EVALUATION PLAN

(first draft)

PROJECT: Revealing the hidden resources: supported employment for NEETs with support needs (ESF-SI-2023-SKILSS-01)

REVEALING THE HIDDEN RESOURCES: SUPPORTED EMPLOYMENT FOR NEETS WITH SUPPORT NEEDS

Co-funded by the European Union

Social Innovation + Initiative

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1 BACKGROUND

1.1 The motivation of the project (purpose)

The project at hand*, Revealing the hidden resources: supported employment for NEEts with needs* (application number ESF-SI-2023-SKILSS-01-0073) is funded by the European Social Fund as a result of the call titled Social Innovations for the Upskilling of Vulnerable Youth, Especially Young People not in Employment, Education, or Training (NEETs) (call number ESF-SI-SKILLS-01).

There are three countries involved in the project: the Netherlands, Lithuania and Finland. According to the project application, the proportion of 15-29-year-old NEETs in the EU was lowest in the Netherlands (4.2 %), whereas in Lithuania and Finland, the proportion was higher than the European average. Nevertheless, these countries have similar contexts and youth unemployment rates. (Project application ESF-SI-2023-SKILSS-01-0073, p. 29). The project addresses to the barriers which inhibit and discourage marginalised young people - particularly those with disabilities or from disadvantaged backgrounds – from entering the labour market in Lithuania and Finland.

1.2 The programme logic (theory)

The need from the project stems from the large number of unemployed young people who are not able overcome the barriers to employment. The project's object it to increase the abilities of marginalised vulnerable young people to cross the barriers to employment and increase the competencies of those who work with them to improve their labour market status. The programme logic, or the hypothesis, of the project is that the use of the SWOM model developed and used in the Netherlands, will improve the situation of the marginalised vulnerable young people in also in Lithuania and Finland.

2 EVALUATION GOVERNANCE

2.1 Purpose of the evaluation

The purpose of the evaluation is two-fold. Firstly, the evaluation aims to contribute to the learning of the project staff and its shareholders and help them to succeed in their work. This is done by using formative evaluation. Secondly, the evaluation seeks to give a concise understanding the results, innovations, impact but also the weaknesses of the project. This is done by using summative evaluation. Another important purpose of the evaluation is to learn about the experiences of the participants of the project and make their voices heard. This is done using transformative evaluation.

2.2 The evaluation approach (methods)

The evaluation will be carried out with using qualitative methods mainly. The emphasis is on the collection of qualitative data, however, quantitative data related to the goals of the project (e.g., number of participants etc.) will be collected and analysed. The methods used for formative and summative evaluation are observation and analysis of the material produced in the project. In addition, online enquiries or interviews may be used as an additional data collection, if need be.

An important part of the data collection is the collection of the most significant stories (MSS) from the young people who have participated in the project. This method is used for transformative evaluation of the project.

Alongside the data collection, a GANTT chart is used to monitor the timely progress of the project activities. GANTT is also used for collection information on possible nodal point which obstruct the attaining of the project's objectives and learn about possible unexpected results of the project.

2.3. The core questions of the evaluation

- What were the turning points of the project?
- What was the quality of interventions/activities (competence, resources etc.)
- Why did some interventions succeed better than others? If so, why?
- Why did the intervention work differently with some people compared to others?
- What unexpected happened during the project and how it was dealt with?
- How has the collaboration worked?
- What has helped/prevented obtaining the aims of the project?
- How were the effects obtained?
- Why did an intervention/activity had an effect?
- What has the project meant to those involved?

2.4 Evaluation stakeholders

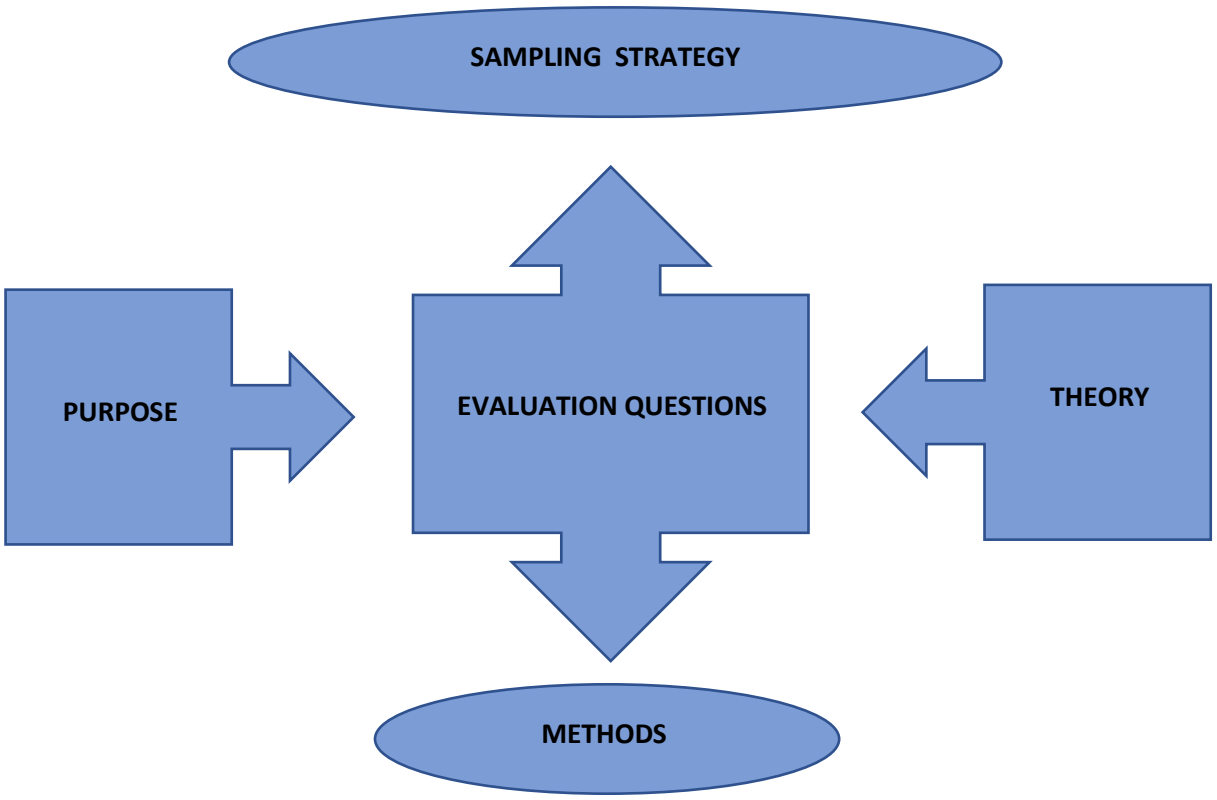
The stakeholders of the Hidden resources project are the organisations involved in the implementation of the project, i.e., ZISPB (Lithuania), VALO (Finland), SWOM (the Netherland). Humak (Finland) participates the project in the role of the evaluator. In addition, the stakeholders include beneficiaries of the project (employees, employers or participants, stakeholders, vocational counselors, etc.).

2.5 Reporting

The project evaluation contains 4 evaluation reports and the evaluation results will be reported twice a year. The evaluation reports will be handed in during the first year at the end of the month 6 (April 2025) and at the end of the month 12 (October 2025). Similarly, during the second year, third evaluation report will be handed in at the end of the month 16 (April 2026) and the final report will be handed in by the end of the month 24 (October 2026).

3 EVALUATION DESIGN

3.1 Evaluation framework



3.2 Data sampling

CORE QUESTION	INFORMATION SOURCES
What were the turning points of the project?	Steering committee meetings and reports Dissemination events/reports
What was the quality of interventions?	Steering committee meetings and reports Dissemination events/reports
Why did some interventions succeed better than others?	Steering committee meetings and reports Intervisions Dissemination events/reports
Why did the intervention work differently with some people compared to others?	Intervisions Dissemination events/reports
What unexpected happened during the project and how it was dealt with?	Steering committee meetings and reports GANTT
How has the collaboration worked?	Steering committee meetings and reports
What has helped/prevented obtaining the aims?	Steering committee meetings and reports Intervisions Dissemination events/reports GANTT
How were the effects obtained?	Steering committee meetings and reports Dissemination events/reports
Why did an intervention/activity had an effect?	Steering committee meetings and reports Intervisions Dissemination events/reports
What has the project meant to those involved?	MSS, testimonials, training reports

3.3 preliminary timetable for data sampling

COLLECTION PERIOD	DATA
February 2025 – September 2026	Observation: SCM meetings, intervisions, dissemination events, GANTT
	SCM reports
October 2025 (month 12)	Training reports
January 2026 – October 2026 (months 15-24)	MSS
January 2026 – October 2026 (months 15-24)	Testimonials
December 2024 – September 2026 (months 2-23)	Dissemination events and reports
If need be: May 2026 – September 2026	internet enquiry / interviews