EVALUATION PLAN

(20.3.2025)

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

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

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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 about 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 other words, the evaluation material will be collected in a way that minimizes the amount of extra work caused for the project staff. In case, the collected material is not sufficient for the purposes of the evaluation, stakeholders may be invited to participate an online enquiry or interviews as an additional data collection activity. However, this will be done only, if the material accumulated in the project will be discovered insufficient for the writing of an evaluation report.

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. The project staff will receive training for the compiling of the MSS at the kick-off meeting in the Hague. In addition, there will a short online refresher training in spring 2025 to ensure that the contents of the training during the kick-off meeting are remembered clearly and the collecting of MSS starts smoothly. According to a preliminary timetable, an online refresher training takes place in April, but if the project staff is not in the MSS collecting phase by April, the refresher training can be postponed to a later date. It is more important that the refresher training takes place when the collecting of MSS is actually starting than organizing it in April.

Alongside with the data collection, a GANTT chart is used to monitor the timely progress of the project activities. GANTT is also used for collecting information on possible nodal point which obstruct the attaining of the project's objectives and for learning about possible unexpected results of the project. The updates of GANTT will be integrated into the Steering Committee meetings. GANTT will also be used as a tool for project management simultaneously with formative evaluation.

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), and 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 counsellors, etc.).

2.5 Reporting

The project evaluation contains 4 evaluation reports and the evaluation results will be reported twice a year following the project plan. 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

The evaluation design is visualized in the figure 1. Visualisation is done in a general level. More detailed information is given in the previous chapters and in the tables in the chapters 3.2 and 3.3.

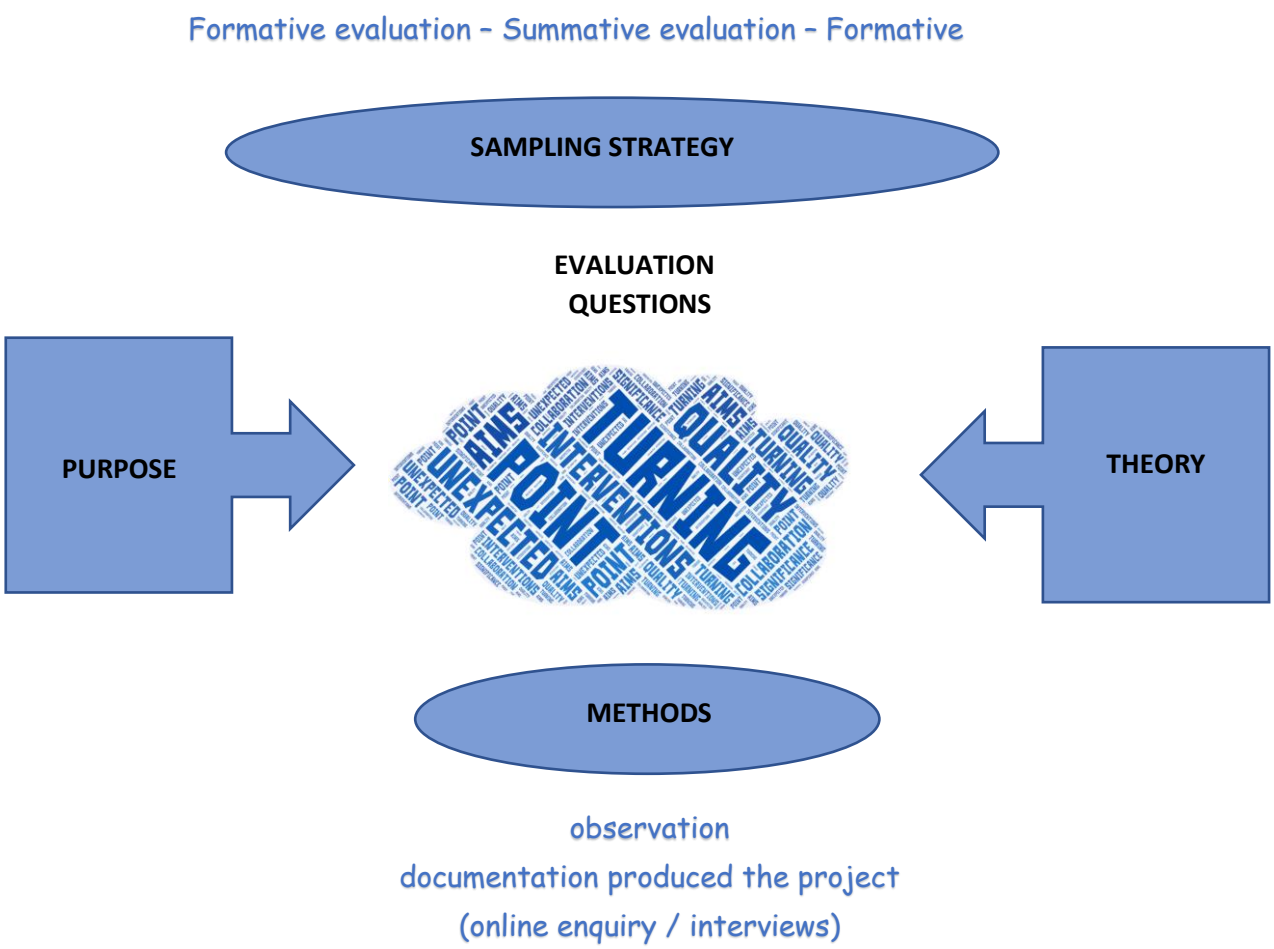


Figure 1. The visualisation of the evaluation design.

3.2 Data sampling

The table 1 illustrates the accumulation of the evaluation data by indicating the information sources for replying the core questions used in the evaluation. It should be noted that due to the formative nature of the evaluation and the use of evaluation results for learning and developing in the project, some of the core questions may be discovered redundant in the course of the formative evaluation process as the results of major turning points. This is not a very likely scenario, however, should it happen, the core questions can be edited in the cooperation with the project manager and Steering Committee of the project.

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

Table 1. Data sampling.

3.4 Preliminary timetable for data sampling

The timetable presented in the table 2, is written on the basis of the project plan. In case the progress of the project will differ from the project plan, the timetable will be revised. Similarly, in case of the unforeseen obstacles in the accumulation of evaluation data, the timetable may be revised. If this should happen, the timetable will be revised in the cooperation with the project manager and the Steering Committee of the project.

COLLECTION PERIOD	DATA
February 2025 – September 2026	Observation: SCM meetings, intervisions, dissemination events, GANTT Training reports from the kick-off meeting in the Hague
	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

Table 2. Timetable for data sampling.