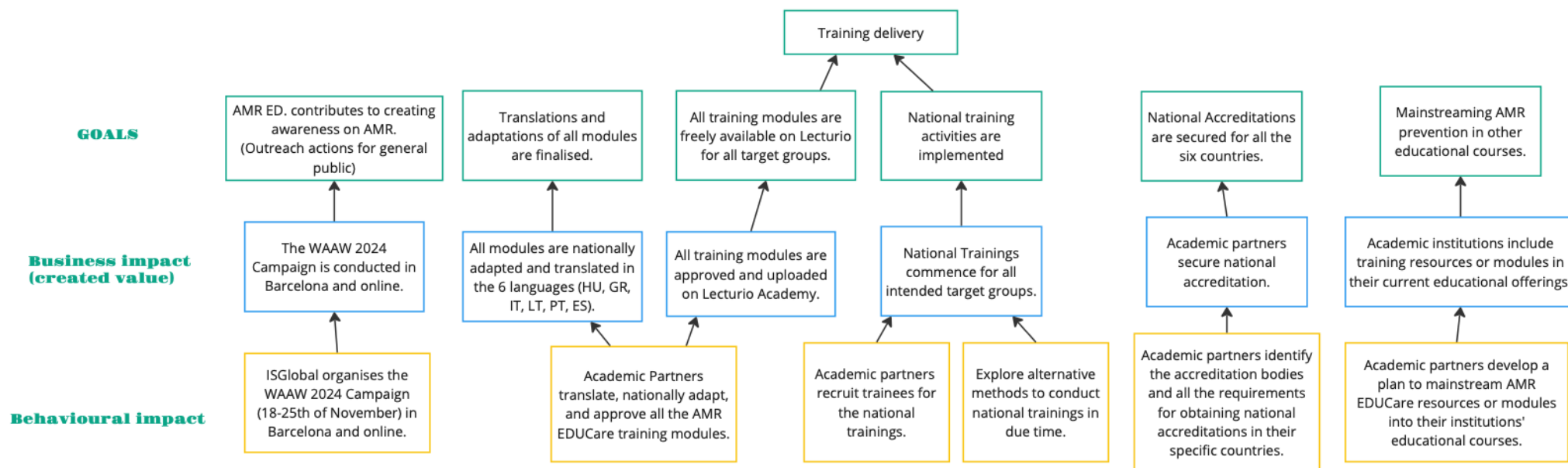


Figure 17. Co-Created Impact Case at Project level, 3rd IC cycle.

Table 20. AMR EDUCare Project-level Impact Case Tracking for the M20 – M24 period.

Type of Impact	Impact Objectives	Impact Measurement Tracking. 3rd IC Cycle: M20-M24								
		KPI / Measure	BS	Target	Oct	Nov	Dec	Jan	Feb	Notes
BUSINESS IMPACT	The WAAW 2024 Campaign is conducted I Barcelona and online.	No. of videos disseminated in the social media campaign.	0	6	0	6	6	6	6	The videos were disseminated in English, Spanish and Catalan.
		No. of types of activities conducted.	0	5	0	5	5	5	5	The conducted activities include videos & murals on public transport, a social media campaign, series of talks, pamphlet distribution, and DAU Festival.
	All training modules are nationally adapted and translated in the 6 languages (GR, HU, IT, LT, PT, ES)	No. of countries finalising translations and national adaptations of all modules.	0	6	0	0	0	0	6	
		No. of countries finalising translations and national adaptations of all modules included in the specific national trainings.	0	6	0	1	1	2	6	
	All training modules are approved and uploaded on Lecturio Academy.	No. of training modules available on Lecturio Academy.	0	15	0	15	15	15	15	
		No. of learning paths created on Lecturio Academy.	0	3	0	3	3	3	3	
	National trainings commence for all intended target groups.	No. of academic partners that commenced national training courses for doctors.	0	6	0	1	2	2	4	
		No. of academic partners that commenced national training courses for nurses.	0	6	0	0	1	1	3	
		No. of academic partners that commenced national training courses for pharmacists.	0	5	0	1	2	2	4	
		No. of academic partners that commenced national training courses for healthcare/ waste managers.	0	6	0	1	2	2	2	
	Academic partners secure national accreditation.	No. of academic partners who submitted national accreditation applications for AMR EDUCare national trainings.	2	6	2	4	4	6	6	

		No. of academic partners who successfully obtained national accreditation for AMR EDUCare national trainings.	0	6	0	2	2	5	5	Italy's final confirmation for national accreditation is still awaited.
	Academic institutions include training resources or modules in their current educational offerings.	No. of academic institutions that included training resources or modules in their current educational offerings.	0	6	0	1	1	1	1	This process is ongoing, though it is not a current priority. Further efforts will be made in the upcoming period.
BEHAVIOURAL IMPACT	ISGlobal organises the WAAW 2024 Campaign in Barcelona and online.	No. of videos produced for the social media campaign	0	6	6	6	6	6	6	
		A detailed activity plan of the campaign is uploaded on Intranet.	0	1	1	1	1	1	1	
	Academic Partners translate, nationally adapt, and approve all the AMR EDUCare training modules.	No. of follow-up meetings held to monitor translation and national adaptation progress.	0	6	2	4	6	8	10	
	Academic partners recruit trainees for the national trainings.	No. of academic partners who conducted promotional activities to recruit trainees.	0	6	1	2	2	3	3	
	Academic partners, coordinators, and M&E team explore alternative methods to conduct national trainings in due time.	No. of meetings held to explore alternative methods to conduct national trainings in due time.	0	3	0	1	1	3	3	
	Academic partners identify the accreditation bodies and all the requirements for obtaining national accreditations in their specific countries.	All requirements for obtaining national accreditations are presented in 1 document.	0	1	0	0	0	0	1	
	Academic partners develop a plan to mainstream AMR EDUCare resources or modules into their institutions' educational courses.	No. of academic partners who have a plan to include AMR ED. resources/modules into their institutions' educational courses.	1	6	1	1	2	2	2	

Appendix 5.

Pulse Checks - Quantitative Findings on Stakeholders' Satisfaction

The six questions included in the Pulse Check and outlined in Figure 1., assess key areas such as impact creation, delivery and collaboration, enjoyment and energy, support and feedback, personal and professional development, and effective project execution and impact focus.

Responses are given on a Likert scale from 1 (1 = strongly disagree or not at all) to 5 (5 = strongly agree or very much), with an optional field for qualitative feedback, comments, or suggestions.

Developed by the Half Double Institute, the creators of the Half Double Methodology, these questions are used ad litteram in the AMR EDUCare project.

The Pulse Check questionnaire:

Question 1. Are you confident that your current work is creating impact for the project?

Question 2. Do we deliver and collaborate effectively in the project?

Question 3. Are you having fun and energy working in the project?

Question 4. Are you getting the support and feedback you need?

Question 5. Are you developing personally and professionally working in the project?

Question 6. All in all; are you convinced that this project is executed more effectively and with more focus on impact than other projects?

Feedback, comments, or suggestions:

Figure 18. The Pulse Check Questionnaire

To assess stakeholder engagement and project progress, Pulse Check results are analysed over time, comparing positive and average scores, with the first month serving as the baseline for future reference.

The next section provides an overview of findings from the project period to date, with a particular focus on Pulse Check results from July 2023 to August 2024. It highlights the evolution of trends, key insights, risk mitigation strategies, and actions taken to address emerging challenges.

AMR EDUCare Pulse Check Reports for the period July 2023 - August 2024

Between July 2023 and August 2024, team EQuiP conducted seven Pulse Checks. Tables 4 and 5 present a comparative analysis of positive and average scores across the seven Pulse Checks.

Table 21. Comparative Analysis of the Positive Scores - July 2023 - August 2024

Positive score	07 2023 (n=13) (Baseline)	09 2023 (n=8)	11 2023 (n=8)	01 2024 (n=9)	03 2024 (n=10)	05 2024 (n=9)	08 2024 (n=9)
Question 1	61%	100% (+39%)	87% (+26%)	67% (+6%)	79% (+17%)	89% (+27%)	100% (+39%)
Question 2	85%	100% (+15%)	50% (-35%)	33% (-52%)	30% (-55%)	67% (-18%)	56% (-29%)
Question 3	85%	87% (+2%)	38% (-47%)	33% (-52%)	40% (-45%)	56% (-29%)	44% (-41%)
Question 4	100%	100% (-)	38% (-62%)	33% (-67%)	40% (-60%)	67% (-33%)	78% (-22%)
Question 5	77%	87% (+10%)	63% (-14%)	56% (-21%)	40% (-37%)	78% (+1%)	67% (-10%)
Question 6	77%	50% (-27%)	38% (-39%)	22% (-55%)	30% (-47%)	44% (-33%)	44% (-33%)
Average mean	80.8%	87.3% (+6.5%)	52.3% (-28.5%)	40.5% (-40.3%)	43.3% (-37.5%)	66.8% (-14.0%)	64.8% (-16.0%)
WPs	100%	50% (-50%)	62.5% (-37.5%)	50% (-50%)	75% (-25%)	62.5% (-37.5%)	62.5% (-37.5%)

Table 22. Comparative Analysis of the Average Scores - July 2023 - August 2024

Average score	07 2023 (n=13)	09 2023 (n=8)	11 2023 (n=8)	01 2024 (n=9)	03 2024 (n=10)	05 2024 (n=9)	08 2024 (n=9)
Question 1	4.1 (Baseline)	4.6 (+0.5)	4.3 (+0.2)	3.7 (-0.4)	4.3 (+0.2)	4.6 (+0.5)	4.4 (+0.3)
Question 2	4.3 (Baseline)	4.6 (+0.3)	3.3 (-1.0)	3.0 (-1.3)	3.5 (-0.8)	3.8 (-0.5)	3.8 (-0.5)
Question 3	4.4 (Baseline)	4.3 (-0.1)	3.3 (-1.1)	3.3 (-1.1)	3.4 (-1.0)	3.4 (-1.0)	3.1 (-1.3)
Question 4	4.5 (Baseline)	4.6 (+0.1)	3.3 (-1.2)	3.2 (-1.3)	3.4 (-1.1)	3.8 (-0.7)	3.9 (-0.6)
Question 5	4.2 (Baseline)	4.5 (+0.3)	3.5 (-0.7)	3.8 (-0.4)	3.6 (-0.6)	4.0 (-0.2)	3.7 (-0.5)
Question 6	4.1 (Baseline)	3.9 (-0.2)	2.6 (-1.5)	2.2 (-1.9)	3.4 (-0.7)	3.2 (-0.9)	3.2 (-0.9)
Average mean	4.3 (Baseline)	4.4 (+0.1)	3.4 (-0.9)	3.2 (-1.1)	3.6 (-0.7)	3.8 (-0.5)	3.7 (-0.6)

WPs	100%	50% (-50%)	62.5% (-37.5%)	50% (-50%)	75% (-25%)	62.5% (-37.5%)	62.5% (-37.5%)
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The Pulse Check results revealed fluctuating stakeholder satisfaction, reflecting both project challenges and gradual improvements.

Survey participation varied, with response rates ranging from 8 to 13 respondents and Work Package representation fluctuating between 50% and 100%. Given that more than 20 people are actively engaged in the project on a weekly basis, these response rates and fluctuations in representation did not fully capture the perspectives of all stakeholders, and caution is needed when interpreting the results.

Overall satisfaction dropped notably between September 2023 and January 2024, signalling organisational difficulties, but showed partial recovery by August 2024. Confidence in impact, support, and professional development followed similar trends, with initial enthusiasm giving way to concerns before signs of stabilisation. However, collaboration, enjoyment, and belief in the project's effectiveness experienced noticeable declines and have yet to fully recover. While interventions have led to some improvements, ongoing efforts were needed to strengthen coordination, engagement, and overall stakeholder confidence.

Mid-term Interviews and Pulse Check Results for September 2024 - February 2025.

Mid-term evaluation interviews conducted between August and September 2024 with representatives from all work packages indicated an improvement in satisfaction with project coordination and collaboration compared to previous months. However, participants emphasised the ongoing need to strengthen communication and collaboration, with regular weekly Consortium Meetings highlighted as particularly beneficial.

Pulse Checks continued to be disseminated bi-monthly to track stakeholder satisfaction and project progress. The Pulse Check results for September 2024 to February 2025 reflect the ongoing monitoring efforts, as detailed below.

Since September 2024, two additional Pulse Checks were disseminated to project partners in October and December 2024. However, the response rates were extremely low, limiting the reliability of the data and posing potential GDPR concerns due to the risk of identifying individual respondents.

The low response rate was discussed in a regular consortium meeting on February 3rd, 2025, where partners stated several reasons for non-response, including lack of time, workload pressures from urgent project tasks, survey fatigue, and difficulties keeping up with correspondence due to message overload. Broader societal factors, such as digital saturation and shifting priorities, may have also played a role in the decline in responses.

A new Pulse Check was disseminated in February 2025, and the results will be analysed in March 2025.

